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

Date: June 16, 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 September 1, 2025, through August 31, 2028 (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 XIV - Leave Policy Section D**; 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 Earned Paid Leave to comply with the state law amendments effective September 24, 2025:

- **Carryover:** Notwithstanding any provision in Article XIV (or the relevant leave article) to the contrary, at the end of the contract year, employees shall be permitted to carry over up to five (5) full days of unused EPL to the subsequent contract year.

  **EPL must be a separate leave category.*

- **Maximum Accrual:** An employee may accrue a maximum of ten (10) days of EPL to begin a school year.

- **Separation:** EPL will not be paid out upon separation of employment.

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 become effective upon execution by both parties, with retroactive application to encompass the 2025–2026 academic year. It shall remain in effect for the duration of the Contract, unless superseded by a subsequent agreement between the parties or a change in State law.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: 7/13/25

Amy Spelke

Merrymeeting Teachers Association:

By: _____ Date: 7/17/25

Jonathan Beede