

MEMORANDUM OF UNDERSTANDING

Between the Board of School Directors of the Penn-Delco Media School District and the Penn-Delco Media Education Association

THIS MEMORANDUM OF UNDERSTANDING, made this ____ day of June 2025, by and between the Penn-Delco School District, having an address at 2821 Concord Road, Aston Pennsylvania 19014 (“District”), and the Penn-Delco Education Association (the “Association”), (Collectively referred to as the “Parties”).

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement in effect from July 1, 2024- June 30, 2027 (hereinafter referred to as the “CBA”);

WHEREAS, the Association is the exclusive bargaining representative for bargaining unit members;

WHEREAS, there is a teacher shortage that impacts the District’s ability to attract and retain bargaining unit members;

WHEREAS, the CBA provides for salaries for bargaining unit members;

WHEREAS, the current CBA did not increase the value of units for supplementals, address flexible units for each school, or provide for post season play for athletics; and

WHEREAS, the District and the Association desire to increase the value of the salary schedules .

NOW THEREFORE, the District and the Association intending to be legally bound mutually agree as follows:

1. The District shall compensate bargaining unit members based on the salary schedules attached as Exhibit A for the 2025-2026 and 2026-2027 school year. The value of each cell of the salary schedules have increased by adding an additional two thousand dollars (\$2,000.00). Exhibit A replaces and supersedes the salary schedules in the CBA.
2. Article XI.II.B Extended Employment of the CBA shall be modified as follows: The value of the units of the extra pay schedule shall be increased to three hundred thirty dollars (\$330.00) per unit for the 2025-2026 school and shall be increased to three hundred forty dollars (\$340.00) per unit for the 2026-2027 school year.
3. Article XI, Extra Duty Program, shall be amended by adding a minimum of an additional forty-one (41) units to the Extra Pay schedule as detailed in Exhibit B.

4. Article XI shall be amended, as detailed in Exhibit B, to include a number of flexible units per school to compensate bargaining unit members for clubs during the term of the CBA.
5. Article XI.II.L of the CBA shall be amended as follows: Extended Athletic Seasons for PIAA sanctioned sports. The District shall compensate coaches for an extended season when a team or athlete qualifies to compete in the next level of playoff competition following the end of the regular season for a specific sport. If a coach's season is extended, the head coach and assistant coach(es) shall receive one (1) additional unit as compensation for the additional time coaching a team or athlete. The Athletic Director shall, on an annual basis, determine the date which marks the end of the regular season for each individual sport, with subsequent days considered the extended playoff post-season.
6. This MOU shall not alter the terms of the CBA.
7. All other terms of the CBA shall remain in full force and effect. The parties reserve all rights pursuant to the law and the CBA.
8. Any violation of this MOU will be subject to arbitration pursuant to the grievance-arbitration provisions of the CBA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Memorandum on the date set forth herein.

President,
Penn-Delco Education Association

Superintendent
Penn-Delco School District

Secretary,
Penn-Delco Education Association

Secretary, Board of School Directors
Penn-Delco School District

Date:

Date:

Exhibit A

Penn-Delco School District 2025-2026 Salary Schedule

STEP MOVEMENT

NO CHANGE IN STEP NUMBER DUE TO ELIMINATION OF STEP 1

2024-2025 Step	2025-2026 Step	Bachelors	Masters	45 Graduate Credits	60 Graduate Credits	PhD/Ed.D.
1	N/A	55,276	57,758	59,643	61,329	63,532
2	1	59,971	62,259	64,326	66,184	68,772
3	2	60,402	62,633	64,840	66,698	69,311
4	3	61,021	63,151	65,411	67,246	69,836
5	4	61,731	64,161	66,911	68,326	71,186
6	5	63,176	65,691	69,061	70,086	72,886
7	6	64,066	67,821	71,561	71,846	75,106
8	7	65,311	70,021	74,261	74,486	77,336
9	8	66,946	72,761	76,761	77,221	79,688
10	9	69,096	75,531	79,161	79,946	82,086
11	10	71,551	77,861	81,411	82,621	84,886
12	11	73,766	80,401	84,161	85,476	88,406
13	12	76,146	82,481	88,111	89,371	94,186
14	13	78,496	87,946	91,946	93,171	99,986
15	14	82,546	93,696	96,696	98,946	103,486
16	15	87,114	98,649	99,649	104,649	106,315

Penn-Delco School District
2026-2027 Salary Schedule

STEP MOVEMENT

Step	Bachelors	Masters	45 Graduate Credits	60 Graduate Credits	PhD/Ed.D.
1	61,989	64,119	66,379	68,214	71,035
2	62,196	64,326	66,586	68,421	71,242
3	62,403	64,533	66,793	68,628	71,449
4	63,113	65,543	68,293	69,708	72,799
5	64,558	67,073	70,443	71,468	74,499
6	65,448	69,203	72,943	73,228	76,719
7	66,693	71,403	75,643	75,868	78,949
8	68,328	74,143	78,143	78,603	81,301
9	70,478	76,913	80,543	81,328	83,699
10	72,933	79,243	82,793	84,003	86,499
11	75,148	81,783	85,543	86,858	90,019
12	77,528	83,863	89,493	90,753	95,799
13	79,878	89,328	93,328	94,553	101,599
14	83,928	95,078	98,078	100,328	105,099
15	89,114	100,649	101,649	106,649	108,648

Exhibit B

EXTRA DUTY PAY PROGRAM

ATHLETIC - SUN VALLEY HIGH SCHOOL UNITS

Boys Football	Head	24
	Asst.1	14
	Asst.2	14
	Asst.3	14
	Asst.4	14
	Asst.5	13
	Head (9 th grade)	12
	Assistant (9 th grade)	8
Boys Soccer	Head	15
	Asst.1	10
	Head (JV)	10
Boys Basketball	Head	18
	Asst.1	12
	Asst.2 (9 th grade)	12
Boys Wrestling	Head	18
	Asst. 1	12
	Asst. 2	10
Girl's Wrestling		8
Boys Baseball	Head	15
	Asst.1	10
	Asst.2	10
	Asst.3 (9 th grade)	9
Boys Lacrosse	Head	15
	Asst.	10
Co-ed Track/Field	Head	15
	Asst.1	10
	Asst.2	10
	Asst.3	10

ATHLETIC - SUN VALLEY HIGH SCHOOL (Continued)
UNITS

Girls Hockey	Head	15
	Asst.	10
Girls Basketball	Head	18
	Asst.1	12
	Asst.2 (9 th grade)	12
Girls Lacrosse	Head	15
	Asst.	10
Cheerleading	Head	21
	Asst.	13
Girls Softball	Head	15
	Asst.1	10
	Asst.2	10
Girls Soccer	Head	15
	Asst. 1	10
	Head (JV)	10
Girls Tennis		12
Boys Tennis		12
Coed Cross Country	Head	13
	Asst.	10
Girls Volleyball	Head	15
	Asst.1	10
Indoor Track	Head	12
	Asst.	10
Golf		12
Co-ed Swimming	Head	16
	Asst.	11
	Asst. (swimming & diving)	8
Unified Sports Program		8

NON-ATHLETIC – SUN VALLEY HIGH SCHOOL UNITS

Clubs

Debate Club	5
Delco Hi-Q	5
Motif	5
Robotics & Engineering Club	5
Science Olympiad	5
Ultimate Frisbee	5
FCCLA Club	5
Business and Entrepreneurism Club	5
E-Gaming Club	5

Flexible Units (CLUBS)	20
------------------------	----

School Publications/Productions

Yearbook	11 *
*if not taught as class	15
School Newspaper Club	5

Department Heads/Team Leaders

Department Heads (1-7)	8
------------------------	---

Advisors/Lead Teachers

Senior Class Advisor	20
Junior Class Advisor	12
Sophomore Class Advisor	11
Freshman Class Advisor	11
Freshman Academy Advisor	5
~~Foreign Language Lead Teacher~~	~~3~~
National Honor Society Advisor	8
Student Council Advisor	6

Dramatics

Technical Director	12
~~Variety Show Director~~	~~8~~
~~Variety Show Choreographer~~	~~5~~
Musical Director	12
Musical Music Director	9
Musical Choreographer	6
Technical Directors #2	12

Music

Marching Band	20
Band Assistant 1	5
Band Assistant 2	5
Band Assistant 3	5
Band Assistant 4	5
High School Bands	8

Chorus/Touring Chorus		16
-----------------------	--	----

ATHLETIC - NORTHLEY MIDDLE SCHOOL

		<u>UNITS</u>
Activities Director		26
Boys Football	Head	12
	Asst.	10
Boys Soccer	8th	9
	7th	9
Boys Basketball	8th	12
	7th	12
Boys Wrestling	Head	12
	Asst.	10
Boys Baseball	8th	9
	7th	9
Boys Lacrosse	8th	9
	7th	9
Co-ed Track/Field	Head	11
	Asst.	9
	Asst.	9
Swimming	Head	13
	Asst.	11
Girls Hockey	8th	9
	7th	9
Girls Lacrosse	8th	9
	7th	9
Cheerleading		9
Girls Basketball	8th	12
	7th	12
Girls Soccer	8th	9
	7th	9

Girls Softball	8th	9
	7th	9
<u>ATHLETIC - NORTHLEY MIDDLE SCHOOL (Continued)</u>		<u>UNITS</u>

Girls Volleyball	8th	9
	7th	9

NON-ATHLETIC – NORTHLEY MIDDLE SCHOOL UNITS

Clubs

Intramural Sports Club		
-Fall		4
-Spring		4
Arts and Crafts Club		5
E-Gaming Club		5
Gardening and Environmental Club		5
Science Olympiad		5
Cross Country Running Club		6
Cross Country Running Club Assistant* (if team is greater than 20 students)		4
Robotics/CSEA Perch Club		5
Media and Communications Club		6
Flexible Units (CLUBS)		15

School Publications/Productions

Yearbook		8
TV Studio		6

Department Heads/Team Leaders

Department Heads (1-8)		8
------------------------	--	---

Advisors/Lead Teachers

National Junior Honor Society		6
Student Council		6

Dramatics

Drama/Musical Director		7
Stage Crew		5

Music

Middle School Bands (Stage, A, B)		15
Middle School Choirs (6, 7, 8, Honors)		15
Instrumental Music Performance Club		5

NON-ATHLETIC – ELEMENTARY UNITS

Clubs

Safety Patrol (each elementary school)	5
STEM Club (each elementary school)	2.5
Fitness Club (each elementary school)	2.5
Environmental Club (each elementary school)	2.5
NON-ATHLETIC – ELEMENTARY (Continued)	UNITS

School Publications/Productions

Newspaper (each elementary school)	5
------------------------------------	---

Advisors/Lead Teachers

Lead Teacher (each elementary school)	6
Student Council (each elementary school)	5

Music

Chorus (for two elementary schools)	10
Chorus (for two elementary schools)	10
Band (for two elementary schools)	10
Band (for two elementary schools)	10

Flexible Units: up to two (2) CLUBS (2.5 units each) for each of four (4) schools) 20

Nurse Liaison	15
K-12 Expressive Arts Liaison	10