

**MEMORANDUM OF AGREEMENT**  
**Between the Tredyffrin/Easttown Non-Instructional Group**  
**and the Tredyffrin/Easttown School District**

This Memorandum of Understanding (“MOU”) is entered into by and between the Tredyffrin/Easttown Non-Instructional Group TENIG/ESPA/PSEA/NEA (“Association”) and the Tredyffrin/Easttown School District (“District”) (collectively referred to as the “Parties”).

**WHEREAS**, the District and the Association are parties to a collective bargaining agreement with a term of July 1, 2017 through June 30, 2021 (“CBA”);

**WHEREAS**, the Parties desire to extend the CBA for one-year to June 30, 2022 in accordance with the terms set forth below.

**NOW THEREFORE**, the Parties, intending to be legally bound, hereby agree as follows:

1. The term of the CBA as set forth in Article I, Section 1.3 is extended to June 30, 2022.
2. All 2021-2022 wage rates for all classifications as set forth in Appendix A, including starting rates, are increased on July 1, 2021 by 2.75% over whatever rate was in effect June 30, 2021.
3. The health care premium contribution set forth in Appendix B, Section II, A, i. remains at 8% for the 2021-2022 fiscal year.
4. Article I, Section 1.4 “Subcontracting” is amended to state as follows:

The parties agree that from July 1, 2017 through June 27, 2022, the Employer shall not contract out the work of the Bargaining unit. From June 28, 2022 forward, the Employer has the right to contract out bargaining unit services using the following criteria:

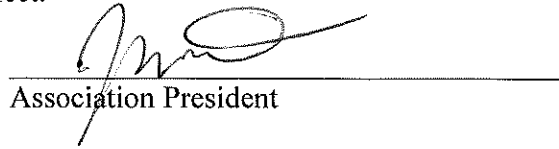
1.4.1 The District must bargain the contracting out with the Tredyffrin/Easttown Non-Instructional Group in accordance with the law, including Act 195 or any law or regulation which may supersede it; and

1.4.2 If the District elects to subcontract, it must do so with an entire classification, or all of a given classification within a specific building, or no less than twenty per cent (20%) of a classification with a District-wide function.

5. The date of June 28, 2021 in the Memorandum of Understanding which is part of the CBA shall be changed to June 28, 2022.

6. This MOU shall not alter the terms of the CBA, except as set forth herein. All other terms of the CBA shall remain in full force and effect.

  
Board President

  
Association President

Date 2/23/2021

Date 3/19/2021