

TENTATIVE AGREEMENT BETWEEN  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
and  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION Chapter 528  
(Comprehensive Unit)

A. The parties have been bargaining for the 13-14 school year and have previously reached tentative agreement on:

- Vacant Positions (Article 9)
- Hours of Employment (Article 11)

B. The parties further agree that for the 13-14 school year only:

1. In addition to individual step and step and class changes, the District shall make a one-time, off-schedule payment to each unit member who remains on the payroll as of the date of ratification of this Agreement.
2. Payment shall be equal to five percent (5%) of a full-time unit member's base salary on the salary schedule for the 2013-2014 school year (as of the date of this agreement).
3. Payment shall be pro-rated for eligible unit members who are less than full-time.
4. Payment shall be made within thirty (30) days of ratification of this Agreement.
5. If the District enters into an agreement with any other employee group that provides a greater percentage increase to total compensation (defined as salary and health and welfare benefits):
  - a) Subsequent to the date of signing this Agreement; and
  - b) For a year or year(s) covered by this Agreement,

The District shall provide CSEA with additional compensation which, when added to #2 above, equals the "percentage increase to total compensation" agreed to with that "other employee group".


C. The parties agree that this shall fully and finally resolve all bargaining for the 13-14 school year. The parties acknowledge that the following mutual interest issues remain open for discussion:

- Article 12 – Leaves
- Range 12 IA Job Classification
- GPS Language



CSEA Representative

1/16/2014  
Date



District Representative


1-16-14  
Date

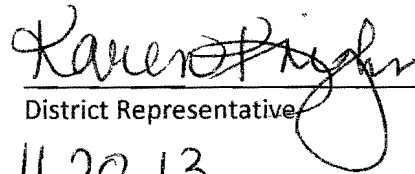
**Article 9- Other Terms and Conditions of Employment**

The District is committed to the career advancement of its employees.

**A. Vacant Positions**

1. Posting Requirements
  - a. When a new position is created.....
  
2. Employee Application Requirement'
  - a. An employee may apply.....
  
3. Employee Interview Process
  - a. The District shall give all.....
  
4. Lateral Transfer
  - a. When an employee serving in the class in which the vacancy exists applies within the posting period for transfer to the position, she/he shall be granted the transfer providing the employee's last evaluation is satisfactory and contains no marks indicating a) Not Satisfactory or b) Requires Improvement. If an employee receives an evaluation with a "Not Satisfactory" or "Requires Improvement" indicated she/he has the right, if requested, to a new evaluation within a year.

  
\_\_\_\_\_  
CSEA Representative  
11/20/2013  
Date

  
\_\_\_\_\_  
District Representative  
11.20.13  
Date

**TENTATIVE AGREEMENT**  
Between the  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
And the  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,**  
And its **CHAPTER #528, Comprehensive and Transportation Units**

The Folsom Cordova Unified School District ("District") and the California School Employees Association, and its Chapter #528, Comprehensive and Transportation Units ("CSEA" or "Association" are parties to collective bargaining agreement ("CBA") that expires on June 30, 2014.

The parties reach agreement on the following items of mutual interest:

I. **ARTICLE 9 – HOURS OF EMPLOYMENT**

The parties agreed to modify paragraph E.1. of the CBA as follows:

E. Lunch Periods

1. Employees who work four (4) hours or more per day shall be entitled to a duty free and unpaid lunch period of no less than thirty (30) minutes. Such lunch period shall be assigned to take place near the mid-point of the employee's workday. If the total work period per day is no more than six (6) hours, the meal period may be waived by mutual consent of the employee and the District. District consent shall not be unreasonably withheld. At the employee's option, the employee may leave his/her job site during the uninterrupted lunch period.

FOR THE CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION, and  
its Chapter #528 Comprehensive  
and Transportation Units

By: \_\_\_\_\_

Date: 10-18-2013

FOR THE FOLSOM CORDOVA UNIFIED  
SCHOOL DISTRICT

By: \_\_\_\_\_

Date: 10-18-2013