

**New Haven Board of Education
and
New Haven Federation of Teachers**

**September 7, 2016
Tentative Agreement**

Pursuant to the terms of the Ground Rules of Negotiations between the above referenced parties this document shall serve as the full and final tentative agreement between the parties of a successor collective bargaining agreement for the period from July 1, 2017 through June 30, 2018. A summary of the terms of the agreement are as follows:

1. **Duration** One (1) year. July 1, 2017-June 30, 2018

2. **Wage Scale**
 - See Salary Schedule Attached hereto and incorporated herein as Exhibit A
 - Step advancement for those not at the top step provided that such step movement is approved and covered by the TIF/PEP grant. In the event that the TIF/PEP funds are not approved or available for the purposes defined herein, the parties agree to reopen this provision
 - Drop first step from scale
 - \$1,250 added to top step to create new Step P1/20 or Max Step

3. **Medical**
 - 1% increase to cost share on HDHP/HSA, CP Comp Mix and BC POE medical plans 14
 - .5% increase to cost share on CP PPO medical plans
 - Notwithstanding any other provision in the current CBA, Employees hired after ratification shall only be eligible for the HDHP/HSA
 - 90% co-insurance after deductible on HDHP/HSA

4. Longevity shall be grandfathered for those receiving as of July 1, 2017 and the benefit shall be discontinued thereafter.

5. Appendices E through I, the Shared Beliefs, Visions and Norm and all related School Reform language shall be extended for the term of the contract with contract dates adjusted accordingly.

6. **Committee**
 - The parties agree to engage in regular meetings (e.g. monthly or as the parties shall mutually determine to be appropriate) throughout the year to discuss other issues and placed on the table in negotiations, including health insurance and wages and other working conditions for 2018-19 forward.

- This committee work shall be a collaborative off-the-record process continuing in the spirit of the historic School Reform Discussions and based on the no-fault problem solving model that has proven effective in the past. Norms and protocols of the past Reform Negotiations shall be used as a guide and starting point for these sessions.
- The parties may mutually align working groups or other committees and staff as designated by the respective parties to attend these sessions in an effort to jointly explore existing best practices within the district as well as outside the district in an effort to more deeply discuss issues and seek amicable resolutions to contract terms for 2018-19 forward.
- The parties agree to endeavor to engage in fact based review of the issues and information sharing in order to provide clarity and understanding of issues, their impact on employees and the district and to seek, where possible, mutually beneficial solutions which will help the District and its students rise.
- Each party reserves the right to return to the more formal negotiating process in 2017 and each party also reserves the right to engage in interim bargaining, by mutual agreement, or settling of issues that are mutually agreeable in order to ideally focus and streamline future negotiations.

7. All items not included in the above summary shall be considered to be withdrawn and all contractual terms not referenced herein shall remain status quo.

9/7/16
Date


Union Chief Spokesperson


Board Chief Spokesperson

2016-2017					2017-2018				
STEP	BA	MA	6th	PHD	STEP	BA	MA	6th	PHD
A	\$43,759	\$45,953	\$48,554	\$52,618	A	\$43,759	\$45,953	\$48,554	\$52,618
B	\$45,357	\$47,551	\$50,151	\$54,215	B	\$45,357	\$47,551	\$50,151	\$54,215
C	\$47,408	\$49,601	\$52,203	\$56,267	C	\$47,408	\$49,601	\$52,203	\$56,267
D	\$49,546	\$51,740	\$54,342	\$58,406	D	\$49,546	\$51,740	\$54,342	\$58,406
E	\$51,745	\$53,938	\$56,540	\$60,603	E	\$51,745	\$53,938	\$56,540	\$60,603
F	\$54,006	\$56,199	\$58,801	\$62,863	F	\$54,006	\$56,199	\$58,801	\$62,863
G	\$56,329	\$58,523	\$61,124	\$65,188	G	\$56,329	\$58,523	\$61,124	\$65,188
H	\$58,719	\$60,919	\$63,513	\$67,595	H	\$58,719	\$60,919	\$63,513	\$67,595
I	\$61,141	\$63,334	\$65,935	\$69,998	I	\$61,141	\$63,334	\$65,935	\$69,998
J	\$63,966	\$66,180	\$68,810	\$72,916	J	\$63,966	\$66,180	\$68,810	\$72,916
K	\$66,803	\$69,038	\$71,694	\$75,840	K	\$66,803	\$69,038	\$71,694	\$75,840
L	\$69,676	\$71,933	\$74,617	\$78,804	L	\$69,676	\$71,933	\$74,617	\$78,804
M	\$73,338	\$75,605	\$78,303	\$82,511	M	\$73,338	\$75,605	\$78,303	\$82,511
N	\$77,000	\$79,276	\$81,989	\$86,217	N	\$77,000	\$79,276	\$81,989	\$86,217
O	\$79,862	\$82,138	\$84,851	\$89,079	O	\$79,862	\$82,138	\$84,851	\$89,079
P	\$85,000	\$87,276	\$89,989	\$94,217	P	\$85,000	\$87,276	\$89,989	\$94,217
					Q	\$86,250	\$88,526	\$91,239	\$95,467

* Year 2 teachers move from step A to step B.

*New teachers begin at step B