October 20, 2021

To: All New Haven Teachers  
From: David Cicarella, President; and Pat DeLucia, Vice President

I. **Nominations Notice for NHFT Elections**
   Please click [here](#) for the Nominations Notice for our NHFT Elections. All pertinent information is included.

II. **Contract Clarification**
   Surprisingly, we continue to receive calls and emails with questions on our contract. The questions are specific to the step freeze, medical plans, staff meetings, and the length of our school day.
a. Step movement - Every teacher moved up one step on the salary schedule this year. The step freeze is behind us (SY 2020-2021). This year 2021-2022 and again next year (2022-2023) all teachers move up a step. Please check your pay stubs to confirm your pay raise.

b. Medical Plans - all provisions of our medical plans are exactly the same with nothing eliminated or changed in any way. This includes our cost shares. Every medical plan is identical and no one should see any increase in costs whatsoever.

c. Staff meetings have been reduced from 3 per month (30 per year) to one per month and one CIA per quartile. (14 meetings total). Building stewards are asked to monitor this.

d. The length of the school day for all teachers was returned to 6 hours and 45 minutes. Under the previous contract, it was scheduled to move to 7 hours for this year, 2021-2022.

If anyone has any questions on any aspect of our contract, please reach out directly to one of us.

III. **TEVAL**

a. SLO's (Student Learning Objectives) must be completed by October 30.

e. There is one SLO mandated for teachers. (this is a change as in previous years where 2 learning goals were mandated).

f. There must be 2 “indicators of progress” i.e. the measurement to determine if the student(s) have met their SLO. The indicator of progress may be a written test(s), a project, a performance objective, etc.

g. The SLO and the two indicators of progress must be mutually agreed upon. If, despite the best efforts of you and your IM, the SLO and indicators cannot be agreed upon please contact one of us and we will schedule a meeting with Dr. Sherban (TEVAL Administrator).

IV. **Quarantine - Use of Sick Days**

Our contract has specific language that states when a teacher is quarantined under order of the Health Department (or central office), we are not charged sick days. If our immediate family member (spouse or children) is forced to quarantine for any reason, we can access our sick days so as not to incur a loss of pay. This is similar to when a child, for example, is sick and we must remain home to care for them. We are allowed to use our sick days for this purpose.

V. **Reporting Absences - Frontline Absence Management**

Teachers report all absences in Frontline. This policy has been in effect for several years. It is not necessary for any other communication as administrators have 24/7 access to the Frontline Absence Management (formerly AESOP) system. Sending text
messages, emails, making phone calls, etc is redundant and unnecessary. All absences (sick days, personal days, bereavement, jury duty, etc) are to be recorded exclusively in Frontline.

VI. **Masks Available for Teachers**
We have a supplementary supply of blue surgical masks, N95 masks, and face shields available. Your school /dept will supply these but we have additional supplies at the NHFT office. If needed, contact one of us.