

Memorandum of Understanding  
Regarding Credit for Charter 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 term "public schools" shall be interpreted to include charter schools.
2. Credit toward salary schedule placement will be given for years working in charter schools in the same manner as a public school so long as the employee was certified at the time of the service and that certification was required for such 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 charter 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 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) charter school certified experience ("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 charter 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 to that date.
6. This Agreement shall not set a precedent as to any matter not addressed herein.
7. This Agreement is subject to ratification by the Norwalk Board of Education.

  
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Norwalk Public Schools

Date: 3/19/2024

  
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Norwalk Federation of Teachers

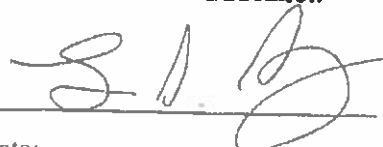
Date: 2/6/2024

Memorandum of Understanding  
Regarding Credit for Charter 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. Credit toward salary schedule placement will be given for years working in charter schools in the same manner as a public school so long as the employee was certified at the time of the service and that certification was required for such service.
2. The following current Board employees will be placed at new steps, as indicated below, to reflect the terms of this agreement:
  - (a) Christine Wright will move to step 9 in her current column.
  - (b) Vanessa Sabbatino will move to step 9 in her current column.
  - (c) Michele Titus will move to step 9 in her current column.
3. The changes indicated in paragraph 4 above will be effective August 23, 2023, and the individuals identified above will receive the difference in compensation retroactive to that date.
4. This Agreement will not set a precedent or past practice and will not be applicable to future bargaining.

Norwalk Board of Education

  
Date: 2-14-2024

Norwalk Federation of Teachers

  
Date: 2/8/2024

**Memorandum of Understanding  
Grievance Concerning Teaching For-Credit Courses Outside of the School Day**

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 Board and the Union are parties to a collective bargaining agreement due to expire on August 31, 2026 ("the CBA").
2. Article XX, Section 7 of the collective bargaining agreement establishes that "High school teachers shall not teach more than five (5) periods per day."
3. The Board agrees to cease and desist from using the form entitled "Teaching 6<sup>th</sup> Class Request Form" attached to the Federation's grievance dated October 20, 2023.
4. The Board acknowledges that it must comply with its obligation to bargain with the Federation, and to not bargain directly with members of the Federation bargaining group, regarding teaching beyond contractual limits.
5. To the extent that John Fuldeak and Sean Phillips ("Affected Teachers") have taught classes outside of their full-time 2023-2024 teaching assignments, the Board will compensate the Affected Teachers for teaching outside of school hours in the NAOP program as follows:
  - a. John Foldeak will be paid the sum of \$6,585.04 for teaching in NAOP from the beginning of the school year until November 17, 2023.
  - b. Mr. Sean Philips will be paid the sum of \$2,984.48 for teaching in NAOP between October 6, 2023, and November 17, 2023.

The above payments were calculated based on the Board's representation to the Affected Teachers that they would be paid on the basis of a sixth-class assignment (.2 FTE) for the duration of their teaching in NAOP.

6. The Board acknowledges that teaching performed for Twilight, NAOP, and other for-credit programs after school hours shall not be considered a "sixth class" and that teachers will not be paid on the basis described in paragraph 5 above without the written agreement of the Federation.
7. The Board acknowledges that it must post all for-credit teaching assignments outside of the school day in accordance with the provisions of the CBA.
8. ~~The Parties will negotiate regarding the appropriate compensation for teaching for-credit courses outside of the school day.~~

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9. 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.

10. The Federation will withdraw its grievance concerning this issue.

11. This Agreement shall not set a precedent, or constitute a past practice, as to any matter not addressed herein.



Norwalk Public Schools

Date: 3-19-24



Norwalk Federation of Teachers

Date: 3/19/24