

MEMORANDUM OF UNDERSTANDING

Between the Penn Delco School District and the Penn Delco Education Association PSEA/NEA

This Memorandum of Understanding (“MOU”) is made by and between the Penn Delco School District (“District” or “Employer”) and the Penn Delco Education Association PSEA/NEA (“Association”). The District and the Association will be referred to collectively as the “Parties.”

WHEREAS, the Association is the exclusive representative for purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment for all classifications of employees set forth in the Pennsylvania Labor Relations Board Certification at Case No. No. PERA-R-44-E (the “NISI Order”);

WHEREAS, the Association and the Employer are parties to a Collective Bargaining Agreement with a term of July 1, 2024 through June 30, 2027 (the “CBA”);

WHEREAS, the Association filed a charge of Unfair Labor Practices on January 16, 2025 at PERA-C-25-13-E;

WHEREAS, on February 25, 2025, the Pennsylvania Labor Relations Board issued a Complaint and Notice of Hearing on the Association’s charge of Unfair Labor Practices;

WHEREAS, the Parties participated in conciliation on March 18, 2025;

WHEREAS, it is anticipated that lengthy hearings on this matter would occur involving substantial time, effort, and expense to all Parties; and

WHEREAS, the Parties hereto desire to resolve the pending unfair labor practice.

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

1. The District shall reimburse employees for mileage incurred for those employees who traveled from the work site and returned to the work site to attend Back to School Night in the fall of 2024. Employees shall submit request for reimbursement no later than thirty (30) days after the effective date of this MOU. An acceptable form is attached as Exhibit “A” hereto. The District shall make payment within thirty (30) days of the date of the employee’s submission.
2. For the fall 2025 back to school night, bargaining unit employees who leave the work site and return to the work site to attend back to school night shall be eligible to submit for mileage reimbursement. Employees shall submit request for reimbursement no later than thirty (30) days after back to school night. An acceptable form is attached as Exhibit “A” hereto. The District shall make payment within thirty (30) days of the date of the employee’s submission

3. The practice of reimbursement for mileage for bargaining unit employees to leave and return to the work site for back to school night shall cease after the fall 2025 back to school night.
4. Any reimbursement for mileage pursuant to this MOU shall be subject to applicable taxes.
5. Within fourteen (14) days of the execution of this MOU, the Association agrees to submit to the PLRB a request for leave to withdraw the charge.
6. This MOU shall be effective immediately upon execution by all Parties.

IN WITNESS WHEREOF, the parties hereto set forth their approval this _____ day of _____ 2025.



Nicole Armbruster, Penn Delco Education
Association President

Date: 3/24/2025

School Board President
Penn Delco School District

Date: _____

School Board Secretary
Penn Delco School District

Date: _____

Exhibit "A"
REQUEST FOR REIMBURSEMENT
FOR
MILEAGE INCURRED BACK TO SCHOOL NIGHT
2024 or 2025

NAME: _____

School Building: _____

Date of Back to School Night: _____

Date Submitted: _____

Total Mileage: _____

Signature: _____