

Memorandum of Understanding
By and Between
The Camas School District 117
and
The Camas Education Association (CEA)

Agreement Regarding Elementary Specialists and Planning Time During the In-Person Phase

The Camas School District (District) and the Camas Education Association (Association) agree that the following changes to the 2020-23 Collective Bargaining Agreement will commence with the start of the in-person 4 days/week phase for each elementary school. This Memorandum of Understanding supersedes any previous agreements related to these sections.

Article III Personnel

3.04 Workday

(d) All certificated employees in elementary schools shall be entitled to a weekly minimum of one hundred fifty (150) minutes of employee directed planning time, occurring during the student day, to be conducted on campus, and pro-rated by FTE. Calculation of these minutes shall not include Wednesday early releases, and shall be provided to classroom teachers through the scheduling of **sixty (60) minutes each Wednesday during the traditional student day (i.e. between 8:00 AM and 12:00 PM) to be determined in collaboration with the principal and leadership team, and ninety (90) minutes weekly of PE/Health, Music, and Library. Teachers will not be required to attend district and/or building meetings, but may meet with their evaluator if needed. Teachers are not responsible for the student learning during planning time.** Recess shall not be considered planning time, and shall be considered duty-free. Elementary buildings shall have flexibility to require classroom teacher support during library check-out or supervision in library sessions longer than 30 minutes. If the classroom teacher is expected to support library check-out or supervision, this time is not considered teacher planning time. If unique and otherwise unresolvable conditions result in lack of facilities or lack of adequate staffing, 150 minutes of weekly planning time cannot be accomplished through scheduling Music, PE, and Library, the building principal shall collaborate with the District and Association to decide among the following potential solutions:

1. Preparation Planning time may be calculated as an average of 300 minutes over two weeks, rather than 150 minutes in one week.
2. Additional Music, PE, Library or other specialist FTE shall be hired.
3. The building shall designate a “no-meeting day” (morning) to function as employee-directed preparation planning time.
4. General Education teachers who have their regularly scheduled planning time interrupted by assemblies/holidays/school activities will work with their building administrator to coordinate equitable planning time.

Article IV Instruction

Section 4.02 Class Size

(d) Elementary Music, Library and PE.

vi. No more than nine (9) thirty-minute ~~or six (6) forty-five minute~~ sections shall be scheduled in a regular school day of which no more than seven (7) can be in-person, and no more than ~~six (6) two~~ (2) thirty-minute synchronous and four (4) forty-five minute sections on early release Wednesdays.

This MOU shall sunset on the last instructional day of the school year, or at such time it is determined to be safe to bring all students and staff back for full-time in-person instruction.

Agreed to this 9th day of March, 2021. Signed this 10th day of March, 2021.

FOR THE ASSOCIATION:

Original Signature on File

Michelle Houle, CEA President

FOR THE DISTRICT:

Original Signature on File

Dr. Jeff Snell, Superintendent
on behalf of the Board of Directors