

MEMORANDUM OF UNDERSTANDING #25-26-25
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Air Force Junior Reserve Officer Training Corps (AFJROTC)
Aerospace Science Instructor Work Year and Salary Schedule
May 13, 2026

The Folsom Cordova Unified School District ("District") and Folsom Cordova Education Association ("FCEA") enter this Memorandum of Understanding ("MOU") regarding the AFJROTC Program.

The Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructors are retired Air Force members. Per Air Force Regulations, individual AFJROTC instructors must be paid a "Minimum Instructor Pay" which equates to the pay they would be receiving if on active duty. Per the Air Force MOU, the program must have two Aerospace Science Instructors.

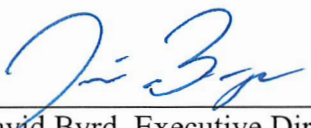
In order to recruit candidates for this unique teaching assignment, the District created the Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructor Salary Schedule (Attachment A). The salary schedule has one column and reflects a 194-workday calendar. Additionally, the higher ranking AFJROTC Aerospace Science Instructor (per the Air Force MOU) will be designated as the AFJROTC Division Leader and be additionally compensated with a 4% Division Leader factor. Daily hours will remain unchanged; this change will take effect upon signature of this MOU. All provisions of this MOU are subject to the negotiated grievance procedure in the CBA.

This is a one-time non-precedent setting agreement and shall fully resolve all bargaining related to the impact and effects of this change. Absent mutual agreement, this MOU shall sunset on June 30, 2027.

Cost estimated at \$283,762 by a combination of the General Fund and Air Force grant.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: _____

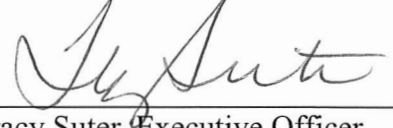

David Byrd, Executive Director
Human Resources

Date: _____

May 20, 2026

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: _____


Tracy Suter, Executive Officer

Date: _____

5-20-26

Board Approved: 06/04/2026