

MEMORANDUM OF UNDERSTANDING
between
The Camas Education Association
and
The Camas School District

Entered into on March 22, 2018
Effective for the duration of the current Collective Bargaining Agreement

In order to reflect changes in insurance timelines as well as WEA-based health insurance models, and to reflect the correct names of providers, the following changes to Section 3.10(I) are agreed to:

Section 3.10(I), page 26:

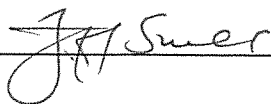
No later than March 31 of each year, **parties shall communicate to one another any interest or intention to pursue bids or solicit quotes for changes to the insurance offerings listed below. No later than May 31 of each year,** the District shall convene an insurance committee of CEA selected members and Human Resources to review plans, ~~secure~~ **or** bids as requested; ~~and solicit quotes for the future school year.~~ If there is no agreement to make changes, the current plans, listed below, will continue to be provided to an eligible employee, his/her family and or domestic partner as governed by state statute:

1. WEA Select health plans for employee/spouse/child(ren) OR, optional equivalent Kaiser plan.
2. ~~Washington Dental Service~~ **Willamette Dental Group** Plan I (Composite **rate**) plus Orthodontia Plan II.
3. **Delta Dental PPO Plan A (Composite rate) plus Orthodontia Plan B.**
3. ~~4. WEA/Blue-Cross Select Vision Care Plan + A, (VSP)~~
4. ~~5.~~ The District will provide pooling as it equates to Washington State statute.
5. ~~6. Standard Life~~ Long-Term Disability.

Signed:



Mark Gardner, CEA President



Jeff Snell, CSD Superintendent

MEMORANDUM OF UNDERSTANDING
between
The Camas Education Association
and
The Camas School District

Entered into on May 10, 2018

Effective from the date of this agreement forward, resulting in permanent revision to the
Collective Bargaining Agreement until otherwise revised through negotiation.


**For clarity and conformity to current law, the following strike-and-replace revisions are
agreed to by both parties:**

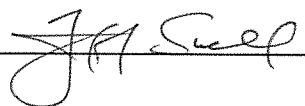
Whereas the WAC cross-referenced in CBA Section 3.19, Layoff and Recall, is no longer in
force, and whereas many teachers with K-8 certificates serve our middle school population, it is
hereby agreed by the Camas Education Association and the Camas School District that the
following changes to Section 3.19 be made:

- 1. Page 39, lines 22-23: STRIKE “who possess secondary endorsements in accordance
with WAC 180-79, and” and REPLACE with “who possess endorsements necessary for
the position.”**

- 2. Page 39, lines 48: STRIKE: “specified in WAC 180-79.”**

Signed:


_____ Mark Gardner, CEA President


_____ Jeff Snell, CSD Superintendent