

MEMORANDUM OF UNDERSTANDING
Between the
NORTON CITY SCHOOL DISTRICT
BOARD OF EDUCATION
And the
NORTON CLASSROOM TEACHERS ASSOCIATION

This Memorandum of Understanding (“MOU”) is made and entered into by and between the Norton City School District (“District”) Board of Education (“Board”), Don Shimek (“Employee”) and the Norton Classroom Teachers Association (“Association”).

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2021 through June 30, 2024 (the “Agreement”); and

WHEREAS, Employee wishes to resign for retirement purposes effective the end of the 2022-2023 school year from the State Teachers Retirement System (“STRS”), but only will have attained seven (7) years of full time service in the District by the end of the 2022-2023 school year; and

WHEREAS, Article XII, Section 12.02 of the Agreement only permits the payment of severance to a retiring teacher where such teacher has at least eight (8) years of full time service in the District; and

WHEREAS, the Board, Employee and the Association desire to enter into this MOU to address the issue set forth above.

NOW, THEREFORE, the parties hereby agree as follows:

Section 1: The parties hereby agree, notwithstanding the provisions of Article XII, Section 12.02 of the Agreement, Employee will be considered qualified to be paid fifty percent of severance consistent with the provisions of Section 12.02 of the Agreement, in the event that he resigns for retirement purposes from STRS effective the end of the 2022-2023 school year.

Section 2: The parties acknowledge and agree that the circumstances leading to this MOU are unique and represent a one-time exception to the provisions of Article XII of the Agreement. The parties further agree that this MOU shall not set any past practice or precedent, and that future requests for payment of severance will only be made provided the employee qualifies for such payments consistent with the language set forth in Article XII, Section 12.02 of the Agreement.

Section 3: In all other respects, the terms and conditions of the existing Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on the 11th day of September, 2023.

**NORTON CITY SCHOOL DISTRICT
BOARD OF EDUCATION**

**NORTON CLASSROOM TEACHERS
ASSOCIATION**

Board President

Association President

Superintendent

EMPLOYEE

Treasurer

Don Shimek