

**MEMORANDUM OF UNDERSTANDING
BETWEEN GOMPERS PREPARATORY ACADEMY AND
SAN DIEGO EDUCATION ASSOCIATION**

This Memorandum of Understanding ("MOU") is entered into as of June 7, 2019 by and between Gompers Preparatory Academy ("GPA") and San Diego Education Association ("SDEA"), collectively referred to as the "Parties" and individually referred to as a "Party," in order to establish the following terms and conditions governing the 2019 summer session.

RECITALS

WHEREAS, GPA is a nonprofit public benefit corporation operating a public charter school;

WHEREAS, SDEA is the exclusive representative of certificated employees at GPA;

WHEREAS, the Parties are currently engaged in collective bargaining of the terms and conditions of employment under the Educational Employment Relations Act; and

WHEREAS, the Parties desire to reach an agreement as to the terms of the upcoming 2019 summer session, while negotiations as to remaining terms and conditions of employment continue, in order to provide certainty to parents, students and staff, and in order to minimize disruption to school operations.

NOW THEREFORE, in consideration of the mutual promises, obligations and covenants set forth herein, the Parties set forth the following MOU.

AGREEMENT

1. Term. All unit members will work the summer session, which will consist of fifteen work days, beginning on July 8, 2019 and ending on July 26, 2019.

2. Workday. Unit members' work hours during the summer session will be from 7:00 a.m. to 3:30 p.m. unless otherwise mutually agreed upon by the unit member and GPA with one thirty minute duty-free lunch period after the first two class periods except during times of inclement weather or when coverage is otherwise needed. The workday shall also include a five minute passing period between class periods and before and after the lunch period.

3. Class Periods. Summer session will consist of three periods each workday, of which two periods will be for instruction and one period will be for preparation time. Each period shall be two hours and fifteen minutes long. GPA agrees that, should coverage for students be needed, unit members who are assigned to provide instruction as teachers of records will be selected to provide that coverage only if no other unit member is available.

4. Class Size. For summer session 2019 only, any unit member's class which has more than twenty students will be scheduled to have a second adult assigned to assist the class whenever possible.

5. Work Assignments. Some unit members will be assigned to instruction while others will be assigned to assisting in class or special assignments as required by credential requirements, GPA operational needs and/or the needs of students. No later than June 10, 2019, GPA will provide unit members with a survey identifying the list of courses and school support activities that will be needed for the 2019 summer session. Unit members' preferences must be provided to GPA no later than June 12, 2019, to be considered. GPA will take unit members' preference into account where possible but there is no guarantee unit members will be assigned according to their preferences as student and operational needs will take precedence.

6. Grading Policy. Unit members shall follow the GPA Grading Policy during summer school, consisting of Homework/Independent Learning - 10%; Classwork/Participating - 30%; Demonstrations of Learning - 35%; and Assessments - 25%.

7. Status Quo. Except as stated herein, all other terms and conditions of employment remain the same. The terms of this MOU will not serve as the status quo for future negotiations.

8. Entire Agreement. The Parties agree that this MOU resolves all terms and conditions of employment relating to the 2019 summer session.

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BY SIGNING BELOW THE PARTIES REPRESENT THAT THEY HAVE READ AND UNDERSTAND THE MOU AND VOLUNTARILY AGREE TO ITS TERMS, AND THAT THEY HAVE AUTHORITY TO ENTER INTO THIS MOU.

GOMPERS PREPARATORY ACADEMY:

Date: 6/7/2019



Vincent Riveroll
Superintendent

SAN DIEGO EDUCATION ASSOCIATION:

Date: _____

Anthony Saavedra
Field Organizer

Date: _____

Name: _____
Employee Representative

BY SIGNING BELOW THE PARTIES REPRESENT THAT THEY HAVE READ AND UNDERSTAND THE MOU AND VOLUNTARILY AGREE TO ITS TERMS, AND THAT THEY HAVE AUTHORITY TO ENTER INTO THIS MOU.


GOMPERS PREPARATORY ACADEMY:

Date: _____

Vincent Riveroll
Superintendent

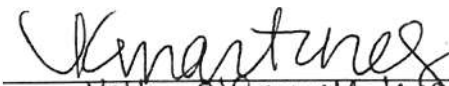
SAN DIEGO EDUCATION ASSOCIATION:

Date: 6/7/19



Anthony Saavedra
Field Organizer

Date: 6/10/19


Name: Kelly O'Connell-Martinez
Employee Representative