

SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND THE BOARD OF EDUCATION OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT, hereinafter referred to as “the District” and **THE DOBBS FERRY UNITED TEACHERS**, hereinafter referred to as “DFUT”;

WHEREAS, the District and DFUT are parties to a Collective Bargaining Agreement, effective July 1, 2024 through June 30, 2027 (hereafter “2024-2027 DFUT Agreement”); and

WHEREAS, Article VIII, Section A, subsection 2 of the 2024-2027 DFUT Agreement contains clear language regarding health insurance conditions applicable to new hires as of July 1, 2004, where the employee’s spouse has health insurance available, which has not been consistently enforced; and

WHEREAS, the District and the DFUT signed a *Supplemental Memorandum of Agreement* in January 2026 in which the parties agreed to collectively bargain for revised language, given that the existence of contract language regarding health insurance coverage as referenced above renders any past practice a nullity; and

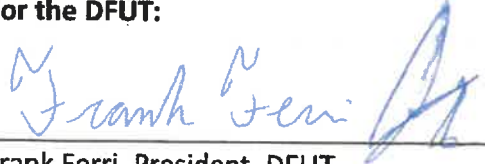
WHEREAS, the District and the DFUT have now collectively bargained revised language to be contained in Article VIII, Section A, subsections 1 and 2 of the 2024-2027 DFUT Agreement;

NOW THEREFORE, the District and the DFUT agree as follows:

1. All unit members who participate in the School District’s Health Insurance Program shall contribute at the rates and in the manner described below:
 - a. Effective July 1, 2026, the employee premium contribution rate shall be 19.25% with the following exception:
 - i. In accordance with Article VIII(B)(1), the health insurance premium contribution rate for members with 25 years or more in the district shall be 18.5% for the 2026-27 school year *and* retirement if an irrevocable letter of resignation for the purposes of retirement, effective June 30, 2027, is submitted to the district by or before **July 31, 2026**.
 - ii. Effective July 1, 2027, the employee premium contribution rate shall be 20%.
 - iii. Effective July 1, 2028, the employee premium contribution rate shall be 20.75%.
 - iv. Effective July 1, 2029, the employee premium contribution rate shall be 21.5%.
2. Article VIII(A)(2) language will be removed.

SO AGREED, this 23 day of June, 2026.

For the DFUT:



Frank Ferri, President, DFUT

For the District:



Ken Slentz, Superintendent of Schools