

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(a):

Leave for Reasons Other than Illness

In Section 3.13(a) add an * after the third sentence and then add the following item:

- *Personal leave and unpaid leave may be taken in hourly increments when a sub is not needed during the Remote Learning phase beginning November 19 and ending 5 days before the beginning of the cohort-hybrid phase at the employee's work site.**

The new language shall read:

Section 3.13 Leave for Reasons Other than Illness (a) A certificated educational employee who anticipates the necessity for taking a leave (other than sick leave) shall make proper application to their building principal or supervisor. Employees shall be granted the following kinds of leaves with full pay during the school year as noted below and the employee shall pay for substitutes as noted below. All leaves granted under these provisions will be in units of full or half days.* Full pay is defined as "no loss of pay to the certificated employee, and the District paying the substitute cost" unless otherwise noted.

- *Personal leave and unpaid leave may be taken in hourly increments when a sub is not needed during the Remote Learning phase beginning November 19 and ending 5 days before the beginning of the cohort-hybrid phase at the employee's work site.**

Agreement entered into on November 19, 2020.

Signed:

Original Signature on File
Jeff Snell, Superintendent

Original Signature on File
Michelle Houle, CEA President