


**MEMORANDUM OF UNDERSTANDING #14**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**

**New Teacher Training / Professional Development Days**  
**March 12, 2025**

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“FCEA” or “Association”) are parties to a collective bargaining agreement (CBA) which expires on June 30, 2026.

1. The District has scheduled New Teacher Training/Professional Development Days the two (2) days prior to the first day of duty for classroom teachers.
2. The District has scheduled an additional 2 Professional Development days for new Special Education teachers and new certificated related service providers on the two (2) days prior to the New Teacher Training/Professional Development Days.
3. Unit members will be compensated at their daily rate.
4. Article 7, Section 7.2 FCEA Orientation/Onboarding Time shall be modified to read as follows:
  - 7.2.1 Given the legislative mandate to provide direct access to new employees during an orientation process, FCUSD agrees that it will provide no less than 10-days-notice to FCEA of any scheduled group orientations for new employees. FCEA will be given one (1) hour prior to the lunch break at the orientation to present Association information. FCEA will provide meals for the new hires and meet with new employees for membership questions during the lunch hour. FCUSD will resume with the District part of the orientation after the lunch break. This will occur on the first New Teacher Training/Professional Development Day.
5. This shall fully and finally resolve bargaining for New Teacher Training/Professional Development Days for the 2025-2026 & 2026-2027 school year.
6. Cost estimated at \$87,942 for New Teacher Support, and \$55,137 for New SpEd Teachers by the General Fund, it is dependent on PD participation.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By:   
Donald Ogden, Ed.D.,  
Associate Superintendent HR

Date: 4-7-25

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By:   
Tracy Suter, FCEA  
Executive Officer/Bargaining Chair

Date: 4-7-25

Board Approved: \_\_\_\_\_