

## Memorandum of Agreement

The Norwalk Public Schools (hereinafter the "Board" and the Norwalk Federation of Teachers (hereinafter the "Federation") agree to the following:

During the 2022~2023 school year, the Board has scheduled five early dismissal days for students, no more than one per month, on the following days to provide professional learning time for teachers. These professional learning days are scheduled for October 31, 2022, January 30, 2023, March 27, 2023, April 24, 2023, and May 15, 2023. 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.

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.

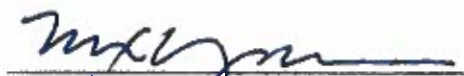
Part-time teachers who are not normally scheduled for the time or day of the professional learning may be required to attend such professional learning time, and if they are required to attend outside of their normal scheduled hours, such part-time teachers shall be paid for their time at the in-service hourly training rate.

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. All provisions of the Collective Bargaining Agreement shall be in full force and effect.

NORWALK BOARD OF EDUCATION



NORWALK FEDERATION OF TEACHERS

  
9/14/2022



## Memorandum of Agreement

The Norwalk Public Schools (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Federation") agree to the following:

During the 2021-2022 school year, the Board has scheduled six early dismissal days for students (no more than one per month) on the following days to provide professional learning time for teachers. These professional learning days are scheduled for September 27, 2021, October 25, 2021, January 24, 2022, March 28, 2022, April 25, 2022 and May 16, 2022. On these days, teachers shall work the hours of a normal work day. 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 by in Article XVIII (2), on the same day as any of the professional learning days listed above.

The professional learning meetings shall have a written agenda which shall be distributed to teachers one week in advance. This provision shall not preclude the administration from adding or deleting items to such agenda. The failure to distribute an agenda shall not relieve teachers of the obligation to attend.

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 normally-scheduled hours, such part-time teachers shall be paid for their time at the in-service hourly training rate.

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. All provisions of the Collective Bargaining Agreement shall be in full force and effect.

NORWALK BOARD OF EDUCATION

NORWALK FEDERATION OF TEACHERS

By

  
Aug 26, 2021

By

  
Aug 26, 2021

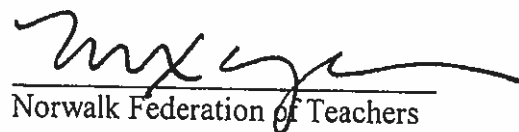


## Memorandum of Agreement

The Norwalk Public Schools (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Union") agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement due to expire on August 31, 2019
2. The State of Connecticut Department of Education currently facilitates a program called the Teacher Education and Mentoring Program (TEAM).
3. The parties agree that effective immediately a new position shall be listed as: TEAM District Facilitator. Such position shall be offered by the Board to as many Bargaining Unit members as the Board deems necessary
4. The parties agree that the Board shall advertise for the position to the Union and members from the Union will be provided with the opportunity to staff the position.
5. The parties agree that the stipend amount listed for these activities shall be \$5,000 for the 2016-2017 school year and thereafter as set forth under appendix A-5 of the collective bargaining agreement
6. 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.

  
Norwalk Public Schools

  
Norwalk Federation of Teachers

9/21/2016  
Date

Sep 21, 2016  
Date

NORWALK PUBLIC SCHOOLS  
SEP 21 2016  
HUMAN RESOURCES OFFICE



SEP 22 2016

## Memorandum of Agreement

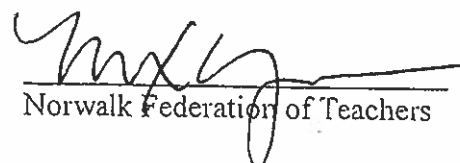
HUMAN RESOURCES OFFICE

The Norwalk Public Schools (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Union") agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement due to expire on August 31, 2019
2. The parties agree that effective immediately a new stipend position shall be listed as: Bilingual Speech Pathologist. Such position shall be offered by the Board to as many Bargaining Unit members as the Board deems necessary
3. The parties agree that the Board shall advertise for the position to the Union and members from the Union will be provided with the opportunity to staff the position.
4. The parties agree that the stipend amount listed for these activities shall be \$3,201 for the 2016-2017 school year and thereafter as set forth under appendix A-5 of the collective bargaining agreement
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.

  
Norwalk Public Schools

9/22/16  
Date

  
Norwalk Federation of Teachers

Sep 22, 2016  
Date



## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is made by and between the Norwalk Board of Education (the "Board") and the Norwalk Federation of Teachers (the "Federation"), both of which are sometimes hereinafter referred to as "the parties".

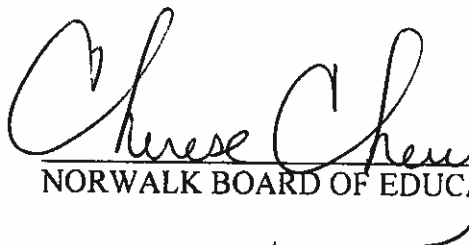
WHEREAS, the Board and the Federation are parties to a collective bargaining agreement for the period September 1, 2016 through August 31, 2019 (the "Agreement"); and

WHEREAS, the Board has created new positions titled Vertical House Leader which was not a position listed in the Agreement; and

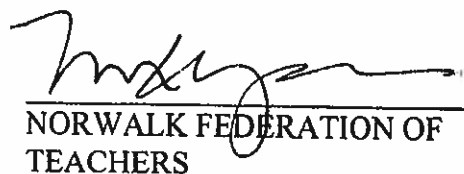
WHEREAS, the parties wish to identify and agree upon the compensation beyond his or her normal teacher salary that the Vertical House Leader will receive for his or her performance of the duties of said position.

Now the Parties agree that the following will apply for Vertical House Leaders:

- 1) Vertical House Leaders shall be added as a new stipend position at the Middle School level which may or may not be filled by the Board on an annual basis.
- 2) The Vertical House Leaders shall be paid a stipend of Seven Thousand and Five Hundred Dollars (\$7,500.00) for the 2017-2018 school year.
- 3) This Agreement shall not establish a practice or precedent between the Parties.

  
NORWALK BOARD OF EDUCATION

10/19/17

  
NORWALK FEDERATION OF  
TEACHERS

Oct 17, 2017

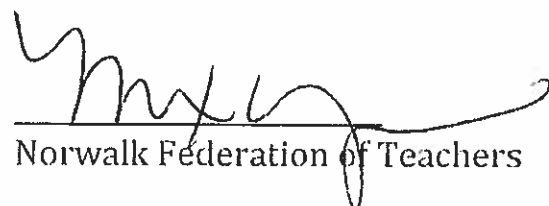


**Memorandum of Agreement**  
**Guidance Counselor Stipends 2017**

The Norwalk Public Schools (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Union") are parties to a collective bargaining agreement due to expire on August 31, 2020. The parties agree to the following:

1. The Head Guidance Counselor stipend will be discontinued as of October 28, 2017. All associated responsibilities will be transferred to a building administrator at that time.
  - a. Former Head Guidance Counselors will be available to answer questions for school administrators and others on aspects of student scheduling as these individuals are transitioned these responsibilities. However, ultimate responsibility for maintaining and modifying the master schedules will rest with the appropriate building administrator.
  - b. More in depth questioning and training regarding scheduling will be directed to the appropriate school administrator.
2. Head Guidance Counselors will be paid \$587.80 for work already completed in the position as of 10-28-2017.
3. 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.

  
Norwalk Public Schools

  
Norwalk Federation of Teachers

10/19/17  
Date

10/16/17  
Date



## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is made by and between the Norwalk Board of Education (the "Board") and the Norwalk Federation of Teachers (the "Federation"), both of which are sometimes hereinafter referred to as "the parties".

WHEREAS, the Board and the Federation are parties to a collective bargaining agreement for the period September 1, 2016 through August 31, 2019 (the "Agreement"); and

WHEREAS, the parties wish to identify and agree upon the compensation that will govern the amount beyond his or her normal teacher salary for work related to the Best Buddies Program.

Now Therefore the Parties agree as follows:

- 1) The Best Buddies Stipend will be assigned a Classification factor of III, and a Responsibility factor of 7 for a total \$2,100.00.
- 2) During the 2017-2018 and 2018-2019 school year the eligible stipend amount for Best Buddies will be remain \$2,100.00 per year. After 2018-2019, the stipend shall increase according to the NFT Collective Bargaining Agreement.
- 3) Employees selected for Best Buddies during the 2017-2018 school year will be paid 30% of the stipend for the remainder of the year or (\$630.00) which will be paid in a lump sum. During the 2018-2019 school year, participating teachers will be eligible for the entire \$2,100.00 stipend amount.
- 4) The parties agree that this Agreement shall not be precedent setting

  
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NORWALK BOARD OF EDUCATION

  
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NORWALK FEDERATION OF  
TEACHERS  
3/9/18



**Memorandum of Agreement**

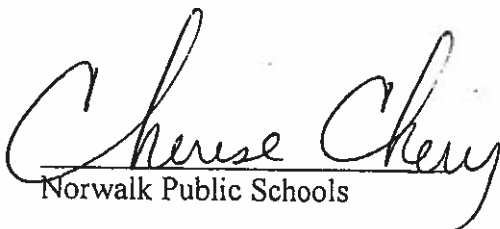
NORWALK PUBLIC SCHOOLS

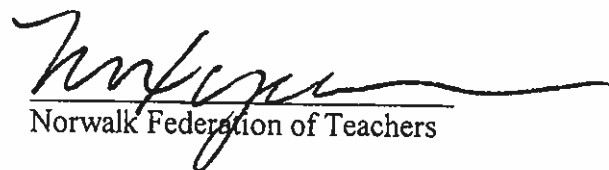
SEP 22 2016

The Norwalk Public Schools Board of Education (hereinafter the "Board") and the Norwalk Federation of Teachers (hereinafter the "Union") agree to the following:

HUMAN RESOURCES OFFICE

1. The Board and the Union are parties to a collective bargaining agreement due to expire on August 31, 2019
2. The State of Connecticut Department of Education currently facilitates a program called the Teacher Education and Mentoring Program (TEAM).
3. The parties agree that effective immediately a new position shall be listed as: TEAM Mentor Coordinator. Such position shall be offered by the Board to as many Bargaining Unit members as the Board deems necessary
4. The parties agree that the Board shall advertise for the position to the Union and members from the Union will be provided with the opportunity to staff the position.
5. The parties agree that the stipend amount listed for these activities shall be \$1200 annually for a caseload of 6-10 mentors for the 2016-2017 school year and thereafter as set forth under appendix A-5 of the collective bargaining agreement.
6. 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.

  
Norwalk Public Schools

  
Norwalk Federation of Teachers

9/21/2016  
Date

Sept 21 2016  
Date



## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made by and between the Board of Education of the City of Norwalk (the "Board") and the Norwalk Federation of Teachers, Local 1723, American Federation of Teachers, AFL-CIO (the "Federation").

WHEREAS, the parties were required by statute to commence negotiations by June 19, 2015 regarding a successor agreement to the collective bargaining agreement between the Board and the Federation covering the period September 1, 2013 to August 31, 2016 (the "CBA"); and

WHEREAS, the parties, acting through their duly appointed representatives, have engaged in informal discussions regarding a successor agreement during the period for negotiations as set forth in the Teacher Negotiation Act; and

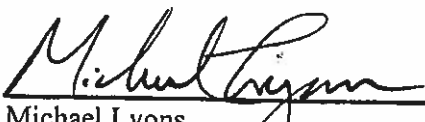
WHEREAS, the parties participated in a mediation session on August 24, 2015 and reached conceptual agreement on the issues in dispute, but agreed that further negotiation is required over the specific wording of the contract to implement their agreements, and

WHEREAS, such further negotiations may extend into the arbitration period, which commences in accordance with statute on September 2, 2015.

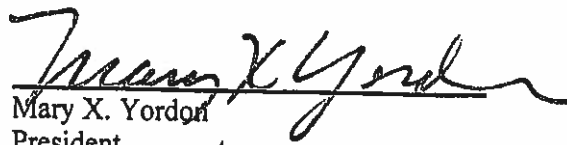
NOW THEREFORE, the parties agree that the attached list of agreements (Attachment A) defines and limits the issues that are subject to further negotiation and arbitration under the Teacher Negotiation Act. Neither party may raise any issue that is not included on Attachment A. Arbitration proceedings, if any, shall be limited to resolving any disputes over the specific wording of the contract provisions affected by the changes listed in Attachment A.

FOR THE BOARD

FOR THE FEDERATION

  
\_\_\_\_\_  
Michael Lyons  
Chairperson

Date: 9/18/15

  
\_\_\_\_\_  
Mary X. Yordon  
President

Date: 9/19/15



## **MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (hereinafter "MOA") is made by and between the Norwalk Board of Education (the "Board") and the Norwalk Federation of Teachers (the "Federation"), both of which are sometimes hereinafter referred to as "the parties".

WHEREAS, the Board and the Federation are parties to a collective bargaining agreement for the period September 1, 2016 through August 31, 2020 (the "Agreement"); and

WHEREAS, the parties acknowledge that Article XVIII addresses the issue of teacher meetings outside the normal school day.

NOW, THEREFORE, the parties hereby agree as follows:

1. During the 2018-19 and 2019-2020 school years, notwithstanding any provisions of Article XVIII to the contrary, the parties agree as follows:
  - a. All teachers, including part-time teachers, are required to attend all meetings which normally occur outside the normal school day ("Faculty Meetings"). Part-time teachers who are not scheduled for one or both of the last two periods of the teaching day shall be paid for the meeting time at the in-service hourly training rate. Faculty Meetings shall include, without limitation, meetings of teachers which normally occur outside the normal school day; city-wide departmental meetings; curriculum in-service meetings; mini-faculty meetings; and mini-curriculum in-service meetings. Faculty Meetings do not include such other professional obligations of teachers as professional development workshops or the four in-service days, Convocation Day, and orientation day set forth in Section 1 of Article XVII of the Agreement. Nothing in this MOA shall alter the provisions of the Agreement requiring that teachers fulfill such other professional obligations which fall outside the definition of Faculty Meetings under this MOA.
  - b. From August 1, 2018 through June 30, 2020, Faculty Meetings shall be limited to a total of twenty-nine (29) meetings scheduled on Mondays. There shall be no more than three (3) Faculty Meetings per month, except that there shall be no more than one (1) Faculty Meeting in each of August and June.
  - c. Faculty Meetings shall normally be completed in 45 minutes, but shall not exceed one hour in duration. Faculty Meetings shall begin ten minutes after the dismissal of the last class of the day. The Chief of School Operations shall send building principals a written reminder of these contractual requirements before the beginning of the school year.
  - d. No more than once per semester, the building administrator, with six (6) weeks' advance notice to the Federation, may combine two of the twenty-

nine (29) Faculty Meetings into a single meeting not to exceed ninety (90) minutes in duration.

- c. The schedule of Faculty Meetings shall be developed by the administration in consultation with the Curriculum Office, the Norwalk Association of School Administrators, and the Federation, and shall be included in the professional development calendar issued prior to the start of the school year.
  - f. Any provision of Article XVIII not expressly addressed in this MOA shall remain in full force and effect unless the parties otherwise mutually agree in writing.
2. At the end of the 2019-2020, the provisions of Article XVIII shall revert to the status quo ante, and the changes set forth in paragraph 1 above shall be of no further force and effect.
  3. The provisions of this MOA shall be effective upon signing by both parties, and shall terminate at end of the Agreement except as the parties may otherwise mutually agree.
  4. The parties agree that this resolution is based on the facts of this specific situation, and the terms set forth in this MOA shall not establish a practice or precedent in any respect. Accordingly, this MOA shall not be cited in any future proceedings, including contract negotiations or any further grievance proceedings, except as may be necessary to enforce the provisions of this MOA.
  5. Upon the signing of this MOA, the Federation agrees to withdraw the Grievance with prejudice and shall not file and/or pursue any other grievance and/or other claim, in any forum, concerning or related to the subject matter of the Grievance.

NORWALK BOARD OF EDUCATION

NORWALK  
FEDERATION OF TEACHERS

By



Date:

8/8/18

By



Date:

July 25 2018