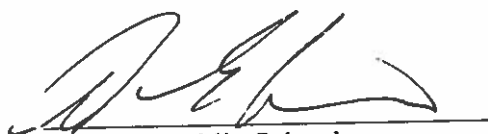


Memorandum of Understanding Regarding Early Dismissal Days

This Agreement is entered into by and between the Norwalk Board of Education (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Federation") (collectively, "the Parties").

1. During the 2025–2026 school year, the Board has scheduled five early dismissal days (no more than one per month) for students on the following days to provide professional learning time for teachers. These professional learning days are scheduled for December 8, 2025, January 26, 2026, March 30, 2026, April 27, 2026, and May 11, 2026. On these days teachers shall work the hours of a normal workday. On those days that are otherwise a faculty meeting day, the administration may choose to extend the professional learning into the 45 minutes of faculty meeting time. However, the administration will not combine two faculty meetings into a single long faculty meeting, as otherwise permitted in Article XVIII (2), on the same day as any of the professional learning days listed above.
2. The professional learning meeting shall have a written agenda which shall be distributed to teachers one week in advance. This provision shall not preclude administration from adding or deleting items to such agenda. The failure to distribute an agenda shall not relieve teachers of the obligation to attend.
3. Part-time teachers who are not normally scheduled for the time or day of the professional learning may be required to attend such professional learning time, and if they are required to attend outside of their normal scheduled hours, such part-time teachers shall be paid for their time at the in-service hourly training rate.
4. Article XX (8) establishes 90-minute early dismissals for elementary conferences. During the 2025-2026 school year, the parties agree that the elementary conference early dismissals on November 18th, November 19th, November 20th, March 10th, March 11th, and March 12th shall be scheduled as 2-hour early dismissals, not 90-minute early dismissals. Past practice and contract language shall be followed in other respects for these elementary conference early dismissals.
5. This Memorandum of Agreement and the terms contained herein shall neither establish a past practice nor a precedent with respect to the issues addressed herein.
6. All provisions of the Collective Bargaining Agreement shall be in full force and effect.


Norwalk Public Schools

Date: 9/15/2025


Norwalk Federation of Teachers

Date: 9/15/2025