MEMORANDUM OF UNDERSTANDING #26-27-03
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Adjusting the Transfer and Surplus Timeline
October 16, 2026

The Folsom Cordova Unified School District ("District") and the Folsom Cordova Education Association ("FCEA"), collectively referred to as "the Parties," enter into this Memorandum of Understanding ("MOU"). The Parties are collaborating to update Article 11 of their collective bargaining agreement. Because that process will require additional time, this MOU temporarily modifies the applicable contract language to permit an earlier hiring cycle for the 2027–2028 school year. This temporary modification is intended to help the District attract and onboard highly qualified teachers and remain competitive with surrounding school districts.

For the period of this MOU, the language set forth below shall supersede conflicting language in Article 11.

11.3 Voluntary Transfers - Initiated at the request of an employee:

11.3.1 Annually, the hiring timeline provides a two (2)-week period when the District will post all known vacancies internally for teachers to apply. Unit employees may submit an application on Edjoin requesting a transfer from the beginning of the last week of January until the end first (1st) week of February. Such requests will be acknowledged via district email within one week of receipt. Teachers who receive a surplus notification after the end of the first (1st) week of February, may submit a voluntary transfer request at their earliest convenience. Teachers who receive a surplus notification, will be provided with the differences between the surplus and voluntary transfer process in writing.

11.3.1.1 Internal transfer postings will remain open for a minimum of five (5) days. If no internal candidate applies for the position after five (5) days, the position may be posted directly for external candidates.

11.3.1.2 A teacher wishing to make a general transfer request may do so by applying to the internal general transfer pool on Edjoin between the beginning of the last week of January and the end of the first (1st) week of February. A general transfer request is neither site nor subject nor grade level specific.

11.3.8 Vacancies Which Occur After June 11th:

11.3.8.1 Vacancies which occur after June 11th will be posted to external candidates only until all vacancies are filled for the upcoming school year.

11.3.8.2 These postings may omit any of the following information: school site, grade level, subjects and/or specialist area or credential requirements.

11.3.9 Extended Voluntary Transfer:

11.3.9.1 Unit members who timely apply in 11.3.1 above to the Extended Voluntary Transfer shall be included within the pool of external applicants if the unit member applied for only one specific school and specific grade level/span and a vacancy occurs that matches their specific request for the upcoming school year. If that happens,

Personnel Services will move the unit members' application into the pool for the specific open position.

The following chart shows the important dates for the Voluntary Transfer and Surplus process in 2027.

DATE	ACTION
Jan. 25, 2027	"Internal Only" vacancies posted on EdJoin and sent to Principals
Jan. 25 - Feb. 5, 2027	Teachers submit applications on EdJoin for **voluntary transfer, extended voluntary transfer**, or **general transfer**.
Feb. 5, 2027	Last day to apply for voluntary transfer, extended voluntary transfer or general transfer
Feb. 8 - 12, 2027	Principals conduct voluntary transfer interviews
Feb. 15, 2027	Successful voluntary transfer requests notified
Feb. 22, 2027	Teachers being surplused receive available positions and seniority lists
Feb. 24, 2027	Surplus and Reassignment meeting
June 11, 2027	Last day for posting a position that internal candidates can apply to

This MOU will sunset on 06/30/2027. There are no costs associated with implementation of this MOU.

FOR THE FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

By: _____
David Byrd, Executive Director
Human Resources

Date: 10/22/26

FOR THE FOLSOM CORDOVA EDUCATION ASSOCIATION

By: _____
Tracy Suter, Executive Officer

Date: 10-22-26

Board Approved: 11/05/2026