

**MEMORANDUM OF UNDERSTANDING BETWEEN THE PENNSBURY  
EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION AND  
THE PENNSBURY SCHOOL DISTRICT**

This MOU is entered into this \_\_\_\_th day of August, 2022, by and between the Pennsbury School District (“District”) and the Pennsbury Education Support Professionals Association (“PESPA”).

WHEREAS, PESPA represents educational support professionals including but not limited to Paraprofessionals; and

WHEREAS, in anticipation of the difficulties in finding substitutes for professional positions, the District and PESPA wish to provide for opportunities for PESPA members with appropriate credentials to serve as day-to-day substitute positions for short-term and daily teacher absences; and

WHEREAS, it is acknowledged that this arrangement will provide professional opportunities for PESPA members, help to alleviate substitute staffing challenges, and maintain more consistent instructional opportunities for the students impacted.

NOW, THEREFORE, the District and PESPA agree as follows:

1. PESPA Bargaining Unit Members who qualify under state requirements may be considered for day-to-day substitute positions in the event that a Pennsbury Education Association bargaining unit member is absent.
2. Substitute positions will require the PESPA Bargaining Unit Member to obtain an emergency permit through the PA Department of Education. The District will pay the cost for this permit.
3. Participating as a substitute will be on a volunteer basis.
4. The bargaining unit member will be compensated their regular hourly rate and be given an additional \$50.00 per day they perform substitute duties.
5. Priorities will be given to Paraprofessionals to substitute in the classroom(s) he/she is assigned to.
6. Other classifications of employees with a bachelor’s degree will be considered only if it does not interfere with their job duties and is in the interest of the impacted classrooms.

This Memorandum shall expire on the close of the 2022-2023 school year.

ATTEST:



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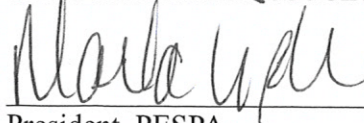
PENNSBURY SCHOOL DISTRICT



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President, Board of School Directors

PENNSBURY EDUCATIONAL SUPPORT  
PROFESSIONALS ASSOCIATION (PESPA)



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President, PESPA