

September 21, 2018

TENTATIVE AGREEMENT
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
FOLSOM CORDOVA EDUCATION ASSOCIATION

The Folsom Cordova Unified School District (District) and the Folsom Cordova Education Association (FCEA) are parties to a collective bargaining agreement (CBA) which expires on June 30, 2020.

This is a *package* proposal, intended to complete negotiations for 2018/2019 and 2019/2020. Upon mutual consent, FCEA and FCUSD may negotiate common interests during this contract period, which will apply to the 2020/21 school year bargaining tentative agreement. It must be accepted, or rejected, in its entirety.

I. CLOSURE OF THE 2018/2019 and 2019/2020 SCHOOL YEAR NEGOTIATIONS AS TO COMPENSATION.

- A. During the 2018//19 school year the entire salary schedule shall be increased by 0.5% (1/2 percent). During the 2019/20 school year, the salary schedule shall be increased by 0.5% (1/2 percent).
- B. Professional Development Days
 - a. In each of the 2018/2019 and 2019/2020 school years only, one professional development (PD) day shall be added to the teacher work year, for a total of one hundred eighty-five (185) workdays. This PD day will occur in October. This provision shall sunset as of June 30, 2020.
 - b. For the 2019/2020 school year, two professional development (PD) days shall be added to the teacher work year, for a total of one hundred eighty-six (187) work days. The PD days will occur at the beginning of the school year. This provision shall continue as long as FCUSD receives EL/LI funding.
 - c. Determination of PD days beyond the 2019/2020 school year shall be made in accordance with LCAP requirements.

Note: The cost of each PD day is approximately 0.5% of the member's salary. It will be paid separately and will be included in the STRS contribution calculation.

- C. Step 30 on the salary schedule will be moved to Step 24 beginning the 2018/19 school year.

Note: The cost of this action in 2018/2019 is approximately comparable to a 0.50% raise for all member's salary.

II. OTHER AGREEMENTS

- A. Over the course of negotiations, the Parties have reached agreement on the following topics:
 - 1. CTE - Career Technical Education Stipend (Attachment A).
 - 2. Ag and Culinary Teacher Stipend (Attachment B).
 - 3. Sped Additional Release time (Attachment C).
 - 4. Vista De Lago MOU on Flex Time
 - 5. Elementary Music/PE prep language
 - 6. Transfer Language MOU
 - 7. Update Article 7 to include Orientation Language according to Janus
- B. During the 2018/2019 school year FCUSD will continue to bargain language for Special Education. The two teams will receive recommendations from the Special Education committee on: K-1 inclusion and Special Education classroom teacher needs to work on IEP's. The recommendations will be bargained to meet the needs of the district and FCEA.
- C. During the 2018/2019 school year the FHS Scheduling Committee will make recommendations to create a school schedule to meet the needs of the students, staff, and district. The recommendations will be bargained during the 2018/2019 school year with the goal of implementation for the 2019/2020 school year.
- D. During the 2018/19 school year FCUSD will continue to bargain language for Kindergarten classes. The two teams will receive recommendations from the Kindergarten committee and the needs of the schools and students. The recommendations will be bargained to meet the needs of the district and FCEA.
- E. At the conclusion of the 2018/19 school year FCUSD and FCEA will relook at the Ag/Culinary Stipend position to see if the needs of the teachers, students, and school are being met through the language written. The suggestions given to the bargaining teachers by the principal and ag/culinary teachers will be considered in order to create fair stipends with contract language for the ag/culinary academy teaching positions.
- F. During the 2018/19 school year FCUSD and FCEA will look at the need for creating an elementary committee to research a common planning schedule to meet ongoing Professional Learning Community goals. The recommendations will be bargained to meet the needs of the district and FCEA.

G. Reopeners

1. Reopeners for the current contract shall be:
 - a. each party may reopen with two (2) non-compensation articles for the 2019/2020 school year,
 - b. continue to bargain recommendations from committees above,
 - c. continue the bargainable impacts of LCAP adopted after ratification of this Agreement and,
 - d. include any article or topic of bargaining upon mutual consent.
2. Openers for successor agreement in the 2020/2021 school year shall be:
 - a. salary and benefits;
 - b. each party may open with two (2) non-compensation articles;
 - c. any article or topic of bargaining upon mutual consent.

III. FULL AND FINAL RESOLUTION

This shall fully and finally resolve all bargaining obligations related to compensation / bargaining / reopeners through June 30, 2020.

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: Debra Krikourian

Date: 9/21/18

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: Ronald Cordova

Date: 9/21/18