MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made by and between the Norwich School Board ("Board") and the Norwich Education Association, NEA ("Association") (collectively, the "Parties").

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement, effective through June 30, 2029 ("CBA"); and

WHEREAS, the parties recognize a shortage of substitute teachers; and

WHEREAS, the District developed a coverage plan ("Coverage Plan") wherein members of the Association covered certain absences; and

WHEREAS, in response to the Coverage Plan, the Association filed a grievance, dated February 6, 2025, regarding a request for additional compensation for Association members providing coverage for absent teachers (hereafter, the "Grievance"); and

WHEREAS, the Parties wish to resolve the Grievance, the implementation of the Coverage Plan, and any impacts related to the Coverage Plan.

NOW, THEREFORE, the parties agree as follows:

1. The parties agree that, through the 2028-2029 school year, teachers in the bargaining unit will receive $225.00 per full academic day, or $30 per hour (for partial days in 30 minute increments), less applicable taxes and withholdings (the "Coverage day"), in which the grade level teacher has additional students in their classroom due to classroom section division, or where any teacher (interventionist, specials teacher, etc.) covers for another teacher during a planning period. This is not intended to apply where a teacher is covering a class at a time when they would have been teaching a different class or otherwise would have been working with students. This only applies to staff in the teaching bargaining unit.
2. The Association agrees that this MOU resolves the Grievance with prejudice and shall take all reasonable steps to withdraw the grievance upon full execution and performance of this MOU.
3. The Parties agree that this MOU does not establish any precedent or past practice related to any other matters that may arise between the Association and the District. The MOU shall not be admissible in any future lawsuit, grievance,

arbitration, or unfair labor practice proceeding, except as may be necessary to enforce its terms.

4. The Parties execute this MOU voluntarily and with full understanding of its terms.
5. It is understood and agreed that the terms of this MOU shall not be construed as an admission of liability, fault, or wrongdoing by any party, and that any and all such liability, fault, or wrongdoing are expressly denied.
6. If any provision of this MOU is found to be invalid or unenforceable, then the remaining provisions and any remainder of the provision held invalid will be unaffected and will continue to be enforceable.
7. The MOU may be executed in counterparts, including, but not limited to, electronically and/or by one and the same document.
8. This MOU shall go into effect upon execution.

Agreed to on this 4th day of February, 2026,

Karen Trombley, Co-President
Norwich Educators Association

Kevin Petrone, Co-President
Norwich Educators Association

Garrett Palm, Norwich School Board Chair
Norwich School District