



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

April 9, 2023

Whereas, Camino Nuevo Charter Academy (CNCA) and Camino Nuevo Teachers Association (CNTA) agreed formerly to an MOU Regarding Dual Language Program Expansion and One-Time Reimbursement for Impacted Teachers, signed and Board approved September 2021;

Whereas, the MOU Regarding Dual Language Program Expansion and One-Time Reimbursement for Impacted Teachers sunsets August 1, 2023. Camino Nuevo Charter Academy will continue to roll out the K-8 dual language (Spanish) program at Burlington, Castellanos, Eisner and Cisneros throughout the 2023-2024, 2024-2025 and 2025-2026 school years;

Therefore, Camino Nuevo Charter Academy (CNCA) and Camino Nuevo Teachers Association (CNTA) agree to extend The MOU Regarding Dual Language Program Expansion and One-Time Reimbursement for Impacted Teachers through the 2023-2024, 2024-2025 and 2025-2026 school years. This MOU will now sunset August 1, 2026.

Whereas, as a result of the rollout, 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 dual language 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.

The MOU Regarding Dual Language Program Expansion and One-Time Reimbursement for Impacted Teachers will sunset August 1, 2026. Teachers eligible for this offering, who do not add their bilingual authorization on or before this date 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: _____, 2023

CAMINO NUEVO CHARTER ACADEMY

By: _____
Adriana Abich, CEO

CAMINO NUEVO TEACHERS ASSOCIATION

By: _____
Laura Farrel, CNTA President

DATE OF BOARD APPROVAL: _____