Memorandum of Agreement
East High School Educational Partnership Organization
June 30, 2014

WHEREAS, the District and RTA are parties to a Collective Bargaining agreement ("CBA") covering the period July 1, 2013 through June 30, 2015; and

WHEREAS, the District has requested the University of Rochester to serve as the Educational Partnership Organization ("EPO") for East High School pursuant to Education Law § 211-e; and

WHEREAS, the RTA and the District have reached an agreement as specified below:

NOW THEREFORE, the agreement agreed by the District and RTA is as follows:

1. This tentative agreement shall be effective on July 1, 2014 and shall continue, unless amended by the parties, through the duration of the University of Rochester's service as the EPO for East High School. Should the University of Rochester not be approved as the EPO for East High School by the New York State Education Department, this agreement shall be null and void.

2. The following provisions in the CBA shall apply to all RTA members assigned to work at East High School:

   (1) Recognition
   (5) Savings Clause
   (8) Management Rights
   (9) Association Rights
   (14) Grievance Procedures
   (26) Personal Injury Benefits
   (37) Discipline/Discharge Non-Tenured
   (38) Discipline/Discharge Tenured
   (41) Absences
   (43 through 44A) Health Benefits
   (46) General Salary
   (50.9) Expanded School Level Living Contract (except that the School Level Living Contract Committee shall consist of representatives elected by teachers at East High School for the purpose of negotiating with the EPO and representatives of the EPO and all provisions referencing the district-wide Joint Living Contract Committee shall be excluded and shall not apply).
3. All other contract sections contained within the CBA, for RTA members assigned to East High School, shall be subject to negotiations, through the School Level Living Contract, between the EPO and the teachers at East HS.

4. The EPO School Plan for East High School will be developed collaboratively among teachers, administrators, staff, stakeholders, and representatives of the EPO. East High School teachers will have the right to elect representatives on all committees and to elect co-chairs as representatives on committees regarding curriculum, teaching practices, and student social and emotional development.

5. One or more committees for the selection of teachers for the 2015-2016 school year shall be created to make recommendations regarding teacher staffing. Such committee(s) shall include East HS teacher representatives elected by East HS teachers, and parents, administrators and others. Teacher representation shall be no less than 1/3 of the committee membership. When final staffing decisions have been made, the EPO commits that no less than 51% of the teachers selected for the 2015-2016 school year will be candidates recommended by the committee(s). East High School teachers who apply would be interviewed first. In the EPO School Plan, there will be a process by which any East High School teachers recommended by a selection committee and not selected by the EPO will be informed of the basis of that decision. It is the intent of the parties that teachers selected for East High School commit to the terms and conditions of the EPO School Plan. Teachers who do not remain at East High School shall have access to Round 2 or Round 1, if applicable, to transfer during Placement Days 2015.

6. The terms and conditions of employment contained in the EPO School Plan, as collaboratively developed with East High School’s elected representatives, shall be an agreement and will be subject to ratification by the RTA membership assigned to East High School, consistent with the School Level Living Contract process herein, and the Board of Education of the Rochester City School District. The parties agree that ratification by the RTA of the terms and conditions of employment for the 2015-2016 school year shall require a majority of teachers at East HS who cast a vote, and ratification by a majority vote of the Board of Education. For any changes to CBA language in subsequent years, an 80 percent vote of the East HS teachers who cast a vote, and ratification by a majority vote by the Board of Education shall be required. The vote for ratification by the teachers and by the Board of Education must occur on or before December 15, 2014 (the date the final EPO Plan must be submitted to the NYSED).

7. The RTA execution of this MOA is subject to the majority vote of the teachers at East High School on or before September 5, 2014 supporting the second sentence of paragraph 6 above. The manner and process of such vote is at the discretion of the RTA so long as it occurs on or before September 5, 2014.
For the District

For the Association

Accord: University of Rochester

Date

6-30-2014

Date

6-30-2014

Date

6-7-2019