

May 23, 2025

Hon. Tyisha Walker-Myers
President, Board of Alders
City of New Haven
165 Church St, 2nd Floor
New Haven, CT 06510

RE: Local 933 Substitutes Agreement 2020-2027

I respectfully submit the enclosed to request the approval of the Board of Alders for the agreement between the Substitute Teachers Chapter New Haven Federal of Teachers AFT Local 933 AFT-CT, AFL-CIO and the New Haven Board of Education from July 1, 2020 to June 30, 2027. The work of substitute teachers is of critical importance to the New Haven Public Schools, and this new contract is the product of negotiation, collaboration, and agreement between the parties.

The agreement was approved by the Board of Education at its March 25, 2025 meeting. The Board of Education negotiating team believes this is a fair contract. A brief description of key terms of the new contract follows.

This collective bargaining agreement covers a period of seven years, from July 1, 2020 through June 30, 2027. The parties faced unique challenges in negotiating a contract that had continued without change by operation of law since 2020, and the agreement reached provides the following increases in the substitute teacher rates:

Year 1-3 of the contract: No increase
Year 4 (July 1, 2023-June 30, 2024): 6% GWI Increase
Year 5 (July 1, 2024-June 30, 2025): 3% GWI Increase
Year 6 (July 1, 2025-June 30, 2026): 3% GWI Increase
Year 7 (July 1, 2026-June 30, 2027): 3% GWI Increase

The significant increase for the year commencing July 1, 2023 reflects the fact that the substitute teacher rate did not change for three years, from July 1, 2020 until July 1, 2023. The increases in the following years are similar to the settlements for those years reached throughout Connecticut under the Municipal Employees Relations Act (MERA).

In addition to the changes on the key issue of salary, this new contract addresses concern on operational issues, including the following:

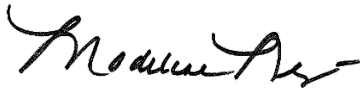
- Provides a description of the roles and responsibilities of substitute teachers.

- Updates the union security provisions to conform with legal requirements.
- Makes the contract available to bargaining unit members more efficiently.
- Clarifies the procedures by which the personal possessions of substitute teachers will be kept secure.

Thank you for your consideration of this new agreement, which provides job security in the current year and fair salary, increases for future years for our substitute teachers; while remaining fiscally responsible to the District budget and City tax payers.

We look forward to the Alders' review and approval of the Agreement.

Sincerely,



Dr. Madeline Negrón
Superintendent