

**MEMORANDUM OF UNDERSTANDING**  
Between the Board of School Directors for the Pennsbury School District  
and the Pennsbury Education Association (PEA)

On this 16th day of June, 2022, this **MEMORANDUM OF UNDERSTANDING** (hereinafter referred to as the “MOU”) is entered into by and between the Pennsbury Education Association (hereinafter referred to as “PEA”) and the Pennsbury School District (hereinafter referred to as the “District”).

The following is agreed upon between the District and PEA:

1. The district-sponsored Induction Program shall be no more than two years in duration.
2. The district-sponsored Induction Program shall be required for all new hires to the Pennsbury School District.
3. The summer Induction Program will consist of no more than four (4) days beyond the number of teacher work days in the current collective bargaining agreement.
4. Each lunch period during the summer Induction Program, except for PEA’s day which is a combined meeting and lunch, will be no less than ninety (90) minutes.
5. Mentors/Support Teachers will be compensated at the workshop rate for up to 10.5 hours, including one (1) 5.5 hour day during the summer Induction Program.
6. Mentors/Support Teachers are not required to attend meetings in the second year of the district-sponsored Induction Program.

The terms of this MOU shall begin with the 2022-2023 School Year with the Summer Induction Program taking place in August of 2022. This MOU may be revised with the agreement between both parties.

Finally, it is agreed that this MOU shall not alter the terms of any Collective Bargaining Agreement between the Parties except as expressly stated above.

*Nicole Peirce*

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Nicole Peirce, President  
Pennsbury Education Association

*TR Kannan*

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TR Kannan, President  
Pennsbury School District  
Board of School Directors