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MEMORANDUM OF UNDERSTANDING BETWEEN  
CAMINO NUEVO CHARTER ACADEMY  
AND  
CAMINO NUEVO TEACHERS ASSOCIATION  
REGARDING

**TEMPORARY MODIFICATION OF COLLECTIVE BARGAINING  
AGREEMENT REGARDING DEFINITION OF YEARS OF ELIGIBLE  
EXPERIENCE FOR TEACHERS**

June 20, 2023

WHEREAS due to ongoing impact of the nationwide teacher shortage, Camino Nuevo Charter Academy (CNCA) has experienced difficulty in their mission to hire quality teachers with appropriate experience and competence;

WHEREAS, CNCA recognizes the need to temporarily modify from July 1, 2023 through June 30, 2024 the definition of what constitutes “years of eligible experience” contained in the 2021-2024 Collective Bargaining Agreement (CBA).

NOW, THEREFORE, Camino Nuevo Teachers Association (CNTA) and (CNCA) agree as follows:

1. Article 3 (k) of the 2021-2024 CBA shall be temporarily modified for one (1) year to define “Years of Eligible Experience” as:  
“Years of eligible experience” shall be defined as experience in a full time, TK-12 school setting in the United States performed under a valid US teaching credential. Unit members or applicants with “out of the classroom” experience may receive credit for this experience on the teacher salary table if the assignment was served in an instructional coaching capacity for classroom teachers in a TK-12 setting. Additional documentation may be required to verify that the assignment is eligible to receive credit for the experience as defined in this section. Experience directly related to a teaching assignment, that does not meet the criteria above, may be submitted for approval to the HR Department. If the request is denied, the applicant or unit member may appeal the decision by submitting a formal request to the Chief Executive Officer (please refer to Exhibit E). Approval of such experience is at the discretion of the Chief Executive Officer and based solely on the CEO’s evaluation of the value of the experience for current instructional needs, and shall not set a precedent for future acceptance of experience.
2. This agreement applies to new and returning teachers and shall expire automatically of its own accord on June 30, 2024.
3. Returning teachers who request their pre-CNCA teaching experience be reconsidered for credit pursuant to this amendment must do so according to the timelines established in Article 22(d) of the 2021-2024 CBA.
4. These temporary changes will be in effect July 1, 2023 through June 30, 2024 only, and shall expire as of June 30, 2024.

Date: \_\_\_\_\_, 2023      **CAMINO NUEVO CHARTER ACADEMY**

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

Date: \_\_\_\_\_, 2023      **CAMINO NUEVO TEACHERS ASSOCIATION**

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

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