

MEMORANDUM OF AGREEMENT dated this 28 day of April, 2026 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and or "DISTRICT") and the negotiating representatives of the MOUNT PLEASANT 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 expires on June 30, 2026. The parties herewith agree that said agreement shall be modified effective as of July 1, 2026 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. **DURATION**

3 years- 7/1/2026-6/30/2029

2. **COMPENSATION**

a. **Salary Schedules**

The following percentage increases shall solely be applied to the schedules set forth in Article 10 (SCHEDULES A-C, E and F) as well as the Nurses' Longevity Schedule set forth in Article 8(f):

2026-2027 - 2.4%

2027-2028 - 2.3%

2028-2029 - 2.3%

b. Nurses' Compensation

Effective July 1, 2026:

- 1) Eliminate the salary schedule(s) set forth in Article 8(a).
- 2) All nurses shall be migrated from the Nurses' 2025/26 salary schedule (Article 8(a)) to the BA column of the 2026/27 Teachers' salary schedule (SCHEDULE A) in accordance with Exhibit "A".

c. Nurses' Retirement Announcement Bonus

Effective July 1, 2026, delete Article 8(i) and replace it with the following:

Nurses submitting an irrevocable letter of resignation for purposes of retirement from the District to the Superintendent on or before the first workday following January 15th of each year, shall be eligible to receive a \$2,500 payment. In order to qualify for said payment the unit member's resignation must be effective June 30th. Unit members retiring with an effective date any other time during the school year shall not be eligible for this additional payment. Said unit members must also be eligible for service retirement under the New York State Employees' Retirement System (NYSERS) in order to be granted said additional payment.

d. Teaching Assistants

Effective July 1, 2026, six (6) steps equivalent to \$1,500 per step above the existing top step shall be added to the 2025/26 salary schedule set forth in Article 10: SCHEDULE D. The new salary schedules for Teaching Assistants for the 2026/27, 2027/28 and 2028/29 school years are attached hereto as Exhibit "B" and shall be incorporated as SCHEDULE D in the new CBA

e. Longevity

<u>Years Completed in Mt. Pleasant</u>	<u>Career Increment</u>
10-14 Years (NEW):	\$1,200
15-19 Years:	\$4,000
20-24 Years:	\$7,000
25-29 Years:	\$9,500
30+ Years:	\$10,750

f. Unused Sick Leave Reimbursement

Effective July 1, 2026, delete Article 4.14(a)(1) and replace it with the following:

Teachers resigning from the District for the purposes of retirement having served the District for a minimum of fifteen (15) years and eligible for service retirement under the New York State Teachers' Retirement System (NYSTRS) shall be granted the following benefit:

<i>Accumulated Days</i>	<i>Rate of Payment Per Day</i>	<i>Maximum Total Award</i>
0-50	\$0	\$0
51-100	\$65	\$3,250
101-150	\$70	\$3,500
151-200	\$85	\$4,250
Cumulative Total		\$11,000

e.g. 51 days of accumulated sick days = \$65.00 award
63 days of accumulated sick days = \$845.00 award
110 days of accumulated sick days = \$3,950.00 award

g. Retirement Notification Date Incentive

Effective July 1, 2026, delete Article 4.14(b)(1) and replace it with the following:

1. Unit members submitting an irrevocable letter of resignation for purposes of retirement from the District to the Business Office on or before the first workday following January 15th of each year, shall be eligible to receive the following additional benefit (maximum of \$7,500). In order to qualify for said benefit the unit member's resignation must be effective June 30th. Unit members retiring with an effective date any other time during the school year shall not be eligible for this benefit. Said unit members must also meet the

eligibility requirements set forth in Article 4.14(a)(1) in order to be granted said benefit.

<i>Accumulated Days</i>	<i>Rate of Payment Per Day</i>	<i>Maximum Total Award</i>
<i>0-50</i>	<i>\$0</i>	<i>\$0</i>
<i>51-100</i>	<i>\$25</i>	<i>\$1,250</i>
<i>101-150</i>	<i>\$50</i>	<i>\$2,500</i>
<i>151-200</i>	<i>\$75</i>	<i>\$3,750</i>
<i>Cumulative Total</i>		<i>\$7,500</i>

2. All such payments shall be deposited as a one-time, non-discretionary, non-elective employer contribution to the IRC 403-b account of each eligible employee in the same manner as set forth in sub-paragraph (a) above.

3. Notwithstanding the foregoing, the existing Unused Sick Leave Reimbursement provision (Article 4.14(a)(1)) set forth in the CBA shall remain unchanged. The maximum payment that unit members shall be eligible for under Article 4.14(a) and (b) shall be \$18,500.

h. Teacher Extra Activity Pay

1) The chaperone pay rate designated as “Maximum” as set forth in Schedule (E) shall be the rate paid for any and all chaperoning assignment(s) performed on a particular workday within the same department.

2) Add the following to Article 4.2(e)(1):

Notwithstanding the foregoing, the above-referenced right of first refusal shall not be applicable to the Theater Manager position. Appointment to said position shall be made in the sole discretion of the Board upon recommendation by the Superintendent of Schools.

3. HEALTH INSURANCE

a. Active Health Insurance Contribution

Increase as follows:

2026-2027	16.5%
2027-2028	17%
2028-2029	17.5%

b. Retiree Health Insurance

1) Effective July 1, 2026, delete Article 4.12(c)(3).

2) Add the following to Article 4.12(d):

IRMAA-Unit members retiring after July 1, 2026, shall receive reimbursement from the District in an amount not to exceed the base plus tiers 1 and 2 of Medicare Part B premiums.

c. Health Insurance Buyout

Effective July 1, 2026, delete Article 4.11(a) and replace with the following:

At the teacher's option, the teacher may waive medical insurance coverage for a full school year by completing an appropriate form furnished by the District. Any teacher waiving individual health insurance coverage for the full school year shall receive an annual payment of \$3,000. Any teacher waiving two-person health insurance coverage for the full school year shall receive an annual payment of \$6,000. Any teacher waiving family health insurance coverage for the full school year shall receive an annual payment of \$6,500. Said payments shall not increase for the duration of the contract (July 1, 2026-June 30, 2029).

4. LEAVES OF ABSENCE

a. Maternity Leave Bank-Article 3.2(c)(12)

Delete and replace with the following:

- i. *Effective July 1, 2023, a Maternity Leave Bank shall be created and initially funded by transferring five hundred (500) days from the existing Sick Leave Bank to the newly created Maternity Leave Bank. On or before August 15 of each year, ten percent (10%) of donated sick days will be deposited in the Maternity Leave Bank up to a maximum of one thousand (1,000) days. Effective July 1, 2026, on or before August 15 of each year, twenty percent (20%) of donated days will be deposited in the Maternity Leave Bank up to a maximum of one thousand (1,000) days.*

- ii. *All birthing parents shall be permitted to access ten (10) Maternity sick bank days in connection with the six (6) week (regular delivery) or eight (8) week (cesarean delivery) time period for which unit members are permitted to utilize paid sick leave due to childbirth. The remaining days to cover the six (6) or eight (8) week time period may be accessed from the birthing parent's own accrued sick leave to the extent available. In the event such days are not available, the remaining time period shall be granted on an unpaid basis.*
- iii. *A teacher with less than ten (10) sick leave days upon the effective date of their return from childcare leave shall be permitted to apply to access up to ten (10) days from the Maternity Leave Bank for the remainder of the school year in which they return. Said days shall be granted on an as needed basis, up to a maximum of ten (10) days, (for example, if the teacher returns with 4 days, they can access the Bank for up to 6 days during the remainder of the school year, as needed). At the conclusion of said school year, the returning teacher shall not be permitted access to the Maternity Leave Bank. Upon the return to work, access to the Maternity Leave Bank requires the mutual consent of the Superintendent and the President of the MPTA.*

b. Child-Care Leave-Article 3.4(f)

Effective July 1, 2026, revise five (5) days to seven (7) days.

5. **FACULTY LEADERSHIP MODEL**

a. Faculty Leadership Model Committee

- 1) A Faculty Leadership Model Committee shall be created to review the current Model and recommend any applicable changes to said Model commencing with the 2026/27 school year. Said recommendation(s) shall be made to the Superintendent and President of the MPTA on or before June 15, 2026.
- 2) The Assistant Superintendent of Curriculum & Instruction shall serve as the Chair of the Committee, which shall

additionally be comprised of 4 MPTA members and 3 additional members of the District's administrative team.

- 3) The Committee shall be charged with reviewing the following items:
 - a) The release time for the K-2 and 3-5 Content Leader positions under the Model.
 - b) Any non-financial items/provisions under the Model.
- b. Eliminate all positions and delete all references to IB Liaisons.
- c. Meeting Time-Increase Administrative Meeting(s) time scheduled outside the regular workday (for all titles) from 180 minutes to 270 minutes annually.
- d. Increase the current stipends for all Faculty Model titles set forth in Schedule (E) by \$250.
- e. Modify World Language title and responsibilities to K-12 and stipend will be increased to match K-12 School Counseling/Family & Consumer Sciences stipend.

6. **EDITORIAL ITEMS AND INCORPORATION OF SIDE LETTERS**

- 1) The side letters attached as Exhibit "C" shall be incorporated into the successor agreement.
- 2) Add the following as a new sub-paragraph (c) under Article 4.4:

Teachers approved by the District to design and teach an in-house in-service credit course shall receive compensation for three (3) hours of preparation time at the hourly professional rate defined in Schedule F.

Teachers who have maximized movement across the salary schedule and who provide instruction shall be compensated at the professional hourly rate for each hour of in-person instruction, not to exceed fifteen (15) hours.

All other teachers assigned to teach an in-house in-service credit course shall be required to do so in-person. Teachers providing such instruction shall be required to accept the in-service credit associated with the course and shall not have the option to receive

Exhibit A - Nurses' Salaries

<u>Nurses</u>			<u>BA</u>
Step	2025-2026	2026-2027	2026-2027
1	\$53,853	\$55,145	\$66,729
2	\$55,422	\$56,752	\$68,372
3	\$56,985	\$58,353	\$70,015
4	\$58,557	\$59,962	\$71,657
5	\$60,122	\$61,565	\$73,301
6	\$63,067	\$64,581	\$74,942
7	\$66,025	\$67,610	\$76,587
8	\$68,984	\$70,640	\$78,230
9	\$71,944	\$73,671	\$79,870
10	\$74,903	\$76,701	\$81,513
11	\$76,814	\$78,658	\$83,155
12	\$78,727	\$80,616	\$84,799
13	\$80,638	\$82,573	\$86,442
14	\$82,550	\$84,531	\$88,084
15	\$84,463	\$86,490	\$89,726
16			\$91,370
17			\$93,012
18			\$94,654
19			\$96,298
20			\$97,942
21			\$99,583
22			\$101,226
23			\$102,868
24			\$104,513
25			\$106,154
26			\$107,798
27			\$109,439
28			\$111,081

Exhibit B - Teaching Assistants' Salary Scale

Step	<u>Teaching Assistants</u>		
	2026-2027	2027-2028	2028-2029
1	\$36,083	\$36,913	\$37,762
2	\$38,243	\$39,123	\$40,023
3	\$40,774	\$41,712	\$42,671
4	\$43,275	\$44,270	\$45,288
5	\$46,171	\$47,233	\$48,319
6	\$48,815	\$49,938	\$51,087
7	\$50,413	\$51,572	\$52,758
8	\$51,979	\$53,175	\$54,398
9	\$53,515	\$54,746	\$56,005
10	\$55,015	\$56,280	\$57,574
11	\$56,515	\$57,815	\$59,145
12	\$58,015	\$59,349	\$60,714
13	\$59,515	\$60,884	\$62,284
14	\$61,015	\$62,418	\$63,854
15	\$62,515	\$63,953	\$65,424

EXHIBIT “C”
SIDE LETTERS

AGREEMENT FOR AND BETWEEN THE MOUNT
PLEASANT CENTRAL SCHOOL DISTRICT AND THE
MOUNT PLEASANT TEACHERS ASSOCIATION
CONCERNING EXTENDED FAMILY SICK.

WHEREAS, the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT and MOUNT PLEASANT TEACHERS' ASSOCIATION are parties to a collective bargaining agreement for the period of July 1, 2023-June 30, 2026; and

WHEREAS, the CBA states, (Section 3.2 d. Family Sick Leave) Unit members shall be permitted to use no more than twelve (12) days of accrued sick leave days each year for the purposes of caring for immediate family members suffering from an illness. For purposes of this benefit, immediate family shall be defined as spouse or domestic partner, and children. Unit members shall be permitted to use no more than two (2) of the above-referenced twelve (12) days per incident to care for an extended family member suffering from an illness. For the purpose of this benefit, extended family shall be defined as parents. Unit members shall not be permitted to access the sick or maternity leave bank for any purpose defined in this section. Additional time may be granted for other family members at the sole discretion of the Superintendent.: and

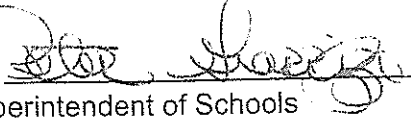
WHEREAS, upon entering the 23/24 school year, a need was recognized by the district and the MPTA for an addition to the language agreed upon in the MOA of the current CBA referenced above.

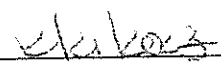
WHEREAS, the parties have engaged in discussions about contractual language in relationship to sick leave pertaining to an extended family member.

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties as follows:

1. Section 3.2 (d) of the CBA is modified to reflect the following:
Add: Superintendent discretion can be used to increase allowable days of incidence - not to exceed the above referenced twelve (12) days.
2. This Agreement shall be construed as if the parties jointly prepared it, and any uncertainty or ambiguity shall not be interpreted against one party and in favor of the other.
3. This Agreement is subject to the review and acceptance of the Board of Education by formal resolution, duly executed. Absent said approval, this Agreement shall be null and void.

MOUNT PLEASANT CENTRAL
SCHOOL DISTRICT

By: 
Superintendent of Schools

Dated: 

MOUNT PLEASANT
TEACHERS ASSOCIATION

By: _____
President

Dated: _____

Paragraph 3.2 d. As reflected with the adjustment

3.2 d. Family Sick Leave

Unit members shall be permitted to use no more than twelve (12) days of accrued sick leave days each year for the purposes of caring for immediate family members suffering from an illness. For purposes of this benefit, immediate family shall be defined as spouse or domestic partner, and children. Unit members shall be permitted to use no more than two (2) of the above-referenced twelve (12) days per incident to care for an extended family member suffering from an illness. For the purpose of this benefit, extended family shall be defined as parents. Superintendent discretion can be used to combine/increase allowable days of incidence - not to exceed the above referenced twelve (12) days. Unit members shall not be permitted to access the sick or maternity leave bank for any purpose defined in this section. Additional time may be granted for other family members at the sole discretion of the Superintendent.

AGREEMENT FOR AND BETWEEN THE MOUNT
PLEASANT CENTRAL SCHOOL DISTRICT AND THE
MOUNT PLEASANT TEACHERS ASSOCIATION
CONCERNING INCORPORATION OF
BOARD CERTIFIED BEHAVIOR ANALYSTS.

WHEREAS, the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as "District") and MOUNT PLEASANT TEACHERS' ASSOCIATION (hereinafter referred to as "MPTA") are parties to a collective bargaining agreement for the period of July 1, 2023-June 30, 2026 (hereinafter referred to as "CBA"); and

WHEREAS, a need was recognized by the District and the MPTA for the addition of Board Certified Behavior Analysts (BCBA's) to the MPTA unit. It is recognized that incorporation into the unit best serves students, faculty and the district, and

WHEREAS, the District and the MPTA have engaged in negotiations concerning this matter; and

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties as follows:

1. Section One: The Agreement; Section 1.2, Appropriate Unit, of the CBA, which provides that the MPTA bargaining unit includes all professional, certified personnel, shall be interpreted by the parties to include Board Certified Behavior Analysts (BCBA's) effective July 1, 2024.
2. Effective July 1, 2024, other than as specified in paragraphs a and b below, all generally applicable provisions of the CBA shall be applied to BCBA's:
 - a. Section Four: Compensation; Section 4.1 (f) of the CBA is added to reflect the following:
Add: Section 4.1 (f) Board Certified Behavior Analysts (BCBA's) shall be placed on teacher salary scale (Schedule A), regardless of certification and/or tenure area.
 - b. Section Six: Working Conditions; Section 6.16 of the CBA is added to reflect the following: Add: Section 6.16 BCBA Workday: Board Certified Behavior Analysts (BCBA's) will work a 7 hour and 15 minute continuous workday with a duty free prep and lunch period. The specific start and end times of said workday will depend upon the school assignment. Additionally the BCBA shall be provided with two (2) flex days per month wherein said unit member's start time shall be arranged with his/her supervising administrator
3. The MPTA and its members herewith agree that only a violation of the terms and conditions of this Side Letter Agreement shall be subject to the grievance and arbitration procedures set forth in the collective bargaining agreement between the MPTA and the District.

4. This Agreement shall not serve as a precedent for any of the parties in any forum. This 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.
5. This Agreement shall be construed as if the parties jointly prepared it, and any uncertainty or ambiguity shall not be interpreted against one party and in favor of the other. Accordingly, it is agreed that no rule of construction shall apply against any party or in favor of any party.
6. This Agreement is subject to the review and acceptance of the Board of Education by formal resolution, duly executed. Absent said approval, this Agreement shall be null and void.

SO AGREED this 2 day of ^{August} July 2024:

MOUNT PLEASANT CENTRAL
SCHOOL DISTRICT

By: [Signature]
Superintendent of Schools

Dated: [Signature]

MOUNT PLEASANT
TEACHERS ASSOCIATION

By: [Signature]
President

Dated: 3/19/24

AGREEMENT FOR AND BETWEEN THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT AND THE
MOUNT PLEASANT TEACHERS ASSOCIATION
CONCERNING A NEW SPORT

WHEREAS, the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as "District") and MOUNT PLEASANT TEACHERS' ASSOCIATION (hereinafter referred to as "MPTA") are parties to a collective bargaining agreement for the period of July 1, 2023-June 30, 2026 (hereinafter referred to as "CBA"); and

WHEREAS, the district identified a need to add girls flag football to the sports offerings

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties as follows:

1. Effective with the commencement of the 24/25 school year, Varsity Girls Flag Football (Head Coach), Schedule C -Spring (stipend \$7,682) will be added to the contract.
2. Effective with the commencement of the 24/25 school year, Varsity Girls Flag Football Assistant, Schedule C -Spring (stipend \$5,423) will be added to the contract.
3. This Agreement may not be amended or modified orally; the Agreement can only be amended or modified by written agreement, signed by authorized representatives of both parties.
4. A violation of the terms and conditions of this Agreement shall be subject to the grievance and arbitration procedures set forth in the collective bargaining agreement between the Association and the District.
5. This Agreement shall be construed as if the parties jointly prepared it, and any uncertainty or ambiguity shall not be interpreted against one party and in favor of the other. Accordingly, it is agreed that no rule of construction shall apply against any party or in favor of any party.
6. This Agreement is subject to the review and acceptance of the Board of Education by formal resolution, duly executed. Absent said approval, this Agreement shall be null and void.
8. Other than as specifically set forth herein, this Side Letter Agreement shall not serve as a precedent for any of the parties in any forum. In that regard, the parties may not cite this agreement as precedent, past practice, or policy in any subsequent proceeding between the District and the MPTA other than to enforce the specific terms of this Agreement.

SO AGREED this 14th day of November 2024.

MOUNT PLEASANT CENTRAL
SCHOOL DISTRICT

By: [Signature]
Superintendent of Schools

Dated: 11/14/24

MOUNT PLEASANT
TEACHERS ASSOCIATION

By: [Signature]
President

Dated: 11/14/24

AGREEMENT FOR AND BETWEEN THE MOUNT
PLEASANT CENTRAL SCHOOL DISTRICT AND THE
MOUNT PLEASANT TEACHERS ASSOCIATION
CONCERNING: ELEMENTARY SUPERVISORY DUTIES. DOCTORAL SALARY SCHEDULE.
TIME ALLOCATION FOR PROFESSIONAL LEARNING SESSIONS, CLUB ADDITIONS and
VARSITY CROSS COUNTRY COACHING STIPEND.

WHEREAS, the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as "District") and MOUNT PLEASANT TEACHERS' ASSOCIATION (hereinafter referred to as "MPTA") are parties to a collective bargaining agreement for the period of July 1, 2024 - June 30, 2026 (hereinafter referred to as "CBA"); and

WHEREAS, the CBA states, (6.9.e.5. Secondary Supervisory Duties) a period is defined as the traditional secondary school period in effect for 1988-89; and

WHEREAS, effective with the commencement of the 25/26 school year, there is a need for elementary supervision outside of the defined school day; and

WHEREAS, the 2025 -2026 Salary Schedule A for a doctorate begins at Step 11; and

WHEREAS, there is a need for Doctorate Steps 1-10; and

WHEREAS, the CBA states, (6.2.c.1 and 6.2.c.2 Teaching Day) 4 meetings of 45 minutes duration, to be directed by the building principal/administrator and 4 meetings/sessions of 120 minutes duration; and

WHEREAS, effective with the commencement of the 25/26 school year, there is a demonstrable need for flexibility in scheduling faculty meetings; and

WHEREAS, there is a need for advisors to guide new clubs; and

WHEREAS, there is a need for an assistant Varsity Cross Country coach, and

WHEREAS, the parties have engaged in discussions about contractual language in relationship to the above mentioned issues.

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties as follows.

- 1 Effective with the commencement of the 2025/26 school year Section 6.10.c (Elementary Assignment. (Grades K-5). Elementary Supervisory Duties will be modified to reflect the following:
 - a. 6.10.c.3.a. Teachers who volunteer and/or are assigned duties outside of the contractual day will receive payment according to Schedule F
 - b. 6.10.c.3.b. An elementary period is defined as 30 minutes

2. Effective with the commencement of the 2025/26 school year, the 2025-2026 Salary Schedule A will be amended to include Doc Steps 1-10. (Amended Schedule A attached)
3. Effective with the commencement of the 2025/26 school year, Section 6.2.c. (Teaching Day), will be modified to reflect the following:
 - a. 6.2.c.2. Meetings/session of 480 minutes total to be scheduled in 60 or 120 minute blocks outside of the contractual day, for the purposes of completing and/or engaging in Action Research/Professional Development as organized and approved by the administration
 - b. 6.2.c.3. 8 meetings/sessions of 30 minutes duration, to be directed/assigned by administration for grade level/department work. When there is a need to meet as a whole group, building administration may use no more than 4 of these 8 sessions, as mutually agreed upon by the building administrator/principal and Building Council.
4. Effective with the commencement of the 2025/26 school year, the following clubs will be added to Schedule B: Teacher Extra Activity Pay in the CBA:
 - a. CES Jazz Ensemble (\$2,503 in Group 4)
 - b. MS Westlake Winds (\$2,503 in Group 4)
 - c. MS Kindness Club (\$1,856 in Group 6)
 - d. HS Kindness Club (\$1,856 in Group 6)There shall be no retroactive payments made pursuant to this Agreement for any prior school years.
5. Effective with the commencement of the 2025/26 school year, the following coaching position will be added under Teacher Activity Coaching Pay Fall in the CBA: Varsity Cross Country Fall B & G - Assistant at the rate of \$5423. There shall be no retroactive payments made pursuant to this Agreement for any prior school years.
6. This Agreement may not be amended or modified orally; the Agreement can only be amended or modified by written agreement. signed by authorized representatives of both Parties.
7. A violation of the terms and conditions of this Agreement shall be subject to the grievance and arbitration procedures set forth in the collective bargaining agreement between the Association and the District.
8. This Agreement shall be construed as if the parties jointly prepared it, and any uncertainty or ambiguity shall not be interpreted against one party and in favor of the other. Accordingly, it is agreed that no rule of construction shall apply against any party or in favor of any party
9. This Agreement is subject to the review and acceptance of the Board of Education by formal resolution, duly executed. Absent said approval, this Agreement shall be null and void

10. Other than as specifically set forth herein, this Side Letter Agreement shall not serve as a precedent for any of the parties in any forum. In that regard, the parties may not cite this agreement as precedent, past practice, or policy in any subsequent proceeding between the District and the MPTA other than to enforce the specific terms of this Agreement.

SO AGREED this 9th day of June 2025:

MOUNT PLEASANT CENTRAL
SCHOOL DISTRICT

By: [Signature]
Superintendent of Schools

Dated: [Signature]

MOUNT PLEASANT
TEACHERS ASSOCIATION

By: [Signature]
President

Dated: 6/9/25

Levels ->				
	Level		Level	
	MA+75		DOC	
	# Steps		# Steps	
	30		30	
1	90.675	94.211	3.9%	
2	92.764	96.382	3.9%	
3	94.855	98.554	3.9%	
4	96.945	100.726	3.9%	
5	99.035	102.897	3.9%	
6	101.124	105.068	3.9%	
7	103.214	107.239	3.9%	
8	105.305	109.412	3.9%	
9	107.393	111.581	3.9%	
10	109.483	113.753	3.9%	
11	111.571	115.926	3.9%	
12	113.661	118.101	3.9%	
13	115.754	120.277	3.9%	
14	117.843	122.454	3.9%	
15	119.934	124.630	3.9%	
16	122.024	126.806	3.9%	
17	124.112	128.984	3.9%	
18	126.202	131.165	3.9%	
19	128.292	133.347	3.9%	
20	130.383	135.528	3.9%	
21	132.474	137.710	3.9%	
22	134.562	139.893	3.9%	
23	136.651	142.076	3.9%	
24	138.741	144.260	3.9%	
25	140.830	146.445	3.9%	
26	142.921	148.630	3.9%	
27	145.011	150.816	3.9%	
28	147.101	153.002	3.9%	
29	149.192	155.189	3.9%	
30	151.280	157.376	3.9%	

AGREEMENT FOR AND BETWEEN THE MOUNT
PLEASANT CENTRAL SCHOOL DISTRICT AND THE
MOUNT PLEASANT TEACHERS ASSOCIATION
CONCERNING: CLUB ADDITIONS

WHEREAS, the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as "District") and MOUNT PLEASANT TEACHERS' ASSOCIATION (hereinafter referred to as "MPTA") are parties to a collective bargaining agreement for the period of July 1, 2024 - June 30, 2026 (hereinafter referred to as "CBA"); and

WHEREAS, there is a need for advisors to guide new clubs; and

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties as follows:

Effective with the commencement of the 2025/26 school year, the following clubs will be added to Schedule B: Teacher Extra Activity Pay in the CBA:

- a. HS Westlake WildCAST Podcast Club (\$2,165 in Group 5)
- b. HS Dance Club (\$1,856 in Group 6)

There shall be no retroactive payments made pursuant to this Agreement for any prior school years.

SO AGREED this 25th day of September 2025:

MOUNT PLEASANT CENTRAL
SCHOOL DISTRICT

By: [Signature]
Superintendent of Schools

Dated: 9/25/25

MOUNT PLEASANT
TEACHERS ASSOCIATION

By: [Signature]
President

Dated: 9/25/25

