Cascade

Union Elementary School District

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MEMORANDUM OF UNDERSTANDING BETWEEN
CASCADE UNION ELEMENTARY SCHOOL DISTRICT AND
ANDERSON CASCADE TEACHERS ASSOCIATION
2026–2027 SCHOOL YEAR

The Cascade Union Elementary School District and Anderson Cascade Teachers Association agree that, for the 2026–2027 school year, Laurel Kalnins will serve as Principal/Teacher at North State Aspire Academy (NSAA).

Ms. Kalnins will be placed on the District's Administrative Salary Schedule and will work 205 days, consistent with the administrative work calendar. Notwithstanding her placement on the Administrative Salary Schedule and assignment of administrative responsibilities, Ms. Kalnins will remain a member of the Anderson Cascade Teachers Association (ACTA) bargaining unit.

In her role as Principal/Teacher, Ms. Kalnins will perform the duties and responsibilities identified in the District's Principal job description as they relate to the operation and administration of North State Aspire Academy, in addition to her teaching responsibilities.

Because Ms. Kalnins will remain a member of the ACTA bargaining unit and may work alongside other bargaining-unit teachers assigned to NSAA, she will not be responsible for the formal evaluation of certificated bargaining-unit employees. If another certificated employee is assigned to NSAA, responsibility for that employee's formal evaluation will remain with the Superintendent or Superintendent's designee.

This MOU is effective for the 2026–2027 school year and supersedes any conflicting provisions of the collective bargaining agreement solely to the extent necessary to implement the terms described above.

J. Provencio — 10.1.26

For the CUESD Date For ACTA Date