



PENNRIDGE SCHOOL DISTRICT

DISTRICT ADMINISTRATION OFFICE
1200 North Fifth Street • Perkasié, Pennsylvania 18944

MEMORANDUM OF UNDERSTANDING

Extra Duty Responsibility (EDR) Positions and Compensation

This is a Memorandum of Understanding ("MOU") by and between PENNRIDGE SCHOOL DISTRICT ("District"), on behalf of its elected and appointed officials, and PENNRIDGE EDUCATION ASSOCIATION ("Association"), collectively referred to as the "Parties."

WHEREAS, the Association is the sole and exclusive bargaining representative for a bargaining unit comprised of classroom teachers and certain other employees (the "Bargaining Unit"); and

WHEREAS, the District and the Association are parties to a collective bargaining agreement covering the period July 1, 2023 through June 30, 2028 (the "CBA"); and

WHEREAS, the Parties have agreed that it is in their mutual best interests to modify certain provisions of the CBA pertaining to Extra Duty Responsibility (EDR) Positions and compensation; and

WHEREAS, the Parties have negotiated and reached agreement regarding these matters; and

WHEREAS, the Parties wish to memorialize their agreements in writing.

NOW, THEREFORE, in consideration for the mutual promises and commitments set forth in this MOU, the Parties hereby agree as follows:

1. **Removal of EDR Schedule From the CBA**

The "Extra Duty Responsibility Schedule" at the end of the current CBA shall be removed in its entirety. Additionally, the language in lines 410 to 501 of the current CBA shall be replaced with the new language set forth in this MOU.

2. **Replacement of CBA Language (Lines ⁴¹⁰~~401~~-501)** J.K.

The following language will replace the existing provisions in lines 410-501 of the CBA:

14. Extra Duty Responsibility Positions and Compensation

The District shall allocate Extra Duty Responsibility (EDR) positions and assign EDR units based on the needs of the school community. The total number of EDR units assigned shall not be reduced for the remainder of the current CBA. Any proposed changes to the number of allotted EDR units shall be discussed with the PEA through the meet-and-discuss process.

A. Salary Schedule for EDR Positions

The attached salary schedule (Attachment A) details the agreed-upon EDR compensation for the next three years, subject to the other provisions of this MOU. This schedule shall set forth EDR compensation during the remainder of the current CBA but shall not be included in the contract itself.

B. EDR Unit Value

The value of one (1) EDR unit shall be as follows:

2025-2026 School Year: \$250.00

2026-2027 School Year: \$258.00

2027-2028 School Year: \$265.00

- C. Any EDR-contracted position may have the contracted responsibility, and as such, compensation, divided by agreed upon percent between the relevant individuals. Such agreements are only for the duration of the current school year and must be approved by the building principal.

D. Commitment to Maintain EDR Units

The District agrees that for the remainder of the current CBA, it shall not reduce the total number of EDR units allocated to EDR positions.

E. Meet and Discuss Process for Changes

Any proposed new positions, deletions of existing positions, or modifications to the number of EDR units assigned to specific positions will be subject to discussion between the District and the PEA through the established meet and discuss process. Changes to the list of EDR positions shall be reviewed at the Meet and Discuss meeting in May of the preceding school year.

- F. The Superintendent, or his or her designee, shall provide to the President of the Association a report, no later than November 1, that contains the estimated compensation breakdown as to how "Club discretionary" funds

are expected to be awarded in elementary, middle and high schools for the school year.

- G. The Superintendent, or his or her designee, shall provide to the President of the Association a report no later than July 31 of each year that contains the following information for the school year that just concluded:
 - 1. All EDR contracted positions.
 - 2. Names of individuals, designated as either professional staff or nonprofessional staff, who received the contracted EDR position.
 - 3. Any and all EDR contracted positions that were not filled.
 - 4. Compensation breakdown as to how "Club discretionary" funds were awarded in elementary, middle, high school.
- H. A list of current EDR positions will be maintained on the Human Resources website.
- I. The District will make every reasonable effort to accommodate professional staff who perform extra-duty responsibilities by granting release time when necessary to fulfill the responsibilities of the extra-duty position with the mutual understanding that a staff member's primary responsibility is their professional duty.
- J. Total compensation for Mentor Teachers serving in that role for a full school year is established in the attached salary schedule. Compensation shall be earned on a pro-rata basis based on the number of student days served in that role.

PENNRIDGE EDUCATION ASSOCIATION

BY: Jim Mattetta

DATE: 5/7/2025

PENNRIDGE SCHOOL DISTRICT

BY: Ad C

DATE: 4/30/25
