



TENTATIVE AGREEMENT PACKAGE

June 1, 2026

**MEMORANDUM OF AGREEMENT BETWEEN
ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

EARLY BIRD TENTATIVE AGREEMENT

JUNE 1, 2026

The Secondary School System of the Archdiocese of Philadelphia (hereinafter, the “System”) and the National Association of Catholic School Teachers, Local Union No. 1776 (hereinafter, the “Union”) have engaged in “early bird” negotiations concerning the renewal of their Labor Management Agreement (“LMA”), which expires on August 31, 2026.

On June 1, 2026, the System and the Union reached tentative agreement on the terms of a successor LMA. The agreed-upon terms are set forth in a series of Tentative Agreements, as enumerated below, and will be memorialized in a revised LMA.

The term of the LMA shall be September 1, 2026 through August 31, 2029.

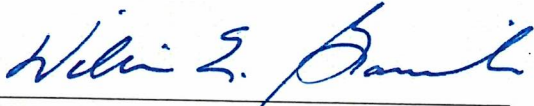
1.	Article I, Section 5	Purpose and Scope of Agreement*
2.	Article I, Section 6	Purpose and Scope of Agreement*
3.	Article III, Section 9	Union Representation*
4.	Article IV, Section 5c	Disciplinary Process Timeline
5.	Article IV, Section 9 & MOU	Department Head Coaching
6.	Article IV, Section 9	Tenure*
7.	Articles IV, Section 9b; XV, Section 6	Evaluation Advisory Committee*
8.	Article VI, Section 1g	Sick Leave – Doctor’s Note
9.	Article VII, Sections 2a, 2c	Transfer Policy*
10.	Article VIII, Section 4b	Teacher Assignments*
11.	Article VIII, Section 7	Class Size
12.	Article IX, Section 2	15 Minutes
13.	Article IX, Section 3	Online Course Management
14.	Article IX, Section 10b	Duties and Activities*
15.	Articles X, Section 4; XII, Sections 4, 5	Stipends
16.	Article XII, Section 1, 1a	Salary Increases and Starting Salary
17.	Article XIII, Sections 1, 1a, 1b	Health Care Benefits
18.	Article XIII, Section 7	Educator Grants
19.	Article XXI	Duration of Agreement
20.	MOU	Sick Day Incentive Bonus
21.	MOU	Sick Leave – Buy Back Program
22.	MOU	Summer Guidance Program

* Denotes a Housekeeping change to the LMA, such as correcting terminology or grammar.

These Tentative Agreements will be incorporated into the successor LMA following ratification by the System and Union.

The Articles and Sections of the new agreement shall be renumbered as appropriate, and may not reflect the numbering included in the Tentative Agreements.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: June 1, 2024

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 6/1/26

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- | | | |
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| 4. | Article IV, Section 5c | Disciplinary Process Timeline |
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Date: 6/1/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**PURPOSE AND SCOPE OF AGREEMENT
HOUSEKEEPING
ARTICLE I, SECTION 5**

April 15, 2026

In Article I, Section 5, the following paragraphs will be deleted:

To ensure that the entire community is made aware of and offered the opportunity to help support Catholic schools, the System shall continue the existence of the present Alternative Funding Committee for the life of the contract. The purpose of the Committee shall be to continue exploring the means necessary to acquire this support. The actions of this Committee shall not be subject to the provisions of Article XIV.

The Committee shall meet at least one (1) time during each school year and shall select its own chairperson.

The Association's representative will forward to the Association any minutes or reports from the Alternative Funding Committee.

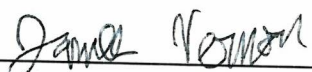
ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 4/15/26

ASSOCIATION OF CATHOLIC TEACHERS,
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James Vernon, President

Date: 4/15/26

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**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

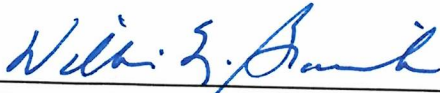
TENTATIVE AGREEMENT¹

**PURPOSE AND SCOPE OF AGREEMENT
HOUSEKEEPING
ARTICLE I, SECTION 6**

April 15, 2026

In Article I, Section 6, update the name of the Secretary for Clergy to "The Vicar for Clergy."

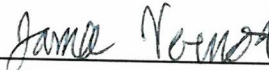
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TENTATIVE AGREEMENT¹

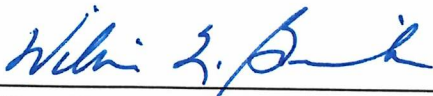
**UNION REPRESENTATION
HOUSEKEEPING
ARTICLE III, SECTION 9**

April 15, 2026

In Article III, Section 9, references to 22 Pa. Code Section 235.10 will be amended to reference 22 PA Code Chapter 235.1-235.5c. The third paragraph of Article III, Section 9 shall read as follows:

Notwithstanding the above paragraphs, materials shall remain in the teacher's file in perpetuity, and may be used for disciplinary action at any time, when such materials concern misconduct involving students in which disciplinary action has been taken or suspension has occurred. "Misconduct involving students" shall be defined by or as (i) current prohibitions set forth in 22 PA Code Chapter 235.1-235.5c, (ii) a violation of the Standards of Ministerial Behavior and Boundaries, and/or (iii) Archdiocesan Acceptable Use Policies as they relate to students.

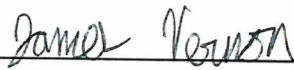
ARCHDIOCESE OF PHILADELPHIA,
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Date: 4/15/26

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**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
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TENTATIVE AGREEMENT¹

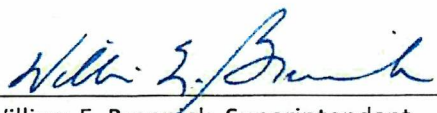
**TENURE – DISCIPLINARY TIMELINE
ARTICLE IV, SECTION 5C**

April 27, 2026

Replace Article IV, Section 5c, with the following:

Discharge, when based upon incompetency, continuous neglect of duty or repeated failure to abide by or observe applicable System and/or school policies and procedures as defined in Article IV, Section 5, shall be preceded by three (3) written warnings over at least a ninety (90) day period. After a second written warning but before a third written warning, the Association of Catholic Teachers will be given the opportunity (within five (5) school days of the second written warning) to have the sitting President or his/her representative along with an outside representative from the Office of Catholic Education speak with the teacher to ensure they understand the seriousness of the situation and the consequences of further disciplinary action. Upon dismissal, the teacher shall be presented with a written statement of the reasons for such action.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 4/30/26

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: Apr 30, 2026

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EXHIBIT M
RECORD OF DISCIPLINARY MEETING

Teacher: _____

School: _____

Date of first written disciplinary warning: _____

Date of second written disciplinary warning: _____

Date of meeting regarding disciplinary status: _____

(Printed name of ACT Representative)

(Printed name of OCE Representative)

(Signature of ACT Representative)

(Signature of OCE Representative)

(Date)

(Date)

ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776

TENTATIVE AGREEMENT¹

MEMORANDUM OF UNDERSTANDING
FOR TRANSITION OF DEPARTMENT HEADS' ROLE AS EVALUATORS TO ROLE AS
INSTRUCTIONAL COACHES

June 1, 2026

The following Memorandum of Understanding (MOU) is intended to provide for the transition of Department Heads as evaluators to instructional coaches. Article IV, Section 9, will be modified to reflect the changes in this MOU. Administrators will continue to follow Article IV, Section 9 evaluation protocols.

Guiding Principles: Instructional Coaching

Instructional Growth Over Compliance. The focus will shift from formal evaluation to continuous, evidence-based professional growth.

Coaching as a Non-Evaluative Practice. Instructional coaching fosters trust, risk-taking, and professional dialogue.

Capacity Building. In the spirit of collaboration, Department Heads will be trained to support teachers through coaching cycles, modeling, and targeted feedback.

Clarity of Roles. Administrators will retain responsibility for evaluation; with the goal that Department Heads will serve as coaches by the conclusion of the transition.

Alignment and Accountability. Instructional coaching will be supported through a structured framework that will be mutually developed by the parties during Academic Year 2026-2027, reflective of the domains under the *Danielson Framework for Teaching*.

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Transition from Evaluation to Instructional Coaching

• 2026-2027

- Department Heads will evaluate teachers in their department(s) consistent with the provisions of Article IV, Section 9, for tenured and non-tenured teachers.
- Department Heads will continue to serve as an instructional coach with the teachers in their department(s) per established policies and guidelines.
- Newly appointed Department Heads (as well as any Department Head who missed the introductory training) will participate in introductory instructional coaching training.
- Department Heads appointed prior to 2026 will participate in a refresher instructional coaching session, which will include information and practice in growth-based feedback strategies.

• 2027-2028

- Department Heads will evaluate the non-tenured teachers in their department(s) consistent with the provisions of Article IV, Section 9. (Policy 113 will be revised to reflect change in evaluation of non-tenured teachers only).
- Department Heads will serve as an instructional coach with the teachers in their department(s) using the new structural framework developed in the 2026-2027 year, per the established policies and guidelines.
- Newly appointed Department Heads for the 2027-2028 academic year (as well as any Department Head who missed the introductory training) will participate in introductory instructional coaching training.
- Department Heads appointed prior to 2027 will participate in instructional coaching training to develop additional advanced skills, practice, and knowledge to support and mentor department members in improving their instructional practices.

• 2028-2029 and Ongoing

- Department Heads will continue serving as an instructional coach with the teachers in their department(s) using the new structural framework developed in the 2026-2027 year, per the established policies and guidelines.

- Department Heads will no longer evaluate the tenured or non-tenured teachers in their department(s). (Policy 113 will be revised to reflect change of Department Head role from provisions of Policy 113 to provisions of Policy 111A).
- Newly appointed Department Heads for the 2028-2029 academic year will participate in introductory instructional coaching training. In the second year of their appointment, they will participate in instructional coaching training to develop additional advanced skills, practice, and knowledge to support and mentor department members in improving their instructional practices.

Documentation of Instructional Coaching

1. Structured Framework for Coaching

During Academic Year 2026-2027, the parties will mutually develop an instructional coaching partnership summary, which is intended to be used as a professional growth and development tool. The summary will be Exhibit A to this MOU.

The Department Head will complete and provide the summary to the teacher. The teacher may elect to provide the summary to the Administrator conducting the teacher's evaluation as part of the evaluation post-conference. In this case, the summary will be uploaded to Perform with the teacher's evaluation. Unless so provided by the teacher, the summary will remain between the teacher and Department Head.

The summary shall not serve as a formal evaluation instrument and shall not replace or duplicate the Administrator's evaluation responsibilities.

Information contained within the summary may be referenced to demonstrate patterns of instruction, professional reflection, and alignment with school-wide instructional goals, as observed through the coaching process.

2. Coaching Log

Department Chairs will complete a coaching log in the form of Exhibit B that reflects the fact that (a) they engaged in the coaching process with the teacher; (b) the dates of coaching conversations and observations, including at a minimum each quarter a pre-observation coaching conversation, the observation itself, and the post-observation coaching conversation; and (c) the dates on which the summary or summaries have been provided to the teacher. The Department Head will submit the coaching log to the APAA at the end of each semester.

3. Refusal to Engage in Coaching

By policy, teachers are expected to participate in instructional coaching. If a teacher refuses or resists such participation, the Department Head shall document this fact in Exhibit C. The Department Head will submit this completed form to the APAA.

Teams from OCE and ACT will meet to develop Exhibits A, B, and C, at regular intervals.

Evaluation of Transition

At the conclusion of the 2028–2029 school year, the Association and the System agree to jointly review the results of the transition to determine whether to adopt the program in its current state or modify it to address all concerns presented by both parties.

In the event the parties are unable to agree whether to adopt the program or in what form to adopt the program, the parties agree that they will revert to the status quo regarding evaluation and instructional coaching, as it existed at the time this MOU was created.

This MOU is part of the Labor-Management Agreement and carries the full weight of the contract. Therefore, in accordance with Article XXI of the Labor-Management Agreement, “Any modification of this Agreement can be made only by mutual written agreement between the System and the Association.”

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: June 1, 2026

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 6/1/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**TENURE
HOUSEKEEPING
ARTICLE IV, SECTION 9**

April 15, 2026

In Article IV, Section 9, the following language in the third paragraph shall be deleted:
"Effective with the 2023-2024 school year."

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

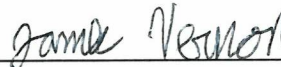


William E. Brannick, Superintendent
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Date:

4/15/26

ASSOCIATION OF CATHOLIC TEACHERS,
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James Vernon, President

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**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
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TENTATIVE AGREEMENT¹

**BOARDS AND COMMITTEES – EVALUATION ADVISORY COMMITTEE
HOUSEKEEPING
ARTICLE IV, SECTION 9b
ARTICLE XV, SECTION 6**

May 18, 2026

Delete the entirety of what is currently Article IV, Section 9b from the LMA.

Delete the entirety of what is currently Article XV, Section 6 from the LMA.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education



James Vernon, President

Date:

5/18/2026

05/17/2026

Date:

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ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
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TENTATIVE AGREEMENT¹

SICK LEAVE – DOCTOR’S NOTE
ARTICLE VI, SECTION 1G

June 1, 2026

Modify Article VI, Section 1g as follows:

If a teacher is absent four (4) five (5) or more consecutive school days, a doctor’s note must accompany the Teacher Absence Form (Exhibit B) as defined in Section 6 below.

If a teacher requests the use of sick days for his/her own illness or accident for a time period of fifteen (15) school days or more, the teacher must have his/her medical provider complete the System’s medical form regarding the absence from work.

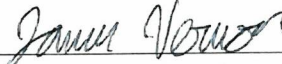
Continued medical verification of the need to be absent from work must be submitted on a quarterly basis using the System’s medical form.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM


William E. Brannick, Superintendent
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TENTATIVE AGREEMENT¹

**TRANSFER POLICY
HOUSEKEEPING
ARTICLE VII, SECTIONS 2a, 2c**

May 18, 2026

In Article VII, Section 2a, the paragraph shall be amended to read as follows:

Applications for permanent transfer, temporary transfer or teacher swap must be made in writing to the System by March 15 of any school year. Such applications shall include preferred school(s) and subject area(s). Requests submitted after this date will also be given consideration, if possible, but no transfer shall be made after July 25, unless July 25 falls on a Saturday or Sunday, in which case the deadline will be extended to the following Monday. Any transfers made after the deadline will be done at the option of the System.

In Article VII, Section 2c, the paragraph shall be amended to read as follows:

A list of applicants for transfer, including a designation of the school(s) and subject area(s) requested, shall be supplied to the Association by April 22 of any school year.

ARCHDIOCESE OF PHILADELPHIA,
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William E. Brannick, Superintendent
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**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
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TENTATIVE AGREEMENT¹

**TEACHER ASSIGNMENTS
HOUSEKEEPING
ARTICLE VIII, SECTION 4b**

April 15, 2026

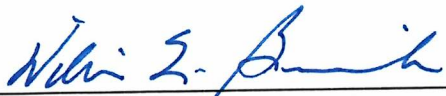
In Article VIII, Section 4b, the following paragraphs shall be deleted:

The six (6) semester requirement was extended by one (1) year during any school year in which there were COVID related issues.

Therefore, any teacher hired provisionally for the 2019-2020 school year has until August 31, 2024 to acquire competency in order for the provisional status to be removed. Any teacher hired provisionally for the 2020-2021 school year has until August 31, 2025 to acquire competency in order for the provisional status to be removed. Any teacher hired provisionally for the 2021-2022 school year has until August 31, 2026 to acquire competency in order for the provisional status to be removed.

Beginning with the 2022-2023 school year, a provisional teacher has six (6) semesters in which to acquire competency in his/her provisional area.

ARCHDIOCESE OF PHILADELPHIA,
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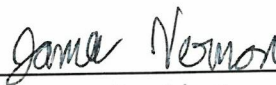


William E. Brannick, Superintendent
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Date: _____

4/15/26

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TENTATIVE AGREEMENT

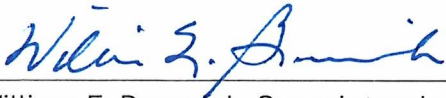
**CLASS SIZE
ARTICLE VIII, SECTION 7**

June 1, 2026

Modify Article VIII, Section 7, second paragraph, as follows:

Effective for the 2028-29 School Year, the maximum class size in major subject areas will be thirty-one (30~~1~~) with a corridor of three (3). The total teaching load will be one hundred sixty-five (165) ~~seventy (170)~~.

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AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776

TENTATIVE AGREEMENT¹

DUTIES AND ACTIVITIES – 15 MINUTES
ARTICLE IX, SECTION 2

May 18, 2026

Replace Article IX, Section 2, with the following:

Except in emergency situations, the school day shall not exceed seven (7) hours. Every teacher shall be present from the start of the school day until the end of the teacher's school day.

Except in emergency situations, the school day shall not exceed seven (7) hours. In order to provide supervision and a safe environment, every teacher shall be present: (i) fifteen (15) minutes prior to the homeroom or the first period bell of the start of the school day, or (ii) until fifteen (15) minutes after the last bell of the school day. These fifteen (15) minutes shall be a part of the seven (7) hours. Teachers assigned to the morning period will stay until the last bell of the school day.

As part of the Preference Form (for 2027-2028), teachers will identify their preference to be present fifteen (15) minutes before or after the school day.² Teachers who do not submit a preference will be assigned to before or after the school day.

There shall be no less than 40% of the teaching faculty assigned to be available both before and after the school day. In determining whether assigned to the morning or afternoon, the following factors will be taken into account:

- Teacher preferences based on seniority;

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

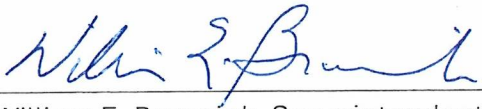
² For the 2026-2027 school year, teachers submit their preferences on or before August 1, 2026.

- Serious conflicting outside obligations, which will be addressed in consultation with the Local Delegate; and
- An appropriate balance of coverage across the physical plant of the school based on where each teacher starts their day in the case of morning coverage or finishes their day in the case of afternoon coverage.

Given these factors, assignment based on preference and seniority cannot be guaranteed.

Nothing in this section shall relieve teachers of their obligations to attend meetings after school under Article IX, Section 7.

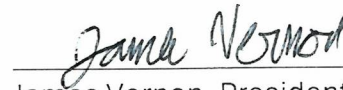
ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 5/18/2026

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 5/18/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**DUTIES AND ACTIVITIES – ON-LINE COURSE MANAGEMENT
ARTICLE IX, SECTION 3**

April 15, 2026

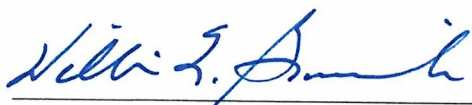
Replace Article IX, Section 3, 2nd paragraph, with the following:

Teachers are required to update the on-line course management information for assignments, major and minor assessments, and rubric based performance assessments, as follows:

- All homework, classwork and quizzes should be graded, entered and synched into the on-line course management programs within five (5) school days of their due date.
- All major and minor assessments, and rubric based performance assessments including but not limited to tests, labs, projects and essays should be graded, entered and synched into the on-line course management programs within ten (10) school days of their due dates.

The dates for transmission of quarter/semester grades are designated on the monthly calendar. All teachers are encouraged to use the additional functions of the official on-line course management programs.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: _____

4/15/26

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: _____

4/15/26

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**DUTIES AND ACTIVITIES
HOUSEKEEPING
ARTICLE IX, SECTION 10b**

April 15, 2026

In Article IX, Section 10b, the second paragraph will be modified as follows:

It is the policy of the System to provide adequate supervision of study halls and cafeteria ensuring that a reasonable number of staff are assigned with particular attention to periods where classes are added. The number of students per teacher in a study period or cafeteria are, under usual circumstances:

Study Period-	90 to 1
Cafeteria-	155 to 1

And the following language will be deleted:

Beginning with the 2025-2026 school year, the Cafeteria ratio will be reduced from 160 to 1 to 155 to 1.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 4/15/26

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 4/15/26

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776

TENTATIVE AGREEMENT¹

COMPENSATION – STIPENDS
ARTICLES X, XII

April 27, 2026

COMPENSATION: [Red font = new/revised language]

ARTICLE X: EXTRACURRICULAR ACTIVITIES

Replace Section 4 with the following:

Section 4: Lay teachers serving in the following positions:

Moderator of Dramatics
Moderator of Yearbook
Moderator of Forensics
Moderator of Newspaper
Moderator of Student Council
Moderator of National Honor Society
Moderator of Community Service Corps

shall receive a minimum of

Schools with enrollment less than 700 Schools with enrollment of 700 or more

September 2026 \$2,925
September 2027 \$2,975
September 2028 \$3,025

September 2026 \$3,125
September 2027 \$3,175
September 2028 \$3,225

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

ARTICLE XII: SALARIES
[STILL UNDER DISCUSSION]

Replace Section 4 with the following:

Effective September 1, 2026, department heads with two (2) full-time members who were appointed no later than the end of the 2022-2023 school year shall receive \$3,525 beyond the Salary Scale until the end of their term as defined in their appointment letter. Thereafter, these department heads will receive \$1,800 beyond the Salary Scale.

Effective September 1, 2026, Guidance Directors and department heads of three (3) or more full-time members shall receive \$3,590 beyond the Salary Scale.

Effective September 1, 2027, Guidance Directors and department heads of three (3) or more full-time members shall receive \$3,655 beyond the Salary Scale.

Effective September 1, 2028, Guidance Directors and department heads of three (3) or more full-time members shall receive \$3,720 beyond the Salary Scale.

Replace Section 5 with the following:

Effective September 1, 2026, TV Directors shall receive \$2,315 beyond the Salary Scale.

Effective September 1, 2027, TV Directors shall receive \$2,355 beyond the Salary Scale.

Effective September 1, 2028, TV Directors shall receive \$2,395 beyond the Salary Scale.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: 4/30/26



James Vernon, President

Date: 4/30/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT

COMPENSATION – ARTICLE XII, SECTIONS 1, 1a

June 1, 2026

COMPENSATION: [Red font = new/revised language]

ARTICLE XII: SALARIES

1. Effective with the first pay of the 2026-2027 school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Effective with the first pay of the 2027-2028 school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Effective with the first pay of the 2028-2029 school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Year	Amount
2026-27	\$2,025
2027-28	\$2,100
2028-29	\$2,200

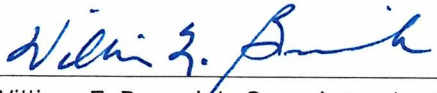
[NOTE: The above equates to 3.50% per year.]

- 1a. Starting salary under the Basic Scale Level I for full-time lay teachers shall be as follows:

September 2026	\$47,625
September 2027	\$48,925
September 2028	\$50,325

[Note: Since there is currently only one teacher above step 43 on the salary scales, we are only showing the scales up to Step 44. Over the term of the agreement, the maximum step will gradually expand, reaching Step 46 by the conclusion of the 2028–2029 school year. For the lone member who exceeds the proposed steps, their increase will follow the agreed-upon annual rate increase for members.]

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: June 1, 2026

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 6/1/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT

COMPENSATION – ARTICLE XII, SECTIONS 1, 1a

June 1, 2026

COMPENSATION: [Red font = new/revised language]

ARTICLE XII: SALARIES

1. Effective with the first pay of the **2026-2027** school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Effective with the first pay of the **2027-2028** school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Effective with the first pay of the **2028-2029** school year, teachers shall be paid in accordance with the agreed-upon salary schedules (Appendix A).

Year	Amount
2026-27	\$2,025
2027-28	\$2,100
2028-29	\$2,200

[NOTE: The above equates to 3.50% per year.]

- 1a. Starting salary under the Basic Scale Level I for full-time lay teachers shall be as follows:

September 2026	\$47,625
September 2027	\$48,925
September 2028	\$50,325

[Note: Since there is currently only one teacher above step 43 on the salary scales, we are only showing the scales up to Step 44. Over the term of the agreement, the maximum step will gradually expand, reaching Step 46 by the conclusion of the 2028–2029 school year. For the lone member who exceeds the proposed steps, their increase will follow the agreed-upon annual rate increase for members.]

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: _____

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776

James Vernon, President

Date: _____

Diocesan High Schools
Salary Scale
 Bachelors' Degree

OCE Proposal
 June 1, 2026

Salary Scales Read Across
 Follow Arrows

2025-26 Scale		2026-27 Scale		2027-28 Scale		2028-29 Scale	
Step	Amount	Step	Amount	Step	Amount	Step	Amount
				New Hires ▶		New Hires ▶	
				New Hires ▶		1	50.325
New Hires ▶		New Hires ▶		1	48.925	2	51.125
1▶	46.400	2▶	48.425	3▶	50.525	4▶	52.725
2	47.200	3	49.225	4	51.325	5	53.525
3	48.000	4	50.025	5	52.125	6	54.325
4	48.800	5	50.825	6	52.925	7	55.125
5▶	49.600	6▶	51.625	7▶	53.725	8▶	55.925
6	50.400	7	52.425	8	54.525	9	56.725
7	51.200	8	53.225	9	55.325	10	57.525
8	52.200	9	54.225	10	56.325	11	58.525
9	53.200	10	55.225	11	57.325	12	59.525
10▶	54.125	11▶	56.150	12▶	58.250	13▶	60.450
11	55.075	12	57.100	13	59.200	14	61.400
12	56.050	13	58.075	14	60.175	15	62.375
13	56.925	14	58.950	15	61.050	16	63.250
14	57.800	15	59.825	16	61.925	17	64.125
15▶	58.675	16▶	60.700	17▶	62.800	18▶	65.000
16	59.550	17	61.575	18	63.675	19	65.875
17	60.425	18	62.450	19	64.550	20	66.750
18	61.300	19	63.325	20	65.425	21	67.625
19	62.175	20	64.200	21	66.300	22	68.500
20▶	63.050	21▶	65.075	22▶	67.175	23▶	69.375
21	63.925	22	65.950	23	68.050	24	70.250
22	64.800	23	66.825	24	68.925	25	71.125
23	65.675	24	67.700	25	69.800	26	72.000
24	66.550	25	68.575	26	70.675	27	72.875
25▶	67.245	26▶	69.270	27▶	71.370	28▶	73.570
26	67.910	27	69.935	28	72.035	29	74.235
27	68.595	28	70.620	29	72.720	30	74.920
28	69.230	29	71.255	30	73.355	31	75.555
29	70.025	30	72.050	31	74.150	32	76.350
30▶	70.900	31▶	72.925	32▶	75.025	33▶	77.225
31	71.775	32	73.800	33	75.900	34	78.100
32	72.650	33	74.675	34	76.775	35	78.975
33	73.525	34	75.550	35	77.650	36	79.850
34	74.400	35	76.425	36	78.525	37	80.725
35▶	75.275	36▶	77.300	37▶	79.400	38▶	81.600
36	76.250	37	78.275	38	80.375	39	82.575
37	77.145	38	79.170	39	81.270	40	83.470
38	78.020	39	80.045	40	82.145	41	84.345
39	79.335	40	81.360	41	83.460	42	85.660
40▶	80.720	41▶	82.745	42▶	84.845	43▶	87.045
41	82.115	42	84.140	43	86.240	44	88.440
42	83.480	43	85.505	44	87.605	45	89.805
43	84.755	44	86.780	45	88.880	46	91.080

Diocesan High Schools
Salary Scale
 Bachelors' Degree Plus
 June 1, 2026

Salary Scales Read Across
 Follow Arrows

2025-26 Scale		2026-27 Scale		2027-28 Scale		2028-29 Scale	
Step	Amount	Step	Amount	Step	Amount	Step	Amount
				New Hires ►		New Hires ►	
				New Hires ►		1	50.525
New Hires ►		New Hires ►		1	49.125	2	51.325
1►	46.600	2►	47.825	2	49.925	3	52.125
2	47.400	3	48.625	3►	50.725	4►	52.925
3	48.200	4	49.425	4	51.525	5	53.725
4	49.000	5	50.225	5	52.325	6	54.525
5►	49.800	6►	51.025	6	53.125	7	55.325
6	50.600	7	51.825	7►	53.925	8►	56.125
7	51.400	8	52.625	8	54.725	9	56.925
8	52.400	9	53.425	9	55.525	10	57.725
9	53.400	10	54.425	10	56.525	11	58.725
10►	54.330	11►	55.425	11	57.525	12	59.725
11	55.280	12	56.355	12►	58.455	13►	60.655
12	56.250	13	57.305	13	59.405	14	61.605
13	57.130	14	58.275	14	60.375	15	62.575
14	58.000	15	59.155	15	61.255	16	63.455
15►	58.880	16►	60.025	16	62.125	17	64.325
16	59.750	17	60.905	17►	63.005	18►	65.205
17	60.630	18	61.775	18	63.875	19	66.075
18	61.500	19	62.655	19	64.755	20	66.955
19	62.380	20	63.525	20	65.625	21	67.825
20►	63.250	21►	64.405	21	66.505	22	68.705
21	64.130	22	65.275	22►	67.375	23►	69.575
22	65.000	23	66.155	23	68.255	24	70.455
23	65.880	24	67.025	24	69.125	25	71.325
24	66.750	25	67.905	25	70.005	26	72.205
25►	67.450	26►	68.775	26	70.875	27	73.075
26	68.110	27	69.475	27►	71.575	28►	73.775
27	68.800	28	69.475	28	72.235	29	74.435
28	69.430	29	70.135	29	72.925	30	75.125
29	70.230	30	70.825	30	73.555	31	75.755
30►	71.100	31►	71.455	31	74.355	32	76.555
31	71.980	32	72.255	32►	75.225	33►	77.425
32	72.850	33	73.125	33	76.105	34	78.305
33	73.730	34	74.005	34	76.975	35	79.175
34	74.600	35	74.875	35	77.855	36	80.055
35►	75.480	36►	75.755	36	78.725	37	80.925
36	76.480	37	76.625	37►	79.605	38►	81.805
37	77.400	38	77.505	38	80.605	39	82.805
38	78.300	39	78.505	39	81.525	40	83.725
39	79.600	40	79.425	40	82.425	41	84.625
40►	81.010	41►	80.325	41	83.725	42	85.925
41	82.420	42	81.625	42►	85.135	43►	87.335
42	83.800	43	83.035	43	86.545	44	88.745
43	85.080	44	84.445	44	87.925	45	90.125
		45	85.825	45	89.205	46	91.405
		46	87.105				

Diocesan High Schools
Salary Scale
Masters Degree

OCE Proposal
June 1, 2026

Salary Scales Read Across
Follow Arrows

2025-26 Scale		2026-27 Scale		2027-28 Scale		2028-29 Scale	
Step	Amount	Step	Amount	Step	Amount	Step	Amount
						New Hires ►	
				New Hires ►		1	50.825
		New Hires ►		1	49.425	2	51.625
New Hires ►		1	48.125	2	50.225	3	52.425
1►	46.900	2►	48.925	3►	51.025	4►	53.225
2	47.700	3	49.725	4	51.825	5	54.025
3	48.500	4	50.525	5	52.625	6	54.825
4	49.300	5	51.325	6	53.425	7	55.625
5►	50.100	6►	52.125	7►	54.225	8►	56.425
6	50.900	7	52.925	8	55.025	9	57.225
7	51.700	8	53.725	9	55.825	10	58.025
8	52.700	9	54.725	10	56.825	11	59.025
9	53.700	10	55.725	11	57.825	12	60.025
10►	54.630	11►	56.655	12►	58.755	13►	60.955
11	55.580	12	57.605	13	59.705	14	61.905
12	56.550	13	58.575	14	60.675	15	62.875
13	57.430	14	59.455	15	61.555	16	63.755
14	58.300	15	60.325	16	62.425	17	64.625
15►	59.180	16►	61.205	17►	63.305	18►	65.505
16	60.050	17	62.075	18	64.175	19	66.375
17	60.930	18	62.955	19	65.055	20	67.255
18	61.800	19	63.825	20	65.925	21	68.125
19	62.680	20	64.705	21	66.805	22	69.005
20►	63.550	21►	65.575	22►	67.675	23►	69.875
21	64.430	22	66.455	23	68.555	24	70.755
22	65.300	23	67.325	24	69.425	25	71.625
23	66.180	24	68.205	25	70.305	26	72.505
24	67.050	25	69.075	26	71.175	27	73.375
25►	67.750	26►	69.775	27►	71.875	28►	74.075
26	68.410	27	70.435	28	72.535	29	74.735
27	69.100	28	71.125	29	73.225	30	75.425
28	69.730	29	71.755	30	73.855	31	76.055
29	70.530	30	72.555	31	74.655	32	76.855
30►	71.400	31►	73.425	32►	75.525	33►	77.725
31	72.280	32	74.305	33	76.405	34	78.605
32	73.150	33	75.175	34	77.275	35	79.475
33	74.030	34	76.055	35	78.155	36	80.355
34	74.900	35	76.925	36	79.025	37	81.225
35►	75.820	36►	77.845	37►	79.945	38►	82.145
36	76.830	37	78.855	38	80.955	39	83.155
37	77.780	38	79.805	39	81.905	40	84.105
38	78.710	39	80.735	40	82.835	41	85.035
39	80.010	40	82.035	41	84.135	42	86.335
40►	81.460	41►	83.485	42►	85.585	43►	87.785
41	82.860	42	84.885	43	86.985	44	89.185
42	84.280	43	86.305	44	88.405	45	90.605
43	85.560	44	87.585	45	89.685	46	91.885

Diocesan High Schools
Salary Scale
Double Masters Degree

OCE Proposal
June 1, 2026

Salary Scales Read Across
Follow Arrows

2025-26 Scale		2026-27 Scale		2027-28 Scale		2028-29 Scale	
Step	Amount	Step	Amount	Step	Amount	Step	Amount
						New Hires ▶	
				New Hires ▶		1	51.125
		New Hires ▶		1	49.725	2	51.925
New Hires ▶		1	48.425	2	50.525	3	52.725
1▶	47.200	2▶	49.225	3▶	51.325	4▶	53.525
2	48.000	3	50.025	4	52.125	5	54.325
3	48.800	4	50.825	5	52.925	6	55.125
4	49.600	5	51.625	6	53.725	7	55.925
5▶	50.400	6▶	52.425	7▶	54.525	8▶	56.725
6	51.200	7	53.225	8	55.325	9	57.525
7	52.000	8	54.025	9	56.125	10	58.325
8	53.000	9	55.025	10	57.125	11	59.325
9	54.000	10	56.025	11	58.125	12	60.325
10▶	54.925	11▶	56.950	12▶	59.050	13▶	61.250
11	55.875	12	57.900	13	60.000	14	62.200
12	56.850	13	58.875	14	60.975	15	63.175
13	57.725	14	59.750	15	61.850	16	64.050
14	58.600	15	60.625	16	62.725	17	64.925
15▶	59.475	16▶	61.500	17▶	63.600	18▶	65.800
16	60.350	17	62.375	18	64.475	19	66.675
17	61.225	18	63.250	19	65.350	20	67.550
18	62.100	19	64.125	20	66.225	21	68.425
19	62.975	20	65.000	21	67.100	22	69.300
20▶	63.850	21▶	65.875	22▶	67.975	23▶	70.175
21	64.725	22	66.750	23	68.850	24	71.050
22	65.600	23	67.625	24	69.725	25	71.925
23	66.475	24	68.500	25	70.600	26	72.800
24	67.350	25	69.375	26	71.475	27	73.675
25▶	68.045	26▶	70.070	27▶	72.170	28▶	74.370
26	68.710	27	70.735	28	72.835	29	75.035
27	69.395	28	71.420	29	73.520	30	75.720
28	70.030	29	72.055	30	74.155	31	76.355
29	70.825	30	72.850	31	74.950	32	77.150
30▶	71.700	31▶	73.725	32▶	75.825	33▶	78.025
31	72.575	32	74.600	33	76.700	34	78.900
32	73.450	33	75.475	34	77.575	35	79.775
33	74.325	34	76.350	35	78.450	36	80.650
34	75.200	35	77.225	36	79.325	37	81.525
35▶	76.135	36▶	78.160	37▶	80.260	38▶	82.460
36	77.180	37	79.205	38	81.305	39	83.505
37	78.075	38	80.100	39	82.200	40	84.400
38	78.950	39	80.975	40	83.075	41	85.275
39	80.235	40	82.260	41	84.360	42	86.560
40▶	81.650	41▶	83.675	42▶	85.775	43▶	87.975
41	83.045	42	85.070	43	87.170	44	89.370
42	84.410	43	86.435	44	88.535	45	90.735
43	85.685	44	87.710	45	89.810	46	92.010

Diocesan High Schools
Salary Scale
 Doctorate Degree

OCE Proposal
 June 1, 2026

Salary Scales Read Across
 Follow Arrows

2025-26 Scale		2026-27 Scale		2027-28 Scale		2028-29 Scale	
Step	Amount	Step	Amount	Step	Amount	Step	Amount
						New Hires ▶	
				New Hires ▶		1	51.325
		New Hires ▶		1	49.925	2	52.125
New Hires ▶		1	48.625	2	50.725	3	52.925
1▶	47.400	2▶	49.425	3▶	51.525	4▶	53.725
2	48.200	3	50.225	4	52.325	5	54.525
3	49.000	4	51.025	5	53.125	6	55.325
4	49.800	5	51.825	6	53.925	7	56.125
5▶	50.600	6▶	52.625	7▶	54.725	8▶	56.925
6	51.400	7	53.425	8	55.525	9	57.725
7	52.200	8	54.225	9	56.325	10	58.525
8	53.200	9	55.225	10	57.325	11	59.525
9	54.200	10	56.225	11	58.325	12	60.525
10▶	55.130	11▶	57.155	12▶	59.255	13▶	61.455
11	56.080	12	58.105	13	60.205	14	62.405
12	57.050	13	59.075	14	61.175	15	63.375
13	57.930	14	59.955	15	62.055	16	64.255
14	58.800	15	60.825	16	62.925	17	65.125
15▶	59.680	16▶	61.705	17▶	63.805	18▶	66.005
16	60.550	17	62.575	18	64.675	19	66.875
17	61.430	18	63.455	19	65.555	20	67.755
18	62.300	19	64.325	20	66.425	21	68.625
19	63.180	20	65.205	21	67.305	22	69.505
20▶	64.050	21▶	66.075	22▶	68.175	23▶	70.375
21	64.930	22	66.955	23	69.055	24	71.255
22	65.800	23	67.825	24	69.925	25	72.125
23	66.680	24	68.705	25	70.805	26	73.005
24	67.550	25	69.575	26	71.675	27	73.875
25▶	68.250	26▶	70.275	27▶	72.375	28▶	74.575
26	68.910	27	70.935	28	73.035	29	75.235
27	69.600	28	71.625	29	73.725	30	75.925
28	70.230	29	72.255	30	74.355	31	76.555
29	71.030	30	73.055	31	75.155	32	77.355
30▶	71.900	31▶	73.925	32▶	76.025	33▶	78.225
31	72.780	32	74.805	33	76.905	34	79.105
32	73.650	33	75.675	34	77.775	35	79.975
33	74.530	34	76.555	35	78.655	36	80.855
34	75.400	35	77.425	36	79.525	37	81.725
35▶	76.360	36▶	78.385	37▶	80.485	38▶	82.685
36	77.300	37	79.325	38	81.425	39	83.625
37	78.280	38	80.305	39	82.405	40	84.605
38	79.260	39	81.285	40	83.385	41	85.585
39	80.610	40	82.635	41	84.735	42	86.935
40▶	82.050	41▶	84.075	42▶	86.175	43▶	88.375
41	83.490	42	85.515	43	87.615	44	89.815
42	84.920	43	86.945	44	89.045	45	91.245
43	86.200	44	88.225	45	90.325	46	92.525

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT

HEALTH CARE BENEFITS – ARTICLE XIII, SECTIONS 1, 1a, 1b

MAY 18, 2026

Replace Article XIII, Section 1, 1a and 1b, with the following:

All full-time teachers will have the option of enrolling in the mutually agreed upon medical plans as modified below. The medical plans were self-insured effective November 1, 2014.

For the plan years from November 1, 2026, through October 31, 2029, the System shall offer Personal Choice and Keystone HMO health plan benefits as illustrated in Appendix B, which includes a \$100 per individual and \$200 per family deductible for the Personal Choice and Keystone HMO health plans.

A Personal Choice High-Deductible Health Plan (HDHP) will also be offered as outlined in Appendix B. The System shall pay \$500 individual/\$1,000 family toward the annual deductible of \$1,500 individual/\$3,000 family for any teacher who selects the HDHP. The annual deductible on the HDHP shall be adjusted, if necessary, to meet the IRS minimums for qualified high-deductible plans. If the annual deductible is increased, the System's contributions shall continue to be one-third (1/3) of the annual deductible for individuals and families.

These out-of-pocket maximums will include prescription costs and are as follows:

	In-Network	Out-of-Network
PC HMP	\$2,500 ind./\$5,000 family	\$4,000 ind./\$8,000 family
HDHP	\$2,500 ind./\$5,000 family \$6,450 ind./\$12,900 family	not applicable \$12,900 ind./\$25,800 family

The following scenarios relate to the medical plan designs for the November 2026 through October 2029 plan years, wherein the employee contributions will depend on the increase in the composite rate for the plan year beginning in November, as determined by the plan actuaries. Section 1a has the total employee contribution expected under each scenario.

The System shall provide the Association with a projected composite rate increase by March 31 prior to the November plan year. For any renewal year:

- If the projected composite rate increases by less than five percent (5%) for the November renewal: The employee contribution rates on a percentage basis will remain the same as the prior year.
- If the projected composite rate increases by five percent (5%), but less than ten percent (10%) for the November renewal: The employee contribution rates on a percentage basis will increase by one and a half percent (1.5%), added to the employee contribution rates in Article XIII, Section 1b. For example, if the rate is currently fifteen percent (15.0%), it will become sixteen and a half percent (16.5%).
- If the projected composite rate increases by ten percent (10%) or more: The employee contribution rates on a percentage basis will increase by one and a half percent (1.5%), added to the employee contribution rates in Article XIII, Section 1b, but the System will bear the differential cost over ten percent (10%).

In the event of any change in the manner in which the medical plans are administered, the coverage under the plans shall be equal to or better than the coverage agreed to for that plan year, unless changes are mandated by health care legislation.

The System reserves the right to directly contract with a pharmacy benefit manager to provide prescription plan benefits with the plan design agreed upon by the System and the Association.

The System and the Association will work together to promote wellness programs provided by the medical plan providers.

Health Care Legislation: If national or state health care legislation requires any change in health insurance and related provisions set forth in the Agreement, the Agreement shall be amended to conform with governing federal and state law.

- 1a. Where the participating member of the Medical Health Plan has a spouse who is employed and covered under another group insurance program, and where said spouse is also "head of household," then individual coverage only will be supplied to the participating member.
- 1b. All teachers enrolled in the mutually agreed-upon medical plans shall contribute toward the monthly premium cost.

Effective November 1, 2017, the teachers' medical contributions will be fifteen percent (15%) for the Personal Choice Plan, twelve percent (12%) for the Keystone Health Maintenance Organization Plan, and ten percent (10%) for the Personal Choice High-Deductible Health Plan. These rates are subject to increase as provided in this LMA.

Deductions for medical insurance cover the plan year beginning on November 1 and ending the following October 31. New permanent teachers will not be charged medical contributions for the months of September and October.

In addition, teachers who retire or leave the System will not be entitled to a refund of contributions which they have paid for the months of September and October.

Medical contributions will be deducted from November through June for those on a ten-month payroll and November through August for those on a twelve-month payroll.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 5/18/2026

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 5/18/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**EDUCATOR GRANTS
ARTICLE XIII, SECTION 7**

June 1, 2026

Replace Article XIII, Section 7 with the following:

In order to offer the opportunity for the improvement of professional competence, the System shall set aside a fund of \$65,000 each year to assist some of the lay teachers in their pursuit of an approved educational goal which shall be relevant to a teaching position in the System.

~~Fifty percent (50%) of the~~ The Archdiocese will reimburse teachers for tuition costs incurred by the teacher ~~will be reimbursed by the Archdiocese.~~ The maximum study grant per academic year per teacher shall be ~~\$2,000~~ \$2,500 each year for undergraduate level courses, ~~\$2,500~~ \$3,000 for graduate level courses taken toward a Master's Degree and ~~\$3,000~~ \$3,500 each year for courses taken toward a Doctoral Degree. Teachers may also apply to use this fund to be reimbursed for successfully passing the Praxis Series exams for their area of certification or to convert a Level I PA State Teaching Certificate to a Level II PA State Teaching Certificate. After one (1) year of satisfactory teaching with the System, a teacher will be eligible to receive this grant. Teachers must submit official transcripts and a copy of paid invoice in order to receive reimbursement. Teachers who have received a study grant for two (2) consecutive academic years may apply to receive it for the following academic year, which will be granted if there are remaining funds after addressing applications from teachers seeking it in their first two academic (2) years of study. ~~The~~ academic year consists of the Fall semester through the Summer II semester in your typical college year.

Regulations affecting this Section shall be subject to mutual agreement between the Association and the System.

Applications for a study grant shall be posted in all schools no later than September 15. Applications for a study grant shall be submitted ~~no later than October 15~~ on a rolling basis throughout the year, at least four weeks prior to the start of the semester in which the

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

teacher is seeking funding under the educator grant provisions. The teachers selected and the Association shall be so notified by November 1, within two weeks of receipt of the request.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: June 1, 2026

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 6/1/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**EDUCATOR GRANTS
ARTICLE XIII, SECTION 7**

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teacher is seeking funding under the educator grant provisions. The teachers selected and the Association shall be so notified ~~by November 1,~~ within two weeks of receipt of the request.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776

William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

James Vernon, President

Date: _____

Date: _____

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**DURATION OF AGREEMENT
ARTICLE XXI**

June 1, 2026

Replace this Article with the following:

This Agreement shall be effective for a period of three (3) years, commencing September 1, 2026 and extending through August 31, 2029.

Any modification of this Agreement can be made only by mutual written agreement between the System and the Association.

At any time subsequent to December 11, 2028, either party may give written notice of its intention to open negotiations for a new agreement.

The parties shall commence negotiations within thirty (30) calendar days thereafter or at a mutually agreed upon time.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives this ____ day of _____, 2026.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



William E. Branhick, Superintendent
of Secondary Schools and Schools of Special
Education



James Vernon, President

Date: June 1, 2026

Date: 6/1/26

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**DURATION OF AGREEMENT
ARTICLE XXI**

June 1, 2026

Replace this Article with the following:

This Agreement shall be effective for a period of three (3) years, commencing **September 1, 2026** and extending through **August 31, 2029**.

Any modification of this Agreement can be made only by mutual written agreement between the System and the Association.

At any time subsequent to **December 11, 2028**, either party may give written notice of its intention to open negotiations for a new agreement.

The parties shall commence negotiations within thirty (30) calendar days thereafter or at a mutually agreed upon time.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives this day of , 2026.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776

William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

James Vernon, President

Date: _____

Date: _____

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**SICK DAY INCENTIVE BONUS
MEMORANDUM OF UNDERSTANDING**

April 27, 2026

Pilot Program

The System proposes a Memorandum of Understanding to pilot this Sick Day Incentive Bonus Program for the duration of the three-year agreement, commencing on September 1, 2026, and ending on August 31, 2029. The pilot will operate for three years, sunsetting on August 31, 2029, at which time the program will be evaluated by the parties and continued if mutually agreed.

To recognize and reward bargaining unit members who maintain strong attendance while preserving their accumulated sick leave for future need, teachers be eligible for a Sick Day Incentive Bonus.

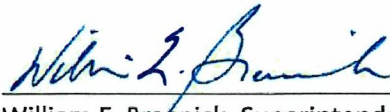
The bonus shall be payable to teachers who use zero (0) sick days during a quarter. Eligible teachers who earn the bonus shall receive payment within thirty (30) calendar days of the completion of each semester of either \$100 or \$200 in accordance with the following schedule:

First Quarter – Zero (0) Days Used:	\$100 Bonus
Second Quarter – Zero (0) Days Used:	\$100 Bonus
Third Quarter – Zero (0) Days Used:	\$100 Bonus
Fourth Quarter – Zero (0) Days Used:	\$100 Bonus

Qualified members are eligible to participate both in this Sick Day Incentive Bonus Program and the Sick Leave Buy-Back program.

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ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



William E. Brannick, Superintendent
of Secondary Schools and Schools of Special
Education

Date: 4/30/24

ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



James Vernon, President

Date: 4/30/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

TENTATIVE AGREEMENT¹

**SICK LEAVE BUY-BACK PROGRAM
MEMORANDUM OF UNDERSTANDING**

June 1, 2026

Pilot Program

The System proposes an MOA to pilot a Sick Leave Buy-Back Program for the duration of the three-year agreement, commencing on September 1, 2026, and ending on August 31, 2029. The pilot will operate for three years, sunseting on August 31, 2029, at which time the program will be evaluated by the parties and continued if mutually agreed.

Purpose

The Sick Day Pilot Buyback Program is intended to provide bargaining unit members with an opportunity to receive compensation at the end of the school year for redeeming a fixed number of sick leave days for the current year.

Eligibility and Participation

Bargaining unit members who have accumulated at least thirty (30) days of unused sick leave and who participate in the long-term disability program at the time of application shall be eligible to participate in the Sick Day Buy-back Program.

Participation in this program shall be voluntary and subject to the terms and conditions set forth herein.

Minimum Sick Leave Balance

Bargaining unit members participating in the program must maintain a minimum balance of thirty (30) sick days, including after the buy-back transaction is completed.

Bargaining unit members whose sick day balance would fall below this threshold at the time of payment of the buy-back shall not be eligible to participate for that school year.

¹ All Tentative Agreements are agreed to pending a full settlement of all outstanding issues between the parties and remain subject to modification until a full settlement is reached.

Maximum Number of Days Eligible for Buyback

Eligible bargaining unit members may elect to buy-back unused sick days under the following limits:

Days Sold	Payment Per Day	Total Payment
1 Day	\$50.00	\$50.00
2 Days	\$50.00	\$100.00
3 Days	\$50.00	\$150.00
4 Days	\$50.00	\$200.00
5 Days (Maximum)	\$50.00	\$250.00

Bargaining unit members may buy back no fewer than one (1) day and no more than five (5) days in any school year.

Unused days not sold back shall remain in the bargaining unit members' accumulated sick leave balance, subject to the applicable leave balance limits.

Compensation

Approved sick days shall be compensated at a rate of fifty dollars (\$50) per day. Payment shall be made within forty-five (45) days of the close of the school year. Buy-back payments are subject to applicable taxation and withholdings.

Application Procedure

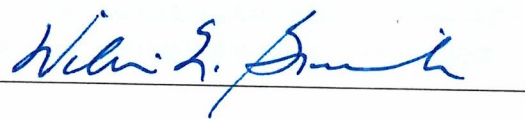
Bargaining unit members seeking to participate must submit the attached Sick Day Buy-Back Request Form to the Payroll Department in the Office of Catholic Education by the last day of the school year.

Failure to submit a request by the stated deadline shall result in the employee forfeiting participation in the program for that school year.

Program Administration

The Employer shall retain the authority to establish reasonable administrative procedures necessary to implement and manage the program.

ARCHDIOCESE OF PHILADELPHIA,
SECONDARY SCHOOL SYSTEM



ASSOCIATION OF CATHOLIC TEACHERS,
LOCAL 1776



William E. Brannick, Superintendent
of Secondary Schools and Schools of
Special Education

Date: June 1, 2026

James Vernon, President

Date: 6/1/26

**ARCHDIOCESE OF PHILADELPHIA, SECONDARY SCHOOL SYSTEM
AND THE ASSOCIATION OF CATHOLIC TEACHERS, LOCAL 1776**

MEMORANDUM OF UNDERSTANDING

GUIDANCE SUMMER PROGRAM

April 15, 2026

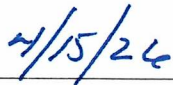
The System and the Association acknowledge the need for student support during the summer months. To address this need, there shall be a program for the term of this Agreement that is designed to address the particular needs of each School. The Program shall include the following elements:

1. By May 1 of each year, the Principal shall meet with the Director of Guidance to identify the needs of the School regarding summer guidance duties.
2. The prospective needs shall be reduced to writing and a projected number of hours to be worked during the summer, both in-person and virtual, shall be specified by the Memorial Day Holiday to allow for adequate planning.
3. The Director of Guidance may agree to work the full program of hours, a mutually agreed upon portion of hours of those hours, or none of those hours. The Principal retains the discretion to determine whether and how to complete tasks not assumed by the Director of Guidance.
4. Any Director of Guidance who opts to participate in the Guidance Summer Program will receive 1/190 of his/her annual compensation (based on the prior school year) for every seven (7) hours completed. The payments shall be made in two (2) installments, one (1) in the last pay of July and one (1) in the first pay of September based on hours worked.
5. The System and the Association will commit to the mutual promotion of this Program.
6. By October 1 of each school year, the System and the Association shall meet to assess the performance of the Program during the preceding summer.
7. This Program will be effective for the 2026-2027, 2027-2028, and 2028-2029 school years and will expire at the end of the Labor-Management Agreement on August 31, 2029.

Finally, this Memorandum of Understanding is part of the Labor-Management Agreement and carries the full weight of the contract. Therefore, in accordance with Article XXI of the Labor-Management Agreement, "Any modification of this Agreement can be made only by mutual written agreement between the System and the Association."



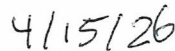
Secondary School System
Mr. William Brannick
Superintendent of Secondary Schools



Date



Association of Catholic Teachers
Mr. James Vernon
President



Date