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MEMORANDUM OF UNDERSTANDING

Between

The Camas Education Association

and

The Camas School District

The Camas Education Association (CEA) and the Camas School District (CSD) agree to revise Article III. Personnel, Sections 3.13 and 3.20 for the 2019-2020 academic year as follows:

Leave for Reasons Other than Illness

- In Section 3.13(d)(2), strike **17th** and replace with **16th**. Strike **a** and replace with **the**. Move **fully paid** to after the word *leave*.

The new language shall read:

2. An employee, beginning in his/her **16th** ~~17th~~ year of teaching service, in/out of the District or State, and thereafter, shall receive ~~a~~ the 3rd ~~fully paid~~ day of leave **fully paid** annually. This fully paid day may not be accrued or cashed out.

Certificated Employees' Evaluation Procedure

- In Section 3.20(h), strike **four** and replace with **six**.
- In Section 3.20(t)(1) strike **three (3)** and replace with **five (5)**.
- Add under section 3.20(u) **4. A teacher's evaluation may not be negatively impacted if a teacher chooses to use curriculum or instructional materials that address subject matter related to sexual orientation including gender expression or identity so long as the subject matter is age-appropriate and connected to the teachers's content area.**

The new language shall read:

(h) A comprehensive evaluation must be completed at least once every six ~~four~~ years. (p. 46)

(t) 1. The Focused Evaluation Option (FEO) focuses on improvement of teaching skills, content knowledge, techniques, and abilities. If an employee has scored at Proficient or higher the previous year, he or she may choose to

be evaluated using the FEO. The employee can stay on the FEO for up to five (5) ~~three (3)~~ years before returning to the Comprehensive Evaluation. (p.54)

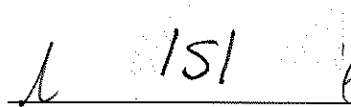
(u) 4. A teacher's evaluation may not be negatively impacted if a teacher chooses to use curriculum or instructional materials that address subject matter related to sexual orientation including gender expression or identity so long as the subject matter is age-appropriate and connected to the teachers's content area. (p. 55)

Agreement entered into on September 26, 2019.

Signed:



Jeff Snell, Superintendent



Michelle Houle, CEA President