

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

2021-22 Camas Connect Academy

The Camas School District (District) and the Camas Education Association (Association) agree to the following:

WHEREAS Camas Connect Academy (CCA) is an online school which allows its certificated employees to work remotely, each teacher will have access to the same supplies as onsite schools. In addition, each teacher will be outfitted with technology devices to support their ability to serve and engage students (microphone, headset, document camera, laptop, external monitor) as well as access to other video enhancing devices.

WHEREAS CCA will participate in the Continuous Learning 2.0 model for K-5 and an alternative learning environment (ALE) model for 6-12, the Washington State Learning Plan ALE paperwork will be completed by the counselor and administrator. Classroom teachers will be responsible for progress monitoring and weekly communication. Any changes to this condition will need approval by the District and the Association.

WHEREAS CCA is a K-12 online school for Camas School District, its certificated employees are afforded the same rights and conditions as listed in the Collective Bargaining Agreement except for the following changes below. Any changes to the CBA must be approved by the District and the Association.

Section 3.04 Workday

(a) Certificated employees of the Camas School District shall be present in each of the buildings for seven and one-half (7 ½) hours each day, within which each employee shall have at least thirty (30) continuous minutes for a duty-free lunch period each day. Arrival and departure times will be responsive to the beginning and ending times of the student days. A building principal can modify arrival and departure times to a slight degree in response to a specific building situation. For employees who are less than full time, the building administrator will make every attempt to create a contiguous and/or acceptable schedule for the employee. **Employees assigned to Camas Connect Academy (CCA) will work seven (7) hours between 7:00 a.m. and 7:00 p.m. remotely and/or on-site with night hours approved by the principal. Kindergarten through fifth grade teachers will provide continuous learning 8:00 a.m. to 11:30 a.m. Monday through Friday. Office hours and instructional times will be agreed upon by September 15, 2021. All CCA employees will share their calendar with appointments listed with the principal.**

Section 3.20 Certificated Employees' Evaluation Procedure

(n) Comprehensive Evaluation Process

6. Informal Observations i. An informal observation is a documented observation that is not required to be pre-scheduled. Additional informal observations may be necessary to determine judgment. **Employees of Camas Connect Academy are subject to digital walkthroughs, and shall provide calendar and classroom access to the principal.**

Section 4.02 Class Size (Elementary)

(a) Combination classes composed of two (2) grade levels shall be two (2) students less than the above stated maximums. Only when no other option is available shall a combination class be assigned to an employee in their first or second year of professional teaching. Each circumstance where this action is considered to be the only option available to the District shall be subject to association review prior to implementation. **At Camas Connect Academy, elementary classes composed of three (3) grade levels or more shall be three (3) students less than the current maximum of twenty-four (24).**

The District and the Association will meet no later than June 24, 2022 to amend and/or renew this Memorandum of Understanding for the 2022-23 school year.

Agreed to this day of August 6, 2021.

Signed this day of August 6, 2021.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

Original Signature on File

Michelle Houle, CEA President

Original Signature on File

Doug Hood, Interim Superintendent
on behalf of the Board of Directors