

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

**Secondary Overload**

The Camas School District (District) and the Camas Education Association (Association) agree to the following changes to the 2020-23 Collective Bargaining Agreement (CBA)

**Section 4.01 Introduction**

- i. The District and CEA agree that the number and kinds of students in a class are major factors that have an impact on teacher workload and affect the instructional and learning process. Every reasonable effort will be made to equalize the workload among the teachers of a school as early in the year as possible and throughout the year as necessary. If elementary class sizes cannot be balanced across a grade level, any teacher with a class size greater than the maximum shall receive the overload remedy. In addition the District and CEA agree that individual needs and abilities of each student must be taken into consideration. To increase the teaching effectiveness and learning opportunities for all students, the following provisions of this section shall apply:

ii. Table 4.01

Grade Level	Average Class Size Max
K-5	<p>24*</p> <p>*\$10 per student, per day, above the individual class size or 2 hours staff assistant per day at 25 and an additional .5 hour staff assistant for every student thereafter.</p>
6-8	<p>30:1*</p> <p><b><u>Average based on a 5-period day. Block scheduling will count as two periods.</u></b></p> <p>* <del>\$7</del> <b>\$2</b> per student, per day, over the <del>daily load of 155</del> <b>average</b> students per day.</p> <p><b><u>Outlier: For any individual period exceeding 34 students, overload will be paid at \$4/period/day, increasing by \$0.25 for each additional student.</u></b></p> <p><b><u>Example:</u></b></p>

	<p><b><u>Employee over 5 students in one period.</u></b></p> <p><b><u>\$4 x 20 working days in January = \$80 overload pay</u></b></p>
9-12	<p>31:1*</p> <p><b><u>Average based on any non-advisory period. Block scheduling will count as two periods. Advisory-type classes will not exceed two more than the cap at the secondary level.</u></b></p> <p>* <del>\$7</del> <b>\$2</b> per student, per day, over the <del>daily load of 160</del> <b>average</b> students per day</p>
Health & Fitness Class 6-8	<p>Classes will not exceed 34 students</p> <p>*\$7 per student, per day, over the daily load of 204 students per day (excluding Fridays at Liberty based on their current health/fitness schedule).</p> <p><b><u>A health and fitness committee will be formed that consists of at least one health and/or fitness teacher from CHS, DHS, OMS, LMS, and SMS. At their option, HFHS may send a representative. In addition, one to three secondary administrators, at least one Association designee, and at least one District designee will serve on this committee. Through interest-based and/or traditional bargaining, an agreement for overload options for health and fitness classes will be reached in this committee by January 31, 2022.</u></b></p>
Health Class 9-12	<p>No individual Health Class 9-12 can exceed 35 based on a 5 period day</p> <p>*\$7 per student, per day, over the daily load of 175 students per day</p>
Fitness Class 9-12	<p>Classes will not exceed 40 students based on a 5 period day</p> <p>*\$7 per student, per day, over the daily load of 200 students per day</p>

Agreed to this 18th day of November, 2021. Signed this 18th day of November, 2021.

FOR THE ASSOCIATION:

*Original Signature on File*

Michelle Houle, CEA President

FOR THE DISTRICT:

*Original Signature on File*

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