MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY AND
CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING SALARY ADVANCEMENT 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

NOW THEREFORE, the parties agree as follows:

1. For the 2020 - 2021 school year, all CNCA certificated bargaining unit members shall remain at their 2019 – 2020 step and column salary placement. Effective for the 2020-2021 school year only, additional coursework units will be received pursuant to Article 22 (d) of the parties’ 2018 – 2021 Collective Bargaining Agreement, but will not be applied for salary credit while this Memorandum of Understanding Regarding Salary Advancement is in effect.

2. Effective for the 2020 – 2021 school year only, no member of the certificated bargaining unit shall advance to an experience level and/or category on the applicable salary schedule beyond the experience level, category, or career increment level of the member’s placement in school year 2019 – 2020.

3. The sole exception to item two above, shall be that, effective for the 2020-2021 school year, only Unit Members who completed a credential program, at any point during the school year, upon submission of units and other prerequisites pursuant to Article 22 (d) of the parties’ 2018-2021 Collective Bargaining Agreement, may advance from the “Intern Category” to the “Professional Category” on the 2018-2021 CNCA salary schedule, attached as Exhibit C to the parties’ 2018-2021 Collective Bargaining Agreement.

4. On July 1, 2021, salaries of CNCA certificated bargaining unit members shall be reinstated to the appropriate step and column.

5. Should the State of California approve a 2020 - 2021 budget with public education local control funding formula revenue growth above or in excess of the 2019 - 2020 budget, within 45 days of passage of such State budget CNCA will meet with CNTA to prioritize
teacher compensation to minimize the effects of teacher layoffs, salary freezes, and furloughs.

6. This Memorandum of Understanding is the product of anticipation of state work load budget with 0% revenue growth (COLA), and shall not constitute precedent for future agreements or interpretations of the parties’ Collective Bargaining Agreement.

7. 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