

**PENNSBURY SCHOOL DISTRICT
MEMORANDUM OF UNDERSTANDING**

Between the Board of School Directors for the Pennsbury School District
and the Pennsbury Educational Support Professionals Association (PESPA)

On this 21st of October, 2021, this **MEMORANDUM OF UNDERSTANDING** (hereinafter referred to as the "MOU") is entered into by and between the Pennsbury Educational Support Professionals Association ("PESPA") and the Pennsbury School District (hereinafter referred to as the "District").

WHEREAS, the District and PESPA are parties to a Collective Bargaining Agreement covering PESPA Bargaining Unit Members (the "Members") over the time period of July 1, 2017 through June 30, 2022 (hereinafter referred to as the "CBA"); and

WHEREAS, the District and PESPA are parties to a Tentative Agreement to extend and amend the CBA for the time period of July 1, 2022 through June 30, 2027 (hereinafter referred to as the "TA"); and

WHEREAS, the TA introduces certain salary adjustments for the job classifications of "Bus Driver," "Dispatcher/Bus Driver," "Registered Nurse," "Truck Mechanic," "Carpenter," "Electrical Mechanic," and "Plumbing/HVAC Mechanic"; and

WHEREAS, the TA also introduces Martin Luther King Day as a paid holiday for twelve (12) month (§ 13-1), ten (10) month (§ 13-2), and 4.0 to 4.9 hour (§ 13-3) employees; and

WHEREAS, the TA's changes will be effective with a new CBA on July 1, 2022; and

WHEREAS, the District and PESPA desire to introduce a version of these changes, as provided herein, in advance of the aforementioned effective date.

NOW, THEREFORE, the District and PESPA hereby mutually agree to the following provisions:

1. Compensation for the job classifications "Bus Driver" and "Dispatcher/Bus Driver" will be as follows effective December 19, 2021 through June 30, 2022.

NEW	A	B	C	D	E	F	G	H	I	J	K
0 YRS	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-14 YRS	15-19 YRS	20-24 YRS	25-29 YRS	30-34 YRS	35+ YRS
21.13	21.97	22.39	22.81	23.66	24.50	25.35	25.60	25.75	25.90	26.00	26.10

2. Compensation for the job classification "Registered Nurse" will be as follows effective December 19, 2021 through June 30, 2022.

NEW	A	B	C	D	E	F	G	H	I	J	K
0 YRS	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-14 YRS	15-19 YRS	20-24 YRS	25-29 YRS	30-34 YRS	35+ YRS
24.00	24.96	25.44	25.91	26.86	27.84	28.79	29.04	29.19	29.34	29.44	29.54

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3. Compensation for the job classifications “Truck Mechanic,” “Carpenter,” “Electrical Mechanic,” and “Plumbing/HVAC Mechanic” will be as follows effective December 19, 2021 through June 30, 2022.

NEW	A	B	C	D	E	F	G	H	I	J	K
0 YRS	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6-14 YRS	15-19 YRS	20-24 YRS	25-29 YRS	30-34 YRS	35+ YRS
23.00	23.92	24.38	24.83	25.74	26.68	27.59	27.84	27.99	28.14	28.24	28.34

4. Article 13 of the CBA will be amended as follows effective January 1, 2022 with those provisions struck-through (~~example~~) to be deleted and those provisions underlined (example) to be added:

13-1. Full-time twelve (12) month Bargaining Unit Members are entitled to ~~twelve (12)~~ thirteen (13) paid holidays:

- | | |
|---|---|
| New Year’s Day
<u>Martin Luther King Day</u>
Presidents’ Day
Easter (2 days)
Memorial Day | July 4 th
Labor Day
Veteran’s Day
Thanksgiving (2 days)
Christmas (2 days) |
|---|---|

13-2. ~~Eleven (11)~~ Twelve (12) days are recognized as paid holidays for ten (10) month Bargaining Unit Members working a minimum of five (5) hours per day provided that the holiday falls within the period that the Bargaining Unit Member is on active payroll:

- | | |
|---|---|
| New Year’s Day
<u>Martin Luther King Day</u>
Presidents’ Day
Easter (2 days)
Memorial Day | Labor Day
Veteran’s Day
Thanksgiving (2 days)
Christmas (2 days) |
|---|---|

13-3. Part-time Bargaining Unit Members who work 4.0 to 4.9 hours per day are entitled to ~~eight (8)~~ nine (9) paid holidays provided that the holiday falls within the period that the Bargaining Unit Member is on active payroll:

- | | |
|--|--|
| New Year’s Day
<u>Martin Luther King Day</u>
Presidents’ Day
Easter (2) | Memorial Day
Veteran’s Day
Thanksgiving Day
Christmas Day |
|--|--|

In contract years when the first day of the school year for the District falls before Labor Day, part-time Bargaining Unit Members who work 4.0 to 4.9 hours per day are also entitled to Labor Day as a paid holiday.

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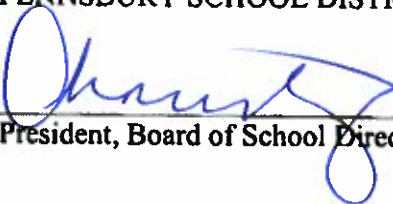
5. This MOU constitutes the full and complete understanding between the District and PESPA hereto relating to salary adjustments for certain classifications and the addition of the Martin Luther King Day holiday as a paid holiday for certain employees. Any attempt to modify or amend this MOU shall be effective only upon the execution of a written document by all parties hereto embodying such changes as have been agreed upon. Any prior written agreements, documents, contracts, or writings of any kind between parties relating specifically to the issues presented in this MOU are suspended by this MOU. Neither party hereto has made or relied upon any statement, representation, or warranty not expressly set forth herein as an inducement to enter into this MOU. Nothing in the MOU precludes the parties from meeting to discuss new Statement language regarding the Members in the future.
6. If any portion, segment, or part of this MOU is deemed unenforceable by a court of law, the remaining portions, segments or parts of this MOU shall remain in full force and effect.
7. This MOU shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF, the undersigned have executed this Memorandum of Understanding as of the date first above written.

ATTEST:



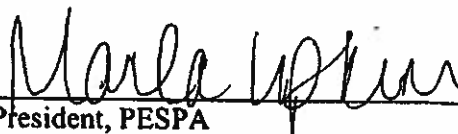
PENNSBURY SCHOOL DISTRICT



President, Board of School Directors

WITNESS:

PENNSBURY EDUCATIONAL
SUPPORT PROFESSIONALS
ASSOCIATION (PESPA)



President, PESPA