

**MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY AND
CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING TEACHER EVALUATIONS FOR MIRAMAR TEACHERS ONLY
FOR THE 2020 - 2021 SCHOOL YEAR**

January 12, 2021

WHEREAS, the Camino Nuevo Charter Academy (“CNCA”) and the Camino Nuevo Teachers Association (“CNTA”) recognize the impact of the Miramar School closure on teachers and students for the 2020 - 2021 school year; and

WHEREAS, it is the desire of CNCA and CNTA (“the parties”) to continue to provide the highest quality instruction to and improve student learning of CNCA students and to strengthen the knowledge, skills, and practices of CNTA unit members by providing meaningful feedback and support through this transition;

NOW THEREFORE, the parties agree to modify their 2020 - 2021 Collective Bargaining Agreement (“CBA”) regarding teacher evaluations described in Article 19 and related Memorandum of Understanding (“MOU”) for our Miramar campus only as follows:

1. Due to the Miramar School closure, the parties will temporarily modify the Teacher Evaluation process for our Miramar teachers only effective December 8, 2020 – June 30, 2021.
2. Miramar teachers will have two options for completing the evaluation cycle at the mid-year and the end-of-year process:
 - i. Complete the full Danielson Evaluation tool and process
 - ii. Complete a modified process including a narrative that highlights areas of strength, growth and next steps
3. This MOU is the product of unique circumstances and shall not constitute precedent for future interpretation or modification of the parties’ collective bargaining agreement. It shall expire automatically of its own accord on June 30, 2021.

Date _____,

CAMINO NUEVO CHARTER ACADEMY

By:_____

Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

By: _____
Laura Farrel, President

DATE OF BOARD APPROVAL: January __, 2021