June 15, 2022

Dear NHFT Local 933 Members,

As we get closer to our last day of school on June 22, we are reaching out with both an ask and an update. First, we hope you will take 7-10 minutes to complete this 2022-2023 Curricular Needs Survey (link here). Our Education Committee is eager to use your responses to create more productive, supportive and meaningful environments for learning. Please use this link and complete the survey when you have the time: https://bit.ly/2022NHFTCurriculumSurvey

And it is also with deep appreciation that we share the following summary from the Teacher Retention Survey that a majority of union members completed! The survey, the completion rates, and the data that it has yielded are a direct result of the hard work of our building stewards and our Teacher Retention Committee. Please review the message below from our team who worked on the survey.

We are grateful for your voices! **1,084 members participated in our recent Teacher Retention Survey—that’s about 61% of members.** Because of your open and honest responses our Leadership and Negotiations Team is prepared to begin negotiating our next contract from an informed position that represents our collective concerns and needs. There is power in information and unity, and these survey results yield both. Please find the broad strokes of the survey results below. Thank you again for taking the time to participate and entrusting us to use the results in best service to us all. Wishing you strength and joy as we head into these final days of the academic year.

**Top 5 Challenges:**
- #1 Pay: 69%
- #2 Stressful or hostile environment/culture: 26%
- #3 Unsupportive administration: 23%
- #4 Workload: 22%
- #5 Not on correct salary step: 21%

**Top 5 Asks:**
- #1 Increased pay: 79%
- #2 Salary step correction: 32%
- #3 Fully funded classrooms: 25%
- #4 Healthy school culture: 25%
- #5 Competent administrators: 19%
Top 5 Reasons for Remaining:
#1 Commitment to urban education: 47%
#2 Students and families: 47%
#3 Colleagues: 43%
#4 Familiarity with my current role: 36%
#5 Commitment to serving the New Haven community: 33%

Forward Planning:
68% do not plan to resign/retire this year
22% plan to seek a teaching position in another district
4% plan to leave the teaching profession
2% plan to retire

Thank you again to our committee members and stewards who work tirelessly to support NHFT and meet the needs of union members. If you have any questions or concerns about the Curricular Needs Survey, these survey results, or anything else, please reach out.

In solidarity,
Leslie, Pat, and the NHFT Executive Board