



AFL-CIO

California School Employees Association

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*The nation's largest
independent classified
employee association*



March 3, 2023

Sent Via Electronic Mail Only

rcom@fcusd.org

Robert Corn
Chapter President Chapter #528

**RE: Memorandum of Understanding (MOU) – Layoff of Covid-19 Health Clerk
2022-2023**

Dear President Corn:

I have received the Memorandum of Understanding (MOU) regarding the Layoff of Covid-19 Health Clerk 2022-2023 between the Folsom-Cordova Unified School District and California School Employees Association and its American River Chapter #528.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU is required. Please provide your Labor Relations Representative Dominic Gualco with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gabriela Echevarria
Assistant Director of Field Operations

GE/nf

Cc: Regional Representative #72
Ron Walker; Area A Director
Dominic Gualco, Labor Relations Representative
Chapter #528 Contract File

MEMORANDUM OF UNDERSTANDING
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT (“DISTRICT”)
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER
#528 (TOGETHER “CSEA”)

**Comprehensive Unit
Layoff of COVID-19 Health Clerk
February 28, 2023**

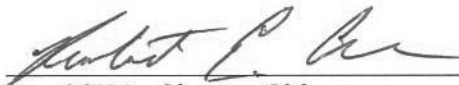
The Folsom Cordova Unified School District (“District”) and the California School Employees Association and its American River Chapter #528 (together “CSEA”) are parties to a collective bargaining agreement (“CBA”) which expires on June 30, 2023. The District and CSEA have met to negotiate and have agreed to this Memorandum of Understanding (“MOU”) related to the impacts and effects of the District’s decision to layoff employees in the COVID-19 Health Clerk classification. It should be noted, the District intends to increase School Health Assistant staffing hours at certain sites, effective the 2023-2024 school year.

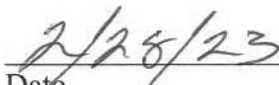
1. The COVID-19 Health Clerk (Range 12) classification was created in response to COVID-19. Positions in the classification were created using one-time COVID-19 funds. The positions provided services in addition to existing District services. Layoff of these positions shall not result in an increase in workload for other bargaining unit members.
2. Due to lack of work or lack of funds, the Board of Education of the District has determined that it is in the best interest of the District to layoff employees in the COVID-19 Health Clerk classification (See Resolution No. 02-16-23-25 attached). These layoffs shall be effective May 26, 2023. A list of the affected classified employees is attached.

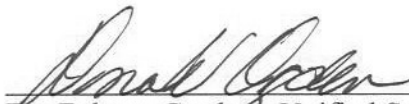
| Classification | Position No. | Elimination of FTE |
|-----------------------|---------------------|---------------------------|
| COVID-19 Health Clerk | PCN 222357 | 8.00 |
| COVID-19 Health Clerk | PCN 222358 | 2.00 |
| COVID-19 Health Clerk | PCN 222359 | 2.00 |
| COVID-19 Health Clerk | PCN 222360 | 4.00 |
| COVID-19 Health Clerk | PCN 222361 | 4.00 |
| COVID-19 Health Clerk | PCN 222362 | 4.00 |
| COVID-19 Health Clerk | PCN 222363 | 2.00 |
| COVID-19 Health Clerk | PCN 222364 | 4.00 |
| COVID-19 Health Clerk | PCN 222366 | 8.00 |
| COVID-19 Health Clerk | PCN 222368 | 2.00 |
| COVID-19 Health Clerk | PCN 222369 | 2.00 |
| COVID-19 Health Clerk | PCN 222370 | 2.00 |
| COVID-19 Health Clerk | PCN 222372 | 1.50 |
| COVID-19 Health Clerk | PCN 222373 | 1.00 |
| COVID-19 Health Clerk | PCN 222374 | 2.00 |
| COVID-19 Health Clerk | PCN 222376 | 2.00 |

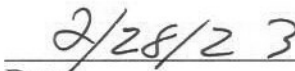
| Classification | Position No. | Elimination of FTE |
|-----------------------|--------------|--------------------|
| COVID-19 Health Clerk | PCN 222380 | 2.00 |
| COVID-19 Health Clerk | PCN 222381 | 2.00 |
| COVID-19 Health Clerk | PCN 222383 | 1.50 |
| COVID-19 Health Clerk | PCN 222384 | 4.00 |
| COVID-19 Health Clerk | PCN 222385 | 4.00 |
| COVID-19 Health Clerk | PCN 222884 | 2.00 |
| COVID-19 Health Clerk | PCN 223387 | 2.00 |

3. There are sufficient vacancies to accommodate all affected employees. In addition to displacement, bumping, reemployment, and any other rights or benefits provided by law and the CBA, the District shall offer laid-off employees any vacant promotional position(s) for which the employee chooses to apply for and meets the minimum qualifications, subject to the following limitations only:
- a) A laid-off employee shall not be offered a vacant promotional position over a unit member with lateral transfer rights per CBA Article 9.1.4 who has applied for a transfer to that vacant position.
 - b) A laid-off employee who applies for a promotional position shall be considered against other unit members who apply for the same positions and do not have lateral transfer rights per CBA Article 9.1.4.
 - c) A “promotional position” is defined as a position in a classification assigned a higher pay range than COVID-19 Health Clerk classification (i.e. Range 13 or above).
4. This is a one-time, non-precedent setting agreement and shall fully and finally resolve all bargaining related to the impacts and effects of this reduction in service.

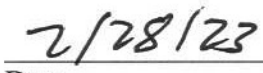

 For CSEA, Chapter 528


 Date


 For Folsom Cordova Unified School District


 Date


 CSEA Labor Representative


 Date