

MEMORANDUM OF UNDERSTANDING #25-26-16
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN
RIVER CHAPTER No. 528 (CSEA)

Alternative Work Schedule: 9/80 Work Schedule
March 25, 2026

This Memorandum of Understanding ("MOU") is agreed to between the Folsom Cordova Unified School District ("District") and the California School Employees Association, and its American River Chapter No. 528 (CSEA). Collectively, the District and CSEA will be referred to as "the Parties."

The Parties agree that qualified classified employees may elect to work an alternative schedule for the summer months as set forth below. The benefit of the alternative schedule is that the employee receives an extra day off every two weeks.

1. Qualified Employees

Twelve month classified employees assigned to the Education Services Center are eligible.

2. Effective Period of the Alternative Schedule

Alternative Schedules shall commence June 1, 2026 and continue through July 24, 2026.

3. The Alternative Schedule Defined

The Alternative Schedule is known as a 9/80. Within a two week work cycle, employees shall work eighty (80) hours as follows:

- a. Work eight (8) nine-hour days.
- b. Work one (1) eight-hour day.
- c. Take one (1) day off.
- d. The days set forth above must be on a fixed schedule. In other words, the eight (8) hour day and the day off cannot change from cycle to cycle.

4. Election to Opt In

- a. An employee may elect to opt in for the Alternative Schedule by notifying their supervisor in writing no later than May 29, 2026.
- b. The supervisor will meet with the employee to create a fixed Alternative Schedule. Placement of the eight (8) hour day and the day off in the cycle will be based upon department needs.

- c. Once an employee accepts an Alternative Schedule, the schedule may not be modified.

5. Absences and Overtime

Absences and overtime will be based upon the Employee's Alternative Schedule. For example:

- a. If an employee is absent on a nine (9) hour day, the employee will be charged with nine (9) hours of leave.
- b. If an employee works ten (10) hours on a scheduled nine (9) hour day, the employee is eligible for one (1) hour of overtime.

6. This MOU shall sunset on July 24, 2026.

There are no costs associated with implementing this MOU.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: _____

David Byrd, Executive Director
Human Resources

Date: _____

April 29, 2026

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528

By: _____

Rob Corn, President

By: _____

Kennedy Liem, Labor Relations Representative

Date: _____

04/29/2026

Board Approved: 05/21/2026

CSEA Ratified: 05/12/2026

Fridays Off 9-80 Schedule

JUNE 2026

JULY 2026

SUN	MON	TUE	WED	THU	FRI	SAT
	1 9hr	2 9hr	3 9hr	4 9hr	5 9hr	6
7	8 9hr	9 9hr	10 9hr	11 8hr	12 OFF	13
14	15 9hr	16 9hr	17 9hr	18 9hr	19 8hr	20
21	22 9hr	23 9hr	24 9hr	25 9hr	26 OFF	27
28	29 9hr	30 9hr				

SUN	MON	TUE	WED	THU	FRI	SAT
			1 9hr	2 9hr	3 8hr	4
5	6 9hr	7 9hr	8 9hr	9 9hr	10 OFF	11
12	13 9hr	14 9hr	15 9hr	16 9hr	17 9hr	18
19	20 9hr	21 9hr	22 9hr	23 8hr	24 OFF	25
26	27 REGULAR SCHEDULE	28 REGULAR SCHEDULE	29 REGULAR SCHEDULE	30 REGULAR SCHEDULE	31 REGULAR SCHEDULE	

Mondays Off 9-90 Schedule

JUNE 2026

SUN	MON	TUE	WED	THU	FRI	SAT
	1 9hr	2 9hr	3 9hr	4 9hr	5 9hr	6
7	8 O F F	9 9hr	10 9hr	11 9hr	12 8hr	13
14	15 9hr	16 9hr	17 9hr	18 9hr	19 8hr	20
21	22 O F F	23 9hr	24 9hr	25 9hr	26 9hr	27
28	29 9hr	30 9hr				

JULY 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1 9hr	2 9hr	3 8hr	4
5	6 O F F	7 9hr	8 9hr	9 9hr	10 9hr	11
12	13 9hr	14 9hr	15 9hr	16 9hr	17 9hr	18
19	20 O F F	21 9hr	22 9hr	23 9hr	24 8hr	25
26	27 REGULAR SCHEDULE	28 REGULAR SCHEDULE	29 REGULAR SCHEDULE	30 REGULAR SCHEDULE	31 REGULAR SCHEDULE	