



PENNRRIDGE SCHOOL DISTRICT

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

MEMORANDUM OF UNDERSTANDING REGARDING BLACKOUT DAYS

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

WHEREAS, PESPA is the sole and exclusive bargaining representative for a bargaining unit comprised of educational support personnel and certain other employees (the "Bargaining Unit"); and

WHEREAS, the District and PESPA are parties to a collective bargaining agreement covering the period July 1, 2023 through June 30, 2027 (the "CBA"); and

WHEREAS, the Parties have agreed that it is in their mutual best interests to modify certain understanding regarding the use of blackout days;

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, the Parties agree that:

1. **Blackout Days**

- A. Both parties agree that individuals may not use leave time without prior approval on the first 10 student days of the school year as well as Mondays and Fridays in June.
- B. Both parties agree to use the district calendar to dictate holidays and blackout days.
- C. Both parties agree to change the Holiday/Inservice language to: The business day before any school closure as dictated by the Board approved annual Pennridge School District calendar.
- D. Both parties agree to add that a doctor's excuse will be required for any employee absent on a blackout day, not including **previously** approved blackout day requests. **The failure to provide an excuse shall constitute a basis for disciplinary action.**

2. **New Contract Language:**

- A. Page 24, Section 10.D shall be amended as follows: Transportation employees may not use personal leave on any day designated by the administration as a blackout date, except as provided in this section.

Blackout dates will include the first 10 student days of the school year; Mondays and Friday in June when a majority of non-public schools remain in session; and the business day before any school closure as dictated by the board approved annual Pennridge School District calendar, including the day before Election Day. Blackout dates will be published by June 1 for the following school year and may change during the school year as the school calendar changes. A doctor's excuse will be required for any employee absence on a blackout day, not including approved blackout requests

3. This MOU is subject to approval by the District's Board of School Directors and shall become effective immediately upon execution by all Parties.
4. The terms of this MOU shall remain in effect until changed by subsequent written agreement signed by all Parties.
5. The provisions of this MOU set forth the entire agreement among the Parties. The Parties acknowledge that they have not relied upon any representation or statement, written or oral, not set forth in this MOU. This MOU may be amended only by a subsequent written agreement signed by all Parties.
6. If any term, condition, clause or provision of this Agreement and Release shall be determined by a court of competent jurisdiction to be void or invalid at law, or for any other reason, then only that term, condition, clause, or provision as is determined to be void or invalid shall be stricken from this Agreement, and this Agreement shall remain in full force and effect in all other respects. This Agreement may be executed in any number of counterparts which, taken together, shall constitute one and the same agreement.

**PENNRIDGE EDUCATIONAL SUPPORT
PROFESSIONALS ASSOCIATION**

BY: _____

Paul L. L. L.

DATE: _____

5/6/26

PENNRIDGE SCHOOL DISTRICT

BY: _____

Carolyn Sciarino

DATE: _____

5/6/26