

APPENDIX A-5

SALARY SCHEDULES

I. Homebound Instruction

The salary schedule for certificated personnel employed in the Homebound Instruction Program shall be as follows:

	<u>HOURLY RATE</u>		
STEP	2023-2024	2024-2025	2025-2026
1	\$49	\$50	\$51
2	\$51	\$52	\$53

II. Adult Education

The salary schedule for certified personnel employed in the Adult Education Program shall be as follows:

	<u>HOURLY RATE</u>		
STEP	2023-2024	2024-2025	2025-2026
1	\$49	\$50	\$51
2	\$51	\$52	\$53

III. Summer School

The salary schedule for certificated personnel employed in the Summer School Program shall be as follows:

	<u>HOURLY RATE</u>		
STEP	2023-2024	2024-2025	2025-2026
1	\$49	\$50	\$51
2	\$51	\$52	\$53

IV. After School Instrument Lessons

The current contractual rate per hour shall be applied for before and after school instrument lessons when such lessons are not provided within a flex time schedule. Priority for such lessons will be given to 6th grade students newly learning their instruments.

<u>HOURLY RATE</u>		
2023-2024	2024-2025	2025-2026
\$51	\$52	\$53

V. Guidance Counselors

The stipend for certificated personnel employed as Guidance Counselors shall be as follows:

<u>POSITION</u>	<u>ANNUAL RATE</u>		
	2023-2024	2024-2025	2025-2026
High School Counselors	\$1,153	\$1,176	\$1,200
Middle School Counselors	\$865	\$882	\$899

Guidance Counselors shall be paid their per diem for full days worked over the teacher work year, or a pro-rated portion of a full day. High School and Middle School Counselors shall record and submit a record of time spent on such activities to the principal on a monthly basis.

VI. Teacher Coordinators*

The stipend for certificated personnel employed as Teacher Coordinators, including, but not limited to, IB, Media Pathways, STEM Expo and Medical Pathways coordinators shall be as follows:

<u>ANNUAL RATE</u>		
2023-2024	2024-2025	2025-2026
\$8,505	\$8,675	\$8,848

Teacher coordinators shall record and submit a record of time spent on such activities to the principal on a monthly basis.

VII. Team Leaders*

The stipend for certificated personnel employed as Team Leaders shall be as follows:

<u>ANNUAL RATE</u>		
2023-2024	2024-2025	2025-2026
\$7,290	\$7,435	\$7,584

Team leaders shall record and submit a record of time spent on such activities to the principal on a monthly basis.

VIII. Instructional Leads and Subject Area Leaders

High School

The stipend for certificated personnel employed as Instructional Leads or Subject Area Leaders is as follows:

	<u>ANNUAL RATE</u>		
	2022-2023	2024-2025	2025-2026
Instructional Lead	\$3,398	\$3,466	\$3,535

*Teachers who are Instructional Leads, Teacher Coordinators, Subject Area Leaders or Team Leaders who are absent for fewer than twenty (20) consecutive school days shall continue to receive their stipend. Beginning on the twenty-first (21) consecutive day of absence, said teachers will have their stipend deducted prorated on a per diem basis (1/200 of the stipend for each school day of absence.)

Middle School

The stipend for certificated personnel employed as Middle School Subject Area Leaders shall be .25 of the Instructional Lead stipend.

	<u>ANNUAL RATE</u>		
	2022-2023	2024-2025	2025-2026
Subject Area Leader	\$849	\$866	\$883

IX. Stipend for additional work

The stipend for certificated personnel who perform additional work as authorized shall as follows:

	<u>HOURLY RATE</u>		
STEP	2023-2024	2024-2025	2025-2026
1	\$49	\$50	\$51
2	\$51	\$52	\$53

X. Curriculum Development

The stipend for Curriculum Development during weekends or during school vacation periods shall be as follows:

	<u>HOURLY RATE</u>		
STEP	2023-2024	2024-2025	2025-2026
1	\$49	\$50	\$51
2	\$51	\$52	\$53

XI. In-Service Training

The stipend for in-service training during weekends and during school vacation periods shall be as follows:

<u>HOURLY RATE</u>		
2023-2024	2024-2025	2025-2026
\$31	\$32	\$32

XII. Car Allowance

Teachers who are required to travel from school to school during a school day in furtherance of the objectives of the Norwalk Public Schools and in the performance of their duties shall be remunerated at the I.R.S. rate.

XIII. Spectator Management

1. The stipend for Spectator Management of a sporting event or school-related activity per event or three hour time block shall be:

	<u>ANNUAL RATE</u>		
	2023-2024	2024-2025	2025-2026
CATEGORY I			
Emergency Medical Technician	\$152	\$154	\$158
CATEGORY II			
Site Director Track Starter	\$123	\$125	\$128
CATEGORY III			
Game Timer Scorer	\$105	\$107	\$109
CATEGORY IV			
Ticket Collector Ticket Seller Track Official Lines Person Announcer Crowd Control Audio Visual Technician	\$93	\$95	\$97
CATEGORY V			
Chaperone dances, shows, plays, concerts, etc. 1-3 hours same as Category IV 3-5 hours 1.25 of Category IV 5-7 hours 1.50 of Category IV			

2. The Board agrees that Spectator Management services shall be provided commensurate with the needs of the athletic event.

XIV Professional Day Presenters

The salary schedule for certificated personnel employed as presenters in professional day(s) program(s) (other than instructional leads, coaches, and teacher coordinators) shall be as follows:

<u>HOURLY RATE</u>		
2023-2024	2024-2025	2025-2026
\$90	\$92	\$94

Coaches and coordinators shall be compensated for professional day preparation as set forth in the Memorandum of Agreement, Professional Day Workshops, set forth on page 68 of the 2023-2026 collective bargaining agreement (amended as set forth below). The hourly rates set forth above shall be split or prorated in the event of multiple presenters, consistent with past practice.

XV. Thanksgiving Day

Football head and assistant coaches, band directors and cheerleader advisors who participate in the Thanksgiving Day Football game shall receive the following stipend.

<u>ANNUAL RATE</u>		
2023-2024	2024-2025	2025-2026
\$248	\$253	\$258

XVI. S.R.B.I. Coordinators

The stipend for certified personnel employed as S.R.B.I. Coordinators shall be as follows.

<u>ANNUAL RATE</u>		
2023-2024	2024-2025	2025-2026
\$897	\$914	\$933

Each elementary school shall have two (2) S.R.B.I. Coordinators. The Board may, at its discretion, eliminate these positions by assigning their work to non-bargaining unit administrators.

XVII. Additional Stipend Positions

	<u>ANNUAL RATE</u>		
	2023-2024	2024-2025	2025-2026
Bilingual Speech Pathologist	\$3,398	\$3,466	\$3,535
Exchange Trip Stipend	\$520	\$530	\$541
Tech Coach	\$1,561	\$1,592	\$1,624
<u>IB Positions</u>			
IB Essay Coordinator	\$1,561	\$1,592	\$1,624
IB CAS Coordinator	\$1,561	\$1,592	\$1,624
IB Essay Advisor	\$157	\$160	\$163
<u>IEP Compliance</u>			
Up to 50 students	\$5,203	\$5,307	\$5,413
Over 50 students	\$6,243	\$6,368	\$6,495
<u>TEAM Stipends</u>			
TEAM Mentor Coordinator	\$1,273	\$1,298	\$1,324
TEAM District Facilitator	\$5,307	\$5,413	\$5,521
TEAM District Facilitator Assistant	\$3,641	\$3,713	\$3,788

APPENDIX A-6
EXTRA COMPENSATORY STIPEND SCHEDULE

NO. OF HOURS	CLASSIFICATION	2023-24	2024-25	2025-26
101-125	I	\$1,167	\$1,190	\$1,214
126-150	II	1,516	\$1,546	\$1,577
151-175	III	1,859	\$1,896	\$1,934
176-200	IV	2,202	\$2,246	\$2,291
201-225	V	2,560	\$2,611	\$2,663
226-250	VI	2,909	\$2,967	\$3,027
251-275	VII	3,263	\$3,328	\$3,395
276-300	VIII	3,606	\$3,678	\$3,752
301-325	IX	3,953	\$4,032	\$4,113
326-350	X	4,189	\$4,273	\$4,358
351-375	XI	4,655	\$4,748	\$4,843
376-400	XII	5,009	\$5,109	\$5,211

RESPONSIBILITY FACTOR

NUMBER	PERCENTAGE
4	05%
5	10%
6	15%
7	20%
8	25%
9	30%
10	35%

EXPERIENCE FACTOR

1. The salary for extra compensation represents the inclusion of an experience factor.
2. The experience factor provides an increment for those teachers who bring experience to the position:

A.	0 years Experience	1.00
B.	1 years Experience	1.10
C.	2 years Experience	1.20
D.	3 years Experience	1.30
E.	4 years Experience	1.40
F.	5 years Experience	1.50
G.	6 years Experience	1.60

**APPENDIX A-7
EXTRA COMPENSATORY SALARY SCHEDULES**

COACH STIPENDS 2023-2024							
Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$6,642	\$7,305	\$7,971	\$8,638	\$9,300	\$9,963	\$10,626
2	\$6,130	\$6,746	\$7,359	\$7,971	\$8,584	\$9,177	\$9,811
3	\$4,599	\$5,059	\$5,517	\$5,978	\$6,438	\$6,897	\$7,359
4	\$4,413	\$4,855	\$5,296	\$5,739	\$6,180	\$6,622	\$7,064
5	\$4,046	\$4,451	\$4,853	\$5,261	\$5,664	\$6,070	\$6,474
6	\$3,660	\$4,026	\$4,392	\$4,757	\$5,123	\$5,490	\$5,855
7	\$2,870	\$3,160	\$3,446	\$3,733	\$4,020	\$4,307	\$4,594
8	\$2,473	\$2,720	\$2,966	\$3,213	\$3,459	\$3,709	\$3,955
9	\$2,180	\$2,398	\$2,617	\$2,833	\$3,050	\$3,271	\$3,488
COACH STIPENDS 2024-2025							
Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$6,775	\$7,451	\$8,130	\$8,811	\$9,486	\$10,162	\$10,839
2	\$6,253	\$6,881	\$7,506	\$8,130	\$8,756	\$9,361	\$10,007
3	\$4,691	\$5,160	\$5,627	\$6,098	\$6,567	\$7,035	\$7,506
4	\$4,501	\$4,952	\$5,402	\$5,854	\$6,304	\$6,754	\$7,205
5	\$4,127	\$4,540	\$4,950	\$5,366	\$5,777	\$6,191	\$6,603
6	\$3,733	\$4,107	\$4,480	\$4,852	\$5,225	\$5,600	\$5,972
7	\$2,927	\$3,223	\$3,515	\$3,808	\$4,100	\$4,393	\$4,686
8	\$2,522	\$2,774	\$3,025	\$3,277	\$3,528	\$3,783	\$4,034
9	\$2,224	\$2,446	\$2,669	\$2,890	\$3,111	\$3,336	\$3,558

COACH STIPENDS 2025-2026							
Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$6,910	\$7,600	\$8,293	\$8,987	\$9,676	\$10,366	\$11,055
2	\$6,378	\$7,019	\$7,656	\$8,293	\$8,931	\$9,548	\$10,207
3	\$4,785	\$5,263	\$5,740	\$6,220	\$6,698	\$7,176	\$7,656
4	\$4,591	\$5,051	\$5,510	\$5,971	\$6,430	\$6,890	\$7,349
5	\$4,209	\$4,631	\$5,049	\$5,474	\$5,893	\$6,315	\$6,736
6	\$3,808	\$4,189	\$4,569	\$4,949	\$5,330	\$5,712	\$6,092
7	\$2,986	\$3,288	\$3,585	\$3,884	\$4,182	\$4,481	\$4,780
8	\$2,573	\$2,830	\$3,086	\$3,343	\$3,599	\$3,859	\$4,115
9	\$2,268	\$2,495	\$2,723	\$2,947	\$3,173	\$3,403	\$3,629

Category	High School Head Coaches	Assistant Coaches and Junior Varsity
1	ATHLETIC DIRECTOR (x 2)	
	VARSIY FOOTBALL	
2	VARSIY BASKETBALL	
3	VARSIY BASEBALL	
	VARSIY LACROSSE	
	VARSIY SOFTBALL	
4	VARSIY FIELD HOCKEY	
	VARSIY GYMNASTICS	
	VARSIY HEAD TRACK	
	VARSIY ICE HOCKEY	
	VARSIY SOCCER	
	VARSIY SWIMMING	
	VARSIY VOLLEYBALL	
	VARSIY VOLLEYBALL	
	VARSIY WRESTLING	

Category	High School Head Coaches	Assistant Coaches and Junior Varsity
5	FRESHMAN FOOTBALL	ASSISTANT BASKETBALL
		ASSISTANT FOOTBALL-
6	Varsity Tennis	
	Varsity Head Indoor Track	
7	FRESHMAN BASKETBALL	ASSISTANT BASEBALL
	Varsity Golf	ASSISTANT FIELD HOCKEY
	Varsity Head Cross Country	ASSISTANT ICE HOCKEY
	J.V. Baseball	ASSISTANT LACROSSE
	J.V. Soccer	ASSISTANT SOCCER
	J.V. Softball	ASSISTANT SWIMMING
		ASSISTANT TRACK
		ASSISTANT VOLLEYBALL
		ASSISTANT WRESTLING
8	FRESHMAN BASEBALL	
	FRESHMAN FIELD HOCKEY	
	FRESHMAN LACROSSE	
	FRESHMAN SOCCER	
	FRESHMAN SOFTBALL	
	FRESHMAN VOLLEYBALL	
9	ROWING COACH	ASSISTANT GOLF

APPENDIX A-8(a)

**EXTRA COMPENSATORY SALARY SCHEDULE 2023-26
CLASSIFICATION, RESPONSIBILITY, FACTOR & POSITION**

Teachers receiving extracurricular program stipends shall record and submit a record of time spent on such activities to the principal on a monthly basis.

Normally, teachers shall not hold more than two Appendix A-8 stipend positions at any one time. However, the Board will notify principals of the stipend positions that teachers hold, and appointment of teachers to more than two stipend positions concurrently will require the recommendation of the principal and approval of the Central Office.

Extracurricular stipend positions have a two-year term (excepting removal for cause), after which the position shall be posted for the following year. There shall be a presumption in favor of the incumbent which may be overcome by a showing of a substantial basis for making the change.

			2023-24						
***EXTRA CURRICULAR PROGRAMS			0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS
8	5	MS COACH - YRLY (A)	3,967	4,364	4,758	5,158	5,553	5,951	6,347
2	4	MS JAZZ ENSEMBLE	1,592	1,750	1,910	2,071	2,230	2,389	2,546
7	4	CHEERLEADERS	3,425	3,769	4,111	4,452	4,795	5,137	5,480
5	0	SENIOR CLASS PLAY	2,560	2,814	3,072	3,327	3,582	3,840	4,095
5	0	NEWSPAPER	2,560	2,814	3,072	3,327	3,582	3,840	4,095
7	0	YEARBOOK	3,263	3,588	3,915	4,240	4,566	4,892	5,220
6	9	POOL DIRECTOR	3,782	4,160	4,539	4,915	5,294	5,673	6,051
6	5	JAZZ ENSEMBLE	3,200	3,521	3,841	4,160	4,480	4,800	5,119
10	9	MARCHING BAND	5,448	5,991	6,536	7,082	7,626	8,171	8,717
6	8	SENIOR CLASS ADV (B)	3,637	4,000	4,364	4,730	5,092	5,445	5,817
4	0	JUNIOR CLASS ADV	2,202	2,425	2,643	2,864	3,083	3,305	3,524
6	0	SHOWTIMERS	2,909	3,200	3,492	3,782	4,074	4,364	4,655
4	0	LIT MAGAZINE	2,202	2,425	2,643	2,864	3,083	3,305	3,524
3	0	SOPHOMORE CLASS ADV	1,859	2,043	2,231	2,415	2,602	2,789	2,974
2	0	FRESHMAN CLASS ADV	1,516	1,669	1,819	1,970	2,123	2,274	2,427
1	0	MS MEMORIAL DAY (C)	1,167	1,283	1,401	1,517	1,635	1,750	1,867
8	5	SPECIAL OLYMPICS (D)	3,967	4,364	4,758	5,158	5,553	5,951	6,347
1	0	FUTURE BUSINESS LEADERS	1,167	1,283	1,401	1,517	1,635	1,750	1,867
3	0	COMM NEWS LETTER ED	1,859	2,043	2,231	2,415	2,602	2,789	2,974
6	5	WEIGHT TRAINING	3,200	3,521	3,841	4,160	4,480	4,800	5,119
2	0	NATIONAL HONOR SOCIETY	1,516	1,669	1,819	1,970	2,123	2,274	2,427
4	5	HS MATH COMPUTERS	2,425	2,666	2,908	3,150	3,392	3,636	3,877

			2023-24						
***EXTRA CURRICULAR PROGRAMS			0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS
		MS ORCHESTRA ENSEMBLE	1,127	1,239	1,352	1,465	1,577	1,689	1,801
		MS YEARBOOK	2,095	2,305	2,514	2,723	2,934	3,144	3,353
9	9	WINTER PERCUSSION	5,139	5,653	6,167	6,680	7,194	7,708	8,222
3	7	BEST BUDDIES	2,231	2,454	2,676	2,900	3,123	3,347	3,569
4	0	PROJECT EXPLORE	2,202	2,425	2,643	2,864	3,083	3,305	3,524
5	0	BEAR COUNTRY NEWS	2,560	2,814	3,072	3,327	3,582	3,840	4,095
2	0	MATH TEAM COACH	1,516	1,669	1,819	1,970	2,123	2,274	2,427

- (A) MIDDLE SCHOOL SEASONAL COACHES WILL RECEIVE 1/3 OF THE TOTAL STIPEND
- (B) TWO IN EACH HIGH SCHOOL
- (C) 1/3 OF 1 FOR EACH MIDDLE SCHOOL
- (D) 1/3 OF VIII 5-(10%)

APPENDIX A-8(b)
EXTRA COMPENSATORY SALARY SCHEDULE 2024-25
CLASSIFICATION, RESPONSIBILITY FACTOR & POSITION

			2024-25						
***EXTRA CURRICULAR PROGRAMS			0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS
8	5	MS ATHLETIC DIRECTOR YRLY	4,046	4,451	4,853	5,261	5,664	6,070	6,474
8	5	MS COACH – PER SEASON	1,349	1,484	1,618	1,754	1,888	2,023	2,158
2	4	MS JAZZ ENSEMBLE	1,624	1,785	1,948	2,112	2,275	2,437	2,597
7	4	CHEERLEADERS	3,494	3,844	4,193	4,541	4,891	5,240	5,590
5	0	SENIOR CLASS PLAY	2,611	2,870	3,133	3,394	3,654	3,917	4,177
5	0	NEWSPAPER	2,611	2,870	3,133	3,394	3,654	3,917	4,177
7	0	YEARBOOK	3,328	3,660	3,993	4,325	4,657	4,990	5,324
6	9	POOL DIRECTOR	3,858	4,243	4,630	5,013	5,400	5,786	6,172
6	5	JAZZ ENSEMBLE	3,264	3,591	3,918	4,243	4,570	4,896	5,221
10	9	MARCHING BAND	5,557	6,111	6,667	7,224	7,779	8,334	8,891
6	8	SENIOR CLASS ADV .2 PER HS	3,710	4,080	4,451	4,825	5,194	5,554	5,933
4	0	JUNIOR CLASS ADV	2,246	2,474	2,696	2,921	3,145	3,371	3,594
6	0	SHOWTIMERS	2,967	3,264	3,562	3,858	4,155	4,451	4,748
4	0	LIT MAGAZINE	2,246	2,474	2,696	2,921	3,145	3,371	3,594
3	0	SOPHOMORE CLASS ADV	1,896	2,084	2,276	2,463	2,654	2,845	3,033
2	0	FRESHMAN CLASS ADV	1,546	1,702	1,855	2,009	2,165	2,319	2,476
1	0	MS MEMORIAL DAY	397	436	476	516	556	595	635
8	5	SPECIAL OLYMPICS	1,349	1,484	1,618	1,754	1,888	2,023	2,158
1	0	FUTURE BUSINESS LEADERS	1,190	1,309	1,429	1,547	1,668	1,785	1,904
3	0	COMM NEWS LETTER ED	1,896	2,084	2,276	2,463	2,654	2,845	3,033
6	5	WEIGHT TRAINING	3,264	3,591	3,918	4,243	4,570	4,896	5,221
2	0	NATIONAL HONOR SOCIETY	1,546	1,702	1,855	2,009	2,165	2,319	2,476
4	5	HS MATH COMPUTERS	2,474	2,719	2,966	3,213	3,460	3,709	3,955
		MS ORCHESTRA ENSEMBLE	1,150	1,264	1,379	1,494	1,609	1,723	1,837
		MS YEARBOOK	2,137	2,351	2,564	2,777	2,993	3,207	3,420
9	9	WINTER PERCUSSION	5,242	5,766	6,290	6,814	7,338	7,862	8,386
3	7	BEST BUDDIES	2,276	2,503	2,730	2,958	3,185	3,414	3,640
4	0	PROJECT EXPLORE	2,246	2,474	2,696	2,921	3,145	3,371	3,594
5	0	BEAR COUNTRY NEWS	2,611	2,870	3,133	3,394	3,654	3,917	4,177
2	0	MATH TEAM COACH	1,546	1,702	1,855	2,009	2,165	2,319	2,476

APPENDIX A-8(c)
EXTRA COMPENSATORY SALARY SCHEDULE 2025-26
CLASSIFICATION, RESPONSIBILITY FACTOR & POSITION

			2025-26						
***EXTRA CURRICULAR PROGRAMS			0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS
8	5	MS ATHLETIC DIRECTOR YRLY	4,127	4,540	4,950	5,366	5,777	6,191	6,603
8	5	MS COACH – PER SEASON	1,376	1,513	1,650	1,789	1,926	2,064	2,201
2	4	MS JAZZ ENSEMBLE	1,656	1,821	1,987	2,155	2,320	2,486	2,649
7	4	CHEERLEADERS	3,563	3,921	4,277	4,632	4,989	5,345	5,701
5	0	SENIOR CLASS PLAY	2,663	2,928	3,196	3,461	3,727	3,995	4,260
5	0	NEWSPAPER	2,663	2,928	3,196	3,461	3,727	3,995	4,260
7	0	YEARBOOK	3,395	3,733	4,073	4,411	4,750	5,090	5,431
6	9	POOL DIRECTOR	3,935	4,328	4,722	5,114	5,508	5,902	6,295
6	5	JAZZ ENSEMBLE	3,329	3,663	3,996	4,328	4,661	4,994	5,326
10	9	MARCHING BAND	5,668	6,233	6,800	7,368	7,934	8,501	9,069
6	8	SENIOR CLASS ADV .2 PER HS	3,784	4,162	4,540	4,921	5,298	5,665	6,052
4	0	JUNIOR CLASS ADV	2,291	2,523	2,750	2,980	3,208	3,439	3,666
6	0	SHOWTIMERS	3,027	3,329	3,633	3,935	4,239	4,540	4,843
4	0	LIT MAGAZINE	2,291	2,523	2,750	2,980	3,208	3,439	3,666
3	0	SOPHOMORE CLASS ADV	1,934	2,126	2,321	2,513	2,707	2,902	3,094
2	0	FRESHMAN CLASS ADV	1,577	1,736	1,892	2,050	2,209	2,366	2,525
1	0	MS MEMORIAL DAY	405	445	486	526	567	607	647
8	5	SPECIAL OLYMPICS	1,376	1,513	1,650	1,789	1,926	2,064	2,201
1	0	FUTURE BUSINESS LEADERS	1,214	1,335	1,458	1,578	1,701	1,821	1,942
3	0	COMM NEWS LETTER ED	1,934	2,126	2,321	2,513	2,707	2,902	3,094
6	5	WEIGHT TRAINING	3,329	3,663	3,996	4,328	4,661	4,994	5,326
2	0	NATIONAL HONOR SOCIETY	1,577	1,736	1,892	2,050	2,209	2,366	2,525
4	5	HS MATH COMPUTERS	2,523	2,774	3,025	3,277	3,529	3,783	4,034
		MS ORCHESTRA ENSEMBLE	1,173	1,289	1,407	1,524	1,641	1,757	1,874
		MS YEARBOOK	2,180	2,398	2,616	2,833	3,053	3,271	3,488
9	9	WINTER PERCUSSION	5,347	5,881	6,416	6,950	7,485	8,019	8,554
3	7	BEST BUDDIES	2,321	2,553	2,784	3,017	3,249	3,482	3,713
4	0	PROJECT EXPLORE	2,291	2,523	2,750	2,980	3,208	3,439	3,666
5	0	BEAR COUNTRY NEWS	2,663	2,928	3,196	3,461	3,727	3,995	4,260
2	0	MATH TEAM COACH	1,577	1,736	1,892	2,050	2,209	2,366	2,525

MEMORANDUM OF UNDERSTANDING

In the recently-concluded negotiations between the Norwalk Board of Education and the Norwalk Federation of Teachers over stipends as set forth in Appendices 5, 6 and 9, the following stipend positions were removed from the contract because they are no longer funded. These stipend positions are listed here to document their prior existence and to serve as a reference should these positions or similar positions be reinstated or refunded in the future.

IX. Department Chairpersons* and Subject Area Leaders

High School

The stipend for certificated personnel employed as Department Chairpersons or Subject Area Leaders as follows:

<u>ANNUAL RATE</u>	
2022-2023	
Department Chairperson	\$3,398

Middle School

The stipend for certificated personnel employed as Middle School Subject Area Leaders shall be .25 of the High School stipend.

<u>ANNUAL RATE</u>	
2022-2023	
Subject Area Leader	\$849
Head Guidance Counselor	\$3,398

XIV. Curriculum Development Leaders

Teachers who have responsibility for leading Curriculum Development Workshops on weekends or vacation shall receive 1.50 of Step 2 of the Curriculum Development Stipend.

HOURLY RATE
2023-2024
\$77

XXII. Encore Activities

'Encore' activities will be offered once per week for 45 minutes in each middle school (except teachers with more than three preparation periods shall be exempt from Encore activities). Teachers will be paid \$525 to develop their activity as an extension and hands-on application of the core-curriculum subject taught by the teachers. Encore activities will not be treated as separate courses. These courses will be graded Pass/Fail or by using another student accountability measure approved by the Superintendent, and shall not factor into teacher performance evaluations. Such Encore activities shall commence six weeks after the start of the school year.

XXIII. Additional Stipend Positions

ANNUAL RATE	
2023-2024	
Vertical House Leaders	\$7,921

NORWALK BOARD OF EDUCATION

NORWALK FEDERATION OF TEACHERS

By _____

By _____

Date: _____

Date: _____

MEMORANDUM OF UNDERSTANDING PROFESSIONAL DAY WORKSHOPS (Amended for 2024-2026)

The salary schedule for certificated personnel employed in the role of workshop presenters and facilitators shall be as follows:

General Role of Presenters.

1. Workshop Presenter – Prepares to lead a group of teachers on an instructional/curricular topic. A teacher may be asked to share his/her expertise or may be asked to lead a workshop on new curriculum. The presenter may be given materials to use or may have to develop his/her own. Presenters may be required to plan an agenda, prepare materials and structure the day through a variety of activities including whole or small group “instruction.”

Presenters shall be paid at the contract rate according to Appendix A-5, Category XVIII. When more than one presenter is leading a workshop, the stipend will be split or prorated consistent with past practice.

2. Workshop Facilitator – Maintains discussions or pre-planned activities. For example, when teachers come together to share information, one person agrees to direct the discussion. A workshop facilitator may also play a more active role but will have been provided training and all materials necessary for the workshop. There is no advance preparation time required in either case,

Facilitators shall be paid at the hourly contract rate according to the rate established in Appendix A-5, Categories I, II and III, Step 2.

Payment for Preparation.

Workshop presenters shall receive four weeks advance notification in writing when they are asked to present a workshop. Workshop presenter’s preparation time will be compensated as follows:

1. **High School Department Chairpersons, Instructional Leads, and Coaches** may use their release time for any additional preparation required to work with their departments.
2. **High School and Middle School Subject Area Leaders, Middle School Team Leaders, and Teacher Coordinators** who are trained and/or given materials to use when leading a workshop will not be paid for preparation. If additional preparation time is required, teachers shall be notified in advance of the number of hours they shall be compensated. Teachers may also obtain advance approval for additional preparation time from the Assistant Superintendent for Curriculum and Instruction.
3. **Literacy Specialists** who have received training and/or been given materials to use when leading a workshop, will usually not be paid for preparation. If additional preparation time is required, advance approval should be obtained from the

Assistant Superintendent for Curriculum and Instruction. Requests will be evaluated on an individual basis.

4. **Classroom Teachers** who take on additional responsibilities shall be paid for preparation time based on prior approval from the Assistant Superintendent for Curriculum and Instruction.

Approval for preparation time shall be obtained at least two (2) weeks prior to the professional day workshop(s). Exceptions shall be made by the Assistant Superintendent for Curriculum and Instruction.

All preparation time shall be paid at the contract rate in Appendix A-5, Categories IX, Step 2.

The parties agree that not all contingencies have been addressed. To avoid any misunderstanding about the rate of pay and/or preparation time, the teacher may submit any proposals that do not fit the above descriptions to the Assistant Superintendent for Curriculum and Instruction at least two (2) weeks before the actual presentation date.

NORWALK BOARD OF EDUCATION

NORWALK FEDERATION OF TEACHERS

By _____

By _____

Date: _____

Date: _____