

SIDE LETTER AGREEMENT, made this 27th day of August, 2026, by and between the BOARD OF EDUCATION OF THE MAMARONECK UNION FREE SCHOOL DISTRICT, with offices for the transaction of business located at 1000 West Boston Post Road, Mamaroneck, New York 10543 (hereinafter referred to as the “DISTRICT”), and the MAMARONECK TEACHERS’ ASSOCIATION (hereinafter “ASSOCIATION”), with offices for the transaction of business located at 1000 West Boston Post Road, Mamaroneck, New York 10543.

WHEREAS, the Board of Education of the Mamaroneck Union Free School District (“District”) and the Mamaroneck Teachers’ Association (“Association”) are parties to a collective bargaining agreement for the period of July 1, 2023 to June 30, 2026, as modified by the parties’ Memorandum of Agreement dated April 28, 2026 contains certain provisions concerning the Annual Professional Performance Review (“APPR”) for ASSOCIATION members; and

WHEREAS, the DISTRICT and ASSOCIATION have engaged in collective bargaining for the purposes of modifying APPR provisions for the 2026-2027 school years; and

NOW THEREFORE, the DISTRICT and ASSOCIATION agree as follows:

1. The minimum number of mini-observations for tenured teachers and support staff will be adjusted to two (2) for the 2026-2027 school years. Of those two (2) mini-observations, a maximum of one (1) may be utilized to memorialize an MTA member’s professional responsibilities beyond the classroom. The minimum number of mini-observations for probationary teachers and support staff will be adjusted to four (4) for the 2026-2027 school year. Of those four (4) mini-observations, a maximum of two (2) may be utilized to memorialize an MTA member’s professional responsibilities beyond the classroom.
2. Remove the following language from the APPR agreement:
The teacher/support staff receives feedback on mini-observations in two ways, “face to face” first, followed by written report within ten school days after the visit.

Replace the above language from the APPR agreement with:

The teacher/support staff receives feedback on mini-observations in two ways, “face to face” first, followed by written report within ten school days after the “face to face” feedback is given.

3. The following dates will be revised in the APPR Calendar:

From:

Last workday of September – All teachers/support staff/nurses submit their completed goal-setting form

October 15th – All goal-setting meetings will be completed as per the APPR document

To:

October 15th - All teachers/support staff/nurses submit their completed goal-setting form

October 31st – All goal-setting meetings will be completed as per the APPR document

4. The Goal Setting Form will be changed to the attached form.
5. The following stipulation under Administrative Formal Observations will be revised as follows:

From:

d. A written review shall be given to the teacher following the post-observation conference no later than four school weeks from the date of the conference. This review will state explicitly that the observed lesson did or did not meet the majority of the objectives and outcomes outlined in the pre-conference.

To:

d. A written review shall be given to the teacher following the post-observation conference no later than four school weeks from the date of the conference. This review will state explicitly that the prepared lesson and teacher delivery optimized/did not optimize student learning.

4. The parties acknowledge that this side letter agreement is subject to approval by the Board of Education. Absent said approval, this agreement shall be null and void.
5. This Agreement shall not serve as a precedent for any of the parties in any

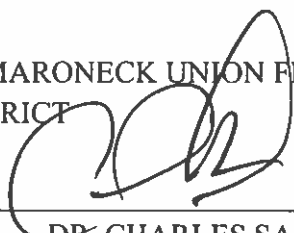
forum. Said Agreement may not be used and/or cited by any of the parties in any future grievance, arbitration or litigation except for the purposes of enforcing the specific terms of this Agreement.

6. This Agreement shall sunset in all respects and shall be null and void effective June 30, 2027.

SIGNATURE PAGE TO FOLLOW

MAMARONECK UNION FREE SCHOOL
DISTRICT

By: _____


DR. CHARLES SAMPSON
SUPERINTENDENT OF SCHOOLS

Dated: _____

8/27/26

MAMARONECK TEACHERS'
ASSOCIATION

By: _____


ERIN GAJDA
MTA PRESIDENT

Dated: _____

8/21/26