To: All New Haven Teachers

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

August 21, 2020

I. NHFT Survey

AFT-CT contracted DFM (Minnesota) to survey each AFT local. The results of our New Haven Teachers (Local 933) survey are [here](#). We have sent this information to several BoE members for their meetings with CSDE yesterday and today. Listed here are some of the highlights of our survey which we also shared with these BoE members. The survey data clearly conveys our concerns.

In our conversations with various BoE members it was conveyed that the AFT document “A Plan to Re-open America’s Schools and Communities” has guided their thoughts. Click [here](#) to view the comprehensive plan as written by AFT-National. We are obviously very pleased that our suggestions are being included as we move forward to a re-opening.

1. Ventilation
   - 97% of teachers report “some concern to extreme concern”

2. Safe Entry Protocol - (temperature check, parent pick-up)
   - 96% of teachers report “some concern to extreme concern”

3. The 3 risk factors most concerning to the teachers are the following:
   - Interaction with non-compliant students
   - Ventilation of your workspace
   - Cleaning routines
4. Which instructional situation would you be most comfortable with when school re-opens?
   - Complete Virtual Distance Learning 65%

5. Based on the CSDE re-opening plan, I feel reasonably safe returning to my school building for instruction this fall.
   - 91% disagree or strongly disagree

6. Based on my local re-opening plan, I feel reasonably safe returning to my school building for instruction this fall.
   - 89% disagree or strongly disagree

II. Re-opening Plan

A. We have been in ongoing discussions and meetings with representatives of central office and respective BoE members since Tuesday’s “exemption” meeting in Hartford. Our expectation is the BoE will not waver in its decision to begin the school year fully remote. The formal vote will be at Monday’s BoE meeting. (8.24.2020)

B. Teachers Returning to the Buildings:
   Our (NHFT’s) position has not changed. We disagree with central office’s decision that all teachers must report to the buildings every day. Instead, we again have asserted all teachers must have access to the buildings if and when it is necessary to complete their work. We have not been offered any compelling reason(s) as to the necessity to have every teacher report to their building every day. We have taken this discussion directly to BoE members and have gained traction and agreement with some members as to our position.

C. Scheduling:
   We have had direct input on creating scheduling templates for pre-school, elementary, middle, and high school levels. The templates clearly delineate contractual prep time; unencumbered lunch periods; additional time for PD, planning and preparation; and collaborative time.

III. ADA/FMLA Accommodation Requests
   - HR will send written responses to all teachers requesting accommodations by Tuesday, August 25th. HR has conveyed they are waiting for responses from the respective medical providers. We do not anticipate any requests with proper documentation to be denied. Same for FMLA.