

Memorandum of Agreement

between Local 2110, UAW and Manhattan Country School

All provisions of the Collective Bargaining Agreement with a term of March 14, 2022 and 11:59 p.m. on March 13, 2025 shall continue in force and effect except as modified below:

ARTICLE XXI—WAGES AND COMPENSATION

Effective September 1, 2025, all employees shall receive a 4% increase into their base wage.

Stipends

- \$250 per trip for accompanying a student trip to the MCS Farm.
- Farm Interns shall receive a stipend of \$1250 per month plus room and board, plus any contractual increases.

ARTICLE XXIII - HEALTH PLAN

1. For the 2025-2026 plan year, the Employer shall offer three Prestige plans: (i) Aetna NY OA EPO Plan 24 (ii) Aetna NY OA MC HDHP Plan 52 (iii) Aetna NY OA MC Plan 19. Each plan shall offer employee-only, employee +1, Employee + Child, and Family coverages. The plan year for these health insurance plans is November 1 through October 31.

2. The Employer shall contribute the following percentage toward the monthly premiums, as follows:

For the EPO Plan (plan (i) above):

- Employee-Only: 99%
- Employee + 1: 67%
- Employee + Child: 75%
- Family: 67%

For the Aetna NY OA MC HDHP Plan 52 ((ii), above):

- Employee-Only: 85%
- Employee + 1: 60%
- Employee + Child: 67%
- Family: 60%

For the Aetna NY OA MC Plan 19 ((iii), above):

- Employee-Only: 85%
- Employee + 1: 60%
- Employee + Child: 67%
- Family: 60%

The Employer shall make the percentage contributions set forth above during the life of any collective bargaining agreement executed by the parties. The Union acknowledges and agrees that the premium charges may increase or decrease each plan year.

HSA Accounts Plan (ii) above is a high deductible plan which provides for a health savings account option. The Employer will contribute \$1,000.00 to the HSA account of employees enrolled in such a plan with Employee-only coverage, or \$2,000.00 to the HSA account of employees enrolled in such a plan with Employee +1, Employee + Child, or Family coverage.

Health Rewards Program The "Health Rewards Program" shall end upon the effective date of this agreement.

Changes to Health Plans: The School shall notify the Union of any proposed material changes during the duration of this agreement to the medical, dental and/or vision benefit plans. Prior to

implementing any material changes to any of such plans, and upon a timely request by the Union to bargain over the School's proposed changes, the School shall meet and bargain with the Union in good faith over any such proposed changes. Nothing, however, shall prohibit the School from implementing any change in the absence of agreement between the School and Union by the date on which changes must be provided to the applicable third party (e.g., insurer, PEO, etc.), provided, however, that the School will continue to bargain over the effects of any such changes.

ARTICLE XXIX - TUITION BENEFIT

Employees whose children are enrolled in the School shall pay 30% of the Contracted Fee. Afterschool for children of staff (who attend MCS) is free of charge.

ARTICLE XXXIII - SCHOOL YEAR and HOURS OF WORK

1. Teaching Staff: MCS has the exclusive right to determine the scheduled school year and/or modify the school schedule as deemed necessary in light of current conditions subject to the following: (i) returning Teaching Staff shall not be required to report to work more than eight calendar days in advance of the first day of the school year (i.e., first day of student classes) provided, however, that the Friday immediately preceding the first day of the school year will be a paid day off, (ii) Teaching Staff new to the school shall not be required to report to work more than two days in advance of returning Teaching Staff; and (iii) all Teaching Staff shall be required to continue reporting to work up to four workdays following the end of the school year.

3. Teaching Staff: Teaching Staff are expected to be in their classrooms or other assigned location by 8:00 a.m. Supervisors may reasonably require Teaching Staff to remain at school after class dismissal at 3:15 p.m. for work such as staff or committee meetings, professional development, etc. Directors may permit Teaching Staff to arrive later or release such Teaching

Staff early from time to time in their sole discretion, provided, however, that the parties acknowledge and agree that no "past practice" shall be created (whether with respect to an individual or group). Teaching Staff lunches shall be scheduled between 11:00 a.m. and 2:00 p.m.

ARTICLE XXXX- TERM

This agreement, which represents the complete agreement between the parties, shall commence on March 14, 2025 and shall continue through 11:59 p.m. on March 13, 2026, and shall continue thereafter from year to year unless, within sixty (60) to ninety (90) days prior to the expiration of this Agreement (or at the conclusion of any annual continuation thereof), either party serves a written notice to the other party specifying a desire to modify or terminate this Agreement, in which event negotiations for the new agreement shall commence at the request of either party.

This agreement is subject to ratification by members of Local 2110, UAW.

For Local 2110, UAW

Paul T. Smith
Angela H. Wright
Am. T. A. [Signature]
Chris Dwyer
James H. Brown
DATE: 03/02/2025

For Manhattan Country School

[Signature]
[Signature]
DATE: 3/3/2025