

January 16, 2019

TENTATIVE AGREEMENT
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
California School Employees Association Chapter #528
(Comprehensive and Transportation units)

The Folsom Cordova Unified School District (District) and CSEA Chapter #528 are parties to a collective bargaining agreement (CBA) which expires on June 30, 2020.

This is a **last and final package** proposal, intended to complete negotiations for 2018/2019 and 2019/2020. Upon mutual consent, CSEA Chapter #528 and FCUSD may negotiate common interests during this contract period, which will apply to the 2020/2021 school year bargaining tentative agreement. It must be accepted, or rejected, in its entirety.

I. CLOSURE OF THE 2018/2019 and 2019/2020 SCHOOL YEAR NEGOTIATIONS AS TO COMPENSATION.

- A. During the 2018/2019 school year the entire salary schedule shall be increased by 1.0% (1 percent). During the 2019/2020 school year, the salary schedule shall be increased by 0.5% (1/2 percent). For the purpose of this agreement, transportation employees will receive retroactive pay for total compensation.
- B. Starting in the 2019/2020 school year, all positions in ranges 1-12 will be permanently advanced by one range. (For example, starting in 2019/2020 a food service worker range 5 will change to a food service worker range 6).
- C. Professional Development Days
 - a. In the 2019/2020 school year only, one professional development (PD) day shall be added to the instructional calendar. This PD day will occur on October 14th, 2019. 12 month classified employees who attend the October 14th PD day will receive a voucher day that must be used before June 30, 2020. This provision shall sunset as of June 30, 2020.
- D. Article 11: Hours of Employment (Transportation Unit)
 - a. Replace 11.4.2.2.1 "Provide up to 30 minutes for engine warm up and bus check prior to first daily run." (effective with the bid change in October of the 2019/2020 school year).

Reopeners

1. Reopeners in the 2019/2020 school year shall be:

Article 12: Leaves: (Comprehensive and Transportation Units)

- Association Leave: The District shall provide sufficient hours of Association leave per year to negotiating team members to perform negotiations planning, research and related duties.
- Association Leave: The District shall provide sufficient hours of Association leave per week to the Association president/designee to work collaboratively with the district on matters of mutual interest.

Continue the bargainable impacts of LCAP adopted after ratification of this agreement and, include any article or topic of bargaining upon mutual consent.

Reopeners in the 2020/2021 school year shall be:

- salary and benefits;
- a successor agreement;
- any article or topic of bargaining upon mutual consent.

III. FULL AND FINAL RESOLUTION

This shall fully and finally resolve all bargaining obligations related to compensation / bargaining / reopeners through June 30, 2020.

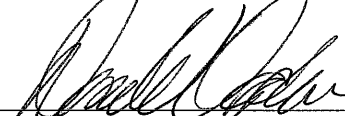
FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION

Local 528 Representative

By: 

Date: 1/16/19

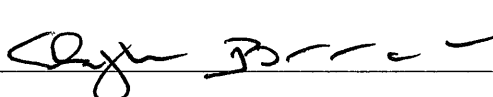
FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 

Date: 1-16-19

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION

Labor Relations Representative

By: 

Date: 1/16/19