

September 9, 2020

Tyisha Walker-Myers
President, Board of Aldermen
City of New Haven
165 Church St, 2nd Floor
New Haven, CT 06520

Re: Local 3429 - Paraprofessionals Teacher's Negotiations

Dear Ms. Walker-Meyers,

I respectfully submit the enclosed submission requesting the approval of the Board of Alders for the recently concluded Agreement Between the New Haven Board of Education and the Board of Education Employees Local 3428 of Council 4 AFSCME, AFL-CIO, July 1, 2019 – June 30, 2023. As this is a multi-year contract, the approval of the Board of Alders is required.

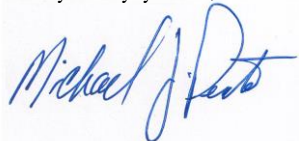
The Board of Education's negotiating team, which included Chief Financial Officer Phillip Penn, Human Resources Director Lisa Mack, and myself, and was represented by Atty. Natalia Sierra-Milan of Shipman & Goodwin met with Local 3429 in a series of negotiating sessions between May 2019 and July 2020 to conclude the new collective bargaining agreement with the paraprofessionals union. The negotiations were delayed on two separate occasions due to changes in the union leadership for Local 3429.

The new Agreement is for four years and covers July 1, 2019 through June 30, 2023. The agreement calls for no wage increase in the first year of the contract. There is a 2.4% General Wage Increase (GWI), with no step movement in year two, 0% GWI in year three, but incorporating step movement; and a 2.4% GWI in year four, with no step increase. Overall, the total monetary increase of the four years of the contract is \$1,199,696, or 10.37%.

The Board of Education negotiating team believes this is a fair contract; and it was approved by the Full Board of Education at its July 27, 2020 meeting. Thank you for your consideration of this new agreement which provides fair salary increases for our hardworking paraprofessionals; while remaining fiscally responsible to the District Budget and City tax payers. I look forward to the Alders' prompt approval of the Agreement.

Thank you again for your time and attention.

Very truly yours,



Atty. Michael J. Pinto
Chief Operating Officer