

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

Secondary Health and Fitness Class Size and Overload Compensation

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
...	...
Health & Fitness Class 6-8	Classes will not exceed 34 students *\$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).
Health Class 9-12	No individual Health Class 9-12 can exceed 35 based on a 5 period day *\$7 per student, per day, over the daily load of 175 students per day
Fitness Class 9-12	Classes will not exceed 40 students based on a 5 period day *\$7 per student, per day, over the daily load of 200 students per day

<p><u>Health 6-8</u></p>	<p><u>32:1*</u></p> <p><u>*\$2 per student, per day, over the daily load (DL). DL = 32 x # of periods taught (including flex/advisory). For A/B schedules, overload is calculated only on overloaded days, but the count is based on the highest day whether it is the first day of the month or second.</u></p> <p><u>Outlier: For any individual period exceeding 36 students, overload will be paid at \$4/period/day, increasing by \$0.25 for each additional student.</u></p>
<p><u>Fitness 6-8</u></p>	<p><u>34:1*</u></p> <p><u>*\$2 per student, per day, over the daily load (DL). DL = 34 x # of periods taught (including flex/advisory). For A/B schedules, overload is calculated only on overloaded days, but the count is based on the highest day whether it is the first day of the month or second.</u></p> <p><u>Outlier: For any individual period exceeding 38 students, overload will be paid at \$4/period/day, increasing by \$0.25 for each additional student.</u></p>
<p><u>Health 9-12</u></p>	<p><u>32:1*</u></p> <p><u>*\$2 per student, per day, over the daily load (DL). DL = 32 x # of core periods taught</u></p>
<p><u>Fitness 9-12</u></p>	<p><u>34:1*</u></p> <p><u>*\$2 per student, per day, over the daily load (DL). DL = 34 x # of core periods taught</u></p>

Overload compensation for secondary health and fitness classes will be calculated using this model beginning February 1, 2022.

This MoU will expire August 31, 2023 and be rolled into the 2023-26 CBA.

Agreed to this 19th day of January, 2022. Signed this 20th day of January, 2022.

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