

**Memorandum of Understanding
Between
Alum Rock Educators Association
And
The Alum Rock Union School District
Regarding Renaissance Academy @ Fischer
2023-2024**

Article IV: Calendar

Renaissance Academy @ Fischer deviates from the AREA – District approved calendar. Renaissance Academy operates on a trimester (three terms per year) rather than a semester/quarter (two/four terms per year) system. Renaissance Academy @ Fischer will have the ability to move the 12 minimum days to accommodate learner-led conferences and end-of-trimester grades. The remaining minimum day for the AREA General Meeting will be held on the day that it is scheduled to conduct AREA business. The number of minimum days remains the same as for any other middle school.

Article IX: Hours of Employment

Renaissance Academy @ Fischer will have a first period of advisory of 40 minutes per day on Mondays, Tuesdays, Wednesdays, and Fridays.

All teachers will teach first period Advisory or provide school support during that time. No teacher will have a prep period during first period Advisory.

Advisory period is a credit/no credit class with no letter grades given.

Prep periods will be scheduled at the same period each student day for the teacher. Prep periods will only be taken during periods 2-6.

9.5 Report Card Prep and Parent Conferencing

Renaissance Academy @ Fischer will hold one learner-led conference with each student and their family, in the first trimester and in the second trimester each year. An additional learner-led conference will be held with those students and their family who are considered "at risk" in the third trimester. Members will be paid a \$500 stipend for each group of learner-led conferences, for a total of \$1,500 stipend for each teacher.

Due to the uncertainty of school closures resulting from Covid-19 or the likelihood of Alum Rock Union School District's need to repurpose or consolidate school sites, Alum Rock Educators Association will hold another site election regarding this MOU if there is a change of more than 20% of the AREA members assigned to the site for the 2023-24 school year. If, in that event, the MOU is not approved by at least 80% of the 2023-24 staff, this MOU shall be become void.

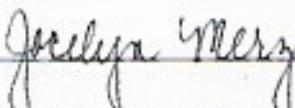
If such an election is warranted, the vote shall take place prior to the first day of instruction of the 2023-24 school year.

The purpose of this language is to protect the terms of the Collective Bargaining Agreement, and to ensure that any changes to the CBA resulting from a site MOU will have at least 80% support of the staff who will be affected by a deviation to the CBA.

Term of MOU:

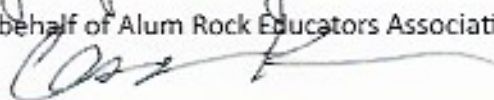
The term of this Memorandum of Understanding will be from until the last day of instruction June 2024.

This Memorandum of Understanding may be revoked by a vote of 70% of the AREA team.



On behalf of Alum Rock Educators Association

Dated: 5/25/23



On behalf of Alum Rock Union School District

Dated: 5-25-23