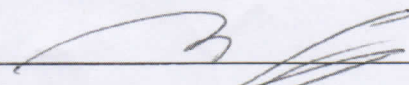


MEMORANDUM OF AGREEMENT  
BETWEEN THE  
EL SEGUNDO TEACHERS ASSOCIATION  
AND THE  
EL SEGUNDO UNIFIED SCHOOL DISTRICT

August 12, 2013

The parties agree to the following:

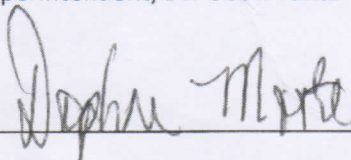
- 1) For the 2013-2014 school year only, bargaining unit members in Kindergarten shall have five (5) all-student early bird days for the purpose of grade reporting/conducting parent conferences as scheduled in the academic calendar.
- 2) For the 2013-2014 school year only, bargaining unit members in Grade 3 shall have one (1) substitute day for the purpose of grade reporting/conducting parent conferences as scheduled in the academic calendar.
- 3) This Memorandum of Agreement expires on June 30, 2014, except if extended by written mutual agreement of the parties.

  
\_\_\_\_\_

Superintendent, Dr. Geoff Yantz

8/13/13

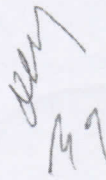
Date

  
\_\_\_\_\_

President of ESTA, Daphne Moote

8/12/13

Date

  
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