



California
School
Employees
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Member of the AFL-CIO

The nation's largest
independent classified
employee association



August 31, 2023

Sent Via Electronic Mail Only
rcorn@fcusd.org

Robert Corn
Chapter President Chapter #528

RE: Initial Proposal for Successor Agreement 2023-2026

Dear President Corn:

I have received the initial proposal for the Successor Agreement between the Folsom-Cordova Unified School District and California School Employees Association and its American River Chapter #528 that will be in effect from July 1, 2023, through June 30, 2026.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

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

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Mauricio Vides
Field Director

Cc: Tiffany Nelson Pelkey, Regional Representative #72
Ron Walker, Area A Director
Doug Harrigan, Labor Relations Representative
Chapter Contract File #528

Initial Proposal from the
California School Employees Association and its American River #528 (together “CSEA”)
to the
Folsom-Cordova Unified School District (“District”)
for the 2023-2026 Successor
Comprehensive and Transportation Units

The California School Employees Association and its American River Chapter #528 (together “CSEA”) hereby proposes the following articles of the current contract Comprehensive and Transportation Unit contracts for the 2023–2026 successor agreement:

Article 1: Term of Agreement

- CSEA hereby proposes a new contract term from July 1, 2023 to June 30, 2026.

Article 6: Agency Fee/Employee Rights

- CSEA hereby proposes updating this Article to reflect changes in law.
- CSEA hereby proposes to retitle this Article “Organizational Security.”

Article 7: Payroll Deductions

- CSEA hereby proposes merging this Article with Article 6.

Article 8: Layoff and Re-Employment

- CSEA hereby proposes updating this Article to reflect changes in law.

Article 9: Other Terms and Conditions of Employment

- CSEA hereby proposes updating the rate of pay and eligibility requirements for out-of-class pay.
- CSEA hereby proposes the District provide unit members an evaluation around the middle of the probationary period.
- CSEA hereby proposes updating posting requirements for vacant positions, including vacated positions which the District determines it will not fill.

Article 10: Compensation

- CSEA hereby proposes the District provide a fair and equitable salary increase for all classified bargaining unit members, effective July 1, 2023. This includes but is not limited to an increase to the salary schedule, salary schedule range changes, recognition for college degrees earned and bilingual work, and changes to step increments.
- CSEA hereby proposes the District provide a fair and equitable increase in the employer benefit contribution for active and retired unit members, effective July 1, 2023.

- CSEA hereby proposed adjusting the employer benefit contribution formula for less than 1.0 FTE unit members.
- CSEA hereby proposes the District participate in the Classified School Employee Summer Assistance Program in each fiscal year the program is funded.
- CSEA hereby proposes changes to shift differential eligibility if a unit member's schedule is modified during the summer months and those who work multiple positions.
- CSEA hereby proposes changes to the Instructional Assistant Stipend language to provide a stipend to unit members when the teacher of record is absent from the class and a substitute is not present.
- CSEA hereby proposes a footwear stipend for certain groups of unit members.
- CSEA hereby proposes the District provide uniforms and laundering services for those unit members with a uniforms.
- CSEA hereby proposes an equitable increase for those receiving the toileting/hygiene stipend.
- CSEA hereby proposes an increase to stand-by-alert pay.
- CSEA hereby proposes the creation of a reclassification committee and a systematic process to reclassify unit members.
- CSEA hereby proposes adding contract language covering meal per diems, and increases to the per diem amounts.

Article 11: Hours and Overtime

- CSEA hereby proposes increasing the work hours and work calendar for certain classifications to meet student needs, improve student services, and provide more opportunities for Professional Development.
- CSEA hereby proposes updating the overtime language.
- CSEA hereby proposes clarifying that unit members are in paid status during transportation bids.*
- CSEA hereby proposes establishing a vehicle/bus bid for transportation.*
- CSEA hereby proposes changes to the guaranteed and regular hours for transportation unit members.*
- CSEA hereby proposes changes to the lunch and relief periods provided to unit members.

Article 12: Leaves

- CSEA hereby proposes updating differential leave language.
- CSEA hereby proposes expanding the eligibility for FMLA/CFRA.
- CSEA hereby proposes allowing unit members to cash-out Perfect Attendance Leave.
- CSEA hereby proposes an equitable increase to Association Leave.

Article 13: Safety

- CSEA hereby proposes contract language to improve unit member safety and address safety concerns including but not limited to heat, smoke, behaviors, and bullying.

* indicates a provision specific to the Collective Bargaining Agreement for the Transportation Unit.