MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY
AND
CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING TEACHER INDUCTION
August 16, 2019

The Camino Nuevo Charter Academy and the Camino Nuevo Teachers Association hereby agree as follows:

1. Effective 07/01/2018, the language in Article 22 (g) Teacher Induction will be revised to state as follows:

   Teacher Induction: CNCA shall reimburse unit members up to a total of $4,500 for the cost of tuition for completing a California approved induction program to clear their California teaching credential. The amount will be reimbursed over a period of three years on the following schedule:

   • 50% of the total cost will be reimbursed for tuition upon the completion of the first year of induction while employed at CNCA.
   • 25% of the total cost will be reimbursed for tuition upon the completion of the second year of induction while employed at CNCA.
   • 25% of the total cost will be reimbursed for tuition at the completion of the 3rd year of employment at CNCA after completing induction.

The unit member shall provide written certification by June 30th of each year of induction to the Human Resources Department, satisfactory to CNCA of meeting the competition requirement and of actual payments. All tuition reimbursements will be processed by September 30th of the following school year. Any unit member who does not return to CNCA after year one (1) or year (2) of the induction program, is ineligible for tuition reimbursement.

Separation of employment:

➢ In the event of a separation of employment, the unit member will be responsible for the remaining balance of tuition for the Induction Program.
➢ If a unit member resigns mid-year, no amount will be reimbursed for that year.
➢ If a unit member is dismissed for cause, no amount will be reimbursed for that year.
➢ If a unit member is dismissed due to a reduction in force or non-renewal, unit member will be reimbursed a prorated amount of tuition up to the date of separation.

2. When the collective bargaining agreement is next reopened, this revised Section 22 (c) shall replace existing contract language.
Date: August 27, 2019

CAMINO NUEVO CHARTER ACADEMY

By: Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

By: Laura Farrel, CNTA President

DATE OF BOARD APPROVAL: August 27, 2019