

**MEMORANDUM OF UNDERSTANDING BETWEEN  
CAMINO NUEVO CHARTER ACADEMY AND  
CAMINO NUEVO TEACHERS ASSOCIATION  
REGARDING TEACHER EVALUATIONS FOR THE 2021 - 2022 SCHOOL YEAR**

**October 19, 2021**

**WHEREAS**, the Camino Nuevo Charter Academy (“CNCA”) and the Camino Nuevo Teachers Association (“CNTA”) recognize the impact of returning to in person instruction during a pandemic on unit members and administrators for the 2021-2022 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 throughout this year;

**NOW THEREFORE**, the parties agree to modify their 2021 - 2024 Collective Bargaining Agreement (“CBA”) regarding teacher evaluations described in Article 19 as follows:

1. The parties will temporarily modify the Teacher Evaluation process for unit members for the 2021-2022 school year.
2. The Teacher Evaluation process will be modified as follows:
  - a. Unit members receiving Comprehensive (Level 1) and Abridged (Level 2) evaluations will continue to engage in the full Teacher Growth Tool process, as outlined in the 21-22 CNCA Teacher Evaluation Guidebook (included as Appendix A).
  - b. Unit members receiving Brief (Level 3) and Light (Level 4) evaluations will engage in a modified process that will only require the completion of the Middle of the Year (MOY) Evaluation. All other terms and conditions of the 21-22 CNCA Teacher Evaluation Guidebook will apply.
  - c. Unit members receiving Brief (Level 3) or Light (Level 4) evaluations may receive an additional End of the Year (EOY) Evaluation upon request to their evaluator. Additionally, the unit member’s evaluator may add an EOY Evaluation should the evaluator determine that this would be beneficial to unit member or student growth. This decision (made by either party) must be communicated in writing by March 15, 2021.

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, 2022.

Date \_\_\_\_\_,

CAMINO NUEVO CHARTER ACADEMY

By: \_\_\_\_\_

Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

By: \_\_\_\_\_

Laura Farrel, President

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