

MEMORANDUM OF AGREEMENT

WHEREAS, the North Penn School District (hereinafter “District”) and the North Penn Education Association (hereinafter “Association”) are parties to a Collective Bargaining Agreement (hereinafter “CBA”); and

WHEREAS, an issue has arisen concerning the rate of pay for certain Association members who are engaged in voluntary assignments which fall outside of the scope of their typical work obligations; and

WHEREAS, the Parties have conferred and fashioned a mutually satisfactory solution to the issue at hand;

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

1. Beginning June 19, 2026, an Association member who is voluntarily performing any of the services set forth below in Paragraph 2 and who would have previously received the rate of pay of \$34.82 through June 30, 2024 and \$38.00 from July 1, 2024 through June 30, 2027 per hour pursuant to Section B-6 “Summer Teaching – Curriculum Development – Special Committee Assignments” of the CBA shall instead receive a rate of pay for those services that is equivalent to the member’s per diem hourly rate.

2. Association members entitled to compensation pursuant to Section B-6 “Summer Teaching – Curriculum Development – Special Committee Assignments” of the CBA and voluntarily performing the services listed below on behalf of the District shall receive an adjusted rate of pay as described in Paragraph 1 of this Memorandum of Agreement:

- a. Certified school psychologists who are performing testing, reviewing records and/or drafting reports as part of an evaluation of a District student;
- b. Certified speech and language pathologists who are delivering services, performing testing, reviewing records and/or drafting reports as part of an evaluation of a District student;
- c. Certified teachers who are also certified by the publisher of the Wilson Reading System and are delivering reading instruction to a District student through a Wilson program; and
- d. Certified Behavior Analysts/Board Certified Behavior Analysts (BCBA), who are delivering services, performing behavior assessments, observations, and data analysis, creating intervention plans, and supervising Registered Behavior Technicians and training staff on student behavior management.

Intending to be legally bound hereby, the Representatives of the Parties attest:

North Penn School District

By: _____
Board President

Attest: _____
Board Secretary

North Penn Education Association

By: _____
Authorized Representative