

**MEMORANDUM OF UNDERSTANDING #10**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**

**Certificated Vacancies During the School Year**  
**March 12, 2025**

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“FCEA”), collectively referred to as “the Parties,” enter into this Memorandum of Understanding (“MOU”) to clarify language regarding certificated vacancies occurring during the school year.

Currently Article 11.6 states the following:

11.6 Vacancies:

11.6.1 During the school year:

11.6.1.1 Posting of vacancies - As soon as the District has determined a vacancy will be filled, the Personnel Department shall mail a vacancy notice to the Association and to each work site for posting on designated bulletin boards. Supplemental vacancy lists shall be posted as vacancies become known following March 15.

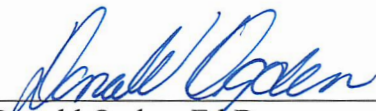
By mutual agreement, the following language will be added:

11.6.1.2 When 11.6.1.1 occurs near winter break, spring break, or president's week, Human Resources will ensure vacancy notices are distributed per 11.6.1.1 and post the vacancy on our job posting platform for a minimum of five (5) days while school is in session.

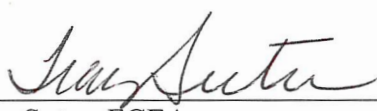
This MOU will remain in place until June 30, 2026. At that time, it will sunset unless by mutual written agreement of the Parties it will be added to the Bargaining Unit Agreement.

There are no costs associated with implementing this MOU.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

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

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By:   
Tracy Suter, FCEA  
Executive Officer/ Bargaining Chair

Date: 3-18-25

Date: 3-14-25

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