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MEMORANDUM OF UNDERSTANDING BETWEEN
CAMINO NUEVO CHARTER ACADEMY
AND
CAMINO NUEVO TEACHERS ASSOCIATION
REGARDING TEACHERS ON SPECIAL ASSIGNMENT
June 1, 2021

WHEREAS, Camino Nuevo Charter Academy ("CNCA") and Camino Nuevo Teachers Association ("CNTA") wish to define conditions of bargaining unit members who temporarily accept a Teacher on Special Assignment (TOSA) position for the 2021-2022 and/or 2022-2023 school year.

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Teachers on Special Assignment (hereafter "TOSA") shall mean those employees who work in a position that requires a teaching credential and also requires additional certification and/or specialized skills and training, whose primary responsibility is one or a combination of the following:
 - a) direct instruction of students
 - b) instructional coaching
 - c) curriculum development
 - d) Planning, facilitating, or otherwise leading professional development spaces for educators
2. TOSA positions are temporary and will be funded for only two (2) years.
3. TOSA will continue to be compensated in accordance to the Teacher salary schedule attached as Exhibit A to the Collective Bargaining Agreement (CBA) and they will continue to receive one-year contracts.
4. CNCA reserves the total discretion to grant or to deny the continuance of a teacher in a TOSA position beyond one (1) year.
5. CNCA may consider internal and external candidates for TOSA positions.
6. An internal TOSA shall mean a teacher who has completed at least one (1) year of teaching experience at CNCA. The rights of an internal TOSA are as follows:
 - a. Shall be a unit member of the Camino Nuevo Teachers Association (CNTA)
 - b. Shall continue to accrue years of teaching experience during time of service as a TOSA
 - c. Shall have a right to return to their previous teaching position after they have completed their service as a TOSA

7. An external TOSA shall mean a teacher who has not previously, or is not currently, employed by CNCA. The rights of an external TOSA are as follows;
 - a. Shall become a unit member of the Camino Nuevo Teachers Association (CNTA)
 - b. Shall acquire or accrue seniority during time of service as a TOSA
 - c. Shall have no right of return to any position within the CNCA, but may apply for any teaching positions that are available at the time they complete their service.
8. The purpose of TOSA positions shall be to utilize the experience, education and specific skills of individual teachers to perform unique tasks to augment the instructional program for CNCA to accomplish its purpose and mission.
9. TOSA positions shall be advertised on our CNCA website. Selection of persons to fill TOSA positions shall be at the sole discretion of the CNCA.
10. TOSA will be required to work between the hours of at least 7:45 am- 3:15 pm, and during hours of the site's operation. They shall attend all staff meetings and grade level meetings as applicable.
11. TOSA will continue to attend all professional development opportunities offered at the site to which they are assigned.

This agreement shall not constitute precedent for interpretation or modification of the CBA.

Date: _____, 2021 CAMINO NUEVO CHARTER ACADEMY

By: _____
Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

By: _____
Laura Farrel, CNTA President

DATE OF BOARD APPROVAL: _____