

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, 2026 to August 31, 2031.

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: 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:
 - 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.
 - Compensation will be processed through regular payroll and will be subject to all applicable taxes and withholdings.

3. Conditions

- Coverage assignments must be approved by the CTCLC Administration in advance.
- The stated compensation is in addition to the teacher's regular salary and does not affect base pay, seniority, or other contractual entitlements.
- 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:** This MOU shall remain in effect beginning August 25, 2026 through the life of the parties' Collective Bargaining Agreement, unless mutually extended, amended, or terminated by both parties in writing.

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

PATRICK MCLANE

President

09/23/2026

Date

MARK MCANDREW

Vice President

09/25/2026

Date

ANN JORDAN

Secretary

09/23/2026

Date

Patrick McAndrew

Treasurer

09/25/2026

Date

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

[Signature]

Chairman

10/15/2026

Date

Chairman

Vice-Chairman

09/29/2026

Date

[Signature]

Secretary

09/27/2026

Date

CSH

Treasurer

09/29/2026

Date