To: All New Haven Teachers  
August 31, 2021

From: David Cicarella, NHFT President and Pat DeLucia, NHFT Vice President

Welcome back to a new school year! We hope everyone is off to a good start. The most time-sensitive issues are listed below. As a way of an explanation for our new teachers, we post these updates periodically on an as-needed basis. We work to keep them concise and to the point, employing bullet-point formatting so as not to send multiple pages of narrative style text.

I. Vaccinations

II. Class Size Violations

III. NHFT Stewards Election

IV. ESSR II Teachers

V. HVAC / Mold Issues

VI. Stipends for Additional Work

I. Vaccinations

COVID and the pandemic continue to affect our daily lives, both at work and at home. Governor Lamont has issued an executive order mandating vaccines or weekly testing. Click here to read it. We have received numerous phone calls and emails asking for clarification after the superintendent’s address to NHPS staff last week.
For New Haven Teachers:

- Mandatory vaccinations
- Exemptions for medical or religious reasons
- For those who receive an exemption or have another reason whereby they prefer not to be vaccinated, weekly testing is mandatory.
- The logistics of vaccinations, applying for an exemption, and other details are being drafted by central office in conjunction with the City of New Haven’s Health Department and others.
- AFT-CT retains the law firm Ferguson, Doyle, and Chester, P.C. as our legal counsel. They have developed this PowerPoint to provide AFT members with additional information regarding vaccination mandates. Click here to download and open this PowerPoint.

II. Class Size Violations

Class size violations must be reported to your principal immediately. A few important points:

- If your class roster has more than 26 students (K-2) or 27 students (grades 3-12), inform your principal.

- Enrollment is based on the number of students that physically appear in your class(es). However, it is important to make them aware of class rosters that exceed our contractual limit as these students may potentially arrive in your class(es).

Please report all class size concerns directly to either of us.

III. NHFT Stewards Election

Stewards elections will take place in all buildings this September per our NHFT by-laws which require these elections be held in September of odd-numbered years. We will send a separate email to all teachers about the logistics for conducting the stewards elections in all buildings. Please do not hold stewards elections until we send an advisory memo with details and instructions to all teachers.

Some buildings do not have a steward due to resignation/retirement. Until a new steward is elected, we will serve as the building steward(s). As an FYI, this is our
protocol for many years. When a steward is not available for any reason or any length of time, we cover those buildings until a new steward is seated. Teachers can call either of us with any concerns/ questions.

IV. **ESSR II Teachers**

The federal ESSR grant is designed to assist in learning loss due to COVID. Our ESSR teachers work under the same contract as every other teacher in New Haven. The only difference is the specifics of this federal grant funds the position for 2 years. It is our hope that many will remain with us as vacancies occur due to resignations or retirements. We welcome approximately 100 new colleagues as we work together to reverse the learning loss due to the ongoing pandemic.

V. **HVAC / Mold Issues**

We are working directly with the new Chief Operating Officer (COO), who oversees the entire facilities/maintenance departments, on AC and mold issues. We have received a detailed narrative explaining both the cause and remediation efforts with a subsequent timeline for repairs. That information is being shared with the building steward and/or the teachers reporting the incident.

The following schools have reported AC problems:

1. Truman
2. Hillhouse
3. Hill Central
4. Career
5. Mauro/Sheridan (MASH)
6. Nathan Hale

Mold has been reported at:
1. Mauro/Sheridan
2. Fair Haven
3. Adult Education Center
VII. **Stipends for Additional Work**

Our contract calls for stipends for additional work. Other work that is not specified as subject to compensation in our contract is also performed by teachers throughout the school year. It is important to agree upon the work and the compensation prior to beginning the work. Each year we field at least two or three inquiries at the end of the year where our colleagues indicate work was performed and they are asking about the possibility of a stipend.

While we can, and have successfully negotiated stipend payments in these situations, it is best to agree to terms before beginning any additional duties.

After discussing and agreeing to terms and compensation, send an email to your principal/supervisor that clearly lists the work to be performed, the compensation amount, date of payment, etc. And most importantly, get a written confirmation to your email, stating there is agreement between you and your supervisor as to the terms.

Any questions on this, please call us prior to beginning the additional work/duties.