

Upper Merion Area School District

435 Crossfield Road · King of Prussia, PA 19406 · 610-205-6400 · Fax 610-205-6433 · www.umasd.org

April 5, 2021 DATE: Mrs. Caitlin Navarro, Director of Human Resources FROM: Perpetual Reasonable Assurance Letter SUBJECT: As a nine or ten month employee with Upper Merion Area School District, you may be reasonably assured, unless notified otherwise, the Upper Merion Area School District intends to retain your services in the same capacity from school year to school year and after all summer recesses and holiday breaks contained therein. Please note that this notice is not a contract of employment, but is issued for the purpose of meeting the provisions of the Pennsylvania Unemployment Compensation Law and its related regulations. Acknowledgement: (Date) (Employee Signature) (Employee Printed Name) My signature above indicates ONLY that I have received and read the above statement. Please return signed and dated copy to: Upper Merion Area School District 435 Crossfield Road King of Prussia, PA 19406

Upper Merion Area School District is an equal opportunity educational institution and will not discriminate on basis of race, color, religion affiliation, national origin, sex, age, martial status or non-relevant handicap and disabilities in its activities, programs or employment practices as required by Title VI, Title IX and Section 504. The district's commitment to non-discrimination extends to students, employees, prospective employees and the community. For information regarding civil rights or grievance procedures or for information regarding services, activities and facilities that are accessible to and usable by handicapped persons, contact Upper Merion Area School District, 435 Crossfield Road, King of Prussia, Pennsylvania, PA 19406, 610-205-6401.

Attention: Personnel Department