

New Haven Federation of Teachers

LOCAL 933



AFL-CIO

An Affiliate of the American Federation of Teachers

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President

April 5, 2019

To: All New Haven Teachers

This update has pertinent informational items:

1. Sick Bank Enrollment
2. Professional Time Plans
3. Committees
4. Mid-Year Conference
5. Calendar Drafts

Sick Bank Enrollment

The sick bank enrollment is now complete. If you have any questions on the sick bank please contact me.

Professional Time Plans

Our 2014-2017 contract shifted the focus from TEVAL/PEVAL, etc. to providing professional opportunities and collaborative planning time for teachers. The Professional Time Plan allows teachers and administrators to agree upon the best use of the contractual time without students each day. Teachers vote in conjunction with the building principal to approve the time plans.

The procedure for potentially changing a time plan is clearly spelled out in writing, as it should be, because they can change the working schedule for teachers. **The time plans CANNOT be changed by a simple discussion in a staff meeting or two and then a vote.** I have shared this information with both the Executive Board as well as building stewards. If there is consideration for a change to the Professional Time Plan, I always handle these personally in conjunction with the building steward. Contact me directly with any questions.

Committees

I have worked to establish a productive relationship with the new superintendent, Board of Ed members, and the mayor. That includes "returning to our roots" whereby we have high level committees that place teachers at the table where decision-making on policy matters occur.

- School Reform

This is the overarching committee that oversees all policy work in the district. It was crafted as part of our nationally acclaimed 2010-2014 landmark contract. It consists of 3 teachers, 3 administrators, and 2 parents. The superintendent/designee chairs the committee as a non-voting member. The teachers and one parent are appointed by the NHFT president.

- School Staffing Committee This committee met throughout the winter. It consists of NHFT, SAA, and central office representatives. The purpose is to set “guidelines” for school staffing levels for both certified and non-certified personnel.

- Attendance Committee

This committee has most recently created an event to honor teachers with *excellent attendance* (2 days or less absent). We are proposing holding the event prior to a BOE meeting. The reality is despite negative media attention, New Haven teacher attendance is excellent! I have worked hard to dispel the notion that teachers abuse sick time and personal days as the data quite clearly shows the opposite is true. While a mere handful of teachers have questionable attendance records an overwhelming majority have outstanding attendance. As of March 1, 270 teachers have *excellent attendance*. We will continue to work to reverse the false narrative. One piece is to publically recognize our colleagues that come to work every day, many of whom routinely return allotted sick days and personal days. I am looking forward to this ceremony!

- Survey Committee

This committee edits all survey questions sent to teachers, parents, students, and administrators. Numerous building stewards have conveyed they have not seen the surveys for their schools for different reasons. Dr. Birks has now posted the survey results for all schools on the NHPS website. Building principals are still required to share the link with the staff in their schools, but if there continues to be any technical issues that prevent access to survey data, teachers can now access the surveys via the NHPS website. Click the *Parent & Student Tab*, then *click School Climate Surveys* – Click *2017-2018 School Connectedness Climate Surveys*, and then click *2015-16 SLE results*.

- Deficit Mitigation Committee

The BOE in March established a 15-member Budget Mitigation Committee which includes 2 teachers. Their role is to review all budget mitigation scenarios and provide feedback and input.

- Strategic Planning

A committee of 25 members will include 5 teachers to assist in all aspects of strategic planning.

Mid-Year Conferences

The mid-year conference deadline was extended to March 31. All conferences should now be completed.

The issue of signing evaluations continues to be a question that comes to me. Our contract is clear that we must electronically sign within 10 days. However, our contract also clearly states that signing does not construe agreement; it simply means we have received a copy. Teachers can enter any pertinent information they deem appropriate into TalentEd. It may be additional data, antedoctal evidence, or comments regarding the evaluation.

Calendar Drafts for SY 2019-2020

The calendar committee (3 teachers and 3 administrators) completed the calendar drafts last week and sent them to the superintendent for review. Upon approval I will set up the ballot vote through our building stewards. The same procedure here as with previous contracts. As an FYI, our contract specifies a June 1st completion date. We have always completed this task well ahead of that date.