

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING
TRANSFERS

Folsom Cordova Education Association and Folsom Cordova Unified School District (District), hereinafter "the parties," have reached this memorandum of understanding (Agreement) regarding the following:

1. The parties are interested in a one year pilot Agreement to expedite and streamline the transfer process in order to offer teachers an opportunity to submit a transfer request directly for a published vacancy.
2. This pilot will also allow the District to be competitive with other Districts and hire the most qualified teachers earlier from the applicant pool while allowing internal candidates first opportunity through the transfer process.
3. Surplussed teachers shall select from open positions at the end of the transfer process per the 2018-2019 Hiring Timeline.
4. The 2018-2019 Hiring Timeline provides a two-week period when the District will post all known vacancies internally for teachers to apply. Internal transfer postings will remain open for a minimum of five days.
5. A teacher wishing to make a general transfer request may do so by applying to the internal general transfer pool on Edjoin. A general transfer request is neither site nor subject nor grade level specific.
6. If no internal candidate applies for the position after five days, the position may be posted directly for external candidates.

19.8 Acceptance and Signatures:

We, the undersigned, hereby accept all of the terms, conditions, and provisions of this contract.

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: Debra Krikorian

Date: 1/12/18

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: [Signature]

Date: 1-12-18

THE FOLSOM CORDOVA EDUCATION ASSOCIATION
AND THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
ADVANCEMENT IN CLASSIFICATION
MEMORANDUM OF UNDERSTANDING

Appendix C
BASIC TEACHER SALARY SCHEDULE

ADVANCEMENT IN CLASSIFICATION:

For the term of this Agreement, advancement on the salary schedule will be made on the basis of evidence of units earned furnished by each certificated employee.

A. Procedures for application of salary advancement:

1. Employees planning to receive credit for courses are required to submit the **DISTRICT CERTIFICATED COURSEWORK PRIOR APPROVAL FORM** to the District Human Resources Office. All course requests must be submitted to the District Human Resources Office 45 days before course registration is due, and subsequently reviewed and signed off in advance. No more than six (6) units will be reviewed at a time.
2. If a teacher disagrees with the District's decision to deny a course for salary schedule advancement, the teacher may appeal to the Credit Evaluation Committee within 45 days of initial denial notification. The decision of the Credit Evaluation Committee will be final.
 - a. The Committee shall be composed of two (2) teachers chosen by the Association and two (2) administrators chosen by District administration.
3. Application for credit shall be made by submitting official transcripts by October 1st. Units submitted past this deadline shall not be used for salary advancement for the current year. All units submitted before the deadline that meet the requirements for salary advancement shall be credited and reflected on the November payroll to be received by the employee by November 30th and retroactive to the beginning of the school year.
 - a. All courses taken after the ratification date of this MOU must receive prior approval on the District Approval Form in order to be considered for salary advancement.
 - b. Transcripts for all courses completed prior to the ratification date of this MOU must be received before October 1, 2018 in order to be considered for salary advancement. Units previously denied will not be re-considered.
4. Continuing Education Unit (CEU) credit and District in-service workshop credit will be given on the basis of fifteen (15) hours of course time being equivalent to one (1) semester unit of college credit.

B. Unit Qualification Requirements

1. Credit may be granted for courses which are completed outside the school day for which the teacher is not compensated by the District. Units obtained through District paid professional development (including but not limited to: course registration, hotel, airfare, or employee stipend -- excluding teacher induction) will not count towards salary advancement.
2. Salary schedule credit may be granted for units received from District in-service workshop.
 - a. Credit(s) earned from a District in-service must be turned in no later than October 1st of the following school year.
3. Credit may be granted for units received from accredited institutions under one of the following guidelines:
 - a. Units related to major, minor, or credential in the field of education
 - b. Units related to the development of subject matter competency in a new teaching major or minor
 - c. Units related to credential additions or modifications
 - d. Units related to a Masters' or Doctorate degree program
 - e. Units related to current assignment and recommended by the principal/designee

4. Unit members will only be allowed to take six (6) units per semester during the school year. Prior approval may be granted for special circumstances i.e. Educational Leave, reduced FTE, or National Board/Post-Baccalaureate programs.
5. The number of semester units taken during the summer will not be limited.
6. Credit will not be granted for salary advancement for any course in which a grade of D, F or W is earned.
7. Units shall accrue from year to year until sufficient units have accumulated for a salary schedule class advancement.

C. Professional Development Rate of Pay:

Unit members attending district facilitated professional development outside the workday may be compensated at \$45 per hour in lieu of salary schedule credit.

D. Section C "Professional Development Rate of Pay" shall be a pilot effective for the 2018/2019 school year beginning July 1, 2018. Section C shall expire on June 30, 2019

Delva Krikourian

For
Folsom Cordova Education Association

1/12/18
Date

[Signature]

For
Folsom Cordova Unified School District

1-12-18
Date

THE FOLSOM CORDOVA EDUCATION ASSOCIATION
AND THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
ADVANCEMENT IN CLASSIFICATION
MEMORANDUM OF UNDERSTANDING

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 - c. Units related to credential additions or modifications
 - d. Units related to a Masters' or Doctorate degree program
 - e. Units related to current assignment and recommended by the principal/designee

Current Language:

11.3 Voluntary Transfers – Initiated at the request of an employee
11.3.1 Annually, unit employees may submit a letter or form to the Personnel Office requesting a transfer through March 1.

Change:

11.3 Voluntary Transfers – Initiated at the request of an employee
11.3.1 Annually, unit employees may submit an application on Edjoin requesting a transfer through February 21. General transfer requests may be submitted between February 1-13, 2018.

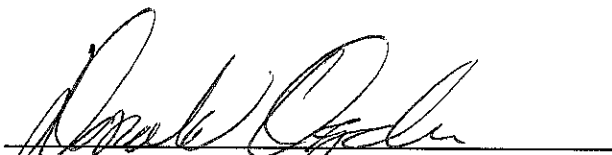
Current Language:


11.5.6 In May, teachers at each site shall be given an opportunity to inform their site administrator of any desire to be considered for change of grade level or subject area assignment.

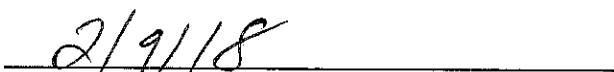
Change:


11.5.6 Before February 1 and as vacancies occur, teachers at each site shall be given an opportunity to inform their site administrator of any desire to be considered for change of grade level or subject area assignment.

This is a one-time Agreement, and is not precedent setting. The parties agree that unless negotiated otherwise, this Agreement will end September 1, 2018.


District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT


Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION


Date


Date

THE FOLSOM CORDOVA EDUCATION ASSOCIATION
AND THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
REDUCTION TO THE PSYCHOLOGIST WORK YEAR
MEMORANDUM OF UNDERSTANDING

Folsom Cordova Education Association and Folsom Cordova Unified School District agree the official work year for Psychologist be reduced from 204 days to 194 days. Daily hours will remain unchanged; This change will take effect at the beginning of the 2018/19 school year.

Psychologist shall be on duty a minimum of sixty (60) minutes more than the daily hours required of the District's classroom teachers.

This is a one-time non-precedent setting agreement and shall fully and finally resolve all bargaining related to the impact and effects of this change.


Association Representative

For the FOLSOM CORDOVA EDUCATION

ASSOCIATION

3/8/18
Date


District Representative

For the FOLSOM CORDOVA UNIFIED

SCHOOL DISTRICT

3/8/18
Date

THE FOLSOM CORDOVA EDUCATION ASSOCIATION

AND THE

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

SUPPORT SERVICES

MEMORANDUM OF UNDERSTANDING

03-12-2018

The parties agree to establish a Special Education committee to meet monthly and identify the parties' interests and options related to caseload/workload, facilities, supplies & materials, models for inclusion/ learning Lab/ MTSS, and professional development. The task of the joint committee is to work collaboratively and develop recommendations for the bargaining team, annual budget, and the FCUSD SELPA. All recommendations that have a budgetary impact will need to be presented to the FCEA bargaining team, FCUSD SELPA, and Business Services by February in order to be considered for FCUSD's budget in the following year.


Association Representative

FOLSOM CORDOVA EDUCATION ASSOCIATION

3/12/18
Date


District Representative

FOLSOM CORDOVA UNIFIED
SCHOOL DISTRICT

3-12-18
Date

THE FOLSOM CORDOVA EDUCATION ASSOCIATION

AND THE

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

ARTICLES 8.5.2.2 AND 8.5.3

03-13-2018

Replace the following articles.

8.5.2.2 The Homeroom/Advisory period is designed to foster close personal relationships with students to develop social and academic skills. The advisory period shall be designed to meet each school's needs. It shall not result in additional preparation, grading, or increased duties for teachers.

8.5.3 High School Advisory – If Advisory is at the high school level, it shall be designed to meet each school's needs. It shall not result in an additional preparation, grading, or increased duties for teachers.



Association Representative

For the FOLSOM CORDOVA EDUCATION

ASSOCIATION

3/15/18
Date



District Representative

For the FOLSOM CORDOVA UNIFIED

SCHOOL DISTRICT

3-13-18
Date

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING
Initial Salary Placement – Speech Pathologist

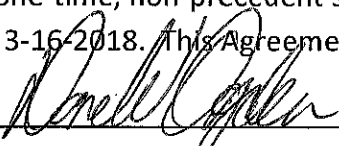
03-16-2018

Folsom Cordova Education Association and Folsom Cordova Unified School District (District), hereinafter “the parties,” have reached this memorandum of understanding (Agreement) regarding the following:


Initial salary placement for Speech and Language Pathologists (SLPs) will be determined by considering experience, using the following criteria:

1. Outside experience for which a credential is required will be credited.
2. Credit will be allowed for non-public school practice, non-public agency practice, and other relevant Speech Language Therapist experiences related to school-age children (preschool through age 22).
 - a. Prior non-credentialed experience must have occurred within the ten (10) years immediately preceding the date of employment.
3. Credit will be granted on a one (1) step for one (1) year experience, whether sequential or on an interrupted basis, in which at least 75% of the work year is completed.
4. All credit allowed will be at a maximum of nine (9) years of experience. The maximum experience allowable, therefore, will place the teacher on the tenth (10th) step of the salary schedule.
5. Placement on the salary schedule shall be based upon receipt and approval of verification of records and documents by the Human Resources Department.

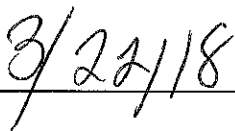
This one-time, non-precedent setting Agreement only applies to SLPs who have a Start Date after 3-16-2018. This Agreement sunsets 3-16-2019.



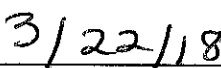
District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION



Date



Date

Board Ratification Date _____

MEMORANDUM OF UNDERSTANDING

between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE FOLSOM CORDOVA EDUCATION ASSOCIATION

Elimination of Friday Elementary Prep Time Schedule Restriction

04-11-2018

Folsom Cordova Education Association and Folsom Cordova Unified School District (District), hereinafter "the parties," have reached this memorandum of understanding (Agreement) regarding the following:

Article 8.11.2.4.7

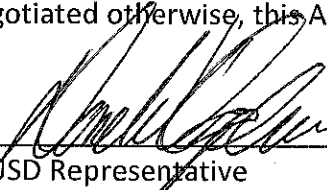
Current Language:

Teachers assigned a Monday or Friday prep time schedule during one school year will not be scheduled the following year for a Monday or Friday schedule. Monday-Friday prep time schedules need to rotate through staff members for equity because of the number of holidays and non-student days which fall on Mondays or Fridays. (This does not mean that schools with staff turnover always assign the newer teachers to a Monday-Friday schedule and senior teachers never take a turn at a Monday or Friday schedule.)

Change:

Teachers assigned a Monday prep time schedule during one school year will not be scheduled the following year for a Monday schedule. Monday prep time schedules need to rotate through staff members for equity because of the number of holidays and non-student days which fall on Mondays. (This does not mean that schools with staff turnover always assign the newer teachers to a Monday schedule and senior teachers never take a turn at a Monday schedule.)

This is a one-time agreement, and is not precedent setting. The parties agree that unless negotiated otherwise, this Agreement will end June 30, 2019.



FCUSD Representative

4-12-18

Date



Association Representative

4/12/18

Date

Board Ratification Date _____

MEMORANDUM OF UNDERSTANDING

BETWEEN

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT AND FOLSOM CORDOVA EDUCATION ASSOCIATION

regarding

Flex-Time at Vista del Lago High School

Article 8.5.4 – Intervention Period at Vista del Lago High School

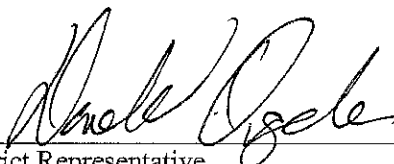
FCEA and FCUSD agree to implement an intervention/enrichment period at Vista del Lago High School into the FCEA contract. The adjusted bell schedule allows 37 minutes of intervention and/or enrichment three days each week, in addition to a 37 minute advisory period one day each week.

- a. Departments will determine the level of need for intervention, enrichment classes, or study hall throughout the year. Assignment to intervention and enrichment shall be voluntary. A teacher who does not volunteer to facilitate intervention or enrichment will be assigned to study hall.
- b. Teachers will be provided the time necessary to work with their departments during PLC time, on early release days, to place students in appropriate intervention classes using Flexitime software. Teachers will not be expected to spend time outside of the work day on Flex-Time curriculum or planning.


Association Representative

For the FOLSOM CORDOVA EDUCATION
ASSOCIATION

6/8/18
Date


District Representative

For the FOLSOM CORDOVA UNIFIED
SCHOOL DISTRICT

June 8, 2018
Date

MEMORANDUM OF UNDERSTANDING

between the

FOLSOM CORDOVA EDUCATION ASSOCIATION

and the

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

Secondary CTE Teacher Stipend

This Memorandum of Understanding shall be in effect upon ratification. Teachers in a Secondary pathway CTE position have expressed an interest in continuing compensation for the extra hours/days of work expected in their classroom duties. They want to attract and retain CTE teachers. In an attempt to meet this interest, the Parties agree the following criteria must be met to qualify for the \$750 annual stipend.

Secondary CTE Teacher –

- 1. Must hold a valid CTE credential for the classes assigned.
- 2. Must teach at least one CTE class in the secondary level.
- 3. Must work to bring local industry mentors into the classroom.

Absent CTEIG or like grant funding and mutual agreement, this MOU shall sunset on June 30, 2020.

Debra Kikouan

Association Representative

For the FOLSOM CORDOVA EDUCATION ASSOCIATION

8/23/18

Date

Arnold Olsen

District Representative

For the FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

8/23/18

Date

Board Ratification Date _____

MEMORANDUM OF UNDERSTANDING
between the

FOLSOM CORDOVA EDUCATION ASSOCIATION
and the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

Academy Agriculture and Culinary Teacher Stipend

This Memorandum of Understanding shall be in effect upon ratification. Teachers in California Partnership Academy Agriculture and Culinary positions have expressed an interest in compensation for the extra hours/days of work expected in their assignment duties. To meet this interest, the Parties agree the following criteria must be met to qualify for the \$5,000 annual stipend. (Recipients of the stipend may receive additional stipends, i.e. CTE and club.)

Both the Academy Agriculture Teacher and Culinary Teacher must:

1. Perform related duties outside of the regular school day including but not limited to weekends, holidays, and summer vacation
2. Adhere to the 11 Elements of High Quality CTE programs
3. Work with the District CTE Coordinator on program documentation needed for state compliance and reporting


Additional Academy Agricultural Teacher stipend criteria:

- a. Possess a Single Subject Teaching Credential in Agriculture and a Specialist Instruction Credential in Agriculture
- b. Teach three sections or more of Agriculture classes
- c. Serve as FFA Advisor

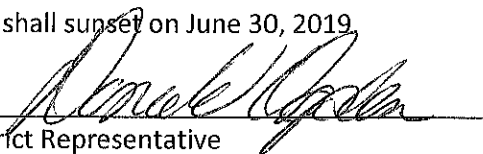
Additional Academy Culinary Teacher stipend criteria:

- a. Possess an appropriate food service credential
- b. Teach three sections or more of Culinary Arts classes, including Catering Production
- c. Manage 20 or more catering events per year
- d. Serve as FCCLA Advisor

Absent mutual agreement and CBA Grant funding, this MOU shall sunset on June 30, 2019.


 Association Representative
 For the FOLSOM CORDOVA EDUCATION
 ASSOCIATION

8/23/18
 Date


 District Representative
 For the FOLSOM CORDOVA UNIFIED
 SCHOOL DISTRICT

8-23-18
 Date

Board Ratification Date _____