



PENNRIDGE SCHOOL DISTRICT

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

MEMORANDUM OF UNDERSTANDING

Summer Hours

This memorandum of understanding by and between the Pennridge School District (District) and Pennridge Educational Support Professionals Association ("Association" or "PESPA") deals specifically with and is limited to defining the understanding of "Summer Hours" as outlined in Appendix "B" Section 4. Lines 638-671 of the Collective Bargaining Agreement.

The District and the Union hereby agree to the following:

1. Association members will be provided with four (4) options for the 2025-2026 Summer Hours Schedule as stated below.
 - a. **Option #1:** Employees may opt for four (4) days at extended hours and be off on Fridays. 10 ½ hours per day (Monday-Thursday) including a one-half hour unpaid duty-free lunch and 2 ten-minute duty-free breaks.
 - b. **Option #2:** Employees may opt for four (4) days at regular hours and be charged a vacation or personal day on Friday.
 - c. **Option #3:** Employees may opt for four (4) days at regular hours and telework from home on a Friday if your position allows for the telework option at the discretion of your supervisor. There will be guidelines provided for telework options.
 - d. **Option #4:** Employees may opt for four (4) days at extended hours of 9 ½ hours per day (Monday-Thursday) including a one-half hour unpaid duty-free lunch and 2 ten-minute duty-free breaks and telework from home on a Friday for 4 hours. Guidelines are provided for telework options.
2. The District shall provide an additional undesignated day off for those employees whom cannot work remotely because of their job duties and are unable to work on Friday because the buildings are closed.

**PENNRIDGE EDUCATIONAL SUPPORT
PROFESSIONALS ASSOCIATION**

BY: [Signature]

DATE: 5/6/26

PENNRIDGE SCHOOL DISTRICT

BY: [Signature]

DATE: 5/6/26

Mission Statement

It is paramount that our students graduate with knowledge of their talents, passions and what is necessary for them to remain life-long learners and productive citizens. These objectives need to be accomplished in a community-oriented environment that is safe, welcoming, nurturing, student-centered and respectful of all. As such, the mission of the Pennridge School District is as follows:

Pennridge School District strives to provide all students with a well-rounded educational experience where they acquire the 21st century skills necessary for a successful future.

