MEET AND CONFER SUMMARY
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
FOLSOM CORDOVA LEADERSHIP ASSOCIATION
2026/2027 and 2027/2028 School Year

The Folsom Cordova Unified School District (FCUSD) and the Folsom Cordova Leadership Association (FCLA) participate in a meet-and-confer process to establish terms, conditions, and understandings that guide the working relationship between the District and its leadership staff.

A. COMPENSATION

For the 2026-2027 School Year:

Each cell of all salary schedules (Confidential, Classified Management, Certificated Management) shall be *increased by 3.0%* ongoing, effective July 1, 2026.

For the 2027-2028 School Year:

1. Each cell of all salary schedules (Confidential, Classified Management, Certificated Management) shall be *increased by 2.25%* ongoing, effective July 1, 2027.

2. Should the state adopted COLA applied to the Local Control Funding Formula for the 2027/2028 school year be higher than the estimated 3.30%, an amount will be added to A.1. above using the following formula:

   State Adopted 2027/2028 LCFF Adopted COLA minus 3.30% times 90% = X (increase to the 2.25% agreed COLA)

   *(Example: if the **2027/2028** State Adopted COLA for LCFF is applied at 4.00% then the formula would be as follows: 4.00%-3.30% = 0. 70% x .90 = 0.63% +2.25% = 2.88% increase to the salary schedules)*

3. A State Adopted COLA applied to the LCFF below 3.30% does not reduce the 2.25% agreed upon for 2027/2028.

B. HEALTH BENEFITS

For each of the 2026-2027 and 2027/2028 school years, the District will provide:

1. A one-time payment for medical benefits split into two (2) installments. For each plan year, the payment will equal seventy-five percent (75%) of the difference between the Western Health Advantage Nonstop Plan and the FCUSD FCLA Medical cap, based on 1.0 FTE. This amount may vary from year to year.

2. The one-time payment will not be prorated based upon FTE.

3. The payment will be based on the difference of the plan tier (single, plus one, family) the employee is enrolled in/on the required date noted in B.4.

4. To qualify for an installment, the employee must be actively enrolled in an FCUSD medical plan on November 1st for the first installment and/or March 1st for the second installment.

5. An employee who is not actively enrolled on a required date will not receive that installment.

6. Each installment is subject to all applicable state and federal taxes.

This document is not a collective bargaining agreement and does not create binding contractual obligations. It is intended to document shared understandings resulting from the meet-and-confer process. Both FCUSD and FCLA affirm their ongoing commitment to open communication, collaboration, and the shared goal of supporting student success across the District.

FOR THE FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

By: _____
David Byrd, Executive Director
Human Resources

Date: 10/26/26

FOR THE FOLSOM CORDOVA LEADERSHIP ASSOCIATION

By: _____
LeeAnn Childers, President

Date: 10/26/2026

Board Approved: 11/05/2026