

MEMORANDUM of UNDERSTANDING  
BETWEEN  
The Southern Lehigh Education Association and  
the Southern Lehigh School District Board of School Directors

SUBJECT: Guest Mandarin Chinese Program Instructor(s)

1. This Memorandum of Understanding is entered into by and between the Southern Lehigh Education Association (hereinafter referred to as the "Association") and the Southern Lehigh School District (hereinafter referred to as the "District").
2. This Memorandum sets forth the terms and conditions of the Guest Mandarin Chinese Program Instructor(s) through the University of Pittsburgh, Confucius Institute and Wuhan University of China, as arranged through the Berks County Intermediate Unit, with the District for a period beginning on or about August 1, 2014 and continuing until July 30, 2015, or until the District, in its opinion, secures a qualified Teacher to fill the position.
3. To the extent and in the manner permitted by the following, the Association and the District agree that the Guest Mandarin Chinese Program Instructor will perform all duties associated with the District program and position.
4. Term: The term of this Agreement shall be from August 1, 2014 until July 30, 2015 or until such time as the District, in its opinion, secures a qualified Teacher to fill the position.
5. Purpose of the Position: the District and the association agree that the Guest Mandarin Chinese Instructor Program position is due to a temporary but emerging need for such a position to assist the District with direct student instruction in this highly specialized field.
6. Remuneration: The District and the Association agree that this position will not be compensated in accordance with Appendix A, Schedule II of the Collective Bargaining Agreement as it relates to the manner by which bargaining unit employees are compensated. For purposes of this Agreement alone, the Guest Instructor will not be assessed union dues or be considered as a fair share member, nor be considered a member of the bargaining unit, nor enjoy or be entitled to any of the rights, benefits or protections offered by such membership in the bargaining unit.
7. Reservation of Rights to Bargaining Unit Work: The District agrees that the Association has not waived its exclusive right to bargaining unit work by virtue of this Memorandum of Understanding.
8. Preservation of Bargaining Unit Positions: "The District and the Association agree that no foreign language bargaining unit positions will be permanently eliminated due to declining enrollment as a direct result of the increasing enrollment in this Guest Mandarin Chinese Instructor Program.

9. Acknowledgement of Practice and Precedent: The District and the Association agree that this Memorandum of Understanding will in no way set a precedent or create a past practice in the event that the District fills the Mandarin Chinese Program Instructor position on a regular basis.

10. Disputes: The District and the Association agree that any further disputes that might arise regarding this Memorandum of Understanding will be subject to resolution through the grievance procedures outlined in the Collective Bargaining Agreement.

11. As of January 1, 2015, the District will advertise for qualified Chinese teacher(s) in the manner consistent with current hiring procedures. Evidence of compliance will be submitted to the Association by February 1, 2015.



Edward Sinkler  
President, Southern Lehigh Education  
Association.

May 15, 2014  
(Date)

WRK 3.10.14

Mrs. Corinne Gunkle  
President, Southern Lehigh School District  
Board of School Directors

(Date)