

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE NORWALK BOARD OF EDUCATION**

**AND**

**THE NORWALK FEDERATION OF TEACHERS**

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”) due to an issue concerning the initial contract of certain teachers hired for the 2017-2018 school year; and

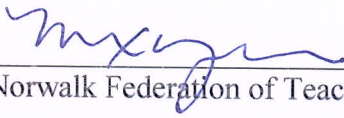
Whereas, The Board and the Federation are parties to a collective bargaining agreement due to expire on August 31, 2020, and a successor agreement from September 2020 to August 2023; and

Whereas, The parties understand and acknowledge that, during the 2017-2018 school year, teachers were hired on one (1) year assignment that were subsequently renewed for the 2018-2019 and continue to teach for the Board, but no teaching contract was signed;


Therefore it is hereby agreed as between the Board and Union as follows:

1. The teachers identified by the Talent Office and confirmed by the Union as those hired on one year assignments for 2017-2018 and who were subsequently renewed shall be afforded seniority consistent with the collective bargaining agreement and said employees shall have their seniority adjusted accordingly.
2. For determining when the initial contract was signed, the Board and Union agree that the date the employment letter was signed and returned by the employee shall be the date for purposes of seniority.
3. The Board and Union further agree that the teachers must sign employment contracts outlining the terms and conditions of employment but that this contract will not govern for purposes of seniority.
4. This MOA only applies to those individuals identified in Paragraph 1. Should subsequent employees be discovered after the signing of this MOA, the Board and Union shall discuss whether the terms of this MOA applies to those individuals but are under no obligation to apply said terms prospectively.
5. This Agreement is a one-time-only agreement and shall only be applicable to the individuals identified and affixed to this MOA
6. All provisions of the collective bargaining agreement between the Board and the Union shall remain in effect except to the extent such provisions have been modified for the 2019-20 school year by this Agreement.

7. This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Union in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.

  
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Norwalk Federation of Teachers

8/19/2020  
Date

  
\_\_\_\_\_  
Norwalk Board of Education

8/18/2020  
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Date