

**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 stand-alone classes in grades K-5. Blended classes, through collaboration between teachers and the principal, may have the flexibility to use the Alternative Learning Experience (ALE) framework to adjust whole group instruction times to ensure students receive grade-level instruction. Students in K-5 CCA will receive no less than 90 minutes of live, whole group instruction per day, and instructional staff will not be required to conduct more than 3.5 hours of live, whole group instruction per day. ~~K-5 and an CCA will participate in the~~ alternative learning environment (ALE) model for 6-12, and the Washington State Written Student Learning Plan ALE paperwork will be completed by the counselor and administrator. Classroom teachers in K-12 who are currently using the ALE framework 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. All CCA employees will remain available for in-person meetings and activities with students or staff regularly. For hard-to-fill positions, the principal may authorize remote work as appropriate. Kindergarten through fifth grade teachers will provide continuous learning whole group instruction generally from

**8:00 a.m. to 11:30 a.m. Monday through Friday. Split classes may extend whole-group, live instruction into afternoon hours as appropriate. Office hours and instructional times will be agreed upon in collaboration with the teachers and the principal by September 15 of each school year. All CCA employees will share their calendar with appointments listed with the principal prior to the second week of instruction.**

### **Section 3.20 Certificated Employees' Evaluation Procedure**

(n) Comprehensive Evaluation Process

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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.**

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### **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 6th day of December, 2021.

Signed this 6th day of December, 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