

TENTATIVE AGREEMENT

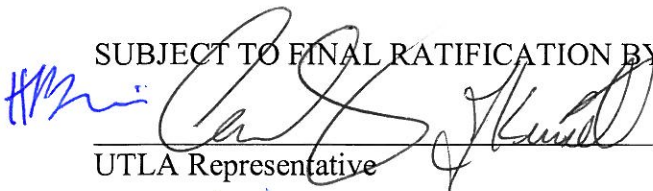
ECRA/UTLA

November 3, 2015

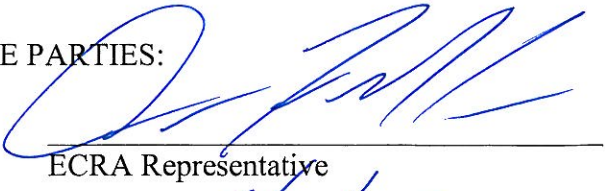
ARTICLE I - AGREEMENT

- 1.1 **Agreement:** This Agreement is made and entered into by and between the Governing Board of the El Camino Real Alliance, which together with its administrative staff and representatives will be referred to in this Agreement as “ECRA” or “the Charter School,” and United Teachers Los Angeles-ECRA, which together with its officers and representatives will be referred to in this Agreement as “UTLA.”
- 1.2 **Term & Reopeners:** This Agreement shall expire on June 30, 2018. While 2015-2016 is a closed year (due to settlement), for 2016-2017 and 2017-2018, each year each party may reopen for negotiations salary and health benefits, as well as two (2) articles per party. Further, the parties may enter into memoranda of understanding and/or side letters at any time.
- 1.3 **Severability and Savings:** If any provision of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of the Agreement shall not be affected thereby. In such event, ECRA and UTLA shall, upon request of either party, commence negotiations regarding the means of compliance with such law or decision.
- 1.4 **Sole Agreement:** This Agreement solely will govern the relationship between ECRA and UTLA-ECRA.
- 1.5 **Modification:** Any modification of this Agreement must be in writing and executed by duly authorized representatives of both parties.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

  
UTLA Representative

Date: 11/3/15

  
ECRA Representative

Date: 11/3/15