

A. MEMORANDA OF UNDERSTANDING

(1)

(2) Type A between UP Academy’s Board of Trustees and BPS

**AGREEMENT BETWEEN THE BOSTON PUBLIC SCHOOLS AND THE
UP Academy Charter School of Dorchester
A HORACE MANN CHARTER SCHOOL**

AGREEMENT by and between the UP Academy Charter School of Dorchester (“UP”), a Horace Mann Charter Public School, by and through its Board of Trustees (the “Board”), and the School Committee of the City of Boston, by and through its Public School Department (“BPS”). In consideration of the mutual covenants contained herein, UP and BPS agree as follows:

WHEREAS, Massachusetts General Law Chapter 71, §89 gives the Commonwealth of Massachusetts, Department of Elementary and Secondary Education (“Massachusetts DESE”), with the Board of Elementary and Secondary Education as the authorizer, the power to approve the operation of a public school under a charter (hereinafter, “Horace Mann Charter School”), to stimulate the development of innovative programs within public education, to provide opportunities for innovative learning and assessments, to encourage performance-based educational programs, and for other valuable educational purposes; and

WHEREAS, the Massachusetts DESE promulgated standards and procedures for the operation of Horace Mann Charter Schools under 603 CMR §1.00 *et seq.*; and

WHEREAS, in 2018, the Commissioner, through delegated authority from the Board of Elementary and Secondary Education, granted a new charter to UP Academy Dorchester to operate as a Horace Mann Charter School from July 1, 2018 through June 30, 2023; and

WHEREAS, the parties are desirous of delineating their respective rights and responsibilities to the extent not fully described by the laws of Massachusetts, and to comply with said standards and procedures;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

1. Operation as a Horace Mann Charter School.

- a. BPS agrees to permit and enable UP to operate as a Horace Mann Charter School in accordance with: (1) M.G.L. c. 71, §89, and the regulations promulgated in

connection therewith; and (2) the terms of the Application as it may be amended from time to time.

- b. UP will be a school serving students in grades K-8.

2. UP's Annual Budget.

- a. BPS agrees to provide a Lump Sum Budget to UP on an annual basis in accordance with M.G.L. c. 71, §89 and the regulations promulgated in connection therewith for the term of this Agreement and so long as UP continues to operate as a Horace Mann Charter School.
- b. This Lump Sum Budget shall be calculated based on the weighted student funding ("WSF") model adopted by BPS and applied to future-year projected enrollment of UP. An adjustment, based on the same formula used at other BPS schools using the WSF model, will be made to this budget by November 15 of each year to reflect actual enrollment at the school.
- c. UP will use actual salaries of employees in creating and managing its budget for BPS employees. Funding for supplemental positions allocated to UP will be based on average salaries for those positions, including but not limited to nurses and Coordinators of Special Education Services and Supports (COSESS).
- d. UP will have the opportunity to purchase discretionary central support services from the district. In those instances where UP chooses not to purchase a discretionary central support service, BPS will add the equivalent per-pupil cost of the service to UP's budget. Additionally, BPS will provide non-discretionary services (including but not limited to: transportation, employee benefits, facilities, payroll, safety, food service, and other central office services) as in-kind support. BPS and UP will meet by November 1 to review the type and extent of "non-discretionary" services to be provided by BPS during the following school year. No adjustment to the scope of these services shall be made without a discussion and agreement between BPS and UP.
- e. UP will be responsible for all staff and/or services required to meet the needs of students who require special education services, as described in Section 5. UP will receive an additional allocation from BPS each year in order to hire the related service providers and other staff needed for students who require special education services ("SPED Autonomy Funding"). Therefore, each year, UP will inform BPS of the services required for the following year based on anticipated student need by January 1st. BPS will compare that to the centrally-funded supports that would typically be provided by the Office of Special Education and Student Supports to a BPS school with UP's projected enrollment, including but not limited to any allocation of staff and service providers. As with supplemental

positions described in section 2.c, positions allocated to UP will be based on average salaries for these positions. An agreement on an initial allocation of SPED Autonomy Funding to be provided to UP for the future year budget will be finalized by February 15th. The full value of these supports would be added as SPED-restricted funds to UP's budget annually. An adjustment to reflect actual enrollment would be made in the fall, through the same process described in section 2.b. Under no circumstances would the special education allocation decrease by more than 25% versus the prior year. Upon request, BPS will provide UP Academy with an analysis showing how the special education allocation was determined for UP Academy and two similar BPS schools as comparison. UP Academy will have the option to access BPS special education support and services at the same costs reflected in the budget allocation, as long as BPS has the staff and time available to accommodate this desire. Separately, BPS will add to UP's budget the funds to pay for a school nurse or a portion of a school nurse's salary, using the same allocation as used for other BPS schools. Separately, BPS will add to UP's budget the funds to pay for a COSESS or a portion of a COSESS's salary, using the same allocation as used for BPS schools.

- f. The Lump Sum Budget shall not be reduced because of the school's receipt of additional funds from sources independent of the BPS. UP agrees to operate within its Lump Sum Budget plus any other funds that UP may receive independent of the BPS, less services purchased from BPS.
- g. Each fiscal year UP, in accordance with the provisions of M.G.L. c. 71, §89 and the regulations promulgated in connection therewith, shall adopt an annual operating budget for UP, which shall allot funds from the Lump Sum Budget to UP's educational mission as UP deems appropriate. In accordance with the requirements of all Boston Public Schools, UP shall deliver its plan for how it intends to use its Lump Sum Budget to the Chief Financial Officer of the BPS (the "CFO") in such form and time frame as s/he may reasonably specify, with a copy to the Boston School Committee, in no case later than February 1.
- h. UP shall provide notice to the CFO of amendments and modifications to its budget as needed, in accordance with BPS policies, during the year; however, any failure by UP to provide notice of amendments or modifications to its budget will not limit its budgetary authority under M.G.L. c. 71, §89. If requested, UP shall provide the CFO with copies of UP's annual financial audit, UP's budget and any amendments and modifications thereto, and any financial reports that UP submits to the Massachusetts DESE. The CFO may also request, and UP shall provide in response to any such request, additional documentation to support UP's annual operating budget or any amendments or modifications to its budget. Any budget disagreements shall be resolved through negotiation between the CFO and the UP Principal or Chair of the Board. In the event that no resolution is reached, either party may appeal to the BPS Superintendent for a final determination. In all

instances, any disputes must be resolved through negotiation or appeal by February 1.

- i. UP is an independent LEA. As such, UP will be responsible for applying for and accounting for any separate state or federal grants, including, but not limited to, Title I, Title II A, IDEA, and school improvement grants. BPS will be responsible for applying for reimbursements for national school nutrition programs.
- j. BPS will allocate non-WSF funding to UP using the same criteria consistent with all BPS schools except for funding that is explicitly specified otherwise in section 2.i or elsewhere in this agreement. The amount of funding will be determined by BPS each spring for the following school year through the same methodology used at other schools. BPS will be transparent with UP regarding the methodology and rationale used to determine this allocation that UP and BPS schools receive.

3. Operating Account and Expenditures.

- a. By July 1 of each year, the CFO shall establish an operating account for UP in the amount of the Lump Sum Budget as adjusted pursuant to Section 2 of this Agreement (the “UP Operating Account”). Only UP’s Director of Operations or Principal and/or his/her designee(s) shall authorize expenditures from its operating account.
- b. UP shall establish and maintain a separate bank account under its exclusive control (hereinafter, the “UP Bank Account”). BPS agrees to transfer any funds not allocated or budgeted for salaries or stipends at least two times a year, with the first transfer coming no later than July 15 from the UP Operating Account to the UP Bank Account. The first transfer will be based upon the difference between the total Lump Sum Budget as adjusted pursuant to Section 2 of this Agreement provided by BPS to UP and an estimate of the amount of funds UP anticipates spending on stipends and salaries. The amount of this transfer will be mutually agreed upon by the CFO of BPS and the Director of Operations at UP. If parties do not have the ability to calculate the precise amount on or near the July 15 deadline, then they will default to transferring 85% of the previous year’s total net transfer, excluding any one-time revenue the previous year that the parties agree will not recur. In the event that this first transfer is later determined to be greater than the difference between the Lump Sum Budget and the funds UP anticipates spending on stipends and salaries, then UP shall be liable for the difference at the time of the second transfer. The second transfer will occur by January 31 unless both parties agree that a second transfer is not necessary. The third transfer will occur at the end of the fiscal year, no later than August 31. After the CFO performs a year-end reconciliation at the close of the BPS’s fiscal year, any remaining funds from UP’s Operating Account will be transferred to the

UP Bank Account. Expenditures from the UP Bank Account shall be paid in accordance with all applicable laws, ordinances, and regulations.

- c. UP shall have the option to purchase such goods and services from the BPS as set forth in the non-instructional services section of the Application (including, but not limited to, technology and athletics) at costs reasonably determined by BPS, and for all such non-instructional goods and services purchased, UP may request, and the BPS shall provide in response to such request, an annual report detailing the scope of goods and services provided and the cost of such non-instructional goods and services purchased. In addition, UP shall have the option to purchase additional, non-instructional goods and services that have not been specified in the Application as UP shall from time to time determine.
- d. UP agrees that it shall be responsible for all costs associated with the operation of UP. UP further agrees it shall indemnify and hold harmless the BPS, its officers, agents or employees from all claims resulting from any costs incurred by UP, its Board, officers, agents or employees in association with the operation of UP.

4. Facilities.

- a. BPS and UP acknowledge that they share responsibility for securing an adequate facility for UP. BPS will provide and maintain an adequate facility for UP, or, consistent with charter school law and regulations (603 CMR 1.08) and the MADESE Horace Mann Charter School Technical Advisory 03-1 – Paragraph 14), will provide UP with the funds to pay for a facility, including the equivalent costs associated with utilities, facilities maintenance, and custodial staff salaries that BPS would have provided to UP Academy were it to be in a BPS facility. Subject to BPS's aforementioned agreement to provide UP with funds to pay for a facility, in the case that UP operates in a non BPS-owned facility, UP agrees it shall ensure that the site and facilities for the school comply with all federal, state, and local laws, regulations, and codes and shall be responsible for all costs associated therewith. Subject to BPS's aforementioned agreement to provide UP with funds to pay for a facility, in the case that UP operates in a non BPS-owned facility, UP also agrees to be responsible for payment of all lease or mortgage obligations on the site and facilities for the school, utility charges, and any and all other costs associated with the operation of the site and facilities. In the case that UP operates in a non BPS-owned facility, any purchase or lease agreement relating to the site or facilities for UP, including any renewals, must be submitted to BPS for review and for approval by the Boston School Committee and Superintendent of Schools prior to execution by UP, which shall not be unreasonably withheld or delayed.
- b. If UP is located in a BPS-owned facility, BPS shall ensure that the site and facilities for the school comply with all federal, state, and local laws, regulations, and codes and shall be responsible for all costs associated therewith, including

utility charges, and will be responsible for performing building maintenance, and promptly support any capital repairs requested by UP. BPS has processes in place to prioritize maintenance and capital requests from BPS schools. Facilities work requests from UP would be considered promptly and prioritized according to need, using the same criteria as with any other BPS-owned facility. UP and BPS will agree to a reasonable timeline for all UP Academy facilities improvements and BPS shall provide these improvements within that timeline. BPS will consult UP and its Board before a decision is made to move another school or school program into or out of UP's facility.

- c. Unless the BuildBPS process identifies a need for change regarding the building in which UP is currently located, UP will continue to be located at 215 Dorchester Street, South Boston, MA, 02127. If, in the future, BPS proposes to move UP from this location, BPS agrees to notify UP of the same no later than August 1 during the school year prior to any necessary move. Prior to any final decision about facilities relocation, the UP Board Chair and Principal shall meet with the BPS Superintendent to discuss the situation. The decision of the Boston School Committee is final regarding the placement of UP in a BPS facility. UP retains its right to appeal to DESE as detailed in the dispute resolution portion (section 17) of this MOU. If placed in a non-BPS facility by BPS, all applicable provisions of this MOU and related laws and regulations apply.

- e. UP can access BPS's internet services, wireless capacity, and be part of the BPS network. UP Education Network (UPEN), through its management contract with UP, provides direct support of Information Technology. As a result, UPEN will also be authorized access to internet service, wireless capacity, and be part of the BPS network when UPEN staff are on the premises of the school performing the duties on behalf of the charter school. In addition, BPS will provide UP with the technology infrastructure to promote MCAS 2.0 and/or other statewide assessment readiness as it would for any other BPS school.

5. Special Education and English Learners

- a. UP will manage all aspects of special education and English Language Learning, including but not limited to the cost of ensuring compliance with federal and state special education regulations, supervising all special education and English Learner staff and service providers, coaching staff, facilitating IEP meetings, maintaining special education folders, facilitating RTI Team meetings, collecting and maintaining special education and English Learner student-related data, scheduling IEP meetings, delivering academic services (inclusion, pull, and in substantially separate settings) to students with disabilities and English Learners, developing and maintaining IEPs, administering academic testing, case managing, providing support to SPED, English Learner and General Education Teachers by conducting small group instruction, providing behavioral support in the form of functional behavioral analyses and positive behavioral intervention plans,

facilitating individual and group counseling sessions, facilitating Student Support Team (SST) meetings, conducting cognitive evaluations, conducting functional behavioral analyses and positive behavioral intervention plans, providing speech and language therapy in group and individual settings, conducting speech-language testing, providing occupation therapy in group and individual settings, conducting occupational evaluations, providing physical therapy, conducting OT evaluations, creating Adaptive Physical Education programs, and providing adapted physical education services. UP will have the option of accessing BPS expertise and services in these areas, if desired.

- b. UP will be responsible for all hiring, managing, and evaluating staff required to meet the needs of students who are English Learners and/or students requiring special education services. This staff may include but not be limited to Assistant Principals /Deans of Curriculum and Instruction, Deans of Student Support, Special Education Teachers, English Learner Teachers, Interventionists / Paraprofessionals, Behavior Specialists, Board Certified Behavior Analysts, Social Workers, School Psychologists, Speech Therapists, Occupational Therapists, Physical Therapists, Adapted Physical Education Teachers, and Nurses. All special education and English Language Learner staffing decisions will be at UP's discretion, and will fulfill all services required in student IEPs.
- c. UP has autonomy over the structure and staffing of its Special Education and English Language Learner program models such that it meets federal and state guidelines regarding SPED and ELL services and teacher qualifications. UP, as its own Local Education Agency, will continue to be monitored by the Coordinated Program Review Process through Massachusetts DESE.
- d. UP retains budgetary autonomy regarding its special education and ELL staff and program.
- e. In the event that an UP student who has an IEP may need an alternative placement as determined by his/her IEP team, UP and BPS will operate in accordance with 603 CMR 28.10 and all relevant published Department guidance regarding each parties' responsibilities and the required procedures for consideration of placement.

6. Staffing

- a. *Selection and hiring.* UP seeks flexibilities in staff selection and hiring as articulated in its application. UP has the sole discretion to select, retain and renew the staff for any and all positions at UP, including a new leadership team, faculty, and support staff in accordance with applicable federal and state laws and municipal ordinances.

- b. UP shall be exempt from local collective bargaining agreements and past practices except that staff at UP shall continue to be members of the local collective bargaining unit and shall accrue seniority and shall receive, at a minimum, the salary and benefits established in the contract of the local collective bargaining unit where UP is located. The selection, retention and renewal of staff members shall be in compliance with the applicable federal and state laws and municipal ordinances. Staff shall be paid at least as much as the relevant union salary scale dictates, but UP has the right to compensate staff members above the salary scale and is not required to adhere to BPS or union salary steps/lanes. All salaries outside of the established salary grades and steps must be discussed with the BPS Office of Human Capital and the BPS Chief Financial Officer prior to offer. If a UP employee is compensated above the standard salary scale, the employee would revert to the contractual salary scale based on experience and academic credentials if that employee leaves UP for another position within BPS. As an individual school, UP will hold internal staff diversity goals in line with court mandated percentages. UP will annually submit its diversity recruitment plan and goals to BPS and will take all reasonable actions to cultivate teachers of color and meet or exceed court mandated diversity goals. If UP teaching staff demographics do not meet or exceed court mandated diversity goals, UP will work with BPS to revise the diversity recruitment plan.
- c. *Management and evaluation.* UP seeks flexibilities in staff management and evaluation as articulated in its application. UP, through its Board, shall manage its staff, including all special education staff, independent of the Boston School Committee. All members of the UP staff shall execute an Acknowledgement of Working Conditions (AWC) agreement containing the working conditions every year. UP may develop its own staff evaluation guidelines and evaluation instrument(s) and timeline, hiring, induction, professional development (including management and leadership coaching for leadership team members, as determined by UP), teacher advancement expectations and processes, school and organizational structures, and a code of conduct for all staff in accordance with all current laws and regulations.
- d. *Excessing and Dismissal.* UP seeks flexibilities in excessing and dismissal as articulated in its application. UP may involuntarily excess members of the BTU, Guild and BASAS by providing notice of any involuntary excessing by February 1. The provisions in any relevant collective bargaining agreements regarding excessing, seniority, transfer, layoff and recall shall not apply to UP except that members of the collective bargaining units shall continue to accrue seniority. UP agrees that the dismissal of all staff members shall be done in accordance with federal and state law, municipal ordinances and applicable Acknowledgement of Working Conditions agreements. UP may issue discipline, up to and including termination, to employees in accordance with applicable federal and state laws and municipal ordinances. UP

must notify the BPS Office of Labor Relations of any discipline or dismissal prior to action toward the employee.

- e. *Processing and notification regarding staff.* BPS agrees that any and all hiring and dismissals of staff for UP will be processed in a timely manner through the BPS Office of Human Capital. UP shall provide the BPS Office of Human Capital with timely notification of any staffing changes for the subsequent school year. Such notification shall be in writing and shall be made to BPS in a timely manner. Under no circumstances may an employee work in front of children without a satisfactory CORI check.
- f. *Working Conditions.* UP seeks flexibilities in staff working conditions as articulated in its application. The provisions of the BTU collective bargaining shall not apply to BTU employees at UP except that members of the BTU will receive, at a minimum, the salary and benefits outlined in the BTU collective bargaining agreement. Among other changes to BTU working conditions, UP intends to operate a longer school day and year than the standard BPS school schedule. Each employee at UP will sign an Acknowledgement of Working Conditions (AWC) agreement prior to the beginning of each school year. The Acknowledgement of Working Conditions document will detail the working conditions for that employee's position, including but not limited to expected hours per day and number of days per year.

7. Compliance with Law.

- a. UP agrees to comply with all applicable federal, state, and municipal laws, rules, regulations, and codes, including, but not limited to: the provisions of the Uniform Procurement Act, M.G.L. c. 30B; M.G.L. c. 71, §89 and 603 CMR §1.00 *et seq.*; M.G.L. c. 71; those relating to diversity of students, teachers and other staff; the protection of the rights and interests of students and staff; the expenditure of public funds; and education reform. UP also agrees to comply with the civil rights policies of the BPS. Students who have special needs or are English Learners will be appropriately identified, assessed, and served in accordance with federal and state requirements. Without limiting the foregoing, UP agrees that it shall, in carrying out its responsibilities under this Agreement, comply with every provision of M.G.L. c. 268A (the Conflict of Interest Law) to the full extent of the applicability of said provisions. Failure to comply with all applicable legal requirements may result in termination of this Agreement pursuant to section 16, herein.
- b. UP, through their contract with UPEN, has designated UPEN as an authorized school official under applicable federal and state laws, including UP Education Network, Inc. is deemed to be an authorized school official under applicable federal and state laws, including but not limited to 35 CFR Part 99 (FERPA), 603

CMR 23.00, et seq. (Massachusetts Student Records Regulations), and G.L. c. 66A. As a result, UPEN shall have, and it shall have access to all student information necessary to perform its duties. Subject to state and federal laws. Additionally, aligned with the UP management contract with UPEN, UPEN may also designate contractors as authorized school officials if they provide outsourced institutional services for which the UP would otherwise use employees and provided they are under the direct control of UP with respect to the use and maintenance of education records

8. Governance Structure.

- a. UP acknowledges that it has formed, and will hereafter maintain, the governance structure described in the Leadership and Governance Section of its Application. The governance body shall ensure compliance with all laws, regulations, and codes.
- b. UP shall be operated and managed by its Board independent of the Boston School Committee.

9. Hiring, Evaluation and Dismissal of Building Administrator(s).

- a. The Board shall select and hire the Principal and set the salary for the Principal, subject to the approval of the Superintendent. The Superintendent shall not unreasonably withhold his/her approval of either the Principal or the salary set for the Principal by the Board. The Board shall evaluate the Principal and will submit its recommendations regarding the Principal to the Superintendent in the form of an evaluation, in accordance with all relevant state regulations. The parties to this Agreement acknowledge that only the Superintendent may dismiss the Principal. Any dismissal of the Principal, however, shall be based upon a recommendation submitted by the Board to the Superintendent.

10. Program Coordination with BPS.

- a. *Operations.* UP and the BPS shall coordinate in the development of operational guidelines relating to UP's staffing (including, among others, adherence to civil service requirements and fair labor practices); budgeting (including, among others, timely submission of annual operating budget in order for it to be approved at same time that BPS budget is approved by School Committee); student assignment; technology and IT services; facilities; equity; transportation; and business purchasing, and such other operational guidelines and policies as reasonably determined by the parties. Such coordination shall be conducted on an on-going basis, as reasonably determined by the parties.
- b. *Transportation and School Schedule.* BPS will provide transportation in accordance with M.G.L. c. 71, §89(cc). UP and BPS will meet by February 1 of each year to plan school starting and ending times in order to assist the district with identifying

effective means of transportation, including late buses, reimbursement for public transportation, additional buses, additional bus routes, or other forms of transportation, as requested by UP. BPS will accommodate UP's particular school day (i.e. ensure buses are provided to meet the start time and end time of UP's school day, Monday-Friday, as determined by UP) and school year, provided that UP shall make reasonable accommodations in making any changes to its daily starting and ending times to foster cost-effective transportation pursuant to M.G.L. c. 71, §89(cc), 6.03 CMR 1.07(3) and Charter School Technical Advisory 16-1.

- c. *Student Discipline.* UP certifies that it has adopted a Code of Conduct that is aligned to the BPS Code of Conduct. UP certifies that its Code of Conduct is developed in full compliance with federal and state laws and regulations, including but not limited to M.G.L. c. 71, §§37H, 37H1/2, and 37H3/4, and that it contains clear language regarding due process and steps necessary to ensure the same. UP agrees to submit to BPS a final and approved copy of its policies regarding student conduct prior to the start of each school year if requested. All parties endeavor to minimize the amount of time any student is excluded from the learning environment at UP. UP agrees to collaborate and share its Code of Conduct and approach to student discipline with BPS so that both parties can mutually benefit from one another. BPS and UP will develop a process to ensure that students expelled from UP will be re-enrolled into BPS in a manner that is aligned with how BPS re-enrolls students expelled from other BPS schools.

11. Student Enrollment, Recruitment and Retention.

- a. Students will be enrolled in UP in accordance with the provisions of M.G.L. c. 71, §89(l), (m), and (n). Students who withdraw from UP may enroll in another school within BPS in accordance with the provisions of M.G.L. c. 71, §89(p). If a student stops attending UP for any reason, UP shall fill the vacancy in accordance with the provisions of M.G.L. c. 71, §89(n).
- b. UP will be included in all major BPS student recruiting materials and events, including but not limited to the annual Showcase of Schools, on an equivalent basis as any other BPS school. Pursuant to M.G.L. c. 71, §89(g), BPS will provide UP or a third-party mail house with student contact information and basic demographic data for use in student recruitment efforts, provided that UP agrees to keep this information confidential. UP will make public its recruitment and retention plan through its Annual Report that it develops for Massachusetts DESE and share it with BPS upon request.
- c. UP will integrate its enrollment process with that of BPS. UP will provide copies of its student enrollment application to BPS, and BPS will make said application available at all Welcome Centers and on the BPS website. In addition, UP may distribute its student enrollment application at other locations and through other means. BPS will ensure that families at the Welcome Centers are able to indicate

their intent to apply to UP, and BPS will convey this information to UP in a timely manner. UP will adhere to its own transfer and vacancy backfilling policy. However, UP will work with the BPS Welcome Centers to develop a transfer policy that aligns to the extent possible with BPS's transfer policy. In addition, BPS will honor UP's decisions regarding retention and promotion of students, as it does for any other BPS school.

12. Information Requirements.

- a. UP agrees to submit forthwith any information or data relative to its operation and functioning, as reasonably requested and required by the BPS.
- b. UP agrees to utilize the BPS Student Information System (Aspen) to report student attendance, discipline, and school schedules UP further agrees to utilize the BPS special education student information management system (EdPlan / EasyIEP). UP has the option of accessing any other student information / student technology systems used by BPS but is not required to do so.
- c. UP will submit SIF through the BPS Student Information System. UP and BPS will work with Massachusetts DESE to ensure that UP's data can be correctly accessed from the BPS submission and to resolve any errors that result.
- d. UP has the option of accessing other district-wide assessments (including, but not limited to, mid-year and end-of-year course assessments), but is not required to do so. UP has the option of accessing district-wide assessments (including, but not limited to, mid-year and end-of-year course assessments and predictive assessments), but is not required to do so. By August 1 each year, UP shall submit to BPS a copy of the Annual Report and Accountability Plan required by the DESE.
- e. The School Committee shall develop a plan to disseminate innovative practices of UP to other public schools within the district subject to the legally enforceable provisions of any contract between UP and any third party provider. UP agrees to cooperate with BPS and the Boston School Committee in connection with the development of the plan for innovative practices. The innovative practices plan and assessment plan shall be available for review by the Superintendent or his/her designee upon request.

13. Assignment.

This Agreement may not be assigned without the prior written consent of the Superintendent or his/her designee.

14. Term of Agreement.

The term of this Agreement is the period from July 1, 2020 through June 30, 2023. No later than six (6) months prior to the expiration of the term of this Agreement, BPS and UP shall meet and make a good faith effort to discuss and plan for the continuation of this Agreement, and the continued operation of UP in accordance with the Application and the Renewal, with such modifications as to which all parties agree, the Boston School Committee approve, and the Massachusetts DESE grants. In the event that UP is granted a new charter but a new MOU has not yet been agreed to with the BPS, this MOU will remain in effect until a successor MOU is agreed to.

15. Indemnification.

It is expressly understood by and between the parties hereto that UP is a unit of BPS only to the extent consistent with the law, including the provisions of M.G.L. c. 71, §89 and regulations promulgated in connection therewith. The parties expressly acknowledge that UP is an entity independent of BPS and that BPS shall not be liable for the acts or omissions of UP, the Board, its officers, agents or employees except to the extent consistent with the law, including the provisions of M.G.L. c. 71, §89 and regulations promulgated in connection therewith. Further, UP shall indemnify and hold harmless BPS, its officers, agents or employees for all suits and claims against them or any of them directly resulting from any educational or employment action or decision, any intentional or negligent acts or omissions or wrongdoing of UP, the Board its officers, agents, or employees.

16. Termination.

UP acknowledges that the Superintendent is responsible for the education of all BPS students. In the event the Superintendent determines in his/her professional judgment that UP is not serving the best interest of the students of the BPS, and/or that UP is not complying with the requirements of this Agreement, s/he shall have the right to invoke the complaint procedures set forth in 603 CMR 1.09 *et seq.*, and/or present facts to the Commissioner of Elementary and Secondary Education in connection with a request for review and investigation of UP. In addition, this Agreement terminates automatically in the event that the Commissioner of Elementary and Secondary Education revokes the charter of UP for any reason. In the event that this Agreement is terminated, BPS agrees to reimburse UP for appropriate UP expenses that it incurred prior to such termination.

17. UP's Rights of Appeal.

BPS acknowledges that UP has the right to file an appeal with the Massachusetts DESE, in accordance with the procedures set forth in 603 CMR 1.09 *et seq.*, if UP determines in its professional judgment that the BPS is not complying with the requirements of this Agreement or the provisions of M.G.L. c. 71, §89. UP agrees

that it shall not file any such appeal with the Massachusetts DESE without first giving BPS at least fourteen (14) days written notice of UP's intent to file such an appeal and the grounds upon which any such appeal would be based.

18. Notices.

All notices, requests, and other communications given to or made upon the parties hereto, except as otherwise specified herein, shall be in writing and shall be delivered or mailed, postage prepaid, to such party at:

(A) In the case of the BPS:

Superintendent
Boston Public School Department
2300 Washington Street
Boston, MA 02119

(B) In the case of UP:

Elizabeth Clymer
Chair of Board of Trustees
UP Academy Charter School of Boston

c/o UP Education Network
90 Canal Street, Suite 600
Boston, MA 02114

Any party may, by written notice to the other party, designate another address. Any notice, request, or demand shall be deemed to have been given when it is actually received by the party to whom it is addressed.

19. Counterparts.

This Agreement may be executed in any number of counterparts, each such counterpart shall be deemed to be an original instrument, and all counterparts together shall constitute but one agreement.

20. Severability.

If any provision of this Agreement or the application thereof is held invalid, the invalidity shall not affect other provisions or applications of the Agreement, which can be given effect without the invalid provisions or applications, and to this end the provisions of this Agreement are declared to be severable.

21. Amendments.

This Agreement, or any part thereof, may be amended from time to time hereinafter only by writing executed by both the BPS and UP and subject to approvals as required by 603 CMR 1.00.

IN WITNESS WHEREOF, the parties have executed this Agreement under seal.

BOSTON PUBLIC SCHOOLS

By: _____ Date: _____
Dr. Brenda Cassellius
Superintendent

UP ACADEMY CHARTER SCHOOL OF DORCHESTER

By: _____ Date: _____
Name: Elizabeth Clymer
Chairperson of the Board of Trustees

APPROVED AS TO FORM:

By _____
Eugene L. O’Flaherty
Corporation Counsel
Law Department

By _____ Date: _____
Maureen Joyce
City Auditor
City of Boston

