

CONTRACT EXTENSION AGREEMENT

WHEREAS, the Norwich Board of Education (the "Board") and the Municipal Employees Union Independent Local 506, SEIU, AFL-CIO, Paraeducators (the "Union") are parties to a collective bargaining agreement (the "Agreement") for the period July 1, 2017 through June 30, 2020; and

WHEREAS, the parties wish to extend the current collective bargaining agreement for one year, though June 30, 2021, due to reasons related to the COVID-19 health emergency as set forth below; and

WHEREAS, due to budgetary reasons, the Board was required to lay off 16 bargaining unit members at the conclusion of the 2019-2020 school year for the 2020-2021 school year; and

WHEREAS, due to the unique circumstances of this situation, the parties agreed to, on a one-time basis, permit unit members to volunteer to be laid off before the application of Article 8 of the Agreement; and

NOW THEREFORE, the parties agree as follows:

1. The parties hereby agree to extend the duration of the Agreement for one year, up through and including June 30, 2021, subject to the terms set forth in this Contract Extension Agreement.
2. The wage rates for employees for the 2019-2020 year as set forth in Schedule A of the Agreement shall increase by two percent (2.0%) for the period July 1, 2020 through June 30, 2021. (See attachment A).
3. The parties agree that the insurance plans and insurance premium contribution percentages set forth in the Agreement for the 2019-2020 year shall remain in effect for the period July 1, 2020 through June 30, 2021.
4. Notwithstanding anything in Article 8 of the Agreement to the contrary, on a one-time basis, the parties expressly agree to the order of layoffs implemented at the conclusion of the 2019-2020 as set forth in Attachment B. Any recall of such laid off employees shall be made by classification in the inverse order to the reduction set forth in Attachment B. The recall period shall be no longer than twenty four (24) calendar months. If an employee has been laid off and is still available for recall within this twenty four (24) month period, he/she shall notify the Superintendent in writing by March 1. Employees on the recall list shall be responsible for maintaining accurate email and telephone contact information with the Superintendent's office. Sections Four, Five, Six and Eight of Article 8 of the Agreement shall remain applicable to the employees listed in Attachment B.
5. Any additional or future layoffs of unit members shall be governed by Article 8 of the Agreement.

6. Nothing in this MOU shall create a practice or precedent or otherwise be cited as bargaining history in subsequent negotiations or proceedings.
7. Except as noted or modified in this Contract Extension Agreement, all other provisions of the Agreement shall remain in full force and effect for the period July 1, 2020 through June 30, 2021.

Athena Nagel
For the Norwich Board of Education

Date: 07/20/2020

Thomas White
For Municipal Employees Union Independent
Local 506, SEIU, AFL-CIO - Paraeducators

Date: 07/20/2020

Attachment A

Wages

Effective July 1, 2020, each Paraeducator will receive a 2.0% GWI.

Employees eligible for step movement in the 2020-2021 fiscal years shall receive a step increase according to the following wage schedules:

Group 1

Step	Years of service	2020-21 2.00%
I	0-1 Year	\$16.60
II	2-9 Years	\$17.60
III	10+ years	\$18.65

Group 2

Step	Years of service	2020-21 2.00%
I	0-1 Year	\$18.52
II	2-9 Years	\$20.06
III	10+ years	\$21.75

Group 3

Step	Years of service	2020-21 2.00%
I	0-1 Year	\$20.92
II	2-9 Years	\$23.00
III	10+ years	\$25.28

Attachment B

Date of layoffs: June 23, 2020

Order of layoffs (note: recall procedures shall be in the inverse order of this list as set forth in Paragraph 4, above)

1. JEMIL Y TORRES
2. WALTER TINEO RIVERA
3. TYQUAN ANDERSON
4. STEPHANIE CASTILLO
5. SUZANNE GULOTTA
6. RAE PETTIGREW
7. SARAH PRINCIOTTA
8. KRYSTAL RANKIN
9. CARRIEN WILLIAMS
10. OSCAR SEGURA
11. JESSICA HEIKILA
12. GIANNA VARELA
13. VICTORIA LAROUX
14. AYESHA AHMED
15. MALLORY BOULAY
16. NATALIE BERNARD