



Mamaroneck UFSD Teachers' Association Negotiations 2026-2029

MEMORANDUM OF AGREEMENT, dated this 28th day of April, 2026 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MAMARONECK UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and or "DISTRICT") and the negotiating representatives of the MAMARONECK TEACHERS' ASSOCIATION (hereinafter referred to as the "UNION")

A. General:

The labor agreement between the parties for the period of July 1, 2023-June 30, 2026, is due to expire on June 30, 2026. The parties herewith agree that said agreement shall be modified effective as of July 1, 2026 (unless a different effective date is expressly set forth herein) and shall be in effect for three (3) years to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expiring contract. Except for the changes to said agreement expressly set forth herein and changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

B. Contingencies:

1. This agreement is subject to formal ratification by the BOARD and the membership of the UNION. Such ratification shall occur within thirty (30) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this Memorandum of Agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this Memorandum of Agreement.

2. The parties agree to incorporate this Memorandum of Agreement into a more formal written agreement.

C. Terms:

1. ARTICLE IV(G)—PERSONNEL POLICIES AND PRACTICES

G. RELATIONSHIPS WITH PUPILS—TUTORING AND INDIVIDUAL HELP

Delete and replace with the following:

Teachers are expected and encouraged to provide individual instruction for pupils in their classes as part of their regular assignment and duties.

Teachers may, however, accept payment from sources other than the Board for tutoring pupils, provided that the pupils are not in their own classes. Teachers are not permitted to use school district facilities or equipment for any tutoring for which payment is made from sources other than the Board. Teachers may not use district or grade level common assessments while performing tutoring services. Teachers may not be excused from assigned duties for the purpose of tutoring.

2. ARTICLE V(A)—PROFESSIONAL CONDITIONS OF EMPLOYMENT

A. Increase workdays from 185 to 186 in Articles V(A) and XII(T).

B. Sub-paragraph two (2)

Delete and replace with the following:

2. *Four (4) Superintendent's Conference days. Teachers will be guaranteed a four hour block of consecutive time for classroom set-up during the second scheduled Conference Day. The timing of said consecutive block of time during the Conference Day shall be scheduled at the discretion of the District.*

C. Sub-paragraph five (5)

Delete sub-paragraph 5(a).

D. Sub-paragraph six (6)

Delete and replace with the following:

6. *Effective with the 2026-2027 school year, the calendar shall consist of the following:*

a. *Elementary Time:*

- i. *There will be two (2) parent/teacher conference days in the fall and two (2) parent/teacher conference days in the spring.*
- ii. *The first conference for each semester will be scheduled from 11:00am to 3:10pm.*
- iii. *The second conference day for each semester will be scheduled from 11:00am to 3:10pm. and in the evening for two hours between the times 5:00 p.m. to 8:00 p.m.*
- iv. *The two student half days can be scheduled Monday-Thursday and will operate under the following conditions:*
 - 1. *The Board agrees to encourage parents to arrange conferencing at the scheduled time.*
 - 2. *On conference days, elementary schools will close at 11:00am.*
 - 3. *There will be no lunch hour for students on half-days.*
- v. *Nine (9) Wednesday meetings from 3:00PM to 4:20PM, of which unit members shall be permitted to provide input into the agenda for said meetings.*
- vi. *Ten (10) Wednesday building meetings from 3:00PM to 4:00PM (currently in Article V(C)(8) of the Agreement)*

3. **ARTICLE V(B)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

Increase workdays from 185 to 186. Revise sub-paragraphs 1-4 to reflect an increase by one day and a 186 day work year.

4. **ARTICLE V (C)(1)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

C. *THE ELEMENTARY TEACHERS' DAY*

Delete and replace with the following:

- 1. *Effective July 1, 2026, the elementary teacher workday shall consist of seven hours and ten minutes (7 hours 10 minutes) per day, except for Fridays and the day preceding vacations and holidays, when the workday shall consist of seven (7) hours. The elementary workday will begin at 8:00 a.m. and end at 3:10 p.m. On Fridays and on the day preceding holidays and vacations, the workdays will begin at 8:00 a.m. and end at 3:00 p.m. Elementary teachers may be called to a meeting between 8:00 a.m.-8:35 a.m. three (3) times per month. A one (1) hour lunch will be provided daily.*

5. **ARTICLE V (C)(5)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

C. *THE ELEMENTARY TEACHERS' DAY*

Delete the following: (no replacement)

5. *There will be three (3) parent/teacher conference days in the fall and three (3) parent/conference days in the spring. During the fall and again during the spring, two (2) half-days of conferences shall take place, at the District's discretion, either in the morning or in the afternoon. The third parent/teacher conference will be scheduled from 2:30PM to 5:15PM as per Article V (A) of the Agreement. The two (2) half-days can be scheduled Monday-Thursday and will operate under the following conditions:*

- a. *The Board agrees to encourage parents to arrange conferencing at the scheduled times.*
- b. *On conference days that take place in the afternoon, elementary schools will close at 11:30 a.m. On conference days that take place in the morning, school will start at 12:10pm. There will be no lunch hour for students on any half-days.*
- b. *Effective September 1, 2024, the aforementioned subparagraph "5" shall be null and void and shall be replaced by Article V(A)(6).*

6. **ARTICLE V (C)(11-13)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

Delete the following:

C. *THE ELEMENTARY TEACHERS' DAY*

11. *All teachers will reserve the fourth Monday of the month for MTA meetings starting fifteen (15) minutes before the end of the regular workday.*

12. *Teachers who are required to travel between buildings will be given thirty (30) minutes in order to clean up, travel, and set up unless otherwise agreed to by the Superintendent of Schools and the President of the Association. This time will not be part of the traveling teachers' lunch or prep period.*

Replace with:

C. *THE ELEMENTARY TEACHERS' DAY*

11. *All teachers will reserve one day of the month for MTA meetings starting ten (10) minutes before the end of the regular workday.*

12. *Teachers who are required to travel between buildings will be given thirty (30) minutes in order to clean up, travel, and set up unless otherwise agreed to by the Superintendent of Schools and the President of the Association. This time will not be part of the traveling teachers' lunch or prep period. Said provision shall not apply to non-instructional days. The time allotted for lunch on non-instructional days will not be less than 50 minutes.*

13. *The District recognizes that elementary teachers often provide continuous supervision of students. Accordingly, building administrators shall ensure that reasonable procedures are in place to provide prompt coverage when a teacher must briefly leave the classroom to use the restroom. Staff providing such coverage may include but is not limited to: administrators; teaching assistants, teacher aides, substitute teachers; or other certified staff assigned by the Principal. A teacher's request for brief restroom coverage shall not be unreasonably denied or delayed.*

7. **ARTICLE V (D)(3) and NEW (4)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

D. *ELEMENTARY SCHOOL ASSIGNMENTS*

Delete and replace with the following:

3. *Art, library, music, STEM and physical education class schedules will be established in such a manner as to limit the teacher load to the number of classes and pupils considered reasonable and proper by the administration and the teacher involved in the planning of the program. Each elementary school will hire substitutes for music, STEM, physical education, art and the librarian specialists.*

4. *The District will supply the MTA President with a "load chart" for each teacher including teaching schedule and class sizes by November 1. If after that day the maximum number of students set forth in subparagraph (c) above is exceeded, the District will notify the MTA President.*

8. **ARTICLE V (E(1), (2), (7), (9) and (10)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

E. *SECONDARY TEACHERS' DAY*

Delete and replace the following:

1. *Effective July 1, 2026, the secondary teacher workday shall consist of seven hours and ten minutes (7 hours 10 minutes) per day, except for Fridays and the day preceding vacation and holidays, when the workday shall consist of seven (7) hours.*

2. *Effective July 1, 2026, the seven hour and ten minute workday shall be scheduled between 7:45 a.m. and 3:30 p.m. On Fridays and the day preceding holidays and vacations, the workday will end no later than 3:00 p.m. The start time of the school days for teachers shall not change during the school year.*

7. *All teachers will reserve one day a month for MTA meetings starting ten (10) minutes before the end of the regular workday.*

9. *Effective July 1, 2026, music teachers who are scheduled to teach a class beginning prior to the start of the school day, shall only be required to remain in school for a total of seven hours and ten minutes (7 hours and 10 minutes) on the same day as the early class, if there is no meeting scheduled on that day.*

10. *Teachers who are required to travel between buildings will be given thirty (30) minutes in order to clean up, travel, and set up unless otherwise agreed to by the Superintendent of Schools and the President of the Association. This time will not be part of the traveling teachers' lunch or prep period. Said provision shall not apply to non-instructional days. The time allotted for lunch on non-instructional days will not be less than 50 minutes.*

9. **ARTICLE V (G)(1)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

G. *MIDDLE SCHOOL AND HIGH SCHOOL ASSIGNMENTS*

Delete and replace with the following:

1. *The number of different lesson preparations should be kept at the minimum consistent with the nature of the subject, the size of the department, the special offerings of the department, and special competencies and requests of the teacher. Teachers whose assignments may require preparations*

in excess of three (3) shall, in discussion with the principal, arrange for relief from additional professional duties or assignments.

10. **ARTICLE V (G)(2)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

G. *MIDDLE SCHOOL AND HIGH SCHOOL ASSIGNMENTS*

2. *High School Assignments*

Add new sub-paragraph (g):

g. The District will supply the MTA President with a “load chart” for each teacher including teaching schedule and class sizes by November 1. If after that day the maximum number of students set forth in sub-paragraph (c) above is exceeded, the District will notify the MTA President.

11. **ARTICLE V (G)(3)(a)—PROFESSIONAL CONDITIONS OF EMPLOYMENT**

G. *MIDDLE SCHOOL AND HIGH SCHOOL ASSIGNMENTS*

3. *Middle School Assignments*

Delete and replace with the following:

- a. Effective July 1, 2023, Middle School teachers shall be assigned to no more than the average of two hundred and thirty (230) minutes of instructional time per day over the course of a five (5) day week. Within the two hundred and thirty (230) minutes of instructional time middle school teachers, with the exception of Physical Education teachers, shall not be assigned more than five (5) classes and one (1) advisory section per year or ten (10) classes and one (1) advisory section per year for those classes that are of a semester’s duration. Additionally, effective July 1, 2026, middle school teachers shall be assigned four (4) duty periods per week inclusive of two (2) of the five (5) unassigned periods per week that are currently within the schedule of Middle School teachers based upon the nine (9) period day which shall be made available for the assignment of duties.*

Definition of Professional Duty Period: The District values the ability to assign teachers to a limited number of professional duties that strengthens practice and responds to the academic and social-emotional needs of students. As such, responsibilities may include appropriate preparation, follow up, and communication.

Duties may consist of one or more of the following assignments:

- i. Individual or small group tutorial work including AIS and extra help*
- ii. Approved curriculum development meetings*
- iii. Team, department, grade level, etc. meetings*
- iv. Parent conferences or case conferences*
- v. Academic preparation*
- vi. Research studies*
- vii. Hall duty*
- viii. CSE/IST/Section 504 meetings*
- ix. Meetings with administration, faculty, students and/or parents*

Middle School teachers may also be required to participate in floating duty assignments related to Committee on Special Education (CSE) or 504 meetings, as needed. Such meetings will take

place and may be assigned no more than two (2) times per month. Said assigned meetings shall be in addition to the four (4) duty periods per week that may be assigned to teachers in accordance with the above first paragraph. In cases where more than two such meetings in one month are required, the teacher will be excused from a regularly scheduled duty. Scheduling of these meetings will be communicated in advance whenever practicable. Participation in these meetings is considered part of the employee's professional responsibilities.

12. ARTICLE V (G)(3)(h), (i), (j)—PROFESSIONAL CONDITIONS OF EMPLOYMENT

G. *MIDDLE SCHOOL AND HIGH SCHOOL ASSIGNMENTS*

3. *Middle School Assignments*

Delete the following:

h. Noon hour supervision will continue.

j. Teachers will continue to monitor student bathrooms.

Add the following as new sub-paragraphs (g) and (h) as follows:

g. The District will supply the MTA President with a "load chart" for each teacher including teaching schedule and class sizes by November 1. If after that day the maximum number of students set forth in sub-paragraph (c) above is exceeded, the District will notify the MTA President.

h. Teachers will be in the corridors when students pass from one class to another.

13. ARTICLE V(T)—PROFESSIONAL CONDITIONS OF EMPLOYMENT

A. Effective July 1, 2026, revise the workday for Elementary Nurses, Secondary Nurses, Elementary Teaching Assistants and Secondary Teaching Assistants from 7 hours and 20 minutes per day to 7 hours and 10 minutes per day.

B. Effective July 1, 2026, revise the workday for Lab Teaching Assistants from 7 hours and 40 minutes per day to 7 hours and 30 minutes per day.

14. ARTICLE X(A)(6)(4)—SICK LEAVE

Effective July 1, 2026, delete and replace with the following:

4. Excessive use of accumulative sick leave days twelve (12) or more per year for more than one year except for catastrophic or long-term illnesses supported by appropriate medical certificate(s));

15. ARTICLE XII(A)—WAGES AND SALARY SCHEDULE ADJUSTMENTS

a) Effective July 1, 2026, the salary schedule attached hereto as Exhibit "A" shall be implemented for all teachers. Teachers shall be transitioned to the salary schedule and shall receive base wage increases in accordance with Exhibit "A-1". Said transition shall account for any increment eligible unit members would have otherwise received in accordance with the salary schedule for the 2026/27 school year. Effective July 1, 2027, 2.00% shall be applied to the 2026/27 salary schedule (Exhibit "A"). The resulting salary schedule incorporating said increase is attached hereto as

Exhibit “A-2”. Increment shall be granted effective July 1, 2027. Effective July 1, 2027, the District shall only be permitted to hire unit members at Step 2 and above. Effective July 1, 2028, 2.00% shall be applied to the 2027/28 salary schedule (Exhibit “A-2”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “A-3”. Increment shall be granted effective July 1, 2028. Effective July 1, 2028, the District shall only be permitted to hire unit members at Step 3 and above.

- b) Effective July 1, 2026, the salary schedule attached hereto as Exhibit “B” shall be implemented for all psychologists, guidance counselors and social workers. Said unit members shall be transitioned to the salary schedule and shall receive base wage increases in accordance with Exhibit “B-1”. Said transition shall account for any increment eligible unit members would have otherwise received in accordance with the salary schedule for the 2026/27 school year. Effective July 1, 2027, 2.00% shall be applied to the 2026/27 salary schedule (Exhibit “B”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “B-2”. Increment shall be granted effective July 1, 2027. Effective July 1, 2027, the District shall only be permitted to hire unit members at Step 2 and above. Effective July 1, 2028, 2.00% shall be applied to the 2027/28 salary schedule (Exhibit “B-2”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “B-3”. Increment shall be granted effective July 1, 2028. Effective July 1, 2028, the District shall only be permitted to hire unit members at Step 3 and above.
- c) Effective July 1, 2026, the salary schedule attached hereto as Exhibit “C” shall be implemented for all Nurses. Increment shall be granted effective July 1, 2026. Effective July 1, 2026, the District shall only be permitted to hire unit members at Step 4 and above. Effective July 1, 2027, 2.00% shall be applied to the 2026/27 salary schedule (Exhibit “C”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “C-1”. Increment shall be granted effective July 1, 2027. Effective July 1, 2028, 2.00% shall be applied to the 2027/28 salary schedule (Exhibit “C-1”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “C-2”. Increment shall be granted effective July 1, 2028.
- d) Effective July 1, 2026, the salary schedule attached hereto as Exhibit “D” shall be implemented for all Teaching Assistants. Increment shall be granted effective July 1, 2026. Effective July 1, 2026, the District shall only be permitted to hire unit members at Step 3 and above. Effective July 1, 2027, 2.00% shall be applied to the 2026/27 salary schedule (Exhibit “D”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “D-1”. Increment shall be granted effective July 1, 2027. Effective July 1, 2028, 2.00% shall be applied to the 2027/28 salary schedule (Exhibit “D-1”). The resulting salary schedule incorporating said increase is attached hereto as Exhibit “D-2”. Increment shall be granted effective July 1, 2028.

16. ARTICLE XII(E)—SALARIES AND SALARY SCHEDULES

E. ADVANCEMENT IN SALARY SCALE

- 1. Delete 4th paragraph and replace with the following:

Courses taken to gain such salary credit must be either courses for which the teacher receives post Baccalaureate credit at an accredited university, or in-service courses approved by the Superintendent for credit. In order to obtain salary credit for any course, a teacher must obtain the prior written approval of the Superintendent. Notwithstanding the foregoing, teachers enrolled in a program that culminates in a post baccalaureate degree must submit a request to the Superintendent, in writing, for approval to use the

credits for salary advancement. Following program approval, such courses need not be submitted into My Learning Plan individually. Upon completion of the degree requirements, the teacher must submit an official transcript indicating the degree has been conferred in order to be eligible for salary advancement. Unit members may accrue up to thirty (30) credits towards salary movement during the period of September 1 to August 31.

2. Delete 8th paragraph and replace with the following:

Beginning on July 1, 2007, Teachers hired after 07/01/98 will be eligible for a one-time payment of \$1250 upon reaching the M45 plateau. Teachers reaching the M45 plateau in the same year they apply for and/or are granted salary advancement from MA 30 to MA 60 shall not be eligible to receive the foregoing one-time payment at any time. Teachers having reached M60 prior to July 1, 2007 will not be eligible for this payment. Arrangements must be made to have proper credentials for such credit filed in the Superintendent's office before October 15 of the school year during which the payment is requested.

Teachers who qualify under the foregoing conditions will receive increment payments retroactive to September 1st, following official Board approval of their advancement.

17. **ARTICLE XII(H)—SALARIES AND SALARY SCHEDULES (LONGEVITY INCREMENTS)**

Delete second paragraph and replace it with the following:

Effective July 1, 2026, for all teachers, psychologists, guidance counselors and social workers hired after July 1, 1998, there will be six (6) longevity steps as follows:

<i>Years 15-17</i>	<i>\$905</i>
<i>Years 18-20</i>	<i>\$1,810</i>
<i>Years 21-23</i>	<i>\$2,714</i>
<i>Years 24-26</i>	<i>\$5,427</i>
<i>Years 27-29</i>	<i>\$8,141</i>
<i>Years 30+</i>	<i>\$10,854</i>

Said payments shall not be cumulative in nature. Said unit members will be granted these longevity payments at the beginning of their 15th, 18th, 21st, 24th, 27th, and 30th years as a full-time employee in the District.

18. **ARTICLE XII(O)—SALARIES AND SALARY SCHEDULES**

Delete last paragraph and replace with the following:

Q. PAYMENT FOR EXTRA CURRICULAR RESPONSIBILITIES

It is agreed by the parties that the existing rates of pay, programs and such conditions as may alter and affect educational objectives of the District will be recognized and considered in the recommendation of the committee. It is further agreed that the consideration of extracurricular pay and related items does not open other portions of this Agreement.

1. *The District recognizes the need for student supervision at certain District events not covered by stipends for extra-curricular events. Therefore, effective July 1, 2026, the District will pay a rate of \$125 per posted evening event and \$175 per posted weekend event when the District deems a chaperone to be necessary for a non-covered event. Unit members may also be eligible to receive the following additional payments:*

a) *Effective July 1, 2026, the pay rate for chaperoning a weekend event that goes beyond six (6) hours but is not overnight is an additional \$75.*

b) *Effective July 1, 2026, with the approval of the Principal, all overnight chaperones including Teaching Assistants and Nurses, excluding the advisors of the activity, shall receive an additional \$225 per night.*

2. *In order to be eligible for payment, unit members must submit all claims for payment to the Business Office within thirty (30) days of working the covered activity or event.*

19. **ARTICLE XII(S)—SALARIES AND SALARY SCHEDULES (MENTOR PAY)**

Effective July 1, 2026 delete third sentence and replace with the following:

Mentors will receive an additional \$300 per day or 1 core credit to participate in mentor training during the summer.

20. **ARTICLE XII(T)—SALARIES AND SALARY SCHEDULES (CURRICULAR STIPENDS)**

Delete first paragraph and replace with the following:

Effective July 1, 2026, teachers who participate in curriculum workshops or professional development, those that are outside the regularly scheduled workday or are outside of the 185-day work year, will be paid at a rate of \$390 per day/ \$65 per hour. Teaching Assistants participating in curriculum workshops or professional development, those that are outside the regularly scheduled workday or are outside of the 185-day work year, will be paid at a rate of \$195 per day/ \$32.50 per hour.

Effective July 1, 2027, teachers who participate in summer curriculum workshops or professional development, those that are outside the regularly scheduled workday or are outside the 185-day work year, will be paid at a rate of \$450 per day/ \$75 per hour. Teaching Assistants participating in curriculum workshops or professional development, those that are outside the regularly scheduled workday or are outside of the 185-day work year, will be paid at a rate of \$225 per day/ \$37.50 per hour.

21. **ARTICLE XII(V)—SALARIES AND SALARY SCHEDULES**

Add the following new sub-paragraph (V):

V. **SUMMER CLASSROOM SET-UP**

Teachers required to relocate classrooms who are notified after the final day of the school year may, with prior approval of the building principal, be compensated for one (1) summer workday, prorated for less than a full day, at a rate of \$300 per day to pack and unpack instructional materials.

22. **ARTICLE XIII(A) - BENEFITS, INSURANCE AND ANNUITY PLANS**

Delete the second paragraph and the chart set forth in the third paragraph and replace them with the following:

Teachers, psychologists, guidance counselors and social workers shall contribute the following towards the annual health insurance premiums:

<u>School Year</u>	<u>Employee Contribution Rate</u>
2026/27	18%
2027/28	19%
2028/29	20%

Effective July 1, 2026 and beyond, nurses shall contribute 18% towards the annual health insurance premiums.

23. ARTICLE XIII(B) - BENEFITS, INSURANCE AND ANNUITY PLANS

Delete and replace with the following:

B. TERM LIFE INSURANCE

A term life insurance plan equal to one times annual salary to the nearest \$1,000 for each employee represented by the Mamaroneck Teachers' Association will be provided. Full premium cost will be paid by the Board. Each employee who, effective as of June 30, 2026, had already purchased additional term insurance at their own cost shall be permitted to continue with said coverage. Effective July 1, 2026, the option to purchase additional coverage at the employee's cost shall be eliminated.

24. ARTICLE XIII(F)— BENEFITS, INSURANCE AND ANNUITY PLANS

F. RETIREMENT RECOGNITION PLAN

Add new sub-paragraph (d) as follows:

d. Teachers, Psychologists, Guidance Counselors, Social Workers and Nurses -Accumulated Sick Leave Payment

1) All teachers, psychologists, guidance counselors, social workers and nurses hired after October 30, 2012 and ineligible to receive the above-referenced Retirement Recognition Plan, who retire with an effective date on or after July 1, 2026, shall be eligible to receive the accumulated sick leave payment set forth in sub-paragraph two (2) below provided they meet the eligibility requirements in sub-paragraph three (3) below. Unit members hired prior to October 30, 2012 shall not be eligible to receive said payment. Unit members who retired prior to July 1, 2026 shall not be eligible to receive said payment.

2) Eligible unit members shall receive an employer contribution payment into their 403(b) or 457 account, in accordance with and subject to applicable plan rules and/or IRS regulations, for any accumulated sick leave days that have been accrued in excess of one hundred (100) days up to a maximum of eighty-five (85) additional days. Said days shall be paid at a rate of \$100 per day with a total maximum payment of \$8,500 in the event a unit member has reached the maximum accumulation for payment purposes of 185 days at the time of retirement. Any accumulated self-renewing days under Article X shall not be eligible for payment.

3) In order to be eligible for said payment the unit member must meet the following requirements as of their effective date of retirement:

a) Have an accumulated sick leave day balance which exceeds 100 days as of June 30th of the effective year of retirement.

- b) *Have a minimum of fifteen (15) full-time consecutive years of service in the District as a teacher, psychologist, guidance counselor, social worker or nurse.*
 - c) *Be 55 years or older at the time of their retirement from service as a teacher, psychologist, guidance counselor, social worker or nurse for the District.*
 - d) *Provide written notice of retirement no later than January 15th with an effective date of retirement during the first payroll period of the following July.*
 - e) *Must retire from service as a teacher, psychologist, guidance counselor, social worker or nurse for the District and into the Teachers' Retirement System effective as of the first payroll period of July.*
- 4) *Such payments shall be made in a lump sum before or within two months of retiring on June 30th.*
 - 5) *Letters of resignation for the purposes of retirement shall be irrevocable.*

25. ARTICLE XIII(G)— BENEFITS, INSURANCE AND ANNUITY PLANS

G. TUITION FREE ENROLLMENT OF CHILDREN OF PROFESSIONAL STAFF

Add the following new paragraph:

Effective July 1, 2026, teachers, psychologists, guidance counselors, social workers and nurses hired on or after July 1, 2026, will have the opportunity to enroll their children in the Mamaroneck Union Free School District at a tuition rate equivalent to 50% of the NYSED Estimated Non-Residential Tuition Report rates for the year provided the following requirements are met:

- 1. *There is space available.*
- 2. *The staff member will be responsible for transportation arrangements.*
- 3. *The student(s) can be accommodated.*
- 4. *Said enrollment does not incur any additional costs to the taxpayers.*
- 5. *Only tenured certificated staff or permanent Civil Service staff who are eligible for Civil Service Law Section 75 protection shall be eligible to enroll their children as students in the Mamaroneck Union Free School District.*

26. APPENDIX "C"-EXTRA PAY STIPENDS

Effective July 1, 2027, increase the Athletic and Non-Athletic Stipends Schedules by 2.00% representing the only increase to said Schedules for the duration of this Agreement

27. SIDE LETTERS

The parties shall meet on or before May 15, 2026, to discuss the side letters to be incorporated into the new collective bargaining agreement.

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives this 28th day of April, 2026.

MEMBERS OF THE NEGOTIATING COMMITTEES

FOR UNION:

E. J. Guida
Mike
J. Bob
Kelly Brennan
Alb. Liokeas

FOR EMPLOYER:

Clayce Reinhard
[Signature]