



**MEMORANDUM OF UNDERSTANDING BETWEEN  
CAMINO NUEVO CHARTER ACADEMY AND  
CAMINO NUEVO TEACHERS ASSOCIATION  
REGARDING DUAL LANGUAGE PROGRAM ROLL OUT AND ONE-TIME  
REIMBURSEMENT FOR IMPACTED TEACHERS**

September 14, 2021

Whereas, Camino Nuevo Charter Academy will continue to roll out the K-8 dual language (Spanish) program through the 2025-2026 school year;

Whereas, as a result, some teachers at Burlington, Castellanos, Eisner and Cisneros will be required to teach in dual languages; including, teachers in content areas such as ELA, science, social science, physical education, art, music and STEM;

Whereas the State of California requires teachers who teach in a dual language model to possess an appropriate Bilingual Authorization;

Camino Nuevo Charter Academy (CNCA) and Camino Nuevo Teachers Association (CNTA) hereby agree as follows:

- Camino Nuevo Charter Academy shall identify the impacted unit members and reimburse them up to a total of \$2,000 for the cost associated with adding a bilingual authorization in Spanish by the established deadline.
- This reimbursement is a one-time offering to existing CNCA teachers who are affected by the roll out of the K-8 dual language (Spanish) program.
- Reimbursement will be made following issuance of the authorization by the California Commission on Teacher Credentialing (CTC) and submission of receipts for the cost(s) associated with adding the authorization.
- To be eligible for reimbursement, a bilingual authorization (Spanish) must be issued by the CTC by the established CNCA deadline.

Camino Nuevo Charter Academy (CNCA) and Camino Nuevo Teachers Association (CNTA) further agree this agreement sunsets August 1, 2023. Teachers eligible for this offering, who do not add their bilingual authorization on or before the established CNCA deadline, shall no longer benefit from this agreement.

Failure to meet the deadline and subsequent ineligibility for this provision does not change nor void the requirement under the dual language program expansion to add the bilingual authorization (Spanish).

Date: \_\_\_\_\_, 2021

**CAMINO NUEVO CHARTER ACADEMY**

By: \_\_\_\_\_  
Adriana Abich, CEO

**CAMINO NUEVO TEACHERS ASSOCIATION**

By: \_\_\_\_\_  
Laura Farrel, CNTA President

DATE OF BOARD APPROVAL: \_\_\_\_\_