

MEMORANDUM OF AGREEMENT

THIS IS AN AGREEMENT, dated the 17TH day of March, 2026, entered into by and between the Red Creek Teachers' Association (the "Association" or "Union") and the Red Creek Central School District (the "District") (collectively referred to herein as the "Parties").

WHEREAS, the District and the Association have entered into a collective bargaining agreement which governs all negotiable items between the parties for the period July 1, 2025 through June 30, 2028 (hereinafter the "Agreement" or the "CBA"); and

WHEREAS, pursuant to Article X(I)(2) of the Agreement, entitled "School Calendar," the Agreement provides that the work year shall begin the day after Labor Day; and

WHEREAS, the parties recognize that for the 2026-2027 school year, Labor Day falls late into the month of September, namely, on September 7, 2026; and

WHEREAS, the parties have had discussions to find balance between complying with the Agreement, while simultaneously ensuring that the District operations run smoothly; and

WHEREAS, each party has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence and agree that this Memorandum of Agreement is in the best interests of the parties.

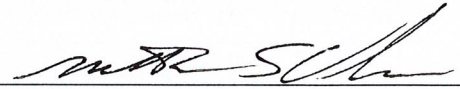
NOW, THEREFORE, in consideration of the mutual undertakings and covenants contained herein, the mutual benefits expected to be derived from the performance thereof and other good and valuable consideration, the parties stipulate and agree as follows:

1. The Parties agree that for the 2026-2027 school year calendar, the work year shall begin on September 2, 2026 and September 3, 2026, which precede Labor Day.
2. The parties agree that September 2, 2026, shall be the traditional opening staff day, and that September 3, 2026, may be used by RCTA members for general preparation for the beginning of the school year such as completing required trainings in their own spaces or work on setting up their rooms.
3. The parties agree that RCTA members may request to use personal days for both or either of the foregoing days. The request shall not be subject to Superintendent approval, but will be counted against the three (3) personal days earned for the 2026-2027 school year.
4. **No Precedent**. The parties agree that this MOA shall not be used by any party to establish a practice, past practice or precedent in any manner whatsoever.

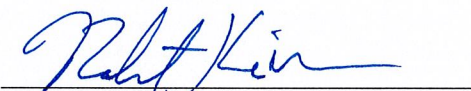
5. **Entire Agreement.** This Memorandum of Agreement constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements and understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this MOA that is not embodied in this MOA and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth herein.
6. **Amendments or Modifications.** No provision or provisions of this MOA may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
7. **Representations.** The parties agree that neither they, nor their representatives, shall make any misrepresentations regarding this MOA to any third parties.
8. **Enforceability.** The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision.
9. **Acknowledgement.** The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the right and opportunity to propose terms of this MOA, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth herein.
10. **Reliance.** Except in any action to enforce this agreement, this MOA shall not be referred to or relied upon in any future grievances, arbitrations, or other proceedings.
11. **No Waiver.** The Parties do not waive any rights available to them to enforce the terms of this Agreement.
12. **Dispute Resolution.** If any dispute arises with regards to this MOA, the matter shall be handled as a grievance pursuant to the Agreement between the parties.

IN WITNESS WHEREOF, the parties hereunto executed this Memorandum of Agreement on the day and year first above written.

Red Creek Central School District

By 
Matthew VanOrman
District Superintendent

Red Creek Teachers' Association

By: 
Robert Keim
Union President