

## MEMORANDUM OF AGREEMENT

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This is a Memorandum of Agreement by and between the **Indiana Area School District** ("District") and the **Indiana Area Education Association** ("Association") concerning tuition reimbursement for the course "Supporting and Engaging Students in Poverty."

1. The District and Association are parties to a Collective Bargaining Agreement effective July 1, 2017 through June 30, 2022.
2. The Pennsylvania Labor Relations Board has recognized the Association as the exclusive bargaining representative designated in PERA-R-310-W and amended at PERA-U-02-144-W.
3. The Association and District wish to memorialize the agreement regarding tuition reimbursement for the course "Supporting and Engaging Students in Poverty" offered by the University of Pennsylvania during the summer of 2018.
4. The Association and District wish to acknowledge that Article XIX, Section 7(D) of the collective bargaining agreement sets forth the deadlines and submission requirements for tuition reimbursement. Further the Association and District acknowledge that IAEA member Leigh Heidenthal was not able to meet the submission deadline for the course described in paragraph 3 above.
5. The Association and District have agreed that due to the unusual circumstances regarding the ending date of this course "Supporting and Engaging Students in Poverty," the parties have agreed to allow Association member Leigh Heidenthal to receive tuition reimbursement for this course during the 2018-19 school year.
6. In addition, the parties agree that the Collective Bargaining Agreement will remain in full force and effect in all respects.
7. The parties understand and agree that this Memorandum of Agreement shall not be precedent setting and shall not establish a practice.

This Memorandum of Agreement is duly executed by the parties or their designated representatives intending to be legally bound beginning on the date set forth below.

### INDIANA AREA SCHOOL DISTRICT

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Board President

### INDIANA AREA EDUCATION ASSOCIATION

By:  \_\_\_\_\_ Date: 2/4/19  
IAEA President