

**MEMORANDUM OF UNDERSTANDING**  
**Reimbursement for Classroom Coverage**

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 the importance of having a qualified instructor available when classroom coverage is not available through a substitute teacher.

WHEREAS, the JOC and the AFT acknowledge that the CBA does not address the compensation rate a teacher who voluntarily agrees to and does cover another teacher's class when the assigned teacher is absent and/or unavailable due to extenuating circumstances. is required to be paid.

WHEREAS, the JOC and the AFT have agreed to establish a compensation at the rate of \$60 per day for bargaining unit members who voluntarily agree to and do cover another teacher's class when the assigned teacher is absent and/or unavailable for extenuating circumstances.

INTENDING TO BE LEGALLY BOUND THEREBY, the JOC and the AFT hereby agree to amend and/or supplement their existing Collective Bargaining Agreement (CBA) as follows:

**1. Voluntary Participation**

- o Participation in covering another teacher's class is strictly voluntary. No bargaining unit member shall be required or compelled to provide coverage pursuant to this MOU.

**2. Compensation**

- o Bargaining unit members who agree to and do cover another teacher's class shall receive a stipend of \$60.00 per full day or \$45.00 per half day.
- o Compensation will be processed through regular payroll and will be subject to all applicable taxes and withholdings.

3. Conditions

- o Coverage assignments must be approved by the CTCLC Administration in advance.
- o The stated compensation is in addition to the teacher's regular salary and does not affect base pay, seniority, or other contractual entitlements.
- o All terms and condition set forth in the parties' current CBA remain in full force and effect and this MOU supplements but does not modify or waive any provisions set forth therein.

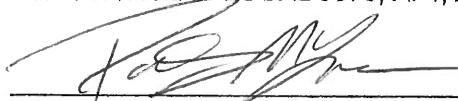



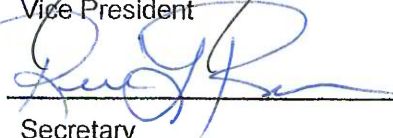

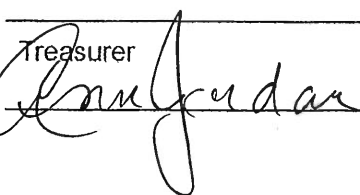
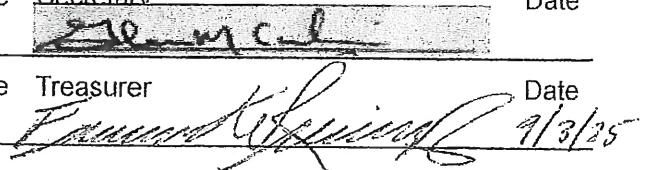
4. Term of Agreement

- o This MOU shall remain in effect through the end of the 2025-2026 school year, unless mutually extended, amended, or terminated by both parties in writing.

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

	_____		_____
President	Date	President	Date
	_____		_____
Vice President	Date	Vice President	Date
	_____		9/14/25
Secretary	Date	Secretary	Date
	_____		9/3/25
Treasurer	Date	Treasurer	Date