

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter “MOA”) 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”), both of which are sometimes hereinafter referred to as “the parties”.

WHEREAS, the parties agree that an effective way to address the achievement gaps among certain groups of students in the school district is to provide increased or restructured instructional time and targeted supports for students whose performance is lagging behind that of other students or who are failing to meet performance benchmarks; and

WHEREAS, the parties agree that the impact of such additional or restructured time is a mandatory subject for negotiations between the Board and the Federation:

NOW THEREFORE, notwithstanding the provisions of Article XVII of the collective bargaining agreement between the Board and the Federation covering the period September 1, 2013 to August 31, 2016 and the successor contract for the period September 1, 2016 through August 31, 2019, the parties agree as follows:

1. The parties shall discuss and, if necessary, negotiate over an agreement concerning the impact on the compensation of teachers of providing for increased and/or restructured instructional time and targeted supports for students (*e.g.*, one-on-one tutoring and small group instruction). Instructional time may be increased or restructured by extending the length of the student school day, the length of the student school year, or both, or by restructuring the school day.
2. Such negotiations may commence at the written request of either party after (1) the Board presents to the Federation a plan for providing students with increased and/or restructured instructional time, and (2) the parties have at least sixty (60) days to discuss the plan before any related negotiations commence. Any such negotiations shall be governed by the provisions of Conn. Gen. Stat. Section 10-153f(e). Any such increased and/or restructured instructional time shall not be implemented before (1) September 1, 2017 and (2) the completion of any impact negotiations as provided in this Agreement.

3. This Agreement is without prejudice to the Board's statutory responsibility to set the student school day and the student school year, and it is without prejudice to the Federation's statutory right to negotiate over the impact of any such changes.

FOR THE BOARD

FOR THE FEDERATION

Michael Lyons
Chairperson

Mary X. Yordon
President

Date:

Date:
