



California
School
Employees
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Member of the AFL-CIO

The nation's largest
independent classified
employee association



March 3, 2023

Sent Via Electronic Mail Only
rcorn@fcusd.org

Robert Corn
Chapter President Chapter #528

**RE: Memorandum of Understanding (MOU) – Layoff of Paraeducator – General
2022-2023**

Dear President Corn:

I have received the Memorandum of Understanding (MOU) regarding the Layoff of Paraeducator - General 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

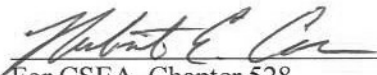
GE/nf

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 Employees in the Paraeducator – General classification
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 Paraeducator – General classification.

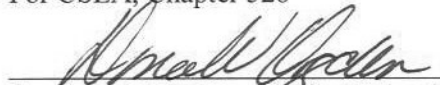
1. The Paraeducator – General (Range 11) classification was created in response to COVID-19. Positions in the classification were created using one-time COVID-19 funds. The positions provided services in addition to existing District services. Layoff of these positions shall not result in an increase 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 Paraeducator – General (Range 11) classification (See Resolution No. 02-16-23-25 attached). These layoffs shall be effective May 26, 2023. A list of the laid-off classified employees is attached.
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 vacant promotional position shall be considered against other unit members who apply for the same position 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 to a higher pay range than the Paraeducator – General classification (i.e. Range 12 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

**Paraeducator General
MOU Layoff Listing**

Emp ID	Position Number	Hours
616467	222319	3.50
616936	222320	3.50
610089	222321	3.50
614448	222322	3.50
616291	222323	3.50
616464	222324	3.50
613024	222325	3.50
613642	222326	3.50
616713	222327	2.10
616735	222391	2.60
614924	222392	2.00
613885	222395	2.00
616535	222396	2.00
616464	222401	1.00
616535	222402	3.50
616778	222403	2.00
616061	222404	2.00
617154	222405	2.00
609887	222406	1.00
609939	222407	2.00
612706	222409	1.00
612706	222410	1.00
610089	222411	1.00
615073	222412	1.00
615073	222413	1.00
616660	222414	1.00
616746	222415	1.00
616746	222416	1.00
616746	222417	1.00
616746	222418	1.00
612624	222420	2.00
612906	222422	2.00
611610	222423	2.00
613049	222424	2.00
616516	222425	2.00
616529	222426	1.00
611251	222427	1.00
616594	222428	1.00
616594	222429	1.00
613842	222430	3.50
615169	222433	2.50
616129	222437	3.90
615692	222460	3.50
616132	222461	1.00
616662	222462	3.90

Emp ID	Position Number	Hours
616660	222463	3.90
616753	222464	3.90
616603	222465	2.50
616713	222467	3.90
616464	222469	2.00
615779	222471	3.90
616098	222472	3.90
616802	222473	3.90
616594	222474	3.90
616507	222475	2.33
615825	222482	3.90
617349	222483	3.90
612272	222484	3.90
616812	222485	3.90
617229	222486	3.90
616627	222487	3.90
616529	222488	3.90
615876	222489	3.90
616061	222493	3.90
616778	222494	3.90
616714	222495	3.90
616714	222496	3.90
616573	222503	2.00
617207	222504	1.00
617207	222505	1.00
602692	222506	3.90
605717	222507	3.90
616467	222508	3.90
617375	222509	3.90
613203	222510	3.90
616765	222511	3.90
611152	222519	2.00
609463	222520	2.00
614960	222521	2.00
613999	222523	2.00
603894	222532	1.50
616662	223371	3.25
616576	223372	3.25
617207	223373	3.25
614340	223374	3.25
617210	223376	3.50
608737	223837	1.50