

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into by and between the Unionville-Chadds Ford School District (hereinafter referred to as the “District”) and Unionville-Chadds Ford Education Association (hereinafter referred to as “U-CFEA”).

WHEREAS, the U-CFEA is the exclusive representative of a bargaining unit of the professional employees of the District; and

WHEREAS, U-CFEA and District are parties to a Collective Bargaining Agreement effective July 1, 2019 through June 30, 2023; and

WHEREAS, the parties have entered into early bird negotiations for a new Collective Bargaining Agreement effective July 1, 2023 through June 30, 2027; and

WHEREAS, as a part of the negotiations, the parties agreed to adjust the salary schedule for the 2022-2023 school year; and

WHEREAS, as part of the negotiations, the parties agreed to form a committee to evaluate the current supplemental position list; and

NOW THEREFORE, U-CFEA and the District intending to be legally bound hereby agree as follows:

1. Effective as of the 14th pay of the 2022-2023 school year, a 1.5% increase will be added to the salary schedule.
2. The salary schedule for the first half of the 2022-2023 school year is attached hereto and marked Exhibit “A”.
3. The salary schedule for the second half of the 2022-2023 school year is attached hereto and marked as Exhibit “B”.
4. A committee will be formed to evaluate the current supplemental position list outlined in Appendix B and make recommendations to start in the 2022-2023 school year. The committee will consist of equal members from the Administration and the Association.
5. The parties agree that the changes listed in this Memorandum of Agreement shall be made a part of the 2019-2023 U-CFEA Collective Bargaining Agreement and acknowledge that this Memorandum of Agreement shall be read together with the 2019-2023 Collective Bargaining Agreement.
6. The agreement herein does not otherwise modify or change any other provision within the 2019-2023 U-CFEA Collective Bargaining Agreement. The parties recognize and agree the modification to the Collective Bargaining Agreement is limited to the issue noted herein.

7. This Memorandum of Agreement shall not be used in any way to establish a past-practice, precedent, or be used as evidence in any arbitration in the future regarding this provision of the Agreements or any other provisions of the Agreements.

8. The effective date of this Memorandum of Agreement shall be the date the last party signs this Memorandum of Agreement.



Scott Broomall, Association President for
Unionville-Chadds Ford Education
Association

Date: 3/22/22



Jeff Hellrung, Board President
Unionville-Chadds Ford School District

Date: 3/27/22

2022-23 Salary Schedule

**Full step movement, prep level movement -
Pays 1-13**

STEP	Bach	Bach+24	Mast	Mast+15	Mast+30	Mast+45	Mast+60
1	\$ 51,155	\$ 52,633	\$ 55,003	\$ 57,492	\$ 60,105	\$ 62,849	\$ 67,414
1.5							
2	51,607	53,106	55,501	58,014	60,653	63,425	68,036
2.5							
3	52,062	53,585	56,003	58,542	61,208	64,006	68,664
3.5							
4	52,523	54,069	56,511	59,076	61,767	64,594	69,298
4.5							
5	52,989	54,558	57,024	59,614	62,333	65,188	69,939
5.5							
6	53,721	55,326	57,831	60,461	63,224	66,123	70,947
6.5	54,676	56,328	58,883	61,566	64,384	67,341	72,262
7	55,630	57,330	59,935	62,671	65,543	68,558	73,576
7.5	56,622	58,373	61,030	63,820	66,749	69,825	74,943
8	57,614	59,415	62,124	64,969	67,955	71,092	76,310
8.5	58,647	60,499	63,262	66,164	69,210	72,410	77,732
9	59,679	61,582	64,399	67,359	70,464	73,727	79,153
9.5	60,752	62,709	65,583	68,601	71,769	75,097	80,632
10	61,825	63,836	66,767	69,843	73,074	76,467	82,111
10.5	62,942	65,008	67,998	71,136	74,431	77,892	83,649
11	64,058	66,180	69,228	72,428	75,788	79,316	85,186
11.5	65,219	67,399	70,508	73,772	77,199	80,798	86,785
12	66,380	68,618	71,787	75,115	78,610	82,279	88,384
12.5	67,588	69,886	73,119	76,513	80,078	83,821	90,048
13	68,795	71,154	74,450	77,911	81,545	85,362	91,711
13.5	70,051	72,473	75,835	79,365	83,072	86,965	93,441
14	71,306	73,791	77,219	80,819	84,598	88,567	95,170
14.5	72,939	75,505	79,019	82,709	86,583	90,651	97,418
15	74,571	77,219	80,819	84,598	88,567	92,734	99,666
15.5	77,758	80,496	84,190	88,067	92,140	96,415	103,529
16	80,945	83,772	87,560	91,536	95,712	100,096	107,391

Exhibit "A"

**2022-23 Salary Schedule
Pays 14-26**

STEP	Bach	Bach+24	Mast	Mast+15	Mast+30	Mast+45	Mast+60
1	\$ 57,814	\$ 59,925	\$ 62,959	\$ 66,146	\$ 69,491	\$ 73,005	\$ 78,851
1.5							
2	58,266	60,398	63,457	66,668	70,039	73,581	79,473
2.5							
3	58,721	60,877	63,959	67,196	70,594	74,162	80,101
3.5							
4	59,182	61,361	64,467	67,730	71,153	74,750	80,735
4.5							
5	59,648	61,850	64,980	68,268	71,719	75,344	81,376
5.5							
6	60,380	62,618	65,787	69,115	72,610	76,279	82,384
6.5	60,880	63,118	66,287	69,615	73,110	76,779	82,884
7	61,380	63,618	66,787	70,115	73,610	77,279	83,384
7.5	61,880	64,118	67,287	70,615	74,110	77,779	83,884
8	62,380	64,618	67,787	71,115	74,610	78,279	84,384
8.5	62,880	65,118	68,287	71,615	75,110	78,779	84,884
9	63,380	65,618	68,787	72,115	75,610	79,279	85,384
9.5	63,880	66,118	69,287	72,615	76,110	79,779	85,884
10	64,380	66,618	69,787	73,115	76,610	80,279	86,384
10.5	64,880	67,118	70,287	73,615	77,110	80,779	86,884
11	65,380	67,618	70,787	74,115	77,610	81,279	87,384
11.5	65,880	68,118	71,287	74,615	78,110	81,779	87,884
12	66,380	68,618	71,787	75,115	78,610	82,279	88,384
12.5	67,588	69,886	73,119	76,513	80,078	83,821	90,048
13	68,795	71,154	74,450	77,911	81,545	85,362	91,711
13.5	70,051	72,473	75,835	79,365	83,072	86,965	93,441
14	71,306	73,791	77,219	80,819	84,598	88,567	95,170
14.5	72,939	75,505	79,019	82,709	86,583	90,651	97,418
15	74,571	77,219	80,819	84,598	88,567	92,734	99,666
15.5	77,758	80,496	84,190	88,067	92,140	96,415	103,529
16	80,945	83,772	87,560	91,536	95,712	100,096	107,391

Exhibit "B"