

MEMORANDUM OF UNDERSTANDING #26-27-02
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
AMERICAN RIVER CHAPTER No. 528 (CSEA)

Temporary Transportation Substitutes
August 12, 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 District and CSEA are Parties to a collective bargaining agreement ("CBA") which expires June 30, 2026.

Rationale

Due to increased student transportation enrollment and an ongoing shortage of qualified bus drivers, the District has contracted with a transportation vendor to provide substitute driver coverage. This temporary support will help maintain fully staffed routes, minimize service disruptions caused by employee absences or illnesses, and ensure reliable transportation for students while the District continues recruiting and training permanent drivers.

Temporary Transportation Substitute Services

The District shall temporarily contract Michael's Transportation Service, Inc ("MTS") for substitute coverage through November 30, 2026.

1. The District shall only use MTS drivers when there are no available District employed bus drivers. Eligible District employed bus drivers shall be given first opportunity to cover an absence.
2. No District employed bus drivers will be removed from their current bid route as a result of MTS drivers.
3. All District employed bus drivers will be given first option for extra runs and/or field trips.
4. MTS drivers shall not be used to substitute for long-term absences.
5. No District employed bus driver positions shall be eliminated or have their hours reduced as a result of MTS drivers.
6. The District shall continue to actively recruit, train, and hire permanent District bus drivers throughout the life of this agreement.

The Parties agree to meet during the life of this Agreement to discuss bus driver shortages and address the increased need for transportation services.

This is a one-time, non-precedent setting agreement and shall not constitute past practice. Any disputes arising from this Agreement shall be addressed through the grievance procedure outlined in CBA Article 3. This Agreement shall sunset on November 30, 2026.

This MOU shall be effective upon ratification by both Parties.

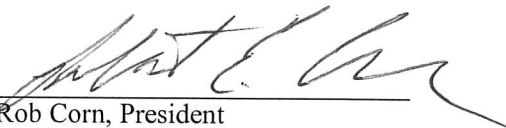
FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



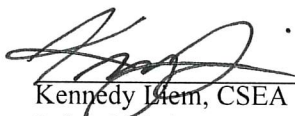
David Byrd, Executive Director
Human Resources

Date: 8/13/26

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528



Rob Corn, President



Kennedy Lem, CSEA
Labor Relations Representative

Date: 8/13/26