

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Unionville-Chadds Ford School District ("District") and the Unionville-Chadds Ford Education Association ("Association").

WHEREAS, the Association is the exclusive representative of a Bargaining Unit as defined in the Order of Certification: PERA-R-479-E;

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement with a term of July 1, 2023 through June 30, 2027 ("Agreement");

WHEREAS, the District employs individuals working in the position of Athletic Trainer ("AT");

WHEREAS, the District and the Association are parties to a Memorandum of Agreement dated June 17, 2026 through which the Parties agreed to include the position of AT into the bargaining unit represented by the Association;

WHEREAS, the Pennsylvania Labor Relations Board (the "PLRB") issued a NISI Order of Unit Clarification, dated August 5, 2026 to include the position of Athletic Trainer into the bargaining unit represented by the Association;

WHEREAS, the Parties bargained over wages, hours and terms and conditions of employment for the position of AT and desire to memorialize such terms herein.

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

1. Any Athletic Trainer who holds a valid Pennsylvania Teaching Certification will be placed on the appropriate step and column of the salary schedule found in the Agreement and will be moved within and through the schedules accordingly;
2. Any Athletic Trainer who does not hold a valid Pennsylvania Teaching Certificate will be placed on the following salary chart:

Non-Certificated Athletic Trainers		
Starting Salary Schedule July 1, 2026 - June 30, 2027		
Degree		
Bachelors	Bach	\$65,604
	Bach+24	\$67,715
Masters	Mast	\$70,749

	Mast+15	\$73,936
	Mast+30	\$77,281
	Mast+45	\$80,795
	Mast+60	\$86,641

3. The salary chart will be modified each year by increasing the salaries by the percentage amount that is negotiated by the Association and the District for increasing the salary schedules in the Agreement.
4. Any non Pennsylvania Teaching Certified trainer who earns a Pennsylvania Teaching Certificate will be moved onto the salary schedule found in the Agreement at a comparable level mutually agreed upon by the Association and the District.
5. The District will hire the best candidate for any open Athletic Trainer positions regardless of whether the applicant holds a PA Teaching Certificate.
6. The Work year for the Athletic Trainers shall be one hundred and ninety (190) days, in alignment with the Agreement.
7. An additional, minimum of seventy-five (75) hours of summer work will be required of each Athletic Trainer which shall be paid at a rate dictated within Article 10, Section 10.01 of the Agreement.
8. The Athletic Trainers will not be subject to the same hours of work per day as outlined in the Agreement, and shall be subject to the limits in this MOU. The Athletic Trainers and the Supervisor of Athletics will communicate every two (2) weeks to review and agree upon the upcoming schedule. Should the ATs and Supervisor of Athletics be unable to agree upon the schedule, the Supervisor shall have the ability to finalize the schedule. Subject to the limitations in this MOU, schedules are subject to change due to the nature of athletic scheduling.
9. The work hours for the Athletic Trainer will not exceed an average of 37.5 hours per week during the Work Year defined by the Agreement. A week shall be defined as Sunday through Saturday.
10. Any ATs employed at the time of the June 17, 2026 Memorandum of Agreement, will carry any banked personal days into the 2026-2027 school year. After the 2026-2027 school year, the ATs will be required to follow the limits for personal days pursuant to the Agreement. Sydney Schnarrs will carry one (1) day over to the 2026-2027 school year bank and Kathleen Walsh-Shell will carry two (2) days over to the 2026-2027 school year bank.

11. This MOU shall not alter the terms of the Agreement except as set forth herein. All other terms of the Agreement shall remain in full force and effect.
12. This MOU shall be effective upon execution by all parties and shall remain in effect.
13. Any violation of this MOU will be subject to arbitration pursuant to the grievance-arbitration provisions of the Agreement.

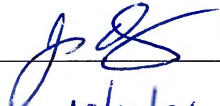
UNIONVILLE-CHADDS FORD
SCHOOL DISTRICT

BY:



School Board President

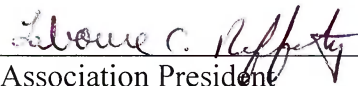
ATTEST:



Date: 10/19/26

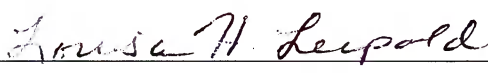
UNIONVILLE-CHADDS FORD
EDUCATION ASSOCIATION

BY:



Association President

ATTEST:



Date: 10/9/26