

## MEMO OF UNDERSTANDING

THE PURPOSE OF THIS MEMO OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN CAMAS ASSOCIATION OF PRINCIPALS (CAP) AND THE CAMAS SCHOOL DISTRICT (CSD).

This Memo of Understanding addresses substitutes for CAP members in the Camas School District for the duration of the current contract.

1. Section 9 of the current collective bargaining agreement reads as follows:  
*A pool of funds based on two days per CAP member will be available for substitutes annually. The fund will be calculated using the current CEA substitute rate (\$130/day). Unused substitute pool funds will not carry forward. The District and CAP will meet annually to develop a mutually agreed allocation model between elementary and secondary schools by November 1 of each year. The district may use a suitable administrative intern to provide the coverage. Administrators can discuss special circumstances with the superintendent to vary from this schedule. The superintendent will decide exceptions on a case by case basis.*
2. With this Memo of Understanding, it is agreed that two days per CAP member at any level will be assigned. In February of each year, unused days will go into a pool that may be used by any CAP member up to the total originally allocated.

This Memo of Understanding shall become effective upon signature of both parties, shall remain in effect until June 30, 2020, and shall be attached to the current Collective Bargaining Agreement.

Camas Association of Principals

Camas School District

BY: /S/ Clint Williams, June 11, 2019  
Chapter President

BY: /S/ Jeff Snell, July 2, 2019  
Superintendent

BY: /S/ Gary Moller, June 11, 2019  
Chapter Vice President