

DRAFT
TENTATIVE AGREEMENTS
July 7, 2020

NEW HAVEN BOARD OF EDUCATION
And
NEW HAVEN FEDERATION OF TEACHERS, LOCAL 933, AFT, AFT-CT

The New Haven Board of Education (Board) and the New Haven Federation of Teachers, Local 933, AFT, AFT-CT (Union) hereby agree to this Tentative Agreement toward modifying the existing collective bargaining agreement as well as reaching a successor collective bargaining agreement:

1. The parties are presently governed by a collective bargaining agreement from July 1, 2018 and expiring on June 30, 2021.
2. The salary schedule attached as Appendix A of the 2018-2021 cba calls for a step movement effective July 1, 2020.
3. The parties agree to forgo the step increase that would have gone into effect with the start of the 2020-2021 academic school year. Teachers shall remain at their current rate of pay as reflected in the 2019-2020 salary schedule for the 2020-2021 academic year. Example: teacher on Step H MA (\$58,919) for the 2019-2020 schedule shall remain on Step H MA (\$58,919) for the 2020-2021 academic year.
4. The 2020-2021 salary schedule shall be incorporated into the successor collective bargaining agreement with the effective dates of July 1, 2021 to June 30, 2022. Bargaining unit members will advance from the step they are on to the next step in the salary schedule effective July 1, 2021. Example: teacher on Step H MA (58,919) for 2020-2021 academic school year will move to Step I MA (\$61,284) effective July 1, 2021 for the 2021-2022 academic school year. Teachers at the top step shall realize an increase of \$1500 effective July 1, 2021.
5. The 2021-2022 salary schedule shall remain the same as the 2020-2021 salary schedule and shall be incorporated into the successor collective bargaining agreement. Bargaining unit members shall advance one step from the step they were on for the 2020-2021 academic school year effective July 1, 2021. Example: teacher on Step I MA (61,284) for the 2021-22 academic school year shall move to Step J MA (63,780) effective July 1, 2022 for the 2022-2023 academic school year. Teachers at the top step shall realize an increase of \$1000 effective July 1, 2022.

6. The entire 2018-2021 collective bargaining agreement will be extended for two years, expiring on June 30, 2023 except for the following changes:
 - a. Article II, Sec 3(a) eliminate the final two sentences adding 15 minutes of unencumbered time. The length of the school day will remain as it is for 2019-2020. (6.75 hours for all NHFT members)
 - b. Article II, Sec. 8(b) There will be one staff meeting per month and one CIA meeting per quartile for a total of 14 meetings per AY, each no more than 90 minutes in length.
 - c. Article XV: there shall be no layoffs or reductions in force for AY 2020-2021, AY 2021-2022 or AY 2021-2022.
 - d. There shall be no furlough days during the life of the collective bargaining agreement.
 - e. Article VII, Sec. 2: there shall be no involuntary transfers for the duration of the collective bargaining agreement.
 - f. Article XIII: Health Insurance. There shall be no increase in cost to bargaining unit members for health insurance above the cost, in dollars, paid by bargaining unit members for 2019-2020 school year. The dollar amount paid by bargaining unit members for health insurance for AY 2019-2020 shall be fixed and not increase for AY 2020-2021, AY 2021-2022, or AY 2022-2023.
 - g. Article XIII: Health Insurance. Sec (g) Effective for retirements after June 30, 2021, changed to June 30, 2023.
7. Any language not addressed by this Tentative Agreement shall remain consistent with the respective 2018-2020 collective bargaining agreement and be incorporated into the July 1, 2021 to June 30, 2023 collective bargaining agreement.
8. This Agreement is subject to the ratification of the parties and drafting of final contract language.

Dated in New Haven, Connecticut this _____ day of July, 2020

NEW HAVEN BOARD OF
EDUCATION

NEW HAVEN FEDERATION OF
TEACHERS, LOCAL 933, AFT,
AFT-CT

By

By