

MEMORANDUM OF UNDERSTANDING
Between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
FOLSOM CORDOVA EDUCATION ASSOCIATION

**AIR FORCE JUNIOR RESERVE OFFICER TRAINING CORPS (AFJROTC) AEROSPACE SCIENCE INSTRUCTOR
WORK YEAR AND SALARY SCHEDULE
02/08/2023**

The Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructors are retired Air Force members. Per Air Force Regulations, individual AFJROTC instructors must be paid a "Minimum Instructor Pay" which equates to the pay they would be receiving if on active duty. Per the Air Force MOU, the program must have two Aerospace Science Instructors.

In order to recruit candidates for this unique teaching assignment, the District created the Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructor Salary Schedule. (Attachment A) The salary schedule has one column and reflects a 194 work day calendar. Additionally, the higher ranking AFJROTC Aerospace Science Instructor (per the Air Force MOU) will be designated as the AFJROTC Division Leader and be additionally compensated with a 4% Division Leader factor. Daily hours will remain unchanged; this change will take effect upon signature of this MOU. All provisions of this MOU are subject to the negotiated grievance procedure in the CBA.

This is a one-time non-precedent setting agreement and shall fully resolve all bargaining related to the impact and effects of this change. Absent mutual agreement, this MOU shall sunset on June 30, 2024.



Association Representative
Folsom Cordova Education Association

3/1/2023

Date



District Representative
Folsom Cordova Unified School District

3-1-23

Date

FCEA Ratified Date: _____

FCUSD Ratified Date: _____



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
2022-2023

CERTIFICATED SALARY SCHEDULE
AIR FORCE JUNIOR RESERVE OFFICER TRAINING CORPS
(AFJROTC) AEROSPACE SCIENCE INSTRUCTOR
194-day Work Calendar (Includes 2022-2023 increase of 8%)

Class	
	1
Step	AFJROTC Aerospace Science Instructor*
1	\$71,023
2	\$73,576
3	\$76,226
4	\$78,967
5	\$81,812
6	\$84,758
7	\$87,808
8	\$90,974
9	\$94,248
10**	\$97,640
11	\$101,157
12	\$104,795
15	\$108,569
18	\$112,476
21	\$116,522
24	\$120,718
Hourly (Summer School)	\$63.92

* In addition, the Senior Aerospace Science Instructor will be designated as the AFJROTC Division Leader and will receive a 4% Division Leader Factor.

** All outside teacher experience (including military teaching experience), whether sequential or on an interrupted basis will be credited on a one step for one year basis to a maximum of 9 years experience. Therefore, the maximum experience allowable will place the employee on the 10th step of the salary schedule.