



**COLLABORATIVE AGREEMENT**  
**Between the**  
**Colonial School District Board of Education**  
**And the**  
**Colonial Education Association DSEA/NEA**

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement ("MOA") is entered into by and between the Colonial School District ("District") and the Colonial Education Association ("Association").

The purpose of this agreement is to recognize the new position and compensation scale for Extra Pay for Extra Responsibility ("EPER") outlined in Appendix B of the current collective bargaining agreement for implementation in 2022-2023 and 2023-2024 school years.

**Whereas**, the District is party to a collective bargaining agreement (the "CBA") with the Association which covers all certificated non-administrative employees, not including substitutes or supervisory staff personnel of the District.

**Whereas**, the CBA expires on August 31, 2024;

**Whereas**, the sole purpose of this MOA is to replace Appendix B of the CBA with regard to the revised Extra Pay for Extra Responsibility pay scale.

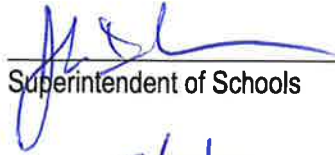
**Now therefore**, this 10th day of May 2022 the parties agree as follows:

1. The parties agree that the current Appendix B will be replaced with the attached Appendix B which shall be the new EPER position and compensation scale.
2. The parties agree that any challenge or grievance related to Appendix B will be conducted in accordance with current practices outlined in the CBA. Additionally, the Association retains any and all rights to all dispute resolution procedures available as the exclusive bargaining representative.
3. The parties agree that any additional positions or opportunities arising from the EPER workgroup for bargaining unit employees shall be the subject of negotiations for a new memorandum of agreement between the parties.

This Memorandum of Agreement may be amended only by written agreement signed by each of the parties involved.

This Memorandum of Agreement shall be effective beginning with the date of the last signature hereon and ending August 31, 2024.

Colonial School District



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Superintendent of Schools

Date: 5/10/22

Colonial Education Association / DSEA / NEA

*Donna Fesmire*

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President

Colonial Education Association

Date: 05/12/2022



Completed Document Audit Report  
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Title: CEA MOU E3 Grant STEP Program 2022-2024 to be signed





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Files

CEA MOU E3 Grant STEP Program 2022-2024 to be signed.pdf

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Activity

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 <b>Marybeth Russell</b> IP: 167.21.143.97	sent the document to donna.fesmire@colonial.k12.de.us	May 12, 2022 13:47:11 UTC
 <b>Donna Fesmire</b> IP: 167.21.143.99	first viewed the document	May 12, 2022 13:49:30 UTC
 <b>Donna Fesmire</b>	signed the document	May 12, 2022 13:50:05 UTC