

MEMORANDUM OF UNDERSTANDING
Between
Alum Rock Union School District
And
**Alum Rock Educators Association
Renaissance Academy @ Fischer
Conferences**
2024-2025 School Year

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 at the extended duty hourly rate for conferences held outside of contractual hours.

- The terms of this MOU will end on the last day of instruction June 2025.
- All other aspects of the Collective Bargaining Agreement shall be adhered to.
- If either party fails to abide by the terms of this MOU, this MOU shall be null and void.
- 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 2024-25 school year. If, in that event, the MOU is not approved by at least 80% of the 2024-25 staff, this MOU shall become null and void.

If such an election is warranted, the vote shall take place prior to the first day of instruction of the 2024-25 school year or anytime the consolidation takes place.

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.

Alum Rock Union School District

Date

Alum Rock Educators Association

Date