

The Norwich Board of Education
&
The Norwich Teachers League
CONTRACT EXTENSION AGREEMENT
2022-2023

The Norwich Board of Education (the "Board") and the Norwich Teachers League (the "League") agree as follows with regard to the extension of the parties' collective bargaining agreement through June 30, 2023:

1. The parties previously extended the current collective bargaining agreement between the Board and the League (the "Agreement") through June 30, 2022.
2. The parties hereby agree to extend the duration of the Agreement for one year, up through and including June 30, 2023, subject to the terms set forth in this Contract Extension Agreement.
3. The parties agree that Article 3, Article 31 and Appendix H, Article 3 shall be amended as follows:

ARTICLE 3
UNION DUES AND FEES

- ~~A.~~ ~~Employees shall be required to become and remain members or to pay an agency fee to the League as a condition of employment.~~
- B A.** *The Board agrees to deduct dues and/or agency fees from the wages of employees who provide written authorization for such deductions. The monies deducted shall be transmitted promptly to the League. The schedule for such deductions shall be the same as that for other employees represented by the League.*
- ~~C B.~~ ~~The League will certify to the Board in writing of the current amount of membership dues and agency fees. The League will give the Board thirty (30) days written notice prior to the effective date of any change.~~
- D C.** *The League shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with any of the provisions above.*

ARTICLE 31
FINANCIAL RESPONSIBILITY

A. In addition to payroll deductions required by law, the following agencies are eligible for payroll deductions. All requests for deductions must be in writing on approved authorized forms.

B. A list of approved deductions is as follows:

Life Insurance (Lone Star or other current carrier)
Tax Sheltered Annuity Plans (limited as provided below)
Family Health Insurance
Credit Union
Unified Organization (NTL, CEA, NEA)
State of Connecticut 457 Plan
Aflac

The number of tax sheltered annuity plans eligible for payroll deductions shall be limited to five.

C. Dues Deductions:

1. The Board agrees to deduct from the salaries of its employees dues for the Unified Organization as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the League. Teacher authorization shall be in writing in the form attached hereto.

2. The League will certify to the Board in writing the current amount of the Unified Organization's membership dues. The League will give the Board thirty (30) days written notice prior to the effective date of any change.

3. Deductions referred to in Paragraph 1 above will be made in 18 equal installments on the first (1st) and second (2nd) payday of each month during the school year, except that no installment shall be deducted in September and deductions shall only occur from October through June. The Board will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.

4. Any teacher desiring to have the Board discontinue deductions he/she has previously authorized must so notify the Board and the League in writing by September 15 of the school year during which such discontinuance is to be effective.

~~5. It is recognized that the negotiation and administration of this Agreement entail expenses which appropriately are shared by all teachers in the Norwich Public Schools. To this end, if a teacher does not join the League, such teacher shall, as a condition of continued employment by the Board, execute an authorization for the~~

~~deduction of a service fee. In lieu of executing such an authorization for payroll deduction, the teacher may elect to pay the service fee directly to the League. Any teacher who fails to execute an authorization or to make arrangements for direct payment, shall have the service fee deducted automatically by the Board of Education beginning in January of the current school year. The service fee shall not exceed that portion of the dues amount which represents the cost of collective bargaining, contract administration and grievance adjustment. All amounts collected by payroll deduction shall be forwarded to the League in the same manner as are dues deductions. The provisions of this paragraph concerning service fees shall not apply to teachers who taught in the Norwich Public Schools prior to September 1, 1972, and who were not members of the League on that date.~~

6 5. The League shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with any of the provisions of this Paragraph C.

7. The Board's obligation to enforce the provisions of ~~paragraph 5~~ above this Article shall automatically terminate upon either of the following events:

- 1) A refusal by the League, the CEA or the NEA to indemnify the Board as required by paragraph 6, or
- 2) A ruling by any administrative agency or court which supports the CEA/NEA position that indemnification clauses such as that found in paragraph 6 5 above are "void as against public policy".

APPENDIX H

ADULT EDUCATION EMPLOYEES

ARTICLE 3

UNION DUES AND FEES

~~A. Employees shall be required to become and remain members or to pay an agency fee to the League as a condition of employment.~~

B A. The Board agrees to deduct dues and/or agency fees from the wages of employees who provide written authorization for such deductions. The monies deducted shall be transmitted promptly to the League. The schedule for such deductions shall be the same as that for other employees represented by the League.

C B. The League will certify to the Board in writing of the current amount of membership dues and agency fees. The League will give the Board thirty (30) days written notice prior to the effective date of any change.

D C. The League shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with any of the provisions above.

4. For the 2022-2023 year, all employees eligible for step advancement on the salary schedule set forth in Appendix A of the Agreement shall move one step. Employees on top step only shall receive a 1.20% general wage increase from their 2021-2022 salaries. (See Attachment A).
5. The hourly rates set forth in Appendices C of the Agreement and the wages set forth in Article 4 of Appendix H of the Agreement shall increase 1.5% from the 2020-2021 rates. (See Attachment B).
6. The parties agree that the insurance plans and insurance premium contribution percentages that were in effect for the 2021-2022 school year shall remain in effect for the period July 1, 2022 through June 30, 2023.
7. Except as modified in this Contract Extension Agreement, all provisions of the Agreement shall remain in full force and effect for the period July 1, 2022 through June 30, 2023.
8. The parties recognize that this Contract Extension Agreement must be filed with the City Clerk for the City of Norwich, in accordance with the Teacher Negotiation Act. In the event that the legislative body for the City of Norwich votes to reject this Contract Extension Agreement in accordance with the provisions of the Teacher Negotiation Act, the parties agree that this Contract Extension Agreement shall immediately become null and void.
9. The signatures below indicate that this Contract Extension Agreement has been fully approved by the parties and they have the capacity to act on behalf of their representative entities.



For the Norwich Board of Education

Date: 1/11/2022



For the Norwich Teachers League

Date: 1/10/22

ATTACHMENT A

2022-23 SALARY SCHEDULE				
STEP	BA	MA	6TH YR	Ph.D
1	48,918	50,827	53,184	57,140
2	50,363	52,502	54,977	59,066
3	51,954	54,185	56,883	61,112
4	53,016	56,208	58,903	63,283
5	54,185	58,232	60,925	65,455
6	56,208	60,255	63,117	67,810
7	57,894	62,275	65,308	70,163
8	60,922	65,671	68,462	75,980
9	63,954	69,068	71,609	78,982
10	67,907	73,630	76,493	82,130
11	71,737	77,550	80,324	84,570
12	76,440	82,355	85,113	88,693
13	83,933	90,157	92,993	96,007

Teachers who are eligible for step advancement on the salary schedule shall move one step in 2022-2023.

ATTACHMENT B

APPENDIX C

HOURLY RATES

The Norwich Board of Education and the Norwich Teachers League agree to the following hourly rates for those teachers/instructors who will act as tutors, homebound instructors, and who are involved in after-school activities.

<u>School Year</u>	<u>Hourly Rate</u>
2022-23	\$36.65

APPENDIX H, Article 4

- A. The hourly rates for Adult Education Instructors shall be as follows for the duration of this Agreement.

<u>School Year</u>	<u>Hourly Rate</u>
2022-23	\$37.99

The hourly rates for the Head Guidance Counselor shall be as follows for the duration of this Agreement.

<u>School Year</u>	<u>Hourly Rate</u>
2022-23	\$39.09