

MEMORANDUM OF AGREEMENT-TEACHER UNIT

MEMORANDUM OF AGREEMENT dated this ____ day of April ~~March~~, 2026 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MOUNT VERNON CITY SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and/or "DISTRICT") and the negotiating representatives of the MOUNT VERNON FEDERATION OF TEACHERS (hereinafter referred to as the "UNION").

A. General

The labor agreement between the parties for the period of July 1, 2019-June 30, 2022, expired on June 30, 2022. The parties herewith agree that said agreement shall be modified effective as of July 1, 2022, 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

ARTICLE I -SALARY & BENEFITS

1. WAGE INCREASE

Delete sub-section (A) and replace with the following:

2022/23	0.00%
2023/24	0.00%
2024/25	0.00%
2025/26	1.50% (retroactive to 7/1/25) + \$750 as a one-time payment
2026/27	1.75% (effective 7/1/26)

Said increases shall be applied to the salary schedules set forth in Appendix II. Said increases shall also be applied solely to the coaching stipends set forth in Appendix III. Said increases will not be applied to any other monetary items contained within the parties' collective bargaining agreement.

Effective within ninety (90) days of the parties' ratification of this Memorandum of Agreement, a \$750 off-schedule, non-recurring payment not added to base wages shall be made for those who worked during the 2025/26 school year (prorated for less than a full year of service) and are still actively employed by the District as of the date of ratification of this Memorandum of Agreement. Said payment shall be prorated for part-time employees based upon FTE. Notwithstanding the foregoing, said payment shall also be made to unit members who worked during the 2025/26 school year (prorated for part-time and/or less than a full year of service) and resigned for purposes of retirement during the 2025/26 school year. Said payment shall not be made to any other former unit member(s) who separated from employment for any other reason, including resignation and/or termination from employment, prior to the date of ratification of this Memorandum of Agreement. The parties expressly acknowledge that said payment is strictly contingent upon the reduction to the Welfare Fund set forth below in Item 6 (Page 7).

Retroactive monies shall be paid within ninety (90) days of the parties' ratification of this Memorandum of Agreement. Said retroactive payment shall include sixth period compensation as set forth in Article III and shall be made solely to:

- 1. Unit members who worked during the 2025/26 school year (prorated for less than a full year of service) and are still actively employed by the District as of the date of ratification of this Memorandum of Agreement.*
- 2. Unit members who worked during the 2025/26 school year (prorated for less than a full year of service) and resigned for purposes of retirement during the 2025/26 school year.*

Said retroactive payment shall not be made to any other former unit member(s) who separated from employment for any other reason, including resignation and/or termination from employment, prior to the date of ratification of this Memorandum of Agreement.

Retroactive monies and above-referenced the off-schedule, non-recurring payment(s) set forth above shall be paid to eligible unit members by separate check.

2. SALARY REOPENERS

Add the following new sub-section (B):

The parties herewith acknowledge that this contract shall be reopened upon the request of either party provided one of the following occurs in connection with the approved 2026/27 budget:

- 1. The District has appropriated a fund balance at least 2% greater than the statutorily permissible four percent (4%) after the 2026/27 budget has been approved by the voters.*
- 2. The District implements a plan to reconfigure the District's buildings/staffing resulting in savings to the District when compared to the amount expended for personnel costs during the 2025/26 school year.*
- 3. The District's proposed transportation plan/evaluation forecasts savings generated by routing efficiencies to the extent staggered bell schedules are created and/or implemented during the 2026/27 school year.*

Said reopener discussions shall commence on or after June 1, 2026, or within fifteen (15) calendar days from the date the 2026/27 budget is approved by the voters, whichever is later. Nothing hereinabove shall obligate the District to provide any wage increases to unit members notwithstanding the good faith efforts of both parties to reach agreement on same.

3. SCHOOL COUNSELORS, PSYCHOLOGISTS, SOCIAL WORKERS AND SPEECH TEACHERS/SPEECH PATHOLOGISTS

Delete current sub-section (E) and replace with the following:

E. SCHOOL COUNSELORS, PSYCHOLOGISTS, SOCIAL WORKERS AND SPEECH TEACHERS/SPEECH PATHOLOGISTS

- 1. Elementary Level (Pre-K-6 Schools)***

a. *Elementary school counselors and elementary social workers shall be paid according to the classification for regular teachers, shall work the elementary school workday and receive no stipend. Effective with the date of ratification of this memorandum of agreement said unit members shall receive a stipend of \$2,000 annually (prorated for the 2025/26 school year). If requested to work a longer day, they shall be paid the hourly rate. Notwithstanding the foregoing, effective for the 2026/27 school year said unit members shall be required to work an additional seven and one-half (7½) hours each school year. The District shall have the sole discretion to determine the manner in which said hours requirement shall be met each year provided the hours are comprised of no more than three (3) additional night meetings (in addition to the three (3) evening assignments referenced in Article III (O)(1)(c) which shall be worked with no additional compensation). The District shall provide notice of the date(s) of said three (3) additional night meetings on or before October 1 of each school year.*

b. *The scheduled work year for elementary school counselors shall include the teacher work year plus four (4) additional mandatory days, the scheduling of which shall be determined by the District with appropriate notice provided to the school counselors. These four (4) days, two (2) days in the week after school ends and two (2) days in the week before school starts, shall be for the purpose of student scheduling and other assigned school counselor duties and responsibilities. These days are to be paid at 1/200th of the school counselors' salary and are to be scheduled in advance by the District prior to the close of school. The District may, in its sole discretion, request that elementary school counselors, on a voluntary basis, work an additional six (6) days over the summer. If said unit members are requested to work any additional days beyond the scheduled work year and the additional days set forth above, they shall be paid at 1/200 of their salary for each day worked (prorated if less than a full day). The foregoing pay rate (1/200 per day; prorated for less than a full day) shall also be applicable to any summer work that is performed by eligible unit members (i.e. Extended School Year Program or summer counseling) unless the parties mutually agree, in writing, that a different rate should be applied. The District's decision(s) to offer additional days of work in this regard shall not be subject to review in any forum, including the grievance procedure set forth in Article VI.*

c. *The scheduled work year for elementary social workers shall be the scheduled teacher work year. The District may, in its sole discretion, request that said unit members, on a voluntary basis, work beyond the scheduled teacher work year. If said unit members are requested to work any additional days beyond the scheduled teacher work year, they shall be paid at 1/200 of their salary for each day worked (prorated if less than a full day). The foregoing pay rate (1/200 per day; prorated for less than a full day) shall also be applicable to any summer work that is performed by eligible unit members (i.e. Extended School Year Program or summer counseling) unless the parties mutually agree, in writing, that a different rate should be applied. The District's decision(s) to offer*

additional days of work in this regard shall not be subject to review in any forum, including the grievance procedure set forth in Article VI.

2. Secondary Level (Pre-K-8 Schools and Secondary Schools)

a. Secondary school counselors and secondary social workers shall be paid according to the classification for regular teachers, shall work seven (7) hours and thirty (30) minutes per day and receive a stipend of \$3,000. Effective with the date of ratification of this memorandum of agreement said stipend shall be increased to \$4,450 annually (said increased amount to be prorated for the 2025/26 school year). If requested to work a longer day, they shall be paid the hourly rate.

b. The scheduled work year for secondary school counselors shall include the teacher work year plus four (4) additional mandatory days. These four (4) days, two (2) days in the week after school ends and two (2) days in the week before school starts, shall be for the purpose of student scheduling and other assigned school counselor duties and responsibilities. These days are to be paid at 1/200th of the school counselors' salary and are to be scheduled in advance by the District prior to the close of school. The District may, in its sole discretion, request that secondary school counselors, on a voluntary basis, work an additional six (6) days over the summer. If said unit members are requested to work any additional days, they shall be paid at 1/200 of their salary for each day. The foregoing pay rate (1/200 per day; prorated for less than a full day) shall also be applicable to any summer work that is performed by eligible unit members (i.e. Extended School Year Program or summer counseling) unless the parties mutually agree, in writing, that a different rate should be applied. The District's decision(s) to offer additional days of work in this regard shall not be subject to review in any forum, including the grievance procedure set forth in Article VI. Any work on remaining days above the four (4) mandatory days will be posted by building and distributed equitably to those counselors who respond to the posting. If said unit members are requested to work any additional days, they shall be paid at 1/200 of their salary for each day worked (prorated if less than a full day).

c. In addition to the three (3) evening assignments referenced in Article III (O)(1)(c) which shall be worked with no additional compensation, secondary school counselors may be scheduled for up to four (4) night meetings for no more than three (3) hours each meeting (i.e., they are required to attend three (3) evening meetings like all other unit members for no additional compensation and they may be required to attend four (4) additional evening meetings for a total of seven (7) evening meetings). Any secondary school counselors required to attend more than the three (3) evening assignments referenced in Article III (O)(1)(c), shall be paid the hourly rate for such attendance. Said unit members shall be notified of five (5) of the seven (7) evening assignment/meeting dates in the Opening Bulletin. Said unit members shall be notified of the dates of the remaining two (2) meetings with no less than thirty (30) days' notice.

d. *The scheduled work year for secondary social workers shall be the scheduled teacher work year. The District may, in its sole discretion, request that said unit members, on a voluntary basis, work beyond the scheduled teacher work year. If said unit members are requested to work any additional days beyond the scheduled teacher work year, they shall be paid at 1/200 of their salary for each day worked (prorated if less than a full day). The foregoing pay rate (1/200 per day; prorated for less than a full day) shall also be applicable to any summer work that is performed by eligible unit members (i.e. Extended School Year Program or summer counseling) unless the parties mutually agree, in writing, that a different rate should be applied. The District's decision(s) to offer additional days of work in this regard shall not be subject to review in any forum, including the grievance procedure set forth in Article VI.*

3. **School Psychologists**

School Psychologists shall work the teacher work year. School psychologists shall be on an index of 1.065 as applied to Teacher Salary and shall be placed on the salary schedule in accordance with previous practice. If requested to work a longer day, they shall be paid the hourly rate. If requested to work beyond the scheduled teacher work year, they shall be paid at 1/200 of their salary for each day. The three (3) evening assignments referenced in Article III(O)(1)(c) shall apply to school psychologists, which shall be worked with no additional compensation.

4. **Student Services Committee**

A Student Services committee shall meet to discuss job duties and distribution of workload and to ensure adherence to State and Federal mandates. The foregoing shall also include speech pathologists and/or teachers.

5. **Speech Teachers and/or Speech Pathologists**

Speech Teachers and/or Speech Pathologists shall work the teacher work year. Effective July 1, 2017, speech pathologists and/or speech teachers shall be paid for additional summer work beyond the teacher work year based upon an hourly rate derived from 1/200 of the unit member's applicable base salary. Said hourly rate shall be capped at the applicable base salary contained in Column MA+30, step 12 of the salary schedule. Effective with the date of ratification of this memorandum of agreement said cap shall be increased to MA+30 Step 14. The parties herewith acknowledge that although the Speech Pathologists/Teachers title has been added to the title of this section, such action shall not result in any substantive change(s) to their terms and conditions of employment. The three (3) evening assignments referenced in Article III(O)(1)(c) shall apply to speech teachers/speech pathologists which shall be worked with no additional compensation.

6. Compensatory Educational Services

In the event a unit member is requested to perform such services by the District, said unit member shall be paid at either the contractual hourly rate or an hourly rate derived from 1/200 of the unit member's applicable base salary, whichever is greater, for all hours worked. Notwithstanding the foregoing, the District shall continue to have the sole discretion to utilize non-unit members and/or consultants and/or independent contractors to provide said services and shall have no obligation first offer such work to unit members.

4. PROTECTION OF THE TEACHER IN ASSAULT CASES

Revise sub-section (J) as follows:

- a. Delete J(2) and replace with the following:

The Superintendent shall forward a copy of the assault report to the Federation President. Unit members will be given the right to have union representation in preparation for student hearings but said union representative shall not be permitted to attend the actual hearing.

- b. Delete J(3) and replace with the following:

The District agrees to provide a defense to eligible unit members in accordance with Education Law Section 3028

- c. Delete J(5).

5. HEALTH INSURANCE-ACTIVE CONTRIBUTION

Revise sub-section (K)(3) and (5) as follows:

- a. Effective with the date of ratification of this memorandum of agreement, increase the contribution rates set forth in sub-section (3) by .5% (16.5% for individual coverage and 15.5% 2-person and family coverage).
- b. Effective July 1, 2026, increase the contribution rates set forth in sub-section (3) by an additional .5% (17.0% for individual coverage and 16% for 2 person and family coverage).
- c. The additional dollar premium contributions for those earning more than \$100,000 set forth in sub-section (3) shall remain at \$225 for individual coverage and \$275 for family coverage.

d. Increase the contribution rate for new hires in the second year of employment set forth in sub-section (5) from 16% for individual coverage and 15% for 2-person and family coverage to the rates set forth above in (a) and (b) above.

6. WELFARE FUND

Add the following to sub-paragraph M:

The per capita contribution of \$1,500 shall be reduced by a sufficient amount to fund the \$750 off-schedule, non-recurring payment set forth in Article I(A) solely for the 2025/26 school year. In the event the Welfare Fund per capita payment is prorated for part-time employees, said \$750 payment shall be prorated for part-time employees based upon FTE. There shall be no cost to the District in connection with providing said one-time payment to unit members. Effective for the 2026/27 school year, said \$1,500 per capita contribution shall be reinstated.

7. MENTOR PROGRAM

Add as new sub-section (P):

1. *A Mentor Program Stipend shall be paid to those serving as mentors for new classroom teachers as follows:*

a) *\$1,500 annual stipend or 3 credits towards lane movement (prorated for less than full year of service).*

b) *The following duties and responsibilities shall be performed by Mentors for no additional compensation beyond the above-referenced stipend:*

- *Participate in all mentor training and program activities. This may include attendance at a two-day workshop, not to exceed twelve hours, which may be held outside of the school year or school day*
- *Commit to the goals of the Mentor Program*
- *Maintain confidentiality in regard to all professional issues*
- *Maintain a non-evaluative approach to formal and informal observations*
- *Meet with the mentee formally at least once a week throughout the year during an additional common period scheduled by the building administrator*
- *Maintain Mentor/Mentee Log of all contacts with the intern as required by the Mentor Program Committee ("MPC")*
- *Observe the mentee at least once per marking period*

- *Provide opportunity for mentee to observe in the mentor's classroom at least once per marking period*
- *Provide mentee with support related to subject and course curriculum, instructional strategies, classroom management, parent contact, building/district policies and procedures, and any other topics that may be of importance in the performance of the mentee's duties as a teacher*
- *Attend Mentor/Mentee support group meetings made available throughout the year*
- *Attend an MPC half-day Mentee/Mentor Orientation of no more than three hours within the first three weeks of the school year during staff development days or release time*
- *Superintendent's Conference days and Staff Development days may be used as additional meeting times for the mentors, mentees and the MPC*
- *Perform such other duties prescribed by the MPC*
- *Comply with any other requirements contained within the Mentor Program Handbook*

Said duties and responsibilities shall be subject to revision by the District in consultation with the MPC provided the new duties and responsibilities are substantially similar to the above.

2. *A Classroom Teachers Mentor Coordinator Stipend in the annual amount of \$5,000 (prorated for less than full year of service) shall be paid to the unit member serving as the Mentor Coordinator. The following duties and responsibilities shall be performed by the Mentor Coordinator for no additional compensation beyond the above-referenced stipend:*

- *Oversee the MPC and facilitate its agenda*
- *Monitor mentors*
- *Monitor mentees*
- *Maintain accurate Mentor Program records*
- *Meet with the District Mentor Administrator*
- *Work with the Co-Coordinator*
- *Perform such other duties prescribed by the MPC*
- *Comply with any other requirements contained within the Mentor Program Handbook*

Said duties and responsibilities shall be subject to revision by the District in consultation with the MPC provided the new duties and responsibilities are substantially similar to the above.

3. *A Mentor Program Stipend shall be paid to those serving as mentors for new social workers, school counselors, psychologists, and speech teachers as follows:*

- a) *\$1,500 annual stipend (prorated for less than full year of service).*
- b) *The following duties and responsibilities shall be performed by Mentors for no additional compensation beyond the above-referenced stipend:*
- *Participate in all mentor training and program activities. This may include attendance at a two-day workshop, not to exceed twelve hours, which may be held outside of the school year or school day*
 - *Commit to the goals of the Mentor Program*
 - *Maintain confidentiality in regard to all professional issues*
 - *Maintain a non-evaluative approach to formal and informal observations*
 - *Meet with the mentee formally at least once a week throughout the year during an additional common period scheduled by the building administrator*
 - *Maintain Mentor/Mentee Log of all contacts with the intern as required by the Mentor Program Committee ("MPC")*
 - *Observe the mentee at least once per marking period*
 - *Provide opportunity for mentee to observe in the mentor's classroom at least once per marking period*
 - *Provide mentee with support related to subject and course curriculum, instructional strategies, classroom management, parent contact, building/district policies and procedures, and any other topics that may be of importance in the performance of the mentee's duties as a teacher*
 - *Attend Mentor/Mentee support group meetings made available throughout the year*
 - *Attend an MPC half-day Mentee/Mentor Orientation of no more than three hours within the first three weeks of the school year during staff development days or release time*
 - *Superintendent's Conference days and Staff Development days may be used as additional meeting times for the mentors, mentees and the MPC*
 - *Perform such other duties prescribed by the MPC*
 - *Comply with any other requirements contained within the Mentor Program Handbook*

Said duties and responsibilities shall be subject to revision by the District in consultation with the MPC provided the new duties and responsibilities are substantially similar to the above.

c) *Said stipend shall sunset in all respects effective June 30, 2027.*

4. *A Mentor Coordinator Stipend in the amount of \$2,500 (prorated for less than full year of service) shall be paid to the unit member serving as a Mentor Coordinator for the mentors of new social workers, school counselors, psychologists, and speech teachers. The following duties and responsibilities shall be performed by the Mentor Coordinator for no additional compensation beyond the above-referenced stipend:*

- *Oversee the MPC and facilitate its agenda*
- *Monitor mentors*
- *Monitor mentees*
- *Maintain accurate Mentor Program records*
- *Meet with the District Mentor Administrator*
- *Work with the Co-Coordinator*
- *Perform such other duties prescribed by the MPC*
- *Comply with any other requirements contained within the Mentor Program Handbook*

Said duties and responsibilities shall be subject to revision by the District in consultation with the MPC provided the new duties and responsibilities are substantially similar to the above. Said stipend shall sunset in all respects effective June 30, 2027.

5. *The determination as to whether a mentor shall be assigned to a new staff member and/or whether a Mentor Coordinator shall be appointed for a particular school year shall be at the sole discretion of the District. All Mentors and Mentor Coordinators shall be selected in accordance with the Mentor Program Handbook.*

8. **RETIREMENT INCENTIVE COMMITTEE**

Add as new sub-section (Q):

On or before June 1, 2026, a retirement incentive committee shall be created made up of 2 members selected by the Superintendent and 2 members selected by the MVFT President. Said committee shall be authorized to make recommendations for the parties' consideration regarding a potential retirement incentive(s) to be offered to eligible unit members.

ARTICLE II-LEAVES OF ABSENCE

1. PERB IMPROPER PRACTICE CHARGES

The MVFT herewith acknowledges that PERB improper practice charge(s) U-38848, U-38849 and U-38850 shall be withdrawn with prejudice.

2. BEREAVEMENT LEAVE

Effective with the date of ratification of this memorandum of agreement, delete sub-section (F) and replace with the following:

- 1. A teacher shall be entitled to leave of absence with pay for a period not to exceed five (5) consecutive days in case of death of a parent, grandparent, sister, brother, child, spouse, or other member of the family residing with the teacher. Spouse shall be defined as:*
 - a. An individual with whom the eligible unit member shares a residence; and*
 - b. An individual who is involved in a lifetime relationship with the eligible unit member; and*
 - c. An individual who is financially interdependent with the eligible unit member; and*
 - d. An individual who is at least 18 years of age or older; and*
 - e. An individual who is unmarried (as is the eligible unit member) and is not involved in another domestic partnership (nor is the eligible unit member); and*
 - f. An individual who is not related to the eligible unit member in any way that would bar marriage; and*
 - g. An individual who has been in the domestic partnership with the eligible unit member for a minimum period of twelve (12) months prior to the unit member's request for the leave day(s); and*
 - h. An individual for whom the eligible unit member has provided proof of residency and four (4) proofs of financial interdependence (or if already registered as domestic partners, has provided proof of such registration); and*
 - i. An individual for whom the individual and the eligible unit member have submitted an affidavit affirming domestic partnership status.*
- 2. A teacher shall be entitled to leave of absence with pay for a period not to exceed one (1) day in case of death of any of the following: (1) mother-in-law; (2) father-in-law; (3) daughter-in-law; (4) son-in-law; (5) sister-in-law; or (6) a brother-in-law not residing in the household of the teacher except, however, that where a teacher is required to travel over one hundred (100) miles from Mount Vernon, the teacher shall be granted up*

to, but not more than two (2) days leave of absence with pay.

3. *Absent extenuating circumstances, bereavement leave must commence within ten (10) calendar days of the death.*
4. *Approved personal days utilized for bereavement shall not be subject to the Attendance Review Policy set forth in sub-section (C)(9) above.*
5. *The District shall have the right to ask for appropriate evidence (including but not limited to proof of death) to substantiate the use of bereavement leave at its sole discretion.*

3. PERSONAL LEAVE

Effective with the date of ratification of this memorandum of agreement, delete sub-section (G)(3) and replace with the following:

All requests for such personal leave must be submitted to the appropriate administrator by the teacher in accordance with current practice (hard copy as well as through Frontline or any comparable system used in the future) and must be submitted not less than five (5) days prior to the day or days such leave is desired, or as soon as possible in case of emergency. Provided such requests are submitted within the foregoing five (5) day timeframe, said requests for personal leave shall be approved by the appropriate supervisor within two (2) days of submission. The District's failure to act upon the request within two (2) days of submission shall constitute approval provided said request is submitted at least five (5) days in advance. Such personal leave shall not be granted or allowed for any day or consecutive days or any part thereof before or following either a vacation period or a day when school has been closed for an emergency, except, however, if a request for personal leave has been submitted and approved in advance of an emergency closing, such personal leave will be granted even though it shall fall immediately following a day when school has closed for emergency. "Vacation period" shall only apply to the adopted school calendar vacations of Thanksgiving, Christmas, mid-winter break, and spring break.

4. WORKERS' COMPENSATION

Effective with the date of ratification of this memorandum of agreement, add the following to sub-section (I)(1):

If unit members are absent for five (5) or more consecutive working days, application for leave of absence with pay by reason of workers' compensation injury shall be accompanied by a doctor's note. The Superintendent, or designee, may require doctor's note for absences of less than five (5) consecutive days.

5. SPECIAL EDUCATION-IEP RELEASE TIME

Effective with the date of ratification of this memorandum of agreement (provided said ratification occurs on or before March 1st; if ratified later then this change shall be effective July 1 2026), add new sub-section (J) as follows:

Special education teachers shall be granted the following release time to complete assigned IEPs:

<u>Number of IEPs</u>	<u>IEP Writing Days</u>
1-3	1
4-8	2
9-14	3
15+	4

"Number of IEPs" shall be defined to include initial IEP development for students that are assigned to the special education teacher even though said students are not within the special education teacher's assigned actual caseload. All such IEP writing work shall be completed on site. In order to be eligible for such release time all special education teachers must participate/engage in the following professional development:

- *IEP/CSE Professional Learning*
- *De-escalation Professional Learning*
- *Teacher and Staff Classroom Co-teaching & Coordination*

Release time, in addition to the time set forth above, shall be provided for this purpose. In the event the District does not offer any or all of the above-referenced professional development during a particular school year, eligible unit members shall still receive the above-referenced release time. However, unit members who refuse and/or fail to participate/engage in the professional development offered by the District for this purpose during a particular school year, shall not be eligible to receive any of the above-reference release time during that school year.

There shall be no additional compensation for said professional development participation/engagement.

ARTICLE III-GENERAL WORKING CONDITIONS

1. TEACHERS' WORKDAY

Add the following new Section B(11):

On or before June 1, 2026, a committee shall be created with equal MVFT and District representation to review and consider the use of one (1) unassigned

period in the nine (9) period day at the secondary level for purposes of student instruction and/or the performance of District directed professional duties (i.e., team or grade level meetings; extra help; professional development, etc.). Said committee shall be authorized to make recommendations regarding said topic(s) for the parties' consideration.

2. TEACHING CONDITIONS

Delete sub-section (C)(2)

3. EXTRA PERIOD COMPENSATION

Add the following to sub-section (D):

Effective with the date of ratification of this memorandum of agreement, the maximum rate shall be set at MA +60 Step 19.

4. FACULTY MEETINGS

Add the following new sub-section (O)(2):

Solely for the 2026/27 school year, two (2) out of the ten (10) one-hour faculty meetings set forth in sub-section 1(b) above shall be teacher directed time (to be used for the purposes identified in said sub-section) as opposed to Principal/District directed time. The District shall determine which two (2) of the ten (10) meetings shall be teacher directed with the understanding that there shall be one (1) such teacher directed meeting scheduled for each semester. The District shall provide notice of the dates of the two (2) teacher directed meetings on or before October 1, 2026. During the 2026/27 school year, Principals shall conduct a targeted needs assessment for the purposes of seeking input from teachers as to what work to be completed during the remaining eight (8) meetings under sub-section 1(b) above. This sub-section shall sunset in all respects effective June 30, 2027.

Add the following to sub-section (O)(2)(c):

Effective with the date of ratification of this memorandum of agreement, Parent/Teacher Conferences may be held either in person or via videoconferencing based upon the preference of the parent. Teachers shall be on site when conducting such Parent/Teacher Conferences via videoconferencing. Said Parent/Teacher Conferences shall conclude no later than 7:30 PM.

ARTICLE VI-GRIEVANCE PROCEDURE

1. SPECIAL PROCEDURES

Revise sub-section (C) by deleting “Special Procedures” sub-section (1) on page 39 of the CBA and replacing it with the following effective with the date of ratification of this memorandum of agreement:

Any grievance based upon administrative action above the building level, including alleged payroll errors (failure to pay or incorrect payment), shall be submitted to the appropriate administrator under the Superintendent of Schools through the building principal. Except for alleged payroll errors, grievances must be initiated within fifteen (15) days after the grievant knew or should have known of the act or condition which is the basis of the complaint. Grievances alleging payroll errors must be initiated within fifteen (15) days after the grievant discovers the alleged error. Notwithstanding the extended time to initiate grievances alleging payroll errors, retroactive payment/correction of such errors shall be limited to six (6) months from the date the grievance was initiated. The appropriate administrative officer shall conduct a hearing on such grievances within ten (10) days and shall render his/her decision in writing five (5) days after concluding the hearing. The appropriate administrative officer for alleged payroll errors shall be the Assistant Superintendent for Business.

Revise sub-section (C) by adding the following new “Special Procedures” sub-section (5):

When multiple grievances alleging payroll errors are filed within the same school year, the Federation shall have the right to consolidate such grievances at any level of the grievance process including arbitration.

2. MISCELLANEOUS

Delete sub-section (E)(3) and replace with the following:

Nothing contained in this agreement shall be interpreted to require that alleged unlawful discrimination be litigated through the grievance procedure.

DURATION

Revise Article VII (A) as follows:

Change July 1, 2019, to July 1, 2022. Change June 30, 2022, to June 30, 2027.

APPENDIX I

1. HOURLY RATE

Add the following to sub-section (C)(2):

Effective with the date of ratification of this memorandum of agreement, increase the rate of pay to \$46.00 per hour. The parties herewith acknowledge that nothing in this Agreement shall preclude the District from utilizing Teaching Assistants or Teacher Aides (to the extent applicable) to perform supervisory/non-instructional work prior to offering such supervisory work to unit members.

2. ASSIGNMENTS

Add the following new sub-section (C)(3):

In the event a staff member works an after-school program and no students are present, that staff member will be paid for the first 30 minutes of the program. This will only apply to the first two weeks of the program. Said two-week period begins at the start of the program as of the effective date set forth on the board resolution. After the first two-week period, staff members will not be paid if no students are present for that program, nor shall said staff members be required to continue to attend the applicable program. Documentation must be provided to the administrator of the program demonstrating the staff members' attempts to contact students assigned to the program for purposes of encouraging the students' attendance at the program.

3. COACHING

Effective with the date of ratification of this memorandum of agreement, delete sub-section (D) and replace with the following:

- 1. The parties hereby agree that all female coaching stipends shall be equivalent in pay to those of male coaches based upon actual time devoted to such activity.*
- 2. The Superintendent of Schools is authorized to assign teachers on an annual basis, in addition to their regularly assigned full-time teacher program, at the salary rate as indicated for such service.*
- 3. Vacant coaching positions shall be posted in accordance with current practice and shall first be offered to unit members, which for the purposes of this sub-section (D) only shall include members of the MVFT Teaching Assistants and MVFT Security bargaining units, before being offered to non-unit members. The MVFT shall be authorized to file grievances related to this sub-section (D) on*

behalf of any such unit members. Notwithstanding the foregoing, all coaches who served in a particular coaching position during the 2024/25 or 2025/26 school years and who thereafter become non-unit members at any time in the future, shall be permitted to continue to serve in said coaching position. The District shall have no obligation to offer said coaching position to unit members as set forth above until the coach or District determine that said coach should no longer serve in the particular coaching position.

- 4. The District shall create criteria for the annual evaluation of coaches which shall be factored, amongst other criteria as determined by the District, in the District's determination as to whether a particular coach shall be entitled to continue serving as a coach for the District. Notwithstanding the foregoing, the District retains the sole discretion to determine whether a particular coach may continue to serve as a coach for the District.*
- 5. All such evaluations shall be conducted by the Athletic Director.*
- 6. In the event a coach desires to resign for their position during the coaching season, said unit member shall submit a written resignation indicating such intent to resign. In the event a coach refuses to submit said written resignation but fails to fulfill their coaching obligation(s), the District shall be authorized to terminate their appointment.*
- 7. On or before June 1, 2026, a committee shall be created with equal District and Federation representation for the purposes of making recommendations for the District's consideration regarding:*
 - a. The criteria to be utilized in the evaluation process that is used to determine fitness to continue in a coaching position.*
 - b. The establishment of a procedure for coaches to file rebuttals to their evaluations.*
 - c. The manner in which coaches shall be notified of the District's determination that they will not be reappointed for the following school year or coaching season as well as the manner in which coaches shall advise the District that they are not interested in returning for the following school year or coaching season.*

GENDER NEUTRAL LANGUAGE

The collective bargaining agreement shall be revised to reflect gender neutral language to the extent possible.

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

MEMBERS OF THE NEGOTIATING COMMITTEES

FOR THE UNION:	FOR THE DISTRICT:
	
	
	
	
	

