

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER**  
**CHAPTER #528 (Together CSEA)**  
*Additional Compensation for Extraordinary Working Conditions*

The Folsom Cordova Unified School District (FCUSD or District) and the California School Employees Association and its American River Chapter #528 (Together CSEA) enter this memorandum of understanding regarding one-time additional compensation for extraordinary working conditions.

This MOU affirms our appreciation for the efforts of our classified staff as we have been working through the COVID-19 pandemic and its many impacts on our students, classrooms, our colleagues and our community. It has been difficult for all of us. There certainly are things we would do differently in reflection, and there are many things that we have done well to continue instruction, support families, and rebuild relationships strained by quarantine and isolation.

The Parties acknowledge that due to the ongoing pandemic, extraordinary working conditions remain; as such unit members continue to utilize a variety of instructional and support modalities that required additional time and effort during the 2021-2022 school year.

**ARTICLE 1 – COMPENSATION FOR WORKING IN EXTRAORDINARY CONDITIONS**

- 1.1 The Parties acknowledge that due to the ongoing pandemic, extraordinary working conditions remain; as such unit members continue to utilize a variety of instructional and support modalities that required additional time and effort during the 2021-2022 school year.
- 1.2 The District will make a one-time, payment/stipend for the 2021-2022 school year as follows. Those who are in 6-hours per day (.75 FTE) or more will receive a one-time amount of \$2,500. Those who are in positions that are less than 6-hours per day (.75 FTE) and at or above 4 hours per day (.50 FTE) will receive a one-time amount of \$1,875. Those who are in positions that are less than 4-hours per day (.50 FTE) will receive a one-time amount of \$1,250.
  - 1.2.1 To be eligible for this one-time payment, unit members must be in paid status and in position control as of February 1, 2022 through April 7, 2022. FTE status for this payment will be calculated as of April 7, 2022 for all permanent positions each employee has. This agreement shall not

apply to unit members who are in an unpaid status during this period of time.

1.2.2 The Parties agree that payment will be paid no later than May 27, 2022.

**ARTICLE 2 - GENERAL**

- 2.1 All components of the Parties' current CBA not in conflict with this MOU shall remain in full effect. This agreement is a one-time agreement to navigate the pandemic and is non-precedent setting.
- 2.2 This MOU shall fully resolve all impacts and effects bargaining related to working conditions in the 2021/2022 school year.
- 2.3 This MOU shall remain in full force and effect through June 30, 2022.
- 2.4 The Parties may mutually agree to extend or modify the provisions of this MOU in writing.



Association Representative  
California School Employees Association

3/28/22  
Date



District Representative  
Folsom Cordova Unified School District

3/28/22  
Date



CSEA Labor Representative

3/28/22  
Date

CSEA Ratification Date: \_\_\_\_\_

Board Ratification Date: \_\_\_\_\_