



Norwalk Schools

Growing Learners and Leaders

NORWALK COMMUNITY SCHOOL DISTRICT AMENDMENT TO MASTER CONTRACT CERTIFIED EMPLOYEES

This Amendment ("Amendment") is entered into between the Norwalk Community School District ("District") and the Norwalk Professional Education Association ("Association").

WHEREAS, the parties entered into a Master Contract effective July 1, 2025 through June 30, 2027; and

WHEREAS, the parties desire to amend the duration and negotiation provisions of the current agreement;

NOW, THEREFORE, the parties agree as follows:

AMENDMENT TO ARTICLE IV – DURATION

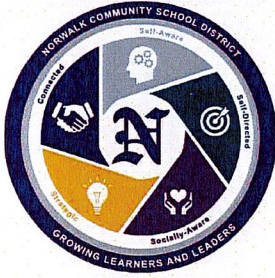
Section 6. Contract Extension

The parties agree to extend the current Master Contract effective July 1, 2027 through June 30, 2030. Except as modified herein, all terms and conditions of the existing Master Contract shall remain in full force and effect for the duration of this Amendment.

Section 7. Reopener Provisions

- a. Either party may provide written notice to the other party on or before January 15 of each fiscal year to reopen negotiations regarding Article III – Base Wage & Salaries for the subsequent contract year.
- b. The District and Association agreed to a total package increase of 3.25% for the 2026–2027 fiscal year. The Norwalk Board of Directors approved a 3.5% total package increase for 2026-2027.
- c. Except for Article III – Base Wage & Salaries, all other provisions of the Agreement shall remain closed and not subject to bargaining for the duration of this Agreement.

BOARD Justin Fletcher, Michelle Kelly, Brian Rausch, Dan Doerfler, Nathaniel Tagtow
SUPERINTENDENT Shawn Holloway **ADDRESS** 380 Wright Road, Norwalk, IA 50211
CONTACT (515) 981-0676 + **MORE** norwalkschools.org



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RATIFICATION

This Amendment shall become effective upon approval by the Norwalk Community School District Board of Directors and ratification by the Norwalk Professional Education Association.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed by their duly authorized representatives.

NPEA

Mary Anne Kessler

President, Mary Anne Kessler

Date: 7/21/2026

NORWALK COMMUNITY SCHOOL DISTRICT

Justin Fletcher

Board President, Justin Fletcher

Date: 7/13/26

NPEA

Abby Overton

Chief Negotiator, Abby Overton

Date: 7/21/26

NORWALK COMMUNITY SCHOOL DISTRICT

Shawn Holloway

Superintendent, Shawn Holloway

Date: 7/13/26

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