

## Memorandum of Understanding

Whereas the Virginia Education Association (VEA) and the Prince William Education Association (PWEA) Board of Directors (the parties) agree to enter into a Memorandum of Understanding until August 1, 2024 (the term) for the purpose of the resolution of specific concerns.

I.) The Prince William Education Association is a local affiliate of the Virginia Education Association, a state affiliate of the National Education Association (NEA), and as such, the VEA is the parent organization of the PWEA.

II.) Specific concerns regarding the management and government of the PWEA have risen to the level where abuses or the perception of abuses must be addressed, so as to ensure that no state or federal laws are violated, or ethics are impinged.

III.) The following is agreed to between the parties:

The VEA will establish a trusteeship over PWEA for the purpose of (i) correcting corruption or financial malpractice (ii) restoring democratic procedures; and (ii) correcting a serious dereliction of duties in the performance of union responsibilities. Specifically:

- a. The trustee will advise and consent to any changes in the PWEA bylaws.
- b. Any elections or appointments during the term will be adjudicated by the trustee, and elections shall be conducted via an outside third party.
- c. The VEA will provide a list of names of registered parliamentarians for the PWEA to select from.
- d. The trustee will approve all financial transactions prior to purchase.
- e. The trustee will be responsible for designating a chair for PWEA Board, Executive Committee, Board work sessions, all-member, and representative assembly meetings and ensuring proper parliamentary procedure.
- f. PWEA will contribute 75% of the costs associated with this trusteeship.

IV.) This Memorandum of Understanding can only be prematurely terminated or amended with both parties' approval.

Signatures:

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James Fedderman, President VEA

PWEA Representative