

**TENTATIVE AGREEMENT**  
**between**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**  
**November 8, 2023**

This Agreement is made and entered into between the Folsom Cordova Unified School District ("FCUSD") and the Folsom Cordova Education Association ("FCEA"), CTA/NEA are parties to a collective bargaining agreement ("CBA") which expired on June 30, 2023.

**A. COMPENSATION**

**1. 2023/2024 School Year**

- a. Each FCEA-represented employee shall receive a **2.5% off-schedule, one-time bonus**. The stipend shall be calculated based on the unit member's base pay as it existed on November 1, 2023. This amount shall be paid in February of 2024 and will be prorated for part-time employees or those with less than a full year of service. To qualify for this payment, the unit member must be in paid status upon ratification of this Agreement by both Parties.
- b. After the one-time bonus is calculated, each cell of the salary schedule shall be increased by **4% ongoing**, retroactive to July 1, 2023,

**2. 2024/2025 School Year**

- a. Effective July 1, 2024, each cell of the salary schedule shall be increased by **2% ongoing**.
- b. If the adopted LCFE COLA % for the 2024/2025 school year is 3.94% or higher, each FCEA-represented employee shall receive a **1%, off-schedule, one-time bonus**. This shall be prorated for part-time employees or those with less than a full year of service.

**B. HEALTH BENEFITS**

The Parties jointly agree to reopen negotiations for Health Benefits for the 2024/2025 school year.

**C. TERM**

The Parties agree to a new CBA term of July 1, 2023, through June 30, 2026. Each Party may reopen on salary, benefits and two (2) articles for the 2025/2026 school year.

**D. CLOSURE OF NEGOTIATIONS**

With the exception of Health Benefits as set forth above, this shall fully and finally resolve all monetary bargaining through June 30, 2025.

Date: 11-8-2023

  
For Folsom Cordova Unified School District

Date: 11-8-2023

  
For Folsom Cordova Education Association