

**MEMORANDUM OF UNDERSTANDING #19**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**

**Equity Leaders**  
**May 8, 2024**

The Folsom Cordova Unified School District (“District”) and Folsom Cordova Education Association (“Association”) enter this Memorandum of Understanding (“MOU”) regarding compensation and expectations for the FCUSD Equity Leaders. The FCUSD Equity Leaders will implement targeted action to bolster educational equity across the district.

Previous Compensation:  
 Annual Stipend of \$3,200.00

New Compensation:  
 Hourly Rate of \$54.62

**APPENDIX D-6; SPECIAL SERVICE - PER HOUR:**

Special Service: The purpose of these positions is to serve as a support for students and/or staff as deemed appropriate by the Associate Superintendent, Human Resources or designee. These stipend positions are paid per hour during the school year and must be approved by Principal or designee (Director of Social Emotional Learning [SEL] for Equity Leaders).

Tier 5: Equity Leaders

SPECIAL SERVICE - PER HOUR		
		2024-2025
Tier 5		\$54.62

Certificated personnel will apply and be selected to work as Equity Leaders. Equity Leaders will go through training and complete tasks as outlined in the Equity Leaders Action Plan, specifically the completion of a minimum of three (3) tasks/strategies for maximum sixty (60) hours.

Equity Leaders will engage in the following:

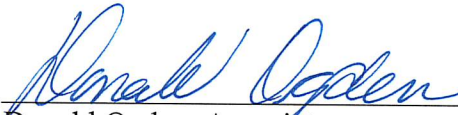
1. Complete Foundational Equity Learning Series (new Equity Leaders only).
2. In alignment with the Local Control Accountability Plan (LCAP), Equity Leaders will participate in at least three (3) Equity Leader Action Plan activities/strategies. These activities/strategies will be co-created and approved by the Director of Social-Emotional Learning and Equity.

Interested staff members should apply through an in-house application on Edjoin or Teamtailor.

This is a one-time non-precedent setting agreement. Absent mutual consent, this MOU shall sunset on June 30, 2025.

Cost estimated at \$70,000 by General Funds/Supplemental split (*based upon 20 Equity Leaders, Certificated and Classified*).

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By:   
Donald Ogden, Associate  
Superintendent Human Resources

Date: 5-20-2024

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By:   
Tracy Suter, FCEA Executive Officer/  
Bargaining Chair

Date: 5-20-24

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