

## MEMORANDUM OF AGREEMENT

Whereas Article XXV(2) and (3) of the collective bargaining agreement between the Norwalk Board of Education (the "Board") and the Norwalk Federation of Teachers (the "NFT") provide:

2. The Board agrees to deduct dues for the Federation for teachers who submit a signed authorization for such deductions. The Board shall remit all such deductions within fifteen (15) days to the Federation, but shall use its best efforts to remit within ten (10) days. The Federation shall hold the Board and City harmless against any and all claims, demands, liabilities, law suits, counsel fees, or other cost which may arise out of, or by reasons of, actions taken against the Board as result of administration of the provision of this section.

3. The deductions for the Federation dues shall be equally divided and withheld from each of the first twenty-two (22) paychecks.

and,

Whereas the Board recognizes its obligation and liability to properly remit dues pursuant to Conn. Gen. Stat. § 31-40bb.

Whereas the Board did not make such deductions from certain newly-hired teachers commencing with their employment in the 2024-2025, and

Whereas the NFT recently brought this oversight to the Board's attention,

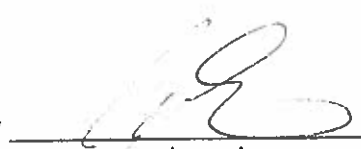
Now therefore the Board and the NFT agree:

1. The Board shall promptly remit to the NFT an amount equal to the dues the deduction of which was authorized by the newly-hired teachers for the 2024-2025 school year, which deductions were not made as required by the collective bargaining agreement and Conn. Gen. Stat. § 31-40bb.

2. The parties agree that this action is in full satisfaction of the Board's obligations as to those teachers and the NFT under Article XXV(2) and (3) of the collective bargaining agreement and Conn. Gen. Stat. § 31-40bb.

NORWALK BOARD OF EDUCATION

NORWALK FEDERATION OF TEACHERS

By   
Its Superintendent

3/13/2025  
Date

By   
Its President

3/12/2025  
Date

**Memorandum of Understanding  
Regarding Grading for Equity Cohort**

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

The Board and the Union are parties to a Collective Bargaining Agreement ("CBA") due to expire on August 31, 2026.

**WHEREAS**, Norwalk Public Schools is collaborating with Crescendo Education Group on a one-year project associated with the Grading for Equity implementation.

**WHEREAS**, The Grading for Equity implementation will consist of 10 to 16 teachers who will participate in a series of intensive workshops on strategies to improve grading, receive individualized coaching, and participate in action research cycles to measure the impact of equitable grading in their respective classrooms and share these results with colleagues.

**WHEREAS**, the roles and responsibilities for the Grading for Equity Cohort for the 2024-2025 school year, are outlined in the attached job description.

**NOWTHEREFORE**, the parties agree to the following:

1. Incumbents for this cohort shall participate up to a maximum of 20 hours annually and shall be paid a stipend of \$800 as per the NFT collective bargaining agreement.
2. The Equity for Grading implementation and cohort shall be managed by Sandra Faioes, Deputy Superintendent.
3. This Agreement is not intended to alter the terms of the CBA between the Parties, and all such terms and conditions remain in full force and effect.
4. This Agreement shall not set a precedent, or constitute a past practice, as to any matter not addressed herein.



Norwalk Public Schools

Date: 2/12/25



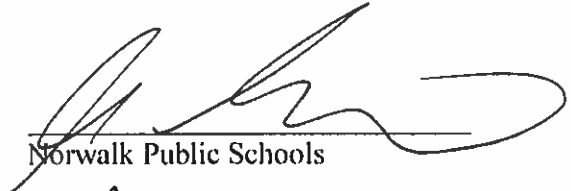
Norwalk Federation of Teachers

Date: 2/12/2025

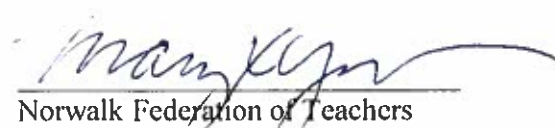
Memorandum of Understanding  
Regarding Credit for Certified Private School Employment

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. The Parties agree that for the purposes of Article VIII, Section 2(b) of the current collective bargaining agreement, the phrase "previous contract teaching experience" shall be interpreted to include teaching in an accredited private school while holding a valid state issued certification applicable to the grade and subject area taught.
2. Credit toward salary schedule placement will be given for years working in accredited private schools in the same manner as a public school so long as the employee was appropriately certified for their role at the time of the service.
3. Within thirty (30) days of the full execution of this Agreement, the Board shall send an email notice to all members of the bargaining group advising of them of this change to the interpretation of the CBA. In addition, such notice shall include a statement that the Board will afford all members an opportunity to request credit for past private school experience, consistent with the terms of this Agreement, which has not already been credited to step placement. The statement will also include the deadline to submit such requests.
4. Members will have forty-five (45) calendar days during the school year from the date of the notice described in paragraph 3 above to submit their written request to Human Resources for credit toward salary placement of past uncredited (or under credited) accredited private school experience while certified ("Application Period"). Failure to submit a request by the last day of the Application Period will result in the employee waiving their claim, under this Agreement or otherwise, to additional steps for qualifying accredited private school employment.
5. In the event that a bargaining unit member's request for additional step credit is approved under the terms of this Agreement, the change will be effective August 23, 2023, and the individual who received the additional credit will receive the difference in compensation retroactive from that date.
6. This Agreement shall not set a precedent as to any matter not addressed herein.

  
Norwalk Public Schools

Date: Aug. 30, 2024

  
Norwalk Federation of Teachers

Date: Aug 27 2024

**Memorandum of Understanding  
Regarding Payments for Certified Student Services – Twilight and NAOP**

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

The Board and the Union are parties to a Collective Bargaining Agreement ("CBA") due to expire on August 31, 2026.

WHEREAS, Twilight and NAOP are alternative programs whereby students can attend classes after the school day and receive credit towards graduation.

WHEREAS, the teachers instructing or providing certified student services at Twilight and NAOP are certified teachers.

NOWHEREFORE, the parties agree to the following:

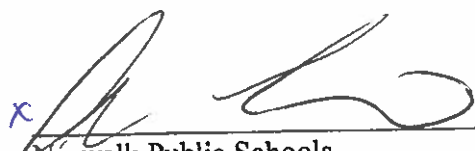
1. If teachers are assigned as part of a full-time teaching load combined with courses from another school, or during the contractual workday, then the salary schedule applies. The parties agree that full-time positions shall be given preference over part-time, single-course teaching. Split assignments between buildings are another option to adopt, prior to single course or part-time assignments.
2. If Twilight, NAOP or other programs that require certified teaching instruction is scheduled after normal school hours, then the following applies:
  - a. \$254/day to teach 3 courses<sup>1</sup> and receive one prep period<sup>2</sup>
  - b. Two courses \$170, no prep provided; or providing certified student services during that time.
  - c. One course \$85, no prep provided; or providing certified student services during that time.
3. The teacher is expected to engage in the full four-hour program, receiving one prep period, or alternatively, commit to the full duration of their assignment.
4. At least one designated teacher of record must be assigned to each course. Teachers' collaboration with administration can be made to establish a cohesive 'team' of certified teachers, ensuring continuity in daily instruction when the teacher of record is unavailable. Each certified teacher delivering a course or providing certified student services will be entitled to a per diem rate consistent with Section 2 of this agreement.
5. Duties can be assigned by administrators consistent with this agreement.
6. This agreement exclusively pertains to teachers engaged in programs extending beyond the standard work hours of the regular school day during the school year. All language contained within the existing collective bargaining agreement remains applicable to teachers assigned to the contractual workday.

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<sup>1</sup> Courses are defined as classes or services wherein daily instruction, or services do not exceed 60 minutes.

<sup>2</sup> Prep periods are defined as the duration equivalent to a teacher's average course length.

7. This Agreement is not intended to alter the terms of the CBA between the Parties, and all such terms and conditions remain in full force and effect.
8. This Agreement shall not set a precedent, or constitute a past practice, as to any matter not addressed herein.

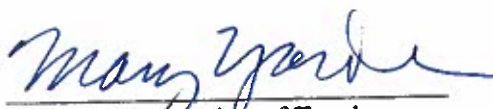
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Norwalk Public Schools

Date:

Superintendent of Schools

Dr. Alexandra Estrella



Norwalk Federation of Teachers

Date:

9/25/2024

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 2024–2025 school year, the Board has scheduled four 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 September 23, 2024, January 27, 2024, April 28, 2025, and May 12, 2025. 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 2024-2025 school year, the parties agree that the elementary conference early dismissals on November 14<sup>th</sup>, November 21<sup>st</sup>, March 13<sup>th</sup> and March 20<sup>th</sup> 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: 9/6/2024

  
Norwalk Federation of Teachers

Date: 9/6/2024

**Memorandum of Understanding  
Regarding Capstone Advisor Positions**

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

The Board and the Union are parties to a Collective Bargaining Agreement ("CBA") due to expire on August 31, 2026.

**WHEREAS**, the position of Capstone Advisor currently exists at the four high schools - Brien McMahon High School, Center for Global Studies; Norwalk High School and P-Tech.

**WHEREAS**, the Capstone Advisor supports and monitors students throughout the Capstone development process as outlined in the Capstone Advisor job description.

**WHEREAS**, the employees currently serving as Capstone Advisors were paid a stipend for this work.

**WHEREAS**, the stipend was inadvertently left out of the stipend discussions during contract negotiations.

**NOWHEREFORE**, the parties agree to the following:

1. The Capstone Advisor stipend will be included in the next contract negotiations.
2. Capstone Advisor position will be paid a stipend of \$3,000 which will increase by 2% annually (similar to the other stipends in the NFT contract).
3. This Agreement is not intended to alter the terms of the CBA between the Parties, and all such terms and conditions remain in full force and effect.
4. This Agreement shall not set a precedent, or constitute a past practice, as to any matter not addressed herein.

*Kimberly Byrd-Carolina*  
Norwalk Public Schools  
Date: 10/29/24

*[Signature]*  
Norwalk Federation of Teachers  
Date: 10/29/2024

**Memorandum of Understanding  
Regarding Part-Time Position/Portrait of a Graduate**

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

The Board and the Union are parties to a Collective Bargaining Agreement ("CBA") due to expire on August 31, 2026.

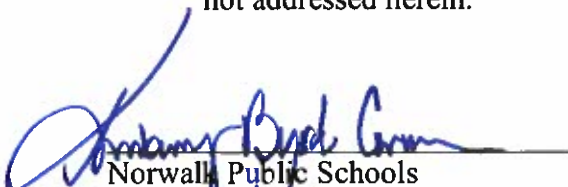
**WHEREAS**, Digital Promise and Norwalk Public Schools have entered into an agreement to design and implement learning pathways for Portrait of a Graduate.

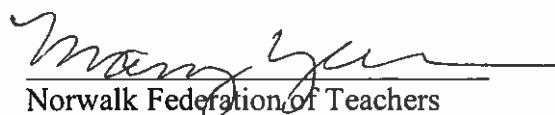
**WHEREAS**, Norwalk Public Schools will pilot a part-time position of Portrait of a Graduate for one school year (November 2024 – June 2025) to design and implement opportunities for students to demonstrate Portrait Skill Sets and Practices throughout K-12 subject area learning;

**WHEREAS**, the roles and responsibilities for the Portrait of a Graduate position are outlined in the attached job description.

**NOW THEREFORE**, the parties agree to the following:

1. The work pertaining to the Portrait of a Graduate shall be performed as a pilot in six (6) areas:
  - a. Grades K-8 Social Studies Inquiry Units;
  - b. Grades K-Algebra 2 Math Performance Tasks
  - c. Grades 3-8 Gifted and Talented Rubrics
  - d. Grades 9-10 1B Critical Thinking Alignment
  - e. Grades 9-12 Future Ready Virtual Academy Student Portfolios
  - f. Grades 9-12 AP Courses or Early College Courses
2. Incumbents for this position shall work fourteen (14) hours during the school year and will be paid a stipend of \$800.00 as per the NFT collective bargaining agreement.
3. This Agreement is not intended to alter the terms of the CBA between the Parties, and all such terms and conditions remain in full force and effect.
4. This Agreement shall not set a precedent, or constitute a past practice, as to any matter not addressed herein.

  
Norwalk Public Schools  
Date: 11/4/24

  
Norwalk Federation of Teachers  
Date: 11/4/2024