

This Memorandum of Agreement (MOA) is entered into by and between the Career Technology Center of Lackawanna County and the Lackawanna County Area Vocational-Technical Federation of Secretaries and Support Staff Local #4889, Pennsylvania Federation of Teachers, AFL-CIO.

I. Purpose

The purpose of this Memorandum of Agreement (MOA) is to outline and formalize a wage adjustment proposal that ensures fair and transparent compensation for all paraeducators and secretarial staff. This agreement reflects a collaborative effort to maintain competitive wages, address current and future compensation needs, and align with the relevant provisions of the Collective Bargaining Agreement (CBA).

II. Scope

This MOA applies to all current paraeducators and secretaries covered under the existing Collective Bargaining Agreement, as well as future hires, subject to the conditions and limitations specified in this document.

III. Retroactive Wage Increase (Current Year, 2024.2025)

1. **Effective Date:** A retroactive wage increase of one dollar (\$1.00) per hour shall be applied to all eligible employees' wages, backdated to the beginning of the current school year.
2. **Implementation:** The retroactive portion will be reflected in a lump-sum payment or another mutually agreed-upon method.

IV. Future Wage Increases (2025.2026 School Year)

1. **General Increase:** All eligible employees shall receive an additional one dollar (\$1.00) per hour wage increase for the 2025.2026 school year.
2. **Exception – Melissa Lydon:**

Melissa Lydon shall receive a wage increase of one dollar and seventeen cents (\$1.17) per hour, bringing her hourly rate to fifteen dollars (\$15.00) per hour.

3. **Order of Increases:**

The increases described above (Section IV.1 and IV.2) shall be applied prior to any wage adjustments calculated according to Article 35, Section 2 of the current CBA.

This ensures that all paraeducator and secretary hourly rates will be at or above fifteen dollars (\$15.00) per hour before any subsequent raises are applied under the teacher-based formula.

V. New Hire Conditions

1. **Article 36, Section 3 Compliance:**

In accordance with Article 36, Section 3 of the CBA, no new hire shall be paid more than the lowest-paid paraeducator or secretary unless a higher rate is justified by the individual's experience, education, or a combination thereof.

2. Minimum Starting Wage (2025-2026):

Beginning with the 2025-2026 school year, any newly hired paraeducator or secretary shall be paid at least fifteen dollars (\$15.00) per hour.

3. Minimum Starting Wage (2026-2027 and beyond):

Effective with the 2026-2027 school year and for each subsequent year, the starting hourly rate for new hires shall be fifteen dollars (\$15.00) plus the previous year's percentage increase provided to teachers.

This provision ensures that the entry-level wage rate will continue to rise in parallel with the teacher pay grid.

VI. Fairness and Transparency

Both parties commit to upholding the spirit of fairness and transparency in implementing these wage adjustments. All calculations and applications of wage increases shall be documented clearly, and any disputes or clarifications shall be addressed promptly through mutual agreement or the established CBA grievance procedures, if needed.

VII. Effective Date and Duration

This MOA becomes effective upon the signatures of the authorized representatives of both parties and remains in effect as specified until superseded by a subsequent agreement or upon expiration of the current CBA, whichever occurs first.

VIII. Signatures

IN WITNESS WHEREOF, intending to be legally bound thereby, the parties hereto have caused this Memorandum of Agreement to be executed by their duly authorized representatives on the dates indicated below.

For the Career Technology Center of Lackawanna County

Name: Joseph Arnold
Title: President, CTCUC JOC
Date: 01/28/2025

For the Lackawanna County Area Vocational-Technical Federation of Secretaries and Support Staff Local #4889, Pennsylvania Federation of Teachers, AFL-CIO

Name: [Signature]
Title: Staff Rep
Date: 01/31/20