COLLABORATIVE AGREEMENT
Between the
Colonial School District Board of Education

And the

Colonial Education Association DSEA/NEA

MEMORANDUM OF UNDERSTANDING

This agreement entered into this 9th day of June 2020, by and between the Board of Education of the Colonial School District (the "Board") and the Colonial Education Association (CEA), hereinafter collectively "the Parties".

WHEREAS, the Parties entered into a Collective Bargaining Agreement (the "CBA") which, by its terms, governed the time period September 1, 2017 through August 31, 2020.

WHEREAS, the Parties' first bargaining session were conducted on March 9, 2020 and March 10, 2020;

WHEREAS, the Parties were scheduled to conduct an additional bargaining session on March 12, 2020, but was cancelled due to COVID-19 concerns;

WHEREAS, the Parties jointly agree that conducting "virtual" bargaining sessions during the current State of Emergency will be difficult, and it is presently unknown how soon in-person sessions could be conducted;

Whereas, the Parties agree that there is a mutual benefit to both the employer and its employees to have a contract in place at the beginning of the 2020-2021 contract; and

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Whereas, the Parties desire to extend the current CBA until such time as a successor agreement can be negotiated and ratified, but in no event, will the CBA be extended for a period of time in excess of one (1) year from its current expiration date.

NOW, THEREFORE, in consideration of the foregoing and mutual promises set forth herein, the Parties hereby agree as follows:

1. Negotiations for a successor contract shall be held in abeyance pending clear guidance from the State of Delaware regarding the operations of school buildings and employee interaction as defined under the State of Emergency currently in effect. To the extent either Party believes the working environment is conducive to resumption of bargaining for a successor agreement, that Party shall so notify the other and negotiations shall commence within thirty (30) days.
2. The term of the current CBA is hereby extended until such time as a successor agreement is negotiated and ratified, but in no event, will the CBA be extended for a period of time in excess of one (1) year from its current expiration date.

Colonial School District

Superintendent of Schools

Date: 6/11/2020

Colonial Education Association / DSEA / NEA

Donna M Fesmire

President

Colonial Education Association

Date: 6/19/20

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Colonial School Board President

6/11/20

Date: _____

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