

MEMORANDUM OF UNDERSTANDING #4
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Professional Development Days
2024/2025 and 2025/2026 School Year

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“FCEA”) are parties to a collective bargaining agreement that expired June 30, 2023.

A. Addition of Two Professional Days

The District and FCEA have collaborated to include two (2) Professional Development Days for certificated staff in the 2024/2025 and 2025/2026 school years, as follows.

1. **2024-2025**

The Calendar will include 180 instructional days and 5 non-instructional days:

- a. August 5, 2024: Professional Development Day
- b. August 6, 2024: In-Service Day
- c. August 7, 2024: Teacher Work Day
- d. October 14, 2024: Professional Development Day
- e. May 30, 2025: Teacher Work Day

2. **2025-2026**

The FCEA Calendar will include 180 instructional days and 5 non-instructional days, dates to be determined.

3. **Site Flexibility**

a. The 2024/2025 District calendar lists one In-Service Day (orange) and one Teacher Work Day (blue) prior to the first instructional day. The In-Service Day is administrator/District-directed, while the Teacher Work Day is reserved for teacher-directed work.

b. Should a site wish to reorganize the manner in which the In-Service Day and the Teacher Workday are scheduled by switching the order of the days or splitting the time within a given day (rearrange not reallocate), the site shall hold a vote of all certificated staff supervised by both the FCEA site rep and a site administrator on a proposal that better fits the needs of the site.

- (1) Certificated staff must approve the change by at least 75% of all votes.

- (2) The vote must be scheduled to take place in such a time that the decision is in place before the last student day of school.
- (3) Vote only pertains to the following dates: August 6, 2024 and August 7, 2024, the associated dates on the 2025/2026 year to be determined.
- (4) In the absence of a vote, or if the vote fails to meet the 75% threshold, the District calendar will be followed as written for the given school year.

c. Impact on Other Contract Language For the Term of this MOU:

- (1) Article 8.1 of the CBA shall be held in abeyance.
- (2) Article 8.1.1 will continue without change.

B. Certificated Staff with Over 184 Calendar Days

Staff with over 184 calendar days may go to the Professional Development Days but will not have a day added to their calendar.

189 days: Instructional Coach, Teaching Assistant Principal

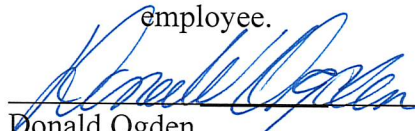
194 days: School Psychologist, ROTC, School Counselor, School Nurse, District Lead Teacher, C&I Specialist SEL/Equity, Deaf & Hard of Hearing, Student Support Specialist, Visually Handicapped Specialist, Librarian, Teachers on Special Assignment

196 days: Early/Late Program Specialist

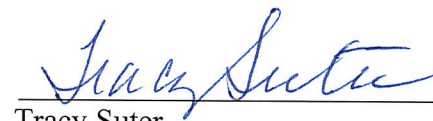
204 days: AAC Specialist, Assistive Tech Specialist

C. Sunset

- 1. This two-year MOU is paid with one-time funds and shall sunset on June 30, 2026.
- 2. The estimated cost of this MOU is equivalent to 0.5% of pay for each impacted employee.



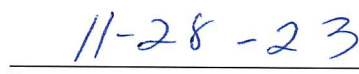
 Donald Ogden
 FOLSOM CORDOVA UNIFIED
 SCHOOL DISTRICT



 Tracy Suter
 FOLSOM CORDOVA
 EDUCATION ASSOCIATION



 Date



 Date

FCUSD Board Approved: