MEDIATED PROPOSAL
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION
for a
Successor Agreement

The Folsom Cordova Unified School District (District) and the Folsom Cordova Education Association (FCEA) are parties to a collective bargaining agreement (CBA) which expired on June 30, 2016. The Parties are currently in mediation with the assistance of the California State Mediation and Conciliation Services.

This mediated proposal is made under the auspices of the CSMCS.

I. CLOSURE OF THE 2016/2017 SCHOOL YEAR

A. The 2016/2017 salary schedule shall be increased by two percent (2%) effective July 1, 2016.

B. Each bargaining unit member who remains in service at the time of ratification of this Agreement shall receive a one-time payment equal to two percent (2%) of his/her base pay actually received for the 2016/2017 school year.

   1. By way of illustration and not limitation, base pay excludes: stipends, 120s, positions included in Appendix D-1, extra duties and extra days beyond the contracted work year. Base pay includes positions listed on Appendix B.

   2. Certificated staff not on the salary schedule will not be included in the retroactive pay (i.e. substitutes), except for Adult Education Teachers who shall receive a one-time payment equal to two percent (2%) of his/her actual pay received for the 2016/2017 school year.

II. A NEW THREE YEAR AGREEMENT

A. Term

   The Term of the Agreement shall be effective upon ratification and extend through June 30, 2020.

B. 2017/2018 School Year
1. **Salary Schedule**

   Effective July 1, 2017, the 2016/2017 salary schedule shall be increased by one percent (1%).

2. **Health Benefits**

   Effective July 1, 2017, the language in Section 16.1.2 shall be modified as follows:

   a. The Single medical cap will be increased by fifty dollars ($50) from $575 to $625.

   b. The Family medical cap will be increased by one hundred dollars ($100) from $800 to $900.

   *Note: The cost of this provision is approximately 0.62%*

3. **Professional Development Days**

   a. In each of the 2017/2018 and 2018/2019 school years only, one professional development (PD) day shall be added to the teacher work year for a total of one hundred and eighty-five (185) work days.

   b. For the 2017/2018 school year, this PD day shall be placed on February 20th, 2018. For the 2018/2019 school year, this PD shall be determined through the normal calendaring process.

   c. Determination of PD days beyond the 2018/2019 school year shall be made in accordance with LCAP requirements.

   *Note: The cost of each PD day is 0.543% of the member’s salary. It will be paid separately and will be included in the STRS contribution calculation.*

4. **Other Agreements**

   Over the course of negotiations, the Parties have reached agreement on the following topics:

   Special Education Release Days *(Attachment D)*
   Overnight Field Trips *(Attachment E)*
   Evaluations *(Attachment F)*
   Family and Medical Leave *(Attachment G)*
   Maternity and Paternity Leave *(Attachment H)*
   Pilot Program for Flex Time at Vista Del Lago High School *(Attachment I)*
   Retiree/Surviving Spouse Benefits *(Attachment J)*
C. **Reopeners**

1. Reopeners in the 2017/18 school year shall be:
   
   a. two (2) reopeners for the 2017/2018 school year,
   
   b. the bargainable impacts of LCAP adopted after ratification of this Agreement and,
   
   c. Any article or topic of bargaining upon mutual consent.

2. Reopeners in the 2018/2019 and 2019/2020 school years shall be:
   
   a. Salary and Benefits; and
   
   b. Up to two (2) articles per party; and
   
   c. 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 successor bargaining/reopeners through June 30, 2018.

FOR THE FOLSOM CORDOVA EDUCATION ASSOCIATION

For: Debra Kratoull

Date: 9/13/17

FOR THE FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

For: [Signature]

Date: 9-13-17