

## **MEMORANDUM OF UNDERSTANDING**

Between the Board of School Directors for the Pennsbury School District  
and the Pennsbury Education Association (PEA)

On this \_\_\_\_ day of July , 2023, 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”).

**WHEREAS**, the District and PEA are parties to a Collective Bargaining Agreement covering PEA Bargaining Unit Members (the “Members”) over the time period of July 1, 2021 to June 30, 2026 (hereinafter referred to as the “Current CBA”); and

**WHEREAS**, the District and PEA desire to provide opportunities for Members to further their education and provide District students with rigorous learning experiences; and

**WHEREAS**, the District and PEA desire to recruit, hire and retain highly qualified educators to meet the needs of the District’s students, and

**NOW, THEREFORE**, the District and PEA hereby mutually agree to the following provisions to be incorporated into the successor bargaining agreement as new Section 6.:

**Section 6.** Bargaining Unit Members who desire to serve as instructors for Dual Enrollment programs shall be eligible for tuition reimbursement from the District in an amount greater than that outlined in Section 1 of this Article. Bargaining Unit Members who meet the outlined criteria will be eligible to receive up to \$800 per credit with a maximum reimbursement amount not to exceed \$15,000 for participation in a Dual Enrollment graduate program for any single Bargaining Unit Member.

A. The following criteria shall apply to determine eligibility for reimbursement under the Dual Enrollment clause:

1. The Bargaining Unit Member must be otherwise qualified, certified and eligible to teach the content of the Dual Enrollment program.
2. The Bargaining Unit Member must be in a curricular department for which the District offers Dual Enrollment courses.
3. The Bargaining Unit Member must obtain pre-approval from their immediate supervisor and provide course descriptions, transcripts and other required documentation from their credit granting institution to meet the criteria of the Dual Enrollment program.
4. The Bargaining Unit Member must earn a grade of B or better in each course to be eligible for reimbursement by the District.
5. The Bargaining Unit Member must submit the District required tuition reimbursement documentation and meet the timelines as outlined in the collective bargaining

agreement *Article 23: Tuition Reimbursement.*

- B. If a Bargaining Unit Member leaves the District within two years of the academic year in which they complete the Dual Enrollment Program requirements, the Member shall repay one-hundred percent (100%) of the reimbursement to the District of the school year immediately prior to leaving the District and repay fifty percent (50%) of the reimbursement to the District for the second school year prior to leaving the District. For the purpose of this section, "school year" shall be defined as July 1 through June 30.

All other portions of Article 24, Section 2 not addressed in this Section shall apply.

Unless otherwise altered by future Memorandums, this language shall be included in the subsequent draft of the Collective Bargaining Agreement.

*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