

MEMORANDUM OF UNDERSTANDING

between

EASTON AREA SCHOOL DISTRICT

and

EASTON AREA EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

PSEA/NEA

THIS MEMORANDUM OF UNDERSTANDING is entered into between the EASTON AREA SCHOOL DISTRICT and the EASTON AREA EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION PSEA/NEA (the "District," the "Association" and the "Parties," collectively).

WHEREAS, the District, and the Association are Parties to a Collective Bargaining Agreement (hereinafter "Agreement") effective July 1, 2023 through June 30, 2026, dated 18th day of October, 2022; and

WHEREAS, the Parties hereto have reached an agreement concerning an extension of the Agreement with certain modifications.

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

1. A copy of the Agreement is attached hereto and incorporated herewith as if set forth fully herein as Exhibit "A".
2. The parties agree to modify said agreement as follows:
 - a. SECTION II – TERM OF AGREEMENT: This term of agreement shall be extended and continue in full force and effect until June 30, 2027 or until such later date as the two parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this agreement, to which amendment both parties shall signify approval by affixing their signatures thereto.
 - b. NEW SECTION under APPENDIX B – INSURANCE BENEFITS: Members who are eligible for coverage under the District medical, prescription, and dental plans and who are willing to discontinue that coverage shall receive a bonus payment of two hundred fifty dollars (\$250) to be included in each of the Member's bimonthly pays throughout the year provided that the member presents proof that they have healthcare coverage through an alternative employer-sponsored healthcare plan annually. Such proof may consist of a valid healthcare card or a letter from an authorized agent of the non-District

employer that the member has coverage for essential healthcare benefits (including hospitalization, major medical and prescription drug benefits). Members who must re-enroll or newly enroll in the medical, prescription, and dental plans prior to a full year of disenrollment due to loss of alternative medical, prescription, dental coverage or other emergency circumstances may do so, subject only to limitations imposed by the medical insurance plan or carrier, and/or as allowable under state and federal laws.

c. WAGES AND SALARY PROVISIONS:

- i. Effective July 1, 2026, starting hourly rates for all classifications shall increase by \$2.00.
 - ii. Effective July 1, 2026, all bargaining unit members shall recognize an hourly rate increase of \$2.00.
3. Except as may be inconsistent with the terms outlined herein, all terms and conditions of the attached Agreement shall remain in full force and effect, as it is expressly understood by the Parties that, with the exception of the matters addressed herein, this MOU does not otherwise change or attempt to change any provision contained in the Agreement, any other agreements between the Parties, or any past practices.

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IN WITNESS WHEREOF, the Parties hereto, intending to be legally bound, have executed this Agreement this 24 day of MARCH, 2026.

FOR EASTON AREA SCHOOL DISTRICT

Jodi Mess
Board President

3/24/26
Date

ATTEST

Heidi A. Ramirez
Board Secretary

3/24/26
Date

**FOR EASTON AREA EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION PSEA/NEA**

Melody Helene
EAESPA President

3/24/26
Date

[Signature]
Secretary

3/24/26
Date