



WEST HAVEN DEPARTMENT OF EDUCATION

"Schools Committed to Excellence"

Administrative Offices: 355 Main Street

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NEIL C. CAVALLARO

Superintendent of Schools

September 18, 2018

Debra Collins, City Clerk

City of West Haven

355 Main Street

West Haven, CT 06516

Dear Mrs. Collins,

Attached you will find a copy of the settlement agreement between the West Haven Board of Education and the West Haven Federation of Teachers. It was ratified by the union on September 6, 2018, and by the Board at its meeting held last night.

As you know, now that the settlement has been filed with your office, the City Council has thirty days to reject it, or it becomes binding.

Very truly yours,

Neil C. Cavallaro

Superintendent of Schools

Cc: Rosemary Russo, Chairwoman, West Haven Board of Education
Kristen Scanlon, President, West Haven Federation of Teachers
Ronald Quagliani, Chairman, West Haven City Council
Dianna Wentzell, Commissioner of Education, Connecticut
Floyd Dugas, Attorney, West Haven Board of Education
Nancy Rossi, Mayor, City of West Haven
Robert Dakers, Office of OPM, Connecticut

ATTACHMENT

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT is made by and entered into this 30 day of August, 2018 by and between the WEST HAVEN BOARD OF EDUCATION (the "Board") and the WEST HAVEN FEDERATION OF TEACHERS, AFT (the "WHFT") (the Board and WHFT are referred to sometimes collectively as the "Parties").

RECITALS:

- A. The Parties entered into a collective bargaining agreement for the period September 1, 2017 – August 31, 2021 (CBA).
- B. The CBA has a wage reopener for 2019-20 and 2020-21.
- C. The Parties have agreed to settle the reopener on the terms set forth below.

NOW, THEREFORE, the Parties agree as follows:

- 1. For 2019-20, there shall be a "hard freeze", i.e., no step movement and no general wage increase; teachers shall continue to be paid the salary they were paid for 2018-19.
- 2. For 2020-21, there shall be a one (1%) percent general wage increase; however, there shall be no step advancement.
- 3. All other terms and conditions of the CBA shall remain in effect and unchanged.
- 4. The foregoing settlement is subject to approval by the Board, the full rank and file of the WHFT and per statute (C.G.S. §10-153) the West Haven Town Council.

West Haven Board of Education

By Rosemary Russo
Rosemary Russo
Chairperson

By Neil Cavallaro
Neil Cavallaro
Superintendent of Schools

West Haven Federation of Teachers, AFT

By Karla Malley Scudder
8-30-2018 ratification
9/16/18

By _____