

AGREEMENT AND MEMORANDUM OF UNDERSTANDING
BETWEEN PIONEER CAREER AND TECHNOLOGY CENTER BOARD OF
EDUCATION AND THE EDUCATION ASSOCIATION OF PIONEER

This Agreement and Memorandum of Understanding (“Agreement”) is between the Pioneer Career and Technology Center Board of Education (“the Board”) and the Education Association of Pioneer (“EAP”) regarding the use, reimbursement, and documentation of “Tuition Reimbursement” by all employees of the Pioneer Career and Technology Center Board of Education.

This agreement arises out of the mutual understanding that it is beneficial to both parties to encourage employees to complete courses allowing them to teach College Credit Plus courses at Pioneer to Pioneer students.

The parties understand and agree as follows:

- A. Item 5 will be added to Article VIII, Section 812-C of the mutually agreed upon Negotiated Agreement effective through June 30, 2027.
- B. Article VIII, Section 812-C-5 will read, “Employees wishing to earn credentials allowing them to fully teach CCP courses at Pioneer may apply for tuition reimbursement according to the following guidelines:
 - a. Prior permission is granted by the Superintendent.
 - b. Tuition Reimbursement under Article VIII, Section 812-C-5 will be granted at the sole discretion of the Superintendent. Denial of participation shall not be subject to appeal in any other forum, including any hearing or procedures under this agreement, all of which rights are hereby waived by the Employee upon application for participation in Section 812-C-5 of the Negotiated Agreement.
 - c. Employees may apply, through the regular means, for reimbursement up to \$500 per semester hour and \$300 per quarter hour with an individual cap of \$3000 for course work reported as completed by college transcript.
 - d. Employees who fail to complete the entire process to become qualified to teach CCP courses at Pioneer may be required to reimburse Pioneer for fifty-percent (50%) of the reimbursed amount up to fifteen-hundred dollars (\$1,500.00)

This agreement shall be for the time period, July 1, 2025 through June 30, 2027 and all language shall revert to the language as agreed upon in the Negotiated Agreement between the Pioneer Career & Technology Center and Education Association of Pioneer, effective July 1, 2024 through June 30, 2027. The duly authorized representatives of the Board and the EAP have executed this MOU on the date set forth by each name, and it shall be effective upon signature of all parties.

FOR THE EDUCATION ASSOCIATION OF PIONEER:

Sandra Grau, President Date

FOR THE BOARD:

Gregory D. Nickoli, Superintendent Date