

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 (“the 2017 CBA”);

WHEREAS, the District and the Association agreed, through a Memorandum of Understanding effective July 1, 2021 (“the 2021 MOU”), to extend the expiration of the 2017 CBA to June 30, 2022.

WHEREAS, the District and the Association have reached agreement with respect to a collective bargaining agreement with a term of July 1, 2022 through June 30, 2025 (“the 2022 CBA”);

WHEREAS, the Parties desire to amend the 2017 CBA as extended by the 2021 MOU (“the current CBA”) to accelerate certain provisions of the 2022 CBA;

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

1. Effective January 1, 2022, the following terms of the current CBA are amended as follows:

- a. All 2021-2022 wage rates for all classifications as set forth in Appendix A, including starting rates, are increased on January 1, 2022 as shown in Exhibit A
- b. Section 6.4.4 is retitled 6.4.5 and a new 6.4.4 is inserted as follows:

6.44 In the event that the instructional day moves to an asynchronous instructional model, maintenance and custodial employees will report to work and the remaining classifications will have the following options:

Cafeteria and 10-month security:- Report to work for reassigned responsibilities or take paid or unpaid time.

Secretaries: Report to work or take paid or unpaid time. At supervisor discretion, remote work may be permitted.

- c. Section 7.12 Holidays is amended to add Juneteenth as a paid holiday for all twelve month employees and for all ten (10) month employees if Juneteenth falls within the staff member’s work year.
- d. Section 8.3 Department Coordinators is amended to add the following at the end of the section:
8.3.9 Full-time Elementary Lead Custodians.

8.3.9.1 Full-time Elementary Lead Custodians shall be entitled to Department Coordinator compensation for the first three hours of each workday between the first teacher day and the last teacher day inclusively.

8.3.9.2 Additionally, Full-time Elementary lead custodians shall be entitled to Department Coordinator compensation for the full day during the period of time between the last teacher day and the first teacher day.

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

Board President

Association President

Date _____

Date _____