MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY AND CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING CLASS SIZE FOR SCHOOL YEAR 2020 – 2021

May 12, 2020

WHEREAS, the Camino Nuevo Charter Academy (“CNCA”) and the Camino Nuevo Teachers Association (“CNTA”) recognize the anticipated impact of the COVID-19 pandemic on charter school funding in California in the upcoming school year; and

WHEREAS, it is the desire of CNCA and CNTA (“the parties”) to minimize teacher layoffs and furloughs to the extent possible; and

WHEREAS, the parties wish to provide temporary flexibility with respect to class sizes for school year 2020 - 2021 only;

NOW THEREFORE, the parties agree as follows:

1. The average class size language contained in Article 12 of the parties’ 2018 – 2021 Collective Bargaining Agreement (“CBA”) states, “CNCA will make a good faith effort to implement the following class sizes - An average of 24:1 in K-3, 30:1 in grades 4-12.”

2. For the 2020 – 2021 school year only, these ratios shall temporarily increase for grades K-3 to 26:1 and in grades 4-12, to 33:1. The class sizes shall be calculated per period per class, not as an average of the teachers’ total student load. Self-directed teacher planning time shall be provided on minimum days on which PD and/or parent conferences are not scheduled. Where CNCA is not able to implement class sizes after the fourth week of school, the Principal will meet with the affected teacher to review options to support instruction given the class size. This support would include, but is not limited to, additional materials, supplies and textbooks. Physical education or non-technology based elective classes may exceed the specified class size ratios listed above.

3. This Memorandum of Understanding is the product of unique circumstances, and shall not constitute precedent for future agreements or interpretations of the parties’ Collective Bargaining Agreement.

4. This Memorandum of Understanding shall automatically expire of its own accord on June 30, 2021, unless extended, or modified in writing by the parties.
Date: May 14, 2020

CAMINO NUEVO CHARTER ACADEMY

Adriana Abich
By: Adriana Abich (May 14, 2020 14:30 PDT)
Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

Laura Farrel
By: Laura Farrel (May 14, 2020 10:37 PDT)
Laura Farrel, CNTA President

DATE OF BOARD APPROVAL: May 12, 2020