MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY AND
CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING FURLOUGHS 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 only, all CNCA certificated bargaining unit members shall take ten (10) furlough days without pay on dates distributed evenly throughout the 2020 – 2021 school year as determined by CNCA.

2. This Memorandum of Understanding is the product of budget cuts between 0% - 5%, and shall not constitute precedent for future agreements or interpretations of the parties’ Collective Bargaining Agreement.

3. Should CNCA have to make 2020 - 2021 budget cuts in excess of 5% during the school year, CNCA and CNTA will revisit the MOU to decide additional cost reduction measures in an effort to minimize teacher layoffs and furloughs. The number of furlough days shall not exceed fifteen (15) unless and until the State modifies the instructional day mandate.

4. 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 and furloughs.

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

Date: ______________,

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