

MEMORANDUM OF UNDERSTANDING #16
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

CTE Teacher Salary Placement
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”) regarding salary placement for teachers holding a Career Technical Education credential on the salary schedule.

1. This agreement adds the following language to the Classroom Teacher K-12 Job Description and Appendix C Basic Teacher Salary Schedule compensation and related benefits: General provisions.

K. Appropriate experience may be substituted for a bachelor’s degree for those with Career Technical Education (CTE) credentials.

2. This language will be added to Appendix C beginning in the 2025-2026 school year. Current teachers of CTE classes may submit credit and experience for review and placement on or before October 1, 2025 for retroactive pay for the 2024-2025 school year.

Initial salary placement for CTE certificated teachers will be determined by considering experience, using the following criteria:


- i. Eligible Experience
 - a. Outside experience for which a credential is required will be credited.
 - b. Credit will be allowed for work in a CTE industry sector relevant to the assignment as defined by the California Commission on Teacher Credentialing. See Appendix A.
 - c. Prior experience must have proof from a prior employer.
- ii. Credit will be granted on a one (1) step for one (1) year experience, whether sequential or on an interrupted basis, in which at least 75% of the work year is completed.
- iii. Credit for eligible experience shall not exceed nine (9) years of experience. The maximum experience allowable, therefore, will place the bargaining unit member on the tenth (10th) step of the salary schedule.
- iv. Placement on the salary schedule shall be based upon receipt and approval of verification of records and documents by the Human Resource Department.


This agreement applies only to teachers holding a valid Career Technical Education credential and are currently teaching CTE courses, or new teachers hired to teach a CTE course. Absent mutual agreement, this MOU shall sunset on June 30, 2027.

The fiscal impact for implementing this MOU is to be determined.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Donald Ogden, Ed.D., Associate
Superintendent Human Resources

By: 
Tracy Suter, FCEA Executive Officer/
Bargaining Chair

Date: 4-8-2025

Date: 4-10-2025

Board Approved: _____

California Commission on Teacher Credentialing Industry Sector Definitions

Industry Sectors

This chart is intended to be a guide. Some of the occupations, such as "drafting," can be applied to more than one Industry Sector. Program sponsors are encouraged to examine the work experience of the individual applying for a credential and determine which Industry Sector best applies. Assignments should be considered in the same way. The most important consideration is the background and the expertise of the individual. Effective September 1, 2014, some Industry Sectors have new titles, while some specific occupations moved into different Industry Sectors. See *Coded Correspondence 14-08* for more information.

Click the table header to sort by that column. Type the Industry Sectors name, Pathways or Occupations to filter that column.

Industry Sectors	Pathways	Specific Occupations
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Agriculture and Natural Resources	<ul style="list-style-type: none"> • Agricultural Business • Agricultural Mechanics • Agriscience • Animal Science • Forestry and Natural Resources • Ornamental Horticulture • Plant and Soil Science 	<ul style="list-style-type: none"> • Agriculture business management and marketing • Agriculture mechanics • Animal care • Animal control • Animal production • Crop production • Floriculture and floristry • Forestry, natural resources and rural recreation • Landscaping • Ornamental nursery operation
Arts, Media, and Entertainment	<ul style="list-style-type: none"> • Design, Visual, and Media Arts • Performing Arts • Production and Managerial Arts • Game Design and Integration 	<ul style="list-style-type: none"> • Commercial art • Commercial photography • Game design occupations • Multimedia production • Performing arts occupations • Stage technology • Theatrical occupations
Building and Construction Trades	<ul style="list-style-type: none"> • Cabinetry, Millwork, and Woodworking • Engineering and Heavy Construction • Mechanical Systems Installation and Repair • Residential and Commercial Construction 	<ul style="list-style-type: none"> • Boat building • Carpentry • Civil Engineer • Concrete placing and finishing • Construction equipment operation • Construction inspection • Drafting occupations • Drywall installation • Electrician • Fire sprinkler installation • Floor covering installation • Foundry work • Furniture making, finishing and refinishing • General contracting • Glazing • Hazardous materials occupations • Heavy Equipment Operator • Interior maintenance (residential and commercial) • Lathing • Masonry • Mechanical Engineer/Technician • Millwork and cabinet making • Motor Sweeper Operator • Painting-construction • Piping and steam fitting • Plastering • Plumbing • Pool and spa service • Residential and commercial repair and remodeling • Roofing • Sheet metal fabrication

Industry Sectors	Pathways	Specific Occupations
		<ul style="list-style-type: none"> • Structural and reinforcement ironwork • Structural pest control • Tile setting • Upholstering • Welding • Woodworking
Business and Finance	<ul style="list-style-type: none"> • Business Management • Financial Services • International Business 	<ul style="list-style-type: none"> • Accounting occupations • Auditor • Banking • Business Computing Specialist • Business management • Chief Financial Officer • Customs Inspector/Broker • Export sales • Financial management and services • Human Resources Specialist • Income tax preparation • Insurance occupations • International business • Investment Consultant • Legal office occupations • Office occupations • Personnel administration occupations • Purchasing Agent • Secretarial/stenography occupations • Tax Preparation Specialist • Small business ownership and/or management
Education, Child Development, and Family Services	<ul style="list-style-type: none"> • Child Development • Consumer Services • Education • Family and Human Services 	<ul style="list-style-type: none"> • Child care • Child Care Psychologist • Consumer Services • Counselors • Education Administrators • Elderly care services (non-medical) • Family and human service occupations • Librarian • Personal Financial Advisor • Preschool Teacher • Social Outreach Director • Teacher • Teacher Aide
Energy, Environment, and Utilities	<ul style="list-style-type: none"> • Energy and Power Technology • Environmental Resources • Telecommunications 	<ul style="list-style-type: none"> • Air Quality Technician • Climatologist • Control system maintenance and repair • Electrical power distribution • Electrician • Electronic consumer products service • Electronics assembly • Energy Auditor • Energy Engineer • Energy, Environment and Resource Manager/Technician • Environmental Biologist/Scientist • Hybrid microelectronics • Hydroelectric plant operations • Industrial electronics • Marine power plant maintenance and repair

Industry Sectors	Pathways	Specific Occupations
		<ul style="list-style-type: none"> • Solar occupations • Telecommunications Technicians • Water treatment
Engineering and Architecture	<ul style="list-style-type: none"> • Architectural Design • Engineering Technology • Engineering Design • Environmental Engineering 	<ul style="list-style-type: none"> • Air Pollution Control Engineer • Architect • City Planner • Drafting occupations • Engineering occupations • Environmental Specialist • Field Engineer • Manufacturing Design Engineer • Mechanical/Electrical drafting • Robotics • Structural Designer • Surveying
Fashion and Interior Design	<ul style="list-style-type: none"> • Fashion Design, and Merchandising • Interior Design, Furnishings, and Maintenance • Personal Services 	<ul style="list-style-type: none"> • Barber[1] • Clothing, alteration and repair • Cosmetologist[1] • Esthetician[1] • Fabric maintenance services • Fashion Buyer • Fashion design • Fashion manufacturing (factory and custom) • Fashion merchandising • Interior Buyer • Interior design • Kitchen and Bath Specialist • Makeup Artist • Jewelry design, fabrication, and repair • Manicurist and Pedicurist[1] • Merchandising Manager • Pattern Maker • Set Decorator • Shoe repair • Textile design • Textile production and fabrication • Upholstering
Health Science and Medical Technology	<ul style="list-style-type: none"> • Biotechnology • Patient Care • Healthcare Administrative Services • Healthcare Operational Support Services • Public and Community Health • Mental and Behavioral Health 	<ul style="list-style-type: none"> • Athletic Trainer • Biomedical Equipment Technician • Biomedical Engineer • Biomedical Research and Development Specialist • Central Service Technician • Clinical Data Specialist • Clinical Lab Technologist/Scientist • Clinical Simulator Technician • Forensic Pathologist • Community Health Professional • Geneticist • Diagnostic Technician • Dental Assistant • Dental Hygienist • Dental Lab Technician • Geriatric Technician • Health Care Administrator • Health Education Specialist

Industry Sectors	Pathways	Specific Occupations
		<ul style="list-style-type: none"> • Health information management • Technician/Technologist • Massage Therapist • Materials Manager • Medical/Clinical Assistant • Mental Health Professional • Medical Sonographer • Nutritionist/Dietician • Outreach Coordinator • Phlebotomist • Physician's Assistant • Physical Therapy Technician/Technologist • Prosthetic Technician/Technologist • Psychiatric Technician/Psychologist • Public Health Professional • Nurse (RN/LVN/NP) • Radiological Technician • Rehabilitation Technologist/Therapist • Respiratory Technologist/Therapist • Sports Medicine Specialist • Ultrasound Technician
Hospitality, Tourism, and Recreation	<ul style="list-style-type: none"> • Food Science, Dietetics, and Nutrition • Food Service and Hospitality • Hospitality, Tourism, and Recreation 	<ul style="list-style-type: none"> • Amusement and theme park occupations • Customer service representative related to amusement, theme parks, hotels, lodging, and restaurant and food service establishments • Dietetics and nutrition service • Event and conference planning • Executive Chef • Food and beverage production and preparation • Food and beverage services • Food Scientist • Hotel and lodging occupations • Recreation and sports entertainment • Registered Dietitian • Restaurant management
Information and Communication Technology	<ul style="list-style-type: none"> • Information Support and Services Networking • Software and Systems Development • Games and Simulation 	<ul style="list-style-type: none"> • Big data administration • Computer and information systems • Computer programming • Computer sciences • Computer user support • E-Business/E-Commerce • Game production • Information management • Information security • Information systems and operations • Multimedia production • Networking Engineer • Network installation and operation • Network security services • Network support and maintenance • Robotics • Social and new media production and management • Software and Applications Developer • Web and mobile application production

Industry Sectors	Pathways	Specific Occupations
<p>Manufacturing and Product Development</p>	<ul style="list-style-type: none"> • Graphic Production Technologies • Machining and Forming Technologies • Welding and Materials Joining • Product Innovation and Design 	<ul style="list-style-type: none"> • Animator • CAD/CAM Specialist/Designer • Commercial Photographer • Commercial/Industrial Designer • Computer-assisted manufacturing • Computer Numerical Control (CNC) operations • Cutter • Digital/Graphic Artist • Drafting occupations • Electronics assembly • Electronic publishing • Fitter • Industrial ceramics manufacturing • Machine tool operation and machine shop • Manufacturing Engineer • Metal fabrication • Material/supply management • Model Maker • Plastics and composites manufacturing occupations • Printing and graphics occupations • Product development, testing and demonstration • Production process/management • Quality assurance • Robotics • Technical illustration • Tool and die making • Waterfront manufacturing • Welder • Welding inspection • Welding Engineer
<p>Marketing, Sales, and Services</p>	<ul style="list-style-type: none"> • Marketing • Professional Sales • Entrepreneurship/Self-Employment 	<ul style="list-style-type: none"> • Advertising Representative/Manager • Business Computer Specialist • Business Owner • Fashion Buyer • Floristry • Insurance Agent/Broker • International trade • Marketing • Market Research Analyst • Office occupations • Public Relations Specialist • Real estate • Retail occupations • Small business ownership and/or management • Small business repair and maintenance • Travel Agent • Various professional sales occupations
<p>Public Services</p>	<ul style="list-style-type: none"> • Public Safety • Emergency Response • Legal Practices 	<ul style="list-style-type: none"> • Court reporting • Cyber security • Emergency Medical Technician • Emergency Response Dispatcher • Fire control and safety • Fire fighting • Forester • Investigator/Law Librarian • Law enforcement occupations

Industry Sector	Pathways	Specific Occupations
		<ul style="list-style-type: none"> • Legal occupations (deletion of word to expand options) • Loss Prevention Specialist • Paralegal • Protective and security services • Wildland fire services
Transportation	<ul style="list-style-type: none"> • Operations • Structural Repair and Refinishing • Systems Diagnostics and Service 	<ul style="list-style-type: none"> • Airframe and power plant mechanics • Automobile detailing • Automotive body repair and refinishing • Automotive brake installation and repair • Automotive electrical systems service and repair • Automotive heating and air-conditioning service • Automotive Mechanics/Technician • Automotive Parts Counterperson • Automotive suspension and steering repair • Automotive transmission and transaxle service and repair • Avionics • Bicycle repair • Claims Adjuster • Container Crane Operator • Diesel equipment mechanics • Dispatcher • Distribution Manager • Electric motor repair • Engine Performance Technician • Heavy equipment maintenance and repair • Industrial maintenance • Inspectors and Planners • Investigator/Inspector • Marine power plant maintenance and repair • Motorcycle service and repair • Production, Planning, and Expediting Specialist • Railroad operations • Small engine service and repair • Transportation occupations, travel services • Truck and bus driving • Warehousing