

**Memorandum of Understanding**  
**East High School Educational Partnership Organization**  
**September 28, 2017**

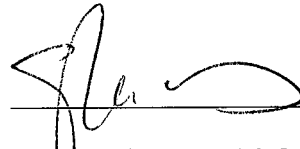
The statements below have been agreed upon by the East EPO Administration and East RTA Representatives as a means to provide clarity around item #11 of the MOA between the East EPO and East RTA dated 12/17/2014.

1. The purpose of this document is to provide clarity to bargaining unit members regarding item 11 of the MOA between the East RTA and the East EPO. It is anticipated that the vast majority of bargaining units members will remain at East.
2. Any bargaining unit member identified as being at-risk of not returning to East for the 2018-19 school year under this provision will be provided with an opportunity to show growth.
3. If it is determined that a bargaining unit member will not continue at East after the 2017-18 school year then they will have access to Round 2 and/or Round 1, if applicable, for transfer during Placement Days 2018.
4. The East EPO shall notify bargaining unit members at-risk of not returning to East after the 2017-18 school year via email from their Principal on or before November 9, 2017. Bargaining unit members will have an opportunity to meet with the principal and immediate supervisor/director after receiving notification. The bargaining unit member may bring an RTA representative with them to the meeting. At the meeting, the Principal shall share areas of concern so that the bargaining unit member may demonstrate growth in the coming months. Any circumstance that prevents the East EPO from notifying a bargaining unit member on or before November 9, 2017 shall not preclude action prior to June 30, 2018. The East EPO shall notify the East RTA representatives on or before November 9, 2017 of any exceptions.
5. On or before January 26<sup>th</sup>, 2018 the EPO shall notify in writing any bargaining unit member that will not continue at the conclusion of the 2017-18 school year as a function of #11 of the MOA between the East EPO and East RTA dated 12/17/2014.
6. The bargaining unit member may request to appear before the committee indicated in Item 11. Such committee shall consist of one RTA Representative (appointed by the current RTA Representatives), the Building Principal, and the EPO Superintendent. At such meeting, the Building Principal may bring up to three additional administrators deemed appropriate. Likewise, the collective bargaining unit member may bring up to three individuals they deem appropriate. The committee shall have the opportunity to hear testimony and receive written evidence from both sides before going into deliberation. During deliberations, the three members of the committee shall make a good faith effort to come to consensus on whether the collective bargaining unit member shall remain working in the East EPO after the 2017-18 school year. If consensus cannot be reached, then the committee will decide by majority vote. The committee shall meet to discuss individual cases during the month of February 2018 with the goal of making final decisions to be shared with bargaining unit members by March 2, 2018.

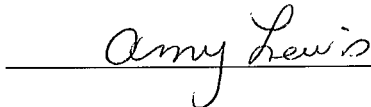
7. If in the event, the East EPO chooses not to invite a bargaining unit member to remain at the East EPO who was not informed based on the targets dates in items 4 and 5, such action would only take effect based on ongoing significant concerns or an egregious act that occurs after January 26<sup>th</sup> 2018. Bargaining unit members shall still have access to the remaining provisions outlined in #4 and #6 above with at least two weeks to prepare the appeal.
8. The East EPO agrees that any bargaining unit member that wishes to transfer at the end of the school year may do so. The East EPO will not block any transfers.
9. Displacements due to reductions in staff will comply with Paragraph 10 of the 12/17/14 MOA.



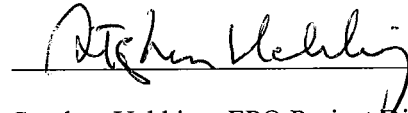
Kyle Crandall, East RTA Representative



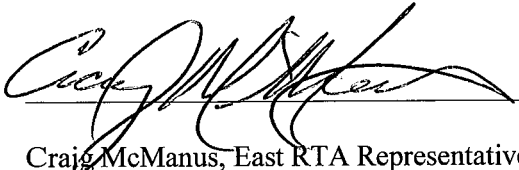
Shaun Nelms, East EPO Superintendent



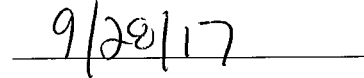
Amy Lewis, East RTA Representative



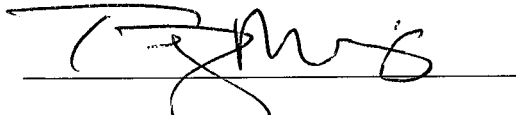
Stephen Uebbing, EPO Project Director



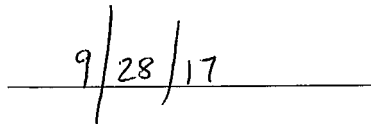
Craig McManus, East RTA Representative



Date



Tim Morris, East RTA Representative



Date