

MEMORANDUM OF UNDERSTANDING
TUITION REIMBURSEMENT

This Memorandum of Understanding (MOU) is entered into by and between THE JOINT OPERATING COMMITTEE (JOC) of THE CAREER TECHNOLOGY CENTER OF LACKAWANNA COUNTY (CTCLC) and the LACKAWANNA COUNTY AREA VOCATIONAL TECHNICAL FEDERATION OF TEACHERS LOCAL 3876, AFT, AFL-CIO (AFT).

WHEREAS, the JOC and the AFT are parties to a Collective Bargaining Agreement (CBA) that is effective from September 1, 2021 to August 31, 2026.

WHEREAS, the JOC and the AFT recognize that the Pennsylvania Department of Education (PDE) requires that CTCLC's teachers obtain various certifications.

WHEREAS, the JOC and the AFT recognize the importance of having certified teachers in the classroom at the CTCLC.

WHEREAS, the JOC and the AFT acknowledge that Article 52 of the CBA provides that the CTCLC is required to pay up to \$35,000 per fiscal year to reimburse teachers for tuition expenses they incur in obtaining certifications.

WHEREAS, the JOC and the AFT acknowledge that Article 52 of the CBA provides that the AFT has discretion in deciding how the \$35,000 in reimbursement funds will be allocated to its member teachers in any fiscal year where their collective tuition expenses exceed the available funds.

WHEREAS, for the fiscal year July 1, 2025 through June 30, 2026, the JOC and the AFT recognize that the \$35,000 tuition reimbursement fund is not sufficient to reimburse the tuition expenses of all teachers who require certifications.

WHEREAS, for the fiscal year July 1, 2025 through June 30, 2026 only, the JOC and the AFT agree that the CTCLC will pay up to an additional \$15,000 to reimburse teachers for tuition expenses they incur in obtaining required certifications only.

WHEREAS, the JOC and the AFT acknowledge and agree that with respect to the additional \$15,000 reimbursement fund to reimburse teachers for tuition expenses they incur between July 1, 2025 and June 30, 2026 to obtain required certifications, the JOC shall have sole discretion and authority to decide how the funds will be allocated to AFT member teachers.





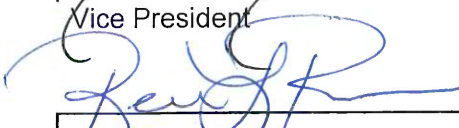
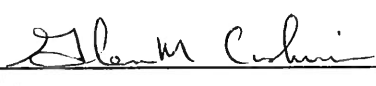
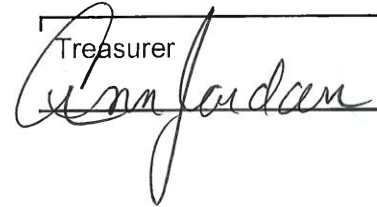
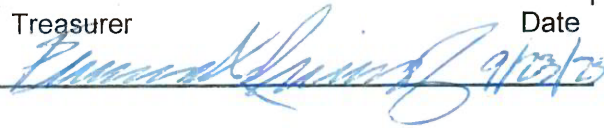
AND NOW, INTENDING TO BE LEGALLY BOUND THEREBY, the JOC and the AFT hereby agree to amend and/or supplement their existing CBA as follows:

- I. ARTICLE 52 of the CBA titled TUITION REIMBURSEMENT is hereby amended to state the following with respect to the 2025-2026 school year only:
 - a. the CTCLC will pay up to an additional \$15,000 to reimburse teachers for tuition expenses they incur in obtaining required certifications only, and
 - b. with respect to the additional \$15,000 reimbursement fund to reimburse teachers for tuition expenses they incur between July 1, 2025 and June 30, 2026 to obtain required certifications, the JOC shall have sole discretion and authority to decide how the funds will be allocated to AFT member teachers.
- II. None of the terms and/or provisions set forth in the MOU shall be claimed and/or utilized by either party at any time in the future to advance or defend a claim and/or grievance based upon past practice.
- III. With the exception of the terms and/or conditions specifically modified by this MOU, all of the terms and/or conditions set forth in the parties' current CBA remain in full force and effect.
- IV. This MOU shall remain in effect through the end of the 2025-2026 school year, unless mutually extended, amended, or terminated in writing by both parties.

THE PARTIES EXECUTION OF THIS MOU BELOW EVIDENCES THEIR READING, UNDERSTANDING AND INTENTION TO BE LEGALLY BOUND BY THE PROVISIONS SET FORTH HEREIN.

LACKAWANNA COUNTY AREA
VOCATIONAL TECHNICAL FEDERATION
OF TEACHERS LOCAL 3876, AFT, AFL-CIO

THE JOINT OPERATING COMMITTEE OF
THE CAREER TECHNOLOGY CENTER OF
LACKAWANNA COUNTY

	Date		Date
President		President	
	Date		9/23/25
Vice President		Vice President	
	Date		Date
Secretary		Secretary	
	Date		9/23/25
Treasurer		Treasurer	