

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement" or "MOA") is entered into between STUDIO IN A SCHOOL ASSOCIATION ("Studio") and LOCAL 2110, UAW.

The parties' collective bargaining agreement that expired February 28, 2025 is extended through and including August 31, 2028 except as modified by the terms of this Agreement.

1. Article 3—Wages

- a. Administrative staff employed as of the date of ratification will receive the following increases to their pay rates:
 - i. Effective September 1, 2025: 3.0%
 - ii. Effective September 1, 2026: 3.0%
 - iii. Effective September 1, 2027: 3.0%
- b. The minimum salary for Coordinators will be increased to \$60,000 effective January 1, 2026 and will stay the same throughout the contract term.
- c. Teaching Artists on the roster as of the date of ratification of this Agreement will receive the following increases to their pay rates:
 - i. Effective September 1, 2025: 3.0%.
 - ii. Effective January 1, 2026, Artist Instructor minimum hourly rates will be increased as follows:
 1. For Artist Instructors with up to three years of service: \$53.00
 2. For Artist Instructors with three to five years of service: \$55.00
 3. For Artist Instructors with more than five years of service: \$60.00

These minimum rates will stay the same throughout the contract term.

 - iii. Effective September 1, 2026: 3.0%
 - iv. Effective September 1, 2027: 3.0%
- d. Section c. will be amended to make the training rate \$35.00 effective upon ratification and during the term of this Agreement, i.e., annual increases do not apply to the training rate.
- e. Exhibition Installation: Artist Instructors installing in-school exhibitions will be compensated for this duty at the following amounts:

Number of hours in a teaching day	Number of hours for exhibition installation
6	7
7	8

This change will be implemented effective January 1, 2026 and payments for the additional hours with respect to the remainder of the 2026 school year will be made as a lump sum payment as soon as practicable following the end of the school year.

2. Article 4—Health Care

- a. Section a. will be amended to provide that Artist Instructors must work 740 hours during a measurement period defined in the annual Open Enrollment Policies to qualify for health coverage through Studio, starting with the measurement period ending October 31, 2026. Notwithstanding the above, those Artist Instructors who were enrolled in health care coverage and worked between 600 and 740 hours during the latest measurement period preceding this Agreement will continue to be eligible for health care coverage if they work 600 hours during a subsequent measurement period.

3. Article 5—Retirement

- a. Section a. will be amended to provide that, with respect to employer contributions made in 2027 and later years, in order to be eligible for an employer matching contribution in the following calendar year to a Studio NYC 403(b) retirement plan equivalent to up to 5% of the employee's annual wages in the current calendar year, an employee who has completed at least two (2) and up to ten (10) years of service with Studio must have worked at least an average of thirty (30) hours per week. Employees who have completed at least ten (10) years of service with Studio and worked at least 740 hours in the current calendar year will be eligible for a matching contribution up to 5% in the following calendar year.

4. Article 6—Transportation

Article 6 will be amended to provide that Studio will compensate Artist Instructors an extra \$60 per day when they work at a hard-to-staff school that day that is on the list of geographic areas attached as Exhibit A. This change will be implemented effective January 1, 2026 and payments with respect to the remainder of the 2026 school year will be made as a lump sum payment as soon as practicable following the end of the school year.

5. Article 10—Notices

Sections b. and c. will be amended to refer to titles of the Studio personnel who may receive notices under the collective bargaining agreement.

6. Article 22—Grievance and Arbitration

Section e. will be amended to eliminate Homer LaRue from the arbitrator panel and retain Howard Edelman and Richard Adelman.

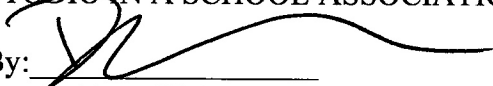
7. Article 24—Seniority

The following section will be added to Article 24:

As of each March 1 during the term of this agreement, an Artist Instructor who in the previous twelve (12) months has not expressed interest in response to Available Residency emails or has not accepted work assignments that have been made to them will be dropped from the roster.

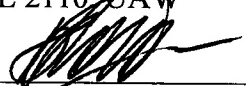
AGREED:

STUDIO IN A SCHOOL ASSOCIATION

By: 
Dave Weiner

Date: February 19, 2026

LOCAL 2110 HAW

By: 
Olga Brudastova

Date: February 19, 2026

Exhibit A

Hard-to-Staff Geographic Areas

- All of Staten Island
- Bronx:
 - Everything above 179th Street, East of I-95, and North of East Tremont Ave
 - Between the Bronx River and the Westchester Creek below I-278
 - East of Westchester Creek/Hutchinson Parkway
 - PS 52X and PS 106X in Parkchester
- Queens:
 - Everything east of I-678/Grand Central Parkway with addition of College Point
 - South of Belt Parkway (includes Howard Beach and The Rockaways)
- Brooklyn:
 - Canarsie
 - Starrett City
 - Mill Basin