

**MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE COLLEGE AREA SCHOOL DISTRICT
AND
STATE COLLEGE AREA EDUCATION ASSOCIATION**

This Memorandum of Understanding is entered into between the State College Area School District (hereinafter referred to as "District") and the State College Area Education Association (hereinafter referred to as "Association") as follows:

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement defining the terms and conditions of employment; and

WHEREAS, the District wishes to utilize the services of K-12 for general education subject areas and/or a learning management system like Google Classroom and/or Seesaw for non-general education instruction for virtual courses to District students in grades K-5 and *Imagine Learning* and/or Google Classroom and/or Schoology and/or Keystone Credit Recovery Program to offer virtual courses to applicable District students.

NOW THEREFORE, intending to be legally bound hereby and in consideration of the mutual covenants contained herein, the parties agree as follows:

1. The District and the Association agree that, whenever possible, the District will utilize certified bargaining unit members for virtual instruction. If a certified bargaining unit member is not available, then the District may utilize other certified professionals, with preference given to guest teachers or other individuals who have experience within the District. If a SCASD employee with applicable certification cannot be obtained to cover student request(s), then the District will consider the feasibility of creating a part-time position before contracting out.
2. The parties have developed expectations for online instruction for both the Elementary Virtual Academy (EVA) and the Secondary Virtual Academy (SVA).
3. EVA is designed to provide instruction virtually, in a hybrid format, or in person, using an online curriculum for grades K-5 (6th grade included under special circumstances).
 - A. A bargaining unit member who is teaching virtually will have one of the following scenarios:
 - i. No more than a total of twenty-five (25) students if teaching one (1) grade.
(5 preps- ELA/Math/Sci/Soc.St/Health)
 - ii. No more than a total of twenty (20) students if teaching two (2) grades.
(4 preps- 2 grades of ELA/Math)
 - iii. No more than a total of fifteen (15) students if teaching three (3) grades.
(6 preps- 3 grades ELA/Math)
 - iv. No more than a total of twelve (12) students if teaching more than four (4) grades.
(8 preps - 4 or greater grades ELA/Math)

For 5 or more grades or more students than noted above, compensation at a rate of \$300/student/subject/semester (max of 2 subjects) will occur for the EVA teacher of record. If caseloads exceed the above parameters, it requires a SCASD/SCAEA meeting to discuss caseload and compensation.

- B. Virtual program teachers who teach in-person or hybrid will have one of the following scenarios:
 - i. No more than a total of twelve (12) students if teaching one (1) to four (4) grades or fifteen (15) students if teaching in a hybrid virtual environment ⁺(2 subjects, 8 preps).

- ii. For 5 or more grades or more students than noted above, compensation at a rate of \$300/student/subject/semester (max of 2 subjects) will occur for the EVA teacher Record.
 +Indicates that only two (2) subjects (i.e, ELA and Math) will be assigned; additional subjects would require additional compensation.
- iii. If caseloads exceed the above parameters, it requires an SCASD/SCAEA meeting to discuss caseload and compensation.
- iv. In-person VA and fully virtual VA teachers will collaborate on grade/subject assignments to share the teaching responsibility, which may result in in-person and virtual teachers meeting together in person or online.

C. Current EVA teachers with certification allowing teaching above grade 5 may be designated as follows for children in one grade level above the teacher's certification

- i. Any such student(s) would be an addition to the EVA caseload details stated in 3A and 3B
- ii. Any such EVA teachers would serve as teacher of record for these students and will be compensated at the VA rate of \$300 per year per student to be paid as described in 4A.

4. Grades 6 - 12 teachers who teach virtual classes as part of their contract will be as follows:

Virtual Contract	Student Max*	Prep Max**	Duty***
1.0	120	5	90 min/day
.84	100	5	45 min/day
.67	80	4	45 min/day
.50	60	4	N/A
.33	45	3	N/A
.17	30	2	N/A

* Any contract exceeding the maximum student number will be paid the per student rate.

** Any contract with less than the maximum number of students can have one additional prep added to their assignment.

*** Any contract with less than the maximum student number could be given additional time in the physical, virtual building.

Note: Any virtual teacher who teaches in-person classes would have 15 fewer students than the maximum number of students on the table above, a maximum of 5 preps, and would not have a virtual duty. Any teacher exceeding this number would be paid the per student rate for each student above the noted maximum.

A. A bargaining unit member who teaches grades 6-12 virtual courses outside of their normal course load assignment will be paid \$150 per student per 0.5 credit course and \$300 per student per 1.0 credit course.

- i. For a bargaining unit member's first virtual student in each 1.0 credit course each semester, the bargaining unit member will be paid the full \$300. For all subsequent students, a one-week grace period following registration will be allowed before payment is calculated. The bargaining unit member will be paid \$75 when the student remains enrolled in the course beyond the one week grace period and will be paid an additional \$75 for each of the remaining marking periods the student is partially or fully enrolled or the teacher will be paid the remainder of the \$300 (1) following 18 calendar weeks if the student remains enrolled beyond 18 calendar weeks, or (2) when the student has completed the virtual course.

- ii. For a bargaining unit member's first virtual student in each 0.5 credit course each marking period, the bargaining unit member will be paid the full \$150 following registration. For all subsequent students, a one-week grace period following registration will be allowed. The bargaining unit member will be paid \$75 when the student remains enrolled in the course beyond the one-week grace period and the remaining \$75 either (1) when the student has completed the virtual course, or (2) following 9 calendar weeks if the student remains enrolled beyond 9 calendar weeks, whichever occurs first.
- iii. The stipend stated above in 5a and 5b above will be prorated for .25 credit courses.
- iv. For a bargaining unit member's first virtual student in which the student has earned partial credit for a course, the bargaining unit member will be paid a percentage of the full stipend amount based on the remaining credit to be earned.
- v. Payments will be made in the pay period immediately following the end of each marking period.
- vi. A calendar will be developed for the condensed flex online courses that are offered during Fall, Spring, and Summer semesters, respectively, and paid at the same credit rate stipulated above.

B. Keystone Credit Recovery Program

- i. Bargaining unit members will be paid for grading Keystone packets at the following pay rate:
 - a. \$300 per student for 1 credit course.
 - b. \$150 per student for .5 credit course.
 - c. Payment will be made on the pay period following the completion of the graded course.
- 5. The parties agree to meet and discuss caseloads and schedules of members who provide special education, Title I, gifted, and/or intervention services for VA students.
- 6. The District will not contract the services of any distance learning organization in order to reduce staff.
- 7. This MOU shall sunset on the day before the first working day of the 2026-27 school year.
- 8. The parties will meet as needed to discuss processes or situations that arise during the time period of this agreement.
- 9. Any misinterpretation or misapplication of this Memorandum of Understanding shall be subject to the grievance procedure as outlined in the Collective Bargaining Agreement between the parties.


IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, have executed this Memorandum on the 3rd day of November, 2025 with an effective date of August 20, 2025.

State College Area School District



 Amy Bader, School Board President

Attest:




 Lynn Tressler, Board Secretary
 Date: 11-03-2025

State College Area Education Association



 Shai L. McGowan, President

Attest:



 Witness
 Date: 11/20/2025