

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Central Bucks School District (“District”) and the Central Bucks Transportation Association ESPA/PSEA/NEA (“Association”)(collectively referred to as “the Parties”) are parties to a collective bargaining agreement dated July 1, 2025, through June 30, 2029;

WHEREAS, the collective bargaining agreement introduced a floating holiday provision under ARTICLE 6. EMPLOYEE BENEFITS, Section 1. Leaves of Absence, i. Paid Holidays for 10-Month Employees;

WHEREAS, the implementation of the floating holiday provision created a dispute that both parties agree to clarify;

NOW, THEREFORE, the Parties intend to be legally bound by the provisions of this Memorandum and agree to the following:

i. Paid Holidays for 10-Month Employees

The District shall provide three (3) floating holidays from the holiday schedule annually approved by the Board. There shall be no carry-over of unused floating holidays. The use of a floating holiday shall be requested by the employee through the District's designated absence management system at least one week prior to the absence. However, a late request shall not be unreasonably denied.

In the event that an employee is on an unpaid leave of absence, whether voluntary or involuntary, on the date of a scheduled floating holiday, the floating holiday shall be forfeited and the employee shall not be entitled to District compensation for that day. The floating holiday shall not be carried over or rescheduled. Additionally, an employee on unpaid status shall not schedule a floating holiday to occur during any period of unpaid leave.

(signatures appear on the next page)

IN WITNESS WHEREOF, the undersigned have executed this Memorandum of Understanding on this ____ day of October, 2026.

ATTEST:

CENTRAL BUCKS SCHOOL DISTRICT

President, Board of School Directors

WITNESS:

**Central Bucks Transportation Association
ESPA/PSEA/NEA**

President