

TENTATIVE AGREEMENT

**MEMORANDUM OF UNDERSTANDING
("SIDE LETTER AGREEMENT")
BETWEEN
EL CAMINO REAL ALLIANCE
&
UNITED TEACHERS LOS ANGELES-ECRA
MODIFYING AND AMENDING THE MEMORANDUM OF UNDERSTANDING
REGARDING
VOLUNTARY EARLY RETIREMENT/RESIGNATION INCENTIVE**

May 10, 2016

This Side Letter Agreement ("Side Letter") is entered into between El Camino Real Alliance ("ECRA") formerly known as El Camino Real Charter High School ("ECRCHS") and United Teachers Los Angeles-ECRA ("UTLA") as follows:

WHEREAS, ECRA is an independent public charter school, authorized by the Los Angeles, Unified School District ("LAUSD") commencing operation on July 1, 2011; and

WHEREAS, ECRA and UTLA have a collective bargaining relationship; and

WHEREAS, ECRA and UTLA entered into a Memorandum of Understanding ("MOU") on or about January 28, 2016 allowing for an early retirement/resignation incentive for all UTLA unit members who submit an application no later than February 29, 2015 constituting an official notice of resignation or retirement from employment with ECRA effective June 30, 2016; and

WHEREAS, ECRA and UTLA wish to extend the deadline for applying for the above-referenced incentive;

NOW THEREFORE, the parties do hereby agree to modify and amend the MOU by adding the following terms:

AGREEMENT:


1. The deadline for applying for the early retirement/resignation incentive is extended from February 29, 2016 to May 20, 2016.
2. All other terms of the MOU remain intact and unchanged.

Signatures:

The parties acknowledge and agree that this SIDE LETTER amends and supersedes the MOU signed on or about January 28, 2016.

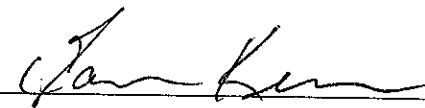
UNITED TEACHERS LOS ANGELES

Date: 5/12/16


Name: HONG BUI

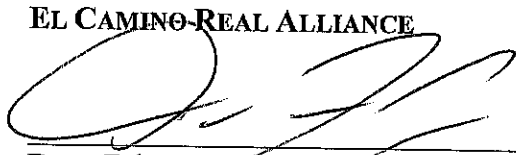
UNITED TEACHERS LOS ANGELES

Date: 5/12/16


Name: Jason Kinsella

EL CAMINO REAL ALLIANCE

Date: 5/12/16


Dave Fehte, Executive Director

**THIS AGREEMENT IS NOT EFFECTIVE UNTIL FINAL RATIFICATION/APPROVAL
BY UTLA-ECRA AND THE GOVERNING BOARD OF ECRA**

**ON BEHALF OF THE BOARD OF DIRECTORS
OF EL CAMINO REAL ALLIANCE**

Date of Approval: _____

Jonathan Wasser, Board Chair