



PENNRIDGE SCHOOL DISTRICT

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

MEMORANDUM OF UNDERSTANDING

In-Service Days and Professional Learning Time

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 In-Service Days, Professional Learning Time, and related matters;

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

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

NOW, THEREFORE, in consideration of the mutual promises and commitments set forth in this MOU, and notwithstanding any other provisions of the CBA, the Parties hereby agree as follows:

1. Effective July 1, 2026, Appendix D of the CBA shall be modified as follows:

1. Number of Teaching Days

A. There shall be 193 work days in each school year covered by this Agreement.

B. The Board shall determine the manner in which scheduling of work days is accomplished, except that the following in-service days shall not be eliminated for the purpose of achieving the number of work days specified under this Agreement:

1. The teacher preparation day occurring prior to the first student day of the school year;
2. One-half day used for teacher preparation during the in-service day ~~immediately following the end of the marking period~~ in November;

3. One-half day used for teacher preparation ~~during the in-service day~~ immediately following the end of the ~~marking period in January~~ first semester or second trimester; and
 4. The in-service day following the last student day of the school year historically reserved for end-of-year obligations.
- C. One of the 193 work days shall be, in recognition of the hours required for administratively directed sessions that extend beyond the 7 ½ hour work day as set forth in Appendix D.3 herein.
- D. Subject to the provisions of this Section and Appendix D, Section 2, the Board, in its sole discretion, shall designate the number of work days that are teaching days in each school year.

2. In-Service Days and Professional Learning Time

A. ~~In-Service Days~~

The number of in-service days will be not less than ten (10) during the school years covered by the Agreement. First year employees of the District will be required to work an additional two (2) in-service days during their first year of employment.

The in-service calendar shall be developed in coordination with the Association.

~~The following in-service days shall be used for K-12 teacher preparation time:~~

~~One (1) day at the start of the school year;~~

~~One-half (1/2) day preceding the parent/teacher conferences in November during which no District initiatives will be scheduled; and~~

~~One-half (1/2) day preceding the mid-year parent/teacher conferences.~~

B. ~~Professional Learning Time~~

~~All professional teaching staff shall be required to complete twenty-one (21) hours of Professional Learning Time ("PLT") each school year.~~

~~The District shall determine PLT scheduling and content, which may address grade level and special education collaboration with staff, as well as other matters determined by the District. These meetings shall typically occur on Wednesdays, with the exception of the second Wednesday of each month.~~

~~Beginning with the 2024-25 school year, the District shall establish a calendar of PLT meetings by the first induction day of each school year. Upon ratification of this Agreement, the parties agree to meet in good faith to determine the timing of the establishment of the PLT calendar for the 2023-24 school year.~~

~~Attendance at meetings designated as PLT shall be mandatory; in the event of a teacher's excused absence, the Administration shall designate a reasonable time and manner in which the meeting shall be made up, completion of which shall be mandatory. Any teacher who does not complete the requirements of the first seven (7) hours of each school year by June 30 will be subject to a pro-rata per diem pay deduction for the portion of the PLT hours not completed for that school year, up to a maximum of one work day. Failure to complete all required PLT hours by June 30 shall constitute just cause for discipline under this Agreement.~~

3. Length of School Day

The length of the school day shall be a maximum of 7 1/2 hours, including a duty-free lunch. No more than one (1) faculty meeting ~~two~~ (2) mandatory administratively directed sessions may be held each month that extend beyond the 7 1/2-hour day shall be held each month from September through May; provided, however, that for two (2) months during this period, the maximum shall be one (1) such administratively directed session per month. ~~All District and building meetings shall be held at this time. These meetings should not exceed one (1) hour in length.~~ The District shall determine the dates and times for all such meetings or other events at which attendance is mandatory which may vary by building, by month, and by day of the week, except as set forth below. These meetings should not exceed one (1) hour in duration. The schedule shall be established at the beginning of the school year and shall not include meetings scheduled on the second (2nd) Wednesday of each month, the work day preceding a holiday break, nor on Fridays. Where reasonably possible, such meetings shall be contiguous to the end of the school day.

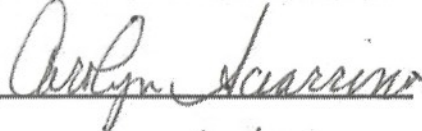
2. This MOU is subject to approval by the District's Board of School Directors and shall become effective immediately upon execution by all Parties.

PENNRIDGE EDUCATION ASSOCIATION

BY: 

DATE: 7/4/2026

PENNRIDGE SCHOOL DISTRICT

BY: 

DATE: 6/15/26