

New Haven Board of Education  
2025 Teacher Negotiations  
December 29, 2025  
11 a.m.

**TENTATIVE AGREEMENT**  
*Subject to ratification by both parties*

*Proposals not mentioned are hereby withdrawn by the respective party.*

**Term:** 3 years

**MOUs:** The parties will produce and review any and all remaining memoranda of agreement, and any memorandum of agreement that is not re-executed by the parties shall be null and void, effective July 1, 2026, unless they otherwise expire by their own terms on specific dates.

The parties agree that the NHFT President and Vice President shall meet with the Director of Human Resources and Labor Relations and other Superintendent designee(s) and confer on this issue no later than March 1, 2026.

**Salary**

**Year 1:** Drop lowest step and add new step (\$3,750 over 25-26 Step R).

Step movement to those moving through the step. (4.30%)

**Year 2:** Step movement to those moving through the step and 2.2% GWI to all (4.69%)

**Year 3:** Step movement to those moving through the step and 2.25% GWI (4.55%)

**Total:** 13.53%

**Insurance**

- a. 4 current insurance plans remain.
- b. No change to Premium Cost Share for any plan
- c. Post deductible Rx copays max: (\$1,000/\$2,000)
- d. 100% covered after deductible
- e. Preventative Drug Rider
- f. Mammograms/related ultrasounds covered
- g. Amend Article XIII, SECTION 1(b) to read:

Employees must contribute a percentage of the cost of his/her (and the cost of eligible dependents) health and dental benefits based upon the **Equivalent Fully Underwritten allocation** rates in effect at the time.

## Language Proposals

### **BOARD PROPOSAL NO. 3**

Article II, Section 2, includes provisions that relate to the length and scheduling of the student school year, which are permissive subjects of negotiation over which the Board declines to negotiate. In addition, the Board proposes to clarify the current practice with respect to when teachers are required to report to work. Accordingly, this section shall be revised to read:

#### **SECTION 2. School Year**

(a) The work year of all teachers covered by this Agreement shall commence no earlier than the Tuesday after Labor Day, unless mutually agreed upon by the Board and the Federation, and shall terminate no later than June 30 annually if possible under State Law. During such period there shall be scheduled no more than one hundred eighty-two (182) regular teaching days where pupil attendance is required. Similarly, during such period, teachers shall be required to report ~~one three (3)~~ days prior to the pupils' first school day, ~~and shall be required to be in attendance one day after the last scheduled day for pupil attendance~~ but in no event be more than one hundred eighty-six (186) scheduled work days during such period. Teachers who were not employed by the Board during the previous school year may, for orientation and briefing purposes, be required to report four (4) days prior to the date upon which all other teachers are required to report. However, notwithstanding the foregoing, the Board may schedule two non-teaching work days contiguous to the beginning or end of the work year, provided the total length of the work year, including these two days, shall not exceed the overall one hundred eighty-six (186) workday limit.

(c) *The Board shall notify the Federation of the A yearly calendar shall be discussed with the Federation prior to June 1 annually and published.*

### **BOARD PROPOSAL NO. 5**

Amend Article II, Section 8 to reflect the Board's current practice as follows:

#### **SECTION 8. After School Meetings**

(a) With the aim of continuing to improve communications and to utilize fully the professional resources of the teaching profession, teachers are required to attend ~~three (3) two (2)~~ parent conferences *and one (1) open house* per year ~~to be held after each of the first three report cards~~, and are encouraged to attend PTA and other parent group meetings, *and other school events.*

## BOARD PROPOSAL NO. 6

Amend Article II, Section 9 to reflect the proper Administrative title:

### SECTION 9. School Visitors

(a) The Board and the Federation agree that parents or guardians of students attending the school are not only welcome to the New Haven Public Schools but also shall be encouraged to visit such schools. However, such visits should be conducted in such a way so as not to interrupt the school educational program.

(b) The procedure for visits of parents, guardians and/or others in a particular school shall be established by the ~~Area Director of Administration~~ ~~Supervision Assistant Superintendent~~ and the Principal, in accordance with the Superintendent's general policy.

## BOARD PROPOSAL NO. 8

Amend Article VI, Section 1(b) to read:

(b) The Board and/or the Superintendent or her/his designated representative may request a doctor's certificate to be presented by any teacher attesting to illness sufficient to keep the teacher from work for ~~five (5)~~ **four (4)** consecutive **work** days or more. If there exists any reasonable doubt concerning the teacher's illness, the Board or the Superintendent or her/his designee may require such teacher to submit to an examination by an independent physician acceptable to the teacher and the Board at the Board's expense.

## BOARD PROPOSAL NO. 9/ NHFT PROPOSAL NO. 21

Amend Article VI, Section 6(b) to read:

(a) Bereavement Leave - A leave of absence not to exceed five **work** (5) days immediately following the date of death shall be granted to any teacher whose wife, husband, *domestic partner*, father, mother, father-in-law, mother-in-law, brother, sister, *parent of domestic partner*, *sibling of domestic partner*, brother-in-law, sister-in-law, child, grandparent, or grandchild dies. Such leave shall be with pay. *An employee wishing to demonstrate a domestic partner relationship must execute an affidavit with HR department, together with appropriate evidence of joint residency and mutual dependence.*

(1) Time off to attend the funeral of aunts, ~~and~~ uncles, *nieces and nephews* shall be granted. Such leave shall be with pay not to exceed one (1) day.

(2) In the event of the death of a New Haven teacher, the Superintendent shall designate a delegation of teachers from the teacher's school to attend the funeral.

## **BOARD PROPOSAL NO. 10**

Amend Article VII, Section 2(d) to delete old language:

(d) Interschool assignment. The Superintendent or his/her designee will provide notification in writing to the teachers of any changes in their school assignment, program, schedules, assignment, grades, subjects or rooms for the following school year as soon as practicable, but, in any event, no later than the close of school annually. However, it is understood that where special conditions arise changes in interschool assignment may be made to fulfill the assignments of a particular situation. Such interschool assignments shall reflect the best interests of the school system.

~~Notwithstanding the foregoing, there shall be no involuntary transfers for the duration of the 2020-2023 collective bargaining agreement.~~

## **BOARD PROPOSAL NO. 11**

Delete Article XII, Sections 14(e) & 14(f):

(e) ~~A full summer school session shall be thirty (30) working days.~~

(f) ~~Each workday shall consist of four (4) hours of work.~~

## **NHFT PROPOSAL NO. 1**

Amend Article II, Section 1 to read:

### **SECTION 1. Fair Disciplinary Policy**

(a) No teacher shall be ~~suspended~~ *disciplined* except for just cause.

## **NHFT PROPOSAL NO. 3**

Amend Article II, Section 2 to read:

### **SECTION 2. School Year**

(d) The work year of all teachers covered by this Agreement shall commence no earlier than the Tuesday after Labor Day, unless mutually agreed upon by the Board and the Federation, and shall terminate no later than June 30 annually if possible under State Law. During such period there shall be scheduled no more

than one hundred eighty-two (182) regular teaching days where pupil attendance is required. Similarly, during such period, teachers shall be required to report ~~one three (3) days prior to the pupils' first school day, and shall be required to be in attendance one day after the last scheduled day for pupil attendance but in no event be more than one hundred eighty-six (186) scheduled work days during such period.~~ ***Teachers will be given two (2) half days unencumbered for classroom preparation before students arrive at the discretion of the Superintendent.*** Teachers who were not employed by the Board during the previous school year may, for orientation and briefing purposes, be required to report four (4) days prior to the date upon which all other teachers are required to report. However, notwithstanding the foregoing, the Board may schedule two non-teaching work days contiguous to the beginning or end of the work year, provided the total length of the work year, including these two days, shall not exceed the overall one hundred eighty-six (186) workday limit.

## **NHFT PROPOSAL NO. 5**

Amend Article II, Section 4 (b) to read:

(b) ~~Lunch duty at the Elementary Schools shall be on a voluntary basis and teachers who voluntarily take this duty shall be paid in accordance with present practice. If several teachers volunteer, the duty will be rotated around them. Teachers may leave the school building during their lunch periods except if a collateral duty is assigned during that time.~~

## **NHFT PROPOSAL NO. 6**

~~Amend Article II, Section 5 to read:~~

### **SECTION 5. Class Size**

(a) No class ***from pre-school shall have more than twenty (20) pupil, no class*** from Grades K-2 shall have more than twenty-six (26) pupils and no class from Grades 3-12 shall have more than twenty-seven (27) pupils, provided that additional numbers may be assigned to K-2 classes, if additional assistance is provided, but in no case in excess of average past practice. The Board shall make a reasonable effort ~~to lower to assure the following number of pupils in the following grades: Preschool class size no more than twenty (20) pupils, Grades K-2 class size to no more than twenty-five (25) pupils and Grades 3-12 class size to no more than twenty-six (26) pupils. Both parties agree to meet in March 2028 to review enrollment and discuss class size for the 2028-2029 school year.~~

## **NHFT PROPOSAL NO. 7**

***The parties agree to form a joint Caseload Review Committee, consisting of no more than ten (10) people (with equal representation from the Board and Federation) to***

*review and discuss special education caseload levels, staffing shortages, support staff allocations, and mitigation strategies. The committee will meet three (3) times during the academic year (at the beginning of the academic year, after first semester data has been submitted and after second semester data is submitted) on mutually agreeable dates.*

## NHFT PROPOSALS NO. 8 & NO. 9

Amend Article II, Section 5 to add the following language:

(i) *The Board shall make a reasonable effort to achieve the Staffing Guidelines set forth in Appendix D.*

## NHFT PROPOSAL NO. 12

Amend Article II, Section 11 to read:

### SECTION 11. Health and Safety

(a) The Board agrees to provide for adequate facilities and equipment necessary to maintain a high standard of health and safety.

(b) School Administrators will arrange for the repair of malfunctioning equipment both in the educational process and in the maintenance of plant as soon as possible when reported by Teachers.

(c) *The Chief of School Operations (“CSO”) shall meet monthly with the Union President and Vice President to review outstanding work orders and concerns related to the health and safety conditions within the school environment.*

## NHFT PROPOSAL NO. 13

Amend Article II, Section 12, Subsection (f) to read:

### SECTION 12. Non-teaching Duties

...

(f) Assignment of non-teaching duties shall be equitably distributed among teachers in each school. In accordance with the foregoing, building principals shall consider written teacher requests concerning such assignments, provided the request is made before the end of the preceding school year. *A master schedule of non-teaching duty assignments shall be developed and shared with all staff no later than the first staff meeting at the beginning of the school year. Notwithstanding the foregoing, the parties understand and agree that the master schedule is subject to change dependent upon the needs of the school building.*

## **NHFT PROPOSAL NO. 16**

Amend Article II, to include a new section as follows:

### **Itinerants**

- (a) Each itinerant shall be assigned a designated Home School/Building Site to serve as the primary location for evaluation, administrative communication, and professional development activities.*
- (b) Itinerants will have access to the following in each assigned building: a designated work space, a school-issued desktop or laptop computer and a landline telephone.*
- (c) A minimum of 20 minutes shall be built into the schedule for each instance of inter-site travel during the workday.*
- (d) Temporary assignment to alternate school sites may occur and written notification shall be given whenever possible.*
- (e) Barring special circumstances, as determined by the Superintendent in her sole discretion, permanent changes to assignments will follow the established protocol for transfers and promotions as outlined in Article VII.*
- (f) Itinerants will not be assigned collateral or non-teaching duties except if they are assigned to one building only.*

## **NHFT PROPOSAL NO. 17**

New Section: Budget Transparency (Article V – Federation Rights)

*Once the budget process is complete and approved by the New Haven Board of Education, the Board will post the line item budget on the Board website, with the understanding that changes may occur throughout the school year.*

## **NHFT PROPOSAL NO. 18**

New Section: Academic Freedom

*The Federation will be permitted to provide input to the New Haven Board of Education in the event Board Policy No. 4107 is up for reconsideration and/or discussion by the Board.*

## **NHFT PROPOSAL NO. 19**

New Section: LGBTQI+

*The Federation will be permitted to provide input to the New Haven Board of Education in the event Board Policy No. 5145.53(a) is up for reconsideration and/or discussion by the Board.*

## NHFT PROPOSAL NO. 20

Amend Article XVI, to include a new section as follows:

### *Federation Representation on Hiring Committees*

*The Federation will be permitted to select one member to serve on the hiring committee for all administrative positions. For purposes of this section, "administrative" shall mean all SAA and Cabinet positions except the Superintendent of schools.*

## NHFT PROPOSAL NO. 22

Amend Article VII, Section 3(a) to read:

### SECTION 3. Improved Process for Intra-School Assignment

(a) Notification in writing will be given to the teachers of any changes in their programs, schedules assignments, grades, subject, or rooms, for the following school year as soon as practicable, but in any event no later than one week before the close of school annually. However, it is understood that where special conditions arise changes in assignments may be made to fulfill the assignments of a particular situation, in which event, written notice will be given to the teachers as soon as practical after the change is made. *It shall be the goal of the Board to make such changes in assignment in good faith and with reasonable efforts to minimize disruption.*

## NHFT PROPOSAL NO. 24

Amend Article X, Section 1 to read:

### SECTION 1. The following facilities shall be provided for teachers.

...

(k) *Each teacher shall be assigned a school-issued desktop or laptop computer. In the event that the assigned device becomes inoperable or otherwise unusable for work-related duties, a working replacement shall be provided within five (5) business days if available in stock at the district offices. If a new laptop must be ordered, the parties acknowledge the Board does not control shipping times and disruptions caused thereby and shall not be held responsible for any delays caused as a result.*

## NHFT PROPOSAL NO. 25

Amend Article XII, Section 1 to read:

### SECTION 1. Teachers with advanced degrees beyond the Bachelor's shall receive additional compensation by reason of such degrees or additional study as set forth in the salary

schedule. Except for cause shown, teachers will be placed in the MA salary schedule if they have completed thirty (30) credits beyond the Bachelor's Degree in a planned course of study approved by an accredited college or university directly related to teaching and learning in the district. Except for cause shown, teachers will be placed in the 6th year salary schedule if they have completed thirty (30) credits beyond the Master's Degree, *or has completed a 60 credit Master's Degree*, in a planned course of study approved by an accredited college or university that is directly related to teaching and learning in the district. A teacher commencing such a planned course of study when already employed by the Board shall obtain prior approval from the Superintendent.

#### **NHFT PROPOSAL NO. 26**

Amend Article XII, Section 13 to read:

##### **SECTION 13. Home Bound Compensation**

Homebound teachers shall be paid \$32.00 **\$35.00** per hour. Teachers shall be certified in the area in which they are requested to teach. Such assignments are voluntary.

#### **NHFT PROPOSAL NO. 27**

Amend Article XII, Section 14 to read:

##### **SECTION 14. Summer School**

(d) Teachers teaching in the summer school shall be paid \$32.00 **\$35.00** per hour.

#### **NHFT PROPOSAL NO. 28**

Amend Article XII, Section 15 to read:

##### **SECTION 15. Adult Education**

...

Adult education teachers shall be paid \$32.00 **\$35.00** per hour. Teachers shall be certified in the area in which they are requested to teach. Such assignments are voluntary.

#### **NHFT PROPOSAL NO. 32A**

Amend Article II, Section 6 to read:

##### **SECTION 6. Teaching Load (NEW)**

(e) *Lead teachers shall be assigned one less course than the contractual maximum for each academic year the position is held.*

#### **NHFT PROPOSAL NO. 36**

*Longevity: Teachers with 25 or more years of experience teaching in New Haven shall receive the following longevity payments.*

*Y1: \$800*

**Y2: \$850**

3: \$900

## NHFT PROPOSAL NO. 37

## Move Cheerleading Stipend to Appendix B / Coaches' Salary Schedule

1 2 3 4

**Cheerleading Coach** \$7395 \$7595 \$7795 \$7995

## NHFT PROPOSAL NO. 39

*Increase the Stipend in Appendix C (Sound School) as follows:*

- Yr 1: \$14,250 15,000
- Yr 2: \$14,750 15,500
- Yr 3: \$15,250 16,000

## NEW HAVEN BOARD OF EDUCATION

## NEW HAVEN FEDERATION OF TEACHERS

Date: 12/29/2025

Matthew Wilcox  
Vice President, NHBOE

Jennifer Graves, Vice President  
Date: 12/29/2025 NHFT