MEMORANDUM OF UNDERSTANDING
Between
M.S.A.D. No. 75 Board of Directors
(hereinafter "the Board")
and
The Merrymeeting Employees Association (Support Staff)
(hereinafter "the Association")

Date: May 4, 2026

Subject: Implementation of Maine Employment Law Amendment to Earned Paid Leave

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement effective July 1, 2024, through June 30, 2027 (hereinafter "the Contract"); and

WHEREAS, the Maine Legislature has enacted amendments to the Earned Paid Leave (EPL) Law (LD 55) which impacts the terms and conditions of employment outlined in the Contract, particularly in **Article VIII - VACATIONS**; and

WHEREAS, the parties desire to acknowledge and agree upon the required adjustments to the Contract to ensure compliance with the new state law.

NOW, THEREFORE, the parties agree to the following provisions, which shall supplement and modify the Contract:

The parties agree to amend the Contract's language concerning the accrual and carryover of paid time off to comply with the Earned Paid Leave (EPL) state law amendments effective May 4, 2026:

A. **Full year employees** shall be eligible for annual paid time off as follows:
   a. Five (5) days' EPL and five (5) days' vacation at initial employment (Ten (10) days total)
   b. Five (5) days' EPL and thirteen (13) days' vacation after five (5) years of continuous employment (Eighteen (18) days total)
   c. Five (5) days' EPL and eighteen (18) days' vacation after fifteen (15) years of continuous service (Twenty-three (23) days total)

   Employees hired prior to 7/01/2014 shall be eligible for the following:

   Five (5) days' EPL and twenty-three (23) days' vacation after twenty (20) years of continuous employment (Twenty-eight (28) days total)

EPL Carryover & Maximum Accrual: Year round employees shall be permitted to carry over up to the five (5) full days of unused EPL to the subsequent contract year. Not to exceed a maximum of ten (10) days of accrued EPL in one year.

B. **School year employees** shall be eligible for annual paid EPL as follows:
   a. Five (5) days' EPL at initial employment
   b. Eight (8) days' EPL after five (5) years of continuous service.

   Notwithstanding any provision in Article VIII (or the relevant leave article) to the contrary, At the end of each contract year, only unused EPL time that exceeds five (5) days, will be automatically paid annually to school-year employees on the last pay date in June unless the employee expresses their preference to be paid out in full with the understanding that the allowable EPL days will not be carried over to the subsequent contract year.

General Provisions

A. **Supersedure:** In the event of any conflict between the terms of the Contract and the requirements of the Maine Earned Paid Leave Law (as amended) the provisions of state law shall control. The terms of this MOU shall control over the conflicting terms of the Contract.

B. **Effective Date:** This MOU shall take effect upon the date of signing by both parties and shall remain in effect for the duration of the Contract, unless superseded by a subsequent agreement between the parties or a change in state law.

M.S.A.D. No. 75 Board of Directors:

By: _____ Date: 6/11/26

Printed Name: Amy Speake

Merrymeeting Employees Association (Support Staff):

By: _____ Date: 5/8/26

Printed Name: Erin Scott