



Girard Federation of Teachers, AFT #2099, AFL-CIO
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Girard, PA 16417
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MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is made this 27th day of July, 2026, by and between the Girard School District (“District”) and the Girard Federation of Teachers (“Federation”) (collectively referred to as “the Parties”).

The purpose of this Memorandum of Agreement is to memorialize the Parties’ agreement to implement a one (1) year pilot program during the 2026–2027 school year that permits a limited number of academic teachers to be assigned instructional teaching duties in excess of the 252 instructional minutes per day when in the block schedule as specified in Article IX.E – Scheduling at the Middle School and High School of the Collective Bargaining Agreement.

WHEREAS, the Parties entered into a Collective Bargaining Agreement effective July 1, 2026 through June 30, 2029 (“CBA”); and

WHEREAS, Article IX.E of the CBA establishes a maximum of 252 minutes of instructional teaching time per day when in the block schedule for middle and high school academic teachers; and

WHEREAS, the 252-minute limitation in Article IX.E does not apply to other forms of scheduling outside of block scheduling; and

WHEREAS, the Parties recognize that limited flexibility may assist the District in addressing scheduling challenges while maintaining fair working conditions for academic teachers; and

WHEREAS, the Parties wish to implement a limited pilot program to evaluate whether such flexibility can be implemented in a manner that is equitable and educationally sound.

NOW, THEREFORE, in consideration of the mutual promises contained herein and intending to be legally bound hereby, the parties agree as follows:

1. The terms of this Agreement shall apply only until the end of the 2026-2027 school year, unless the parties mutually agree, in writing, to terminate this Agreement prior to then.

2. No more than four percent (4%) of the total academic teachers in the bargaining unit may be assigned instructional time exceeding 252 minutes per day under this agreement.
3. The District is permitted to schedule the above said teachers to no more than 265 minutes per day.
4. The Parties will meet to review and evaluate this scheduling change at the end of each marking period.
5. The District will offer assigned staff one (1) conference day to use at their disposal. This day must be used by June 9, 2027.
6. This Memorandum of Agreement does not limit the District's managerial rights.
7. The parties agree that this Memorandum of Agreement shall not become a part of the 2026-2029 CBA, does not establish a practice between the parties, and will not be cited as precedent of any alleged practice by either side. Additionally, the terms of this Memorandum of Agreement shall not, in any way, alter the provisions of the CBA, except where explicitly indicated herein.
8. By signing this Memorandum of Agreement, the parties hereto acknowledge that they understand this Agreement and enter into it voluntarily and that there are no written or oral understandings or agreements that are not set forth herein. This represents the parties' full understanding on this issue, as of the date it was executed by the parties.
9. Should other conditions concerning mandatory subjects of bargaining arise as a result of this change as the school year progresses, the parties agree to negotiate in good faith a solution to those said conditions.
10. Any disputes regarding this agreement shall be enforceable through the grievance procedure of the Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hand(s) and seal(s) the date first above.

ATTEST:

GIRARD SCHOOL DISTRICT:

Jacob Hagmaier, Secretary

Richard Brown, President

GIRARD FEDERATION OF TEACHERS:

Jill Bashline, Secretary

Matthew Mikovich, President