

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the Eastford Board of Education (“Board”), and the Eastford Teachers Association (“ETA”), both of which are sometimes hereinafter referred to as “the parties.” The parties are privy to collective bargaining agreement dated July 1, 2024 through June 30, 2027 (“CBA”).

1. For the 2025-26 school year, the Principal may assign teachers to various responsibilities during the student lunch and recess periods, not to exceed three (3) duties over a one (1) week period. While duties can be assigned consecutively on the same day, they shall not exceed a total of forty-five (45) consecutive minutes, and the total weekly duty time for any teacher shall not exceed seventy-five (75) minutes. One duty can be no shorter than 15 minutes (current middle school recess) and no longer than 25 minutes (current student lunch). The Principal shall continue to make their best efforts to assign duties equitably, while also taking into consideration the needs of students, teachers’ instructional schedules, differences in teachers’ assignments/caseloads and teachers’ full/part time status/FTE.
2. This MOU shall remain in effect during the 2025-26 school year only, and shall not establish a practice or precedent in any respect.
3. The terms of this MOU are recognized as a joint agreement by the Board and the ETA, and the terms thereof shall not be subject to any grievance, administrative, judicial, or other challenge except where necessary to enforce the specific terms of the MOU.
5. Except as set forth expressly in this MOU, all other provisions of the parties’ 2024-2027 CBA shall remain in full force and effect.

Agreed to and approved by the undersigned, this 26 day of August, 2025.

EASTFORD BOARD OF EDUCATION:

By: 

Dr. Donna Leake

Superintendent of Schools

EASTFORD TEACHERS’ ASSOCIATION

By: 

Michelle Bibeault

ETA Co-President