

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 the Professional Development Allocation **Section 4.10 (e) and (f)**, for the remainder of the 2019-20 school year. This MoU expires on 8/31/2020.

(e) Each certificated staff member shall be entitled to one “Certificated Self Directed PD” absence for one full work day to facilitate access to employee selected professional learning. This benefit shall accumulate from year to year for the duration of this contract. **In recognition that substitutes are not needed, staff who still have a balance may still use this benefit in half or full day increments to participate in professional learning during the normal contracted hours as long as they select the “Cert Self-Direct” reason in AESOP prior to the selected day and do not turn in a form for the compensation listed below in 4.10(f).**

(f) In addition to the Professional Fund, the District will provide up to 14 hours per full-time FTE for attendance at voluntary professional development activities of the employee’s choice. Attendance at activities will be paid at the curriculum rate. **At least 10 hours of the** Professional development activities must occur outside of the **normal** contracted workday to qualify for this compensation. **Up to 4 hours may be claimed for professional development during any time period between March 25, 2020 and August 15, 2020 as long the staff person has completed the ISD-OSPI SEL Modules which take approximately two hours. These modules can be used as part of the 4 hours. Documentation of fulfillment of the staff member's regular contracted day will be required on the PD@CSD form to prevent duplicate compensation for the same time period. CSD will send out information on how to access this course and apply for clock hours. In addition, any staff person may apply for an additional 2 hours of curriculum pay to participate in extra professional development activities by emailing their building principal for prior approval. These 2 hours must be used outside of the normal contracted workday.** These professional development experiences must be provided by either the Camas School District or a reputable professional organization (such as but not limited to OSPI, an ESD, WEA, CSTP, NBPTS, the College Board, a professional educator organization, etc.). Professional Learning must be clearly tied to one or more of the following:

1. The District focus, which shall be clearly communicated by the District at the beginning of the school year,
2. The employee’s ongoing certification or licensure requirements, including PGP requirements.

Verification of attendance at these professional learning experience may be validated by either:

- A sign-in sheet provided for District offerings.
- The District-developed approval form provided electronically on the District website.

Agreement Entered into on May 5, 2020

Signed:

Original Signature on File

Jeff Snell, Superintendent

Original Signature on File

Michelle Houle, CEA President