

# New Haven Federation of Teachers

LOCAL 933



AFL-CIO

*An Affiliate of the American Federation of Teachers*

*David Cicarella  
President*

To: All New Haven Teachers

April 2, 2019

## **Introduction**

School districts across the country continue to struggle with crafting budgets for the upcoming school year with limited and shrinking resources. New Haven is unfortunately no different. All of us are understandably desperate for information. The fact is budget cycles begin to heat up and take shape in March-April with some sense of realistic projections in May.

This update will include information on:

1. Budget mitigation
2. Teacher buy-out proposal
3. Teacher retirement workshop

Dr. Birks convened all union presidents again for a one hour strategy meeting on March 18, 2019 to update us on the deficit and seek input for possible mitigation remedies. These inclusive meetings have taken place every few months for the past year or so. The meetings have included all unions from every sector of the city's workforce inclusive of both certified and non-certified personnel. (teachers, maintenance, administrators, security, clerical, food services, etc.) The budget deficit was \$8.9 million earlier in the school year and has since been reduced to \$5.3 million through various cost savings measures.

## **Layoffs**

The rumor that approximately 60 teachers would be laid off in March has proven, once again, to be just another rumor. However, there will be more reductions in certified and non-certified staff for the next school year. As for teachers if this the number of reductions, normal attrition (resignations and retirements) can handle nearly all of the 60 positions.

## **Further reductions? /Teacher buy-out proposal**

But what if the number of positions grows due to circumstances? The NHFT has crafted a buy-out proposal for teachers that we truly believe are a "win-win" scenario i.e. a savings for the BOE and a reasonable incentive for teachers to retire a bit earlier. It has been presented to the superintendent and the COO. The NHFT is working to move this forward. Coupling the buy-out with attrition creates the potential to any avoid lay-offs.

**Teacher Retirement Workshop**

A teacher retirement workshop has been scheduled on Thursday April 25<sup>th</sup> from 4:00pm to 5:30pm. Bill Sudol served as the Administrator of the Connecticut Teacher's Retirement Board. (TRB) Bill is widely recognized for his efforts on behalf of teachers and has frequently testified before the Connecticut legislature in support of legislation to improve benefits for both active and retired teachers. He has also presented numerous workshops as well.

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As an FYI, the NHFT has previously scheduled Michael Cooper for this workshop but Mr. Cooper is now exclusively in Florida. He has recommended and enthusiastically endorsed Bill Sudol to conduct this workshop. An email with sign-up details will be sent in a week or so.