

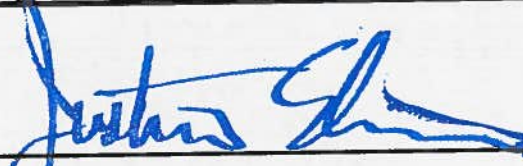
**NOTICE OF ALDERMANIC MEETING
OF
THE CITY OF NEW HAVEN
GREETINGS**

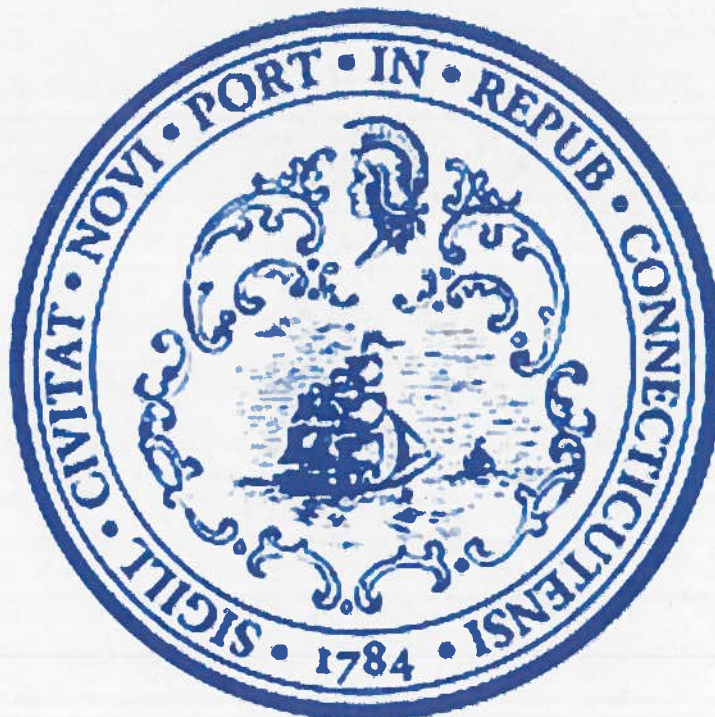
You are hereby required to meet in the Aldermanic Chambers of the City of New Haven on the date and time below.

MONDAY 7TH DAY DECEMBER 2020

At 7:00 PM

Given under my hand this 4TH Day of December 2020


Justin Elicker, Mayor



The Seal Of The City Of New Haven

**BOARD OF ALDERS
REGULAR MEETING
DECEMBER 7, 2020
AGENDA**

Attendance

Divine Guidance

Approval of The Journal of the November 16, 2020 Board of Alders Meeting

UNANIMOUS CONSENT

1. From Tax Collector, Order De Tax Refunds (December 7, 2020).
2. From the Chief of Police submitting Resolution of the Board of Alders of the City of New Haven authorizing the Mayor of the City of New Haven to accept a monetary donation from fundraisers conducted by Dunkin' on December 13 and December 20, 2020 for the NHPD to purchase food and supplies that support various community-building and neighborhood activities, including but not limited to Halloween, Christmas/winter holidays, and Back to School events.
3. Order of the Board of Alders approving the request from Carolyn Graham concerning real property taxes on motor vehicle tax accounts 71426 and 71349.
4. Order of the Board of Alders approving the request from Jasmine M. Rouse concerning real property taxes on motor vehicle tax accounts 93513, 93514, 95943, 95944, 96542, and 96543.
5. Order of the Board of Alders approving the request from Natasha Mclain concerning real property taxes on motor vehicle tax account 917325.
6. Order of the Board of Alders approving the request from Patrice Nixon concerning real property taxes on motor vehicle tax accounts 87640, 88179, 848332, 882129, 865009 and 899564.
7. **Tax Abatement. Favorable.** Order of the Board of Alders approving the request from Irma Burns, for assistance from the New Haven Board of Alders concerning account number 1128.

COMMUNICATIONS

8. From Alders Festa, Roth, and Sabin submitting a request for a workshop regarding the how property values are assessed generally, and the assessment process related to the sale of two parking lots on Legion avenue to Yale New Haven Hospital.
9. From Alders Sabin and Roth submitting a request for a workshop about local colleges and universities plans to safely bring students back to New Haven following their winter break and to keep them from contracting or transmitting COVID-19 during the spring semester.
10. From the Mayor submitting the updated budgetary and financial reports for the month ending October 31, 2020 in compliance with Article VIII section 5 of the Charter.
11. From the Mayor submitting a request to approve the appointment of Naomi Campbell to Regional Water Authority Representative Policy Board.
12. From the Mayor submitting a request to approve the appointment of Margaret Targrove to the Solid Waste Authority Board.

13. From the New Haven Public School submitting an Order of the Board of Alders of the City of New Haven authorizing the execution of the collective bargaining agreement between the New Haven Board of Education and the New Haven Federation of Teachers, Local 933, AFT, AFL-CIO July 1, 2020 To June 30, 2023.
14. From the Executive Director of City Plan submitting a Resolution of the Board of Alders authorizing the Mayor of the City of New Haven to execute encroachment permits, maintenance agreements, and other paperwork for two existing public murals on State Department Of Transportation underpasses along State Street, in accordance with the 2019 D.O.T. public art policy.
15. From the Executive Director of City Plan submitting a Resolution of the Board of Alders authorizing the Mayor of the City of New Haven to execute encroachment permits, maintenance agreements, and other paperwork for a public mural in the I-91 underpass at the intersection of State Street And Bradley Street, in accordance with the 2019 D.O.T. Public Art Policy.
16. From the Executive Director of City Plan submitting a Resolution of the Board of Alders authorizing the Mayor of the City of New Haven to accept funding of approximately \$100,000 from the State of Connecticut and to execute encroachment permits, maintenance agreements, and other paperwork for future public artwork in State Department underpasses in New Haven, in accordance with the 2019 D.O.T. Public Art Policy.
17. From Bernice Asamoah submitting a petition to the Board of Alders for abatement (deferral of collection) of taxes due on her residence known for Grand Lists of 2017, 2018, and 2019.
18. From Roxanne Ackerson, President of Mitchell's Auto Parts Inc., DbA Chuck and Eddies Used Auto Parts, submitting a petition to the Board of Alders for assistance concerning tax account number 772869.
19. From Joanne Sockwell submitting a petition to the Board of Alders for abatement (deferral of collection) of taxes due on her residence Grand Lists of 2017, 2018, and 2019.
20. From the Executive Director of City Plan submitting the following City Plan Commission advisory reports:

FIRST READINGS

21. Aldermanic Affairs. Favorable.

- a. Order of the New Haven Board of Alders approving the reappointment of Anna Schildroth to the Humane Commission.
- b. Order of the New Haven Board of Alders approving the reappointment of Stephanie Nicholas to the Humane Commission.
- c. Order of the New Haven Board of Alders approving the reappointment of Yesenia Rivera to the Board of Education.
- d. Order of the New Haven Board of Alders approving the appointment of Frank Dixon to the Q-House Advisory Board.
- e. Order of the New Haven Board of Alders approving the appointment of Michael Morand to the Q-House Advisory Board.

- f. Order of the New Haven Board of Alders approving the appointment of Dr. Alice Forrester to the board of Public Health.
- g. Order of the New Haven Board of Alders approving the appointment of Gregg Gonsalves to the Board of Public Health.

22. City Services and Environmental Policy. Favorable.

- a. Order of the New Haven Board of Alders establishing a Residential Parking Zone (RPZ) on Newhall Street, between Lilac and Ivy Streets.
- b. Order of the New Haven Board of Alders authorizing the mayor to accept funding from the State Department of Transportation (CTDOT) under the Federal Fixing America's Surface Transportation Act (FAST Act) Program, et al in collaboration with Hamden and sign any associated agreements with the State of Connecticut, Town of Hamden, contractors, and other documents that may be desirable or necessary, including any subsequent amendments to agreements, to install raised crossings at locations throughout the Farmington Canal Heritage Trail.

23. Community Development. Favorable.

- a. Order of the Board of Alders of the City of New Haven approving the disposal of a portion of the parcel of land known as 20 Thompson Avenue East Haven which is currently a part of Tweed New haven airport to Robert Celentano and to acquire from Robert Celentano a portion of the parcel of land known as 12 Washington Avenue East Haven to be used for the purposes of Tweed New Haven Airport.
- b. Order approving the application from Dixwell Housing Associates LLC (AKA partnership between non-profit developers Beulah Land Trust Corp. and Help Development Corp) for Tax Abatement for the 340+ Dixwell Avenue inclusive of the merged lots of 340 Dixwell Avenue, 316 Dixwell Avenue, And 783 Orchard Street).
- c. Order authorizing the City of New Haven, acting through the Livable City Initiative, to negotiate and enter into contracts of sale with respect to the new construction properties located at 15 Thompson Street, 23 Thompson Street, 27 Thompson Street, 523 Winchester Avenue, 531 Winchester Avenue, 532 Winchester Avenue, 535 Winchester Avenue, 539 Winchester Avenue and 575 Winchester Avenue authorizing the Mayor of the City of New Haven to execute and deliver any and all necessary documents to complete the sales of said properties.

24. Legislation. Favorable.

Ordinance to protect the job security for hospitality employees during the Covid-19 pandemic and establishing a worker's right to recall hotel employees and ensuring that New Haven hotel employers honor their formerly laid off employees by returning them to work in their previously held positions or in new positions available with qualified training.

25. Tax Abatement. Favorable.

- a. Order abating (deferring collection of) real property taxes due from Patricia Kane on her residence for grand lists of 2018 and 2019.

- b. Order abating (deferring collection of) real property taxes due from Ella Tate on her residence for grand list of 2019.

SECOND READINGS

26. City Services and Environmental Policy. Favorable.

- a. Order of the New Haven Board of Alders approving the painting of several creative crosswalks along Chapel Street in the public right of way along the Chapel Street railroad overpass and the intersections on both sides (Chapel and State & Chapel and Union St.).
- b. Order to read and file the communication “from the Director of Transportation, Traffic and Parking submitting a request for a workshop to improve residential parking in the City of New Haven.”

27. Finance. Favorable.

- a. Ordinance amendment to Appropriating Ordinance # 1 authorizing budget transfer #301-21-1 transferring funds from the Expenditure Reserve Fund, other contractual services account up to an amount of \$850,000 to the Health Department Temporary and Part Time Staff account or Health Department Salary account; to comply with the State Department of education recommendation of a nurse in every school to perform tasks of assessing sick or injured children related to Covid-19.
- b. Order to Read and File the updated Budgetary and Financial Reports for the Month of August 2020 in compliance with Article VIII Section 5 of the Charter.
- c. Order to Read and File the updated Budgetary and Financial Reports for the Month of September 2020 in compliance with Article VIII Section 5 of the Charter.

28. Legislation. Favorable.

- a. Ordinance amendment of the New Haven Board of Alders to Chapter 29, Article VI amending the New Haven Code of Ordinances regarding pocket bikes, minibikes, dirt bikes, and all-terrain vehicles.
- b. Ordinance Amendment Amending Chapter 2, Article III, Division 1, Section 2-61; Chapter 2, Art. III, Division 4, Title II, Section 2-152(B); Special Laws, Article XIII, Section 273(1); and Title II, Special Laws, Article XIII, Section 278 regarding disclosure, accountability and compliance with local approval procedures.

MISCELLANEOUS

29. MOTION TO AMEND

From Alder Crespo Submitting a Motion to Amend LM-2020-0085, An Order of The Board of Alders Previously Adopted on February 18, 2020, forgiving the interest due from Jermaine Harris on his motor vehicle tax account numbers 660784, 71836, 860551,931457 and 914020 and extending the period to pay the taxes to February 28, 2021.

CHECK LIST FOR ALDERMANIC SUBMISSIONS

<input checked="" type="checkbox"/>	Cover Letter
<input checked="" type="checkbox"/>	Resolutions/ Orders/ Ordinances
<input checked="" type="checkbox"/>	Prior Notification Form
<input checked="" type="checkbox"/>	Fiscal Impact Statement - Should include comprehensive budget
<input type="checkbox"/>	Supporting Documentation (if applicable)
<input type="checkbox"/>	Disk or E-mailed Cover letter & Order

IN ADDITION IF A GRANT:

<input type="checkbox"/>	Notice of Intent
<input type="checkbox"/>	Grant Summary
<input type="checkbox"/>	Executive Summary (not longer than 5 pages without an explanation)

Date Submitted: December 3, 2020

Meeting Submitted For: December 7, 2020

Regular or Suspension Agenda: Regular/UC

Submitted By: Chief Otoniel Reyes


Title of Legislation:

Resolution of the Board of Alders of the City of New Haven authorizing the Mayor of the City of New Haven to accept a monetary donation from fundraisers conducted by Dunkin Donuts on December 13 and 20, 2020 for the NHPD to purchase food and supplies that support various community-building and neighborhood activities, including but not limited to Halloween, Christmas/winter holidays, and Back to School events.

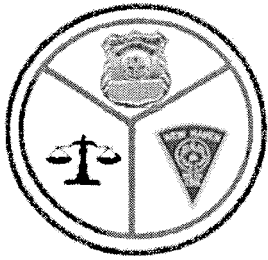
Comments: _____

We request UC as the fundraisers have been scheduled for December 13 and 20, 2020.

Coordinator's Signature: _____

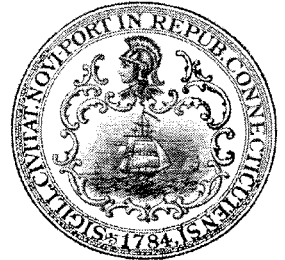
Controller's Signature (if grant):  _____

Mayor's Office Signature: _____



Otoniel Reyes
Chief of Police

NEW HAVEN
DEPARTMENT OF POLICE SERVICE
One Union Avenue • New Haven • Connecticut • 06519



Justin Elicker
Mayor

December 3, 2020

The Honorable Tyisha Walker-Myers
President, Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06511

Dear Alder President Walker-Myers,

In accordance with the Order of the Board of Aldermen authorizing the Mayor to apply for and accept all grants on behalf of the City of New Haven, passed October 17, 1994, I am writing to advise you that Dunkin Donuts is sponsoring two fundraisers on December 13 and 20 to support the Department's involvement in community and neighborhood program activities.

The NHPD has participated in many community-building activities over the years, including National Night Out, block parties, holiday food collections and distributions, and school supply collections and distributions. The Department has no budgeted funds to purchase food or supplies for these programs. Most items are obtained via donation. The Dunkin Donuts campaign will enable us to enhance these programs—more people could be served and more events could be planned. We anticipate that approximately \$1,000 will be raised. We will send you quarterly reports outlining the expenditure of these funds.

I am requesting unanimous consent as the specific fundraisers are scheduled soon.

Thank you for our consideration. Please contact me if you have any further questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Otoniel Reyes", with a long horizontal line extending to the right.

Otoniel Reyes
Chief of Police

Dedicated to Protecting Our Community

phone (203) 946-6333 fax (203) 946-7294 website www.cityofnewhaven.com/police

RESOLUTION OF THE BOARD OF ALDERS OF THE CITY OF NEW HAVEN AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO ACCEPT A MONETARY DONATION FROM FUNDRAISERS CONDUCTED BY DUNKIN DONUTS ON DECEMBER 13 AND 20, 2020 FOR THE NHPD TO PURCHASE FOOD AND SUPPLIES THAT SUPPORT VARIOUS COMMUNITY-BUILDING AND NEIGHBORHOOD ACTIVITIES, INCLUDING BUT NOT LIMITED TO HALLOWEEN, CHRISTMAS/WINTER HOLIDAYS, AND BACK TO SCHOOL EVENTS.

WHEREAS, the City of New Haven through its Department of Police Service (NHPD) seeks to promote community policing strategies that maintain public safety and support; and

WHEREAS, NHPD seeks to develop and strengthen its relationships and trust with City residents by initiating and/or participating in events that engage Department personnel with families and children; and

WHEREAS, NHPD requires funding to support the above described program activities; and

WHEREAS, NHPD has no funding to support the above described program activities; and

WHEREAS, Dunkin Donuts has offered to conduct fundraisers on December 13 and 20, 2020 to raise an anticipated \$1,000.00 to support the above described activities; and

WHEREAS, NHPD is grateful to receive donations from various organizations, groups and individuals; and

WHEREAS, NHPD will provide quarterly reports to the Public Safety Committee on the specific use of these funds; and

NOW, THEREFORE BE IT RESOLVED THAT the Board of Alders of the City of New Haven supports activities that support the residents of New Haven and strengthen their relationship with the NHPD; and

BE IT FURTHER RESOLVED THAT the Board of Alders of the City of New Haven authorizes the Mayor to accept donations that support NHPD's community outreach activities.

..Title

ORDER CONCERNING REAL PROPERTY TAXES OF NATASHA MCLAIN ON MOTOR VEHICLE TAX ACCOUNT 917325.

..Body

WHEREAS: Ms. McLain has old motor vehicle tax accounts; and

WHEREAS: Ms. McLain wants to pay these tax bills; and

WHEREAS: Ms. McLain is asking for assistance with these accounts.

NOW THEREFORE BE IT ORDERED by the New Haven Board of Alders that the interest for account number: 917325 be forgiven.

BE IT FURTHER ORDERED that Ms. Natasha McLain will pay the outstanding taxes less the interest within ninety days of the passage of this Order or the interest shall be restored on motor vehicle tax account: 917325.

..Title

ORDER CONCERNING REAL PROPERTY TAXES OF JASMINE M. ROUSE ON MOTOR VEHICLE TAX ACCOUNTS 93513, 93514,95943, 95944, 96542, AND 96543.

..Body

WHEREAS: Ms. Rouse has old motor vehicle tax accounts; and

WHEREAS: Ms. Rouse wants to pay these tax bills; and

WHEREAS: Ms. Rouse is asking for assistance with these accounts.

NOW THEREFORE BE IT ORDERED by the New Haven Board of Alders that the interest for account numbers: 93513, 93514,95943, 95944, 96542, and 96543 be forgiven.

BE IT FURTHER ORDERED that Ms. Patrice Nixon will pay the outstanding taxes less the interest within ninety days of the passage of this Order or the interest shall be restored on motor vehicle tax accounts: 93513, 93514,95943, 95944, 96542, and 96543.

..Title

ORDER CONCERNING REAL PROPERTY TAXES OF CAROLYN GRAHAM ON MOTOR VEHICLE TAX ACCOUNTS 71426 AND 71349.

..Body

WHEREAS: Ms. Graham has old motor vehicle tax accounts; and

WHEREAS: Ms. Graham wants to pay these tax bills; and

WHEREAS: Ms. Graham is asking for assistance with these accounts.

NOW THEREFORE BE IT ORDERED by the New Haven Board of Alders that the interest for account numbers: 71426 and 71349 be forgiven.

BE IT FURTHER ORDERED that Ms. Carolyn Graham will pay the outstanding taxes less the interest within ninety days of the passage of this Order or the interest shall be restored on motor vehicle tax accounts: 71426 and 71349.

..Title

ORDER CONCERNING REAL PROPERTY TAXES OF PATRICE NIXON ON MOTOR VEHICLE TAX ACCOUNTS 87640, 88179, 848332, 882129, 865009 AND 899564.

..Body

WHEREAS: Ms. Nixon has old motor vehicle tax accounts; and

WHEREAS: Ms. Nixon wants to pay these tax bills; and

WHEREAS: Ms. Nixon is asking for assistance with these accounts.

NOW THEREFORE BE IT ORDERED by the New Haven Board of Alders that the interest for account numbers: 87640, 88179, 848332, 882129, 865009 and 899564 be forgiven.

BE IT FURTHER ORDERED that Ms. Patrice Nixon will pay the outstanding taxes less the interest within ninety days of the passage of this Order or the interest shall be restored on motor vehicle tax accounts: 87640, 88179, 848332, 882129, 865009 and 899564.



**CITY OF NEW HAVEN
BOARD OF ALDERS**

December 7, 2020

Hon. Tyisha Walker-Myers
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker-Myers,

We write to request a workshop request regarding the Assessor's Office and the sale of two parking lots on Legion Avenue to Yale New Haven Hospital and to get answers to questions that have arisen regarding property assessments.

A recent article in the New Haven Independent spoke about the sale of two parking lots on Legion Avenue to Yale New Haven Hospital for over \$4.5 million where the city's total assessed value of those lots is \$126,600. Was the assessed value of this property reasonable at the time it was made?

The purpose of the workshop would be to learn how the assessments of certain properties seemed to be undervalued; how the assessment process works particularly for undeveloped properties; how the City should assess similar priorities moving forward; and is the city missing out on tax revenue?

Thank you for your consideration.

Sincerely,

Anna Festa
Hon. Anna Festa
Alder, Ward 10

Abigail Roth
Hon. Abigail Roth
Alder, Ward 7

Eli Sabin
Hon. Eli Sabin
Alder, Ward 1

Steve Winter
Hon. Steve Winter
Alder, Ward 21

ORDER OF THE BOARD OF ALDERS CONCERNING A WORKSHOP REGARDING
THE PROPERTY ASSESSMENT PROCESS IN GENERAL AND THE SALE OF TWO
PARKING LOTS ON LEGION AVENUE TO YALE NEW HAVEN HOSPITAL.

WHEREAS: A recent article in the New Haven Independent spoke about the sale of two parking lots on Legion Avenue to Yale New Haven Hospital for over \$4.5 million where the city's total assessed value of those lots is \$126,600; and

WHEREAS: there is concern about the assessed value of this property and was it reasonable at the time of the purchase: and

WHEREAS: it would be in the public interest to hold a workshop about this and to learn how the assessments of certain properties seemed works particularly for undeveloped properties in order to process how the City should assess similar priorities moving forward and not miss out on tax revenue.

NOW, THEREFORE BE IT ORDERED BY THE NEW HAVEN BOARD OF ALDERS THAT the appropriate committee hold a workshop to learn how the assessments of certain properties seemed works particularly for undeveloped properties in order to process how the City should assess similar priorities moving forward and not miss out on tax revenue.



**CITY OF NEW HAVEN
BOARD OF ALDERS**

December 7, 2020

Hon. Tyisha Walker-Myers
President, New Haven Board of Alders
c/o New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker-Myers,

We write to request a workshop about local colleges and universities' plans to safely bring students back to New Haven following their winter break and to keep them from contracting or transmitting COVID-19 during the spring semester. The presence of thousands of students in New Haven makes our city more vibrant and strengthens our economy, but we must ensure that students returning to New Haven this spring does not lead to the increased spread of COVID-19, either among students or among city residents.

A workshop will allow the colleges and universities to present their plans to bring back their students and keep our community healthy. We ask that the colleges and universities with significant student populations in New Haven, including Albertus Magnus College, Yale University, the University of New Haven, and Gateway Community College, appear before the relevant committee to share the public health strategies they will use to contain the spread of COVID-19 in our city. As the representatives for Ward 1 and Ward 7, which contain a large amount of student housing, I believe this workshop would help keep our community safe this spring.

Thank you for your consideration of this request.

Sincerely,

Eli Sabin
Hon. Eli Sabin
Alder, Ward 1

Abigail Roth
Hon. Abigail Roth
Alder, Ward 7

ORDER OF THE NEW HAVEN BOARD OF ALDERS CONCERNING A WORKSHOP ABOUT LOCAL COLLEGES AND UNIVERSITIES' PLANS TO SAFELY BRING STUDENTS BACK TO NEW HAVEN FOLLOWING THEIR WINTER BREAK AND TO KEEP THEM FROM CONTRACTING OR TRANSMITTING COVID-19 DURING THE SPRING SEMESTER.

WHEREAS: local colleges and universities will bring students back to New Haven following their winter break and have plans to keep them from contracting or transmitting COVID-19 during the spring semester; and

WHEREAS: the presence of thousands of students in New Haven makes our city more vibrant and strengthens our economy, but we must ensure that students returning to New Haven this spring does not lead to the increased spread of COVID-19, either among students or among city residents; and

WHEREAS: it would be appropriate to hold a workshop to allow the local colleges and universities to present their plans to bring back their students and keep our community healthy including Albertus Magnus College, Yale University, the University of New Haven, and Gateway Community College, to the relevant committee to share the public health strategies they will use to contain the spread of COVID-19 in our city and keep our community safe this spring.

NOW, THEREFORE BE IT ORDERED THAT THE appropriate committee hold a workshop concerning local colleges and universities plans to safely bring students back to new haven following their winter break and to keep them from contracting or transmitting covid-19 during the spring semester and keep our community.

CITY OF NEW HAVEN

MONTHLY FINANCIAL REPORT **FISCAL YEAR 2020-2021**



FOR THE MONTH ENDING
OCTOBER 31, 2020
SUBMITTED NOVEMBER 28, 2020

City of New Haven
Justin M. Elicker, Mayor



November 28, 2020

The Honorable Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06510

Dear Honorable Board:

In compliance with Article VIII, Section 5 of the Charter of the City of New Haven, please find attached the required budgetary and financial reports for the month of October 2020.

As required by City Charter, the report shall be filed in the Office of the City Clerk where it shall be available for public inspection. Copies will also be made available to members of the Financial Review and Audit Commission.

Thank you.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Justin M. Elicker", with a long horizontal line extending to the right.

Justin M. Elicker,
Mayor

City of New Haven, Monthly Financial Report Disclosure Note

The information set forth herein is for internal use purposes only and is not based on audited financial information. Such information provided herein is not guaranteed as to accuracy or completeness by the City and is not intended to be and is not to be construed as a representation by the City.

Statements in these monthly financial statements that are not historical facts are forward-looking statements based on current expectations of future events and are subject to risks and uncertainty. Actual results could differ materially from those expressed or implied by such statements. The City therefore cautions against placing reliance on the forward-looking statements included in these monthly financial statements. All forward-looking statements included in these monthly financial statements are made only as of the date hereof and the City does not assume any obligation to update any forward-looking statements made by the City as a result of new information, future events or other factors.

The information and expressions of opinion herein are subject to change without notice and neither the delivery of these monthly financial statements shall, under any circumstances, create any implication that there has been no change in the affairs of the City since the date of these monthly financial statements.

**CITY OF NEW HAVEN MONTHLY REPORT
FISCAL YEAR 2020-2021**

MONTH ENDING; OCTOBER 2020

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**CITY OF NEW HAVEN MONTHLY FINANCIAL REPORT
 FISCAL YEAR 2020-2021
 MONTH ENDING; OCTOBER 2020**

	BOA APPROVED	FORCASTED	+/-
EXPENDITURES	\$567,990,073	\$572,897,690	(\$4,907,617)
REVENUE	\$567,990,073	\$562,862,461	(\$5,127,612)
BALANCE SURPLUS / (DEFICIT)			(\$10,035,229)

CITY OF NEW HAVEN MONTHLY FINANCIAL REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020

SUMMARY- CHANGES FROM PRIOR REPORT

Expenditures Changes

	September-20 Surplus / (Deficit)	October-20 Surplus / (Deficit)	+/- Savings (Decrease) / Increase	Comments on Expenditure/Revenue Changes
Legislative Services	\$15,000	\$15,000	\$0	
Mayor's Office	\$15,000	\$15,000	\$0	
Chief Administrators Office	\$30,000	\$30,000	\$0	
Corporation Counsel	\$30,000	\$30,000	\$0	
Finance Department	\$195,000	\$0	(\$195,000)	
Information and Technology	\$0	\$0	\$0	
Office of Assessment	\$0	\$0	\$0	
Library	\$0	\$0	\$0	
Park's and Recreation	\$0	\$0	\$0	
City Clerk's Office	\$15,000	\$15,000	\$0	
Registrar of Voters	\$0	\$0	\$0	
Public Safety/911	\$48,892	\$123,892	\$75,000	
Police Department	(\$1,024,424)	(\$924,424)	\$100,000	
Fire Department	(\$2,099,337)	(\$1,799,337)	\$300,000	
Health Department	\$0	\$55,000	\$55,000	
Fair Rent	\$0	\$0	\$0	
Elderly Services	\$20,000	\$20,000	\$0	
Youth Services	\$0	\$0	\$0	
Services with Disabilities	\$0	\$0	\$0	
Community Services	\$30,000	\$30,000	\$0	
Various Organizations	\$0	\$0	\$0	
Non-Public Transportation	\$0	\$0	\$0	
FEMA Match	\$0	\$0	\$0	
Contract Reserve	\$0	\$500,000	\$500,000	
Public Works	\$0	\$0	\$0	
Engineering	\$45,000	\$45,000	\$0	
Debt Service	\$0	\$0	\$0	
Master Lease	\$0	\$0	\$0	
Rainy Day Replenishment	\$0	\$0	\$0	
Development Operating Subsidies	\$0	\$0	\$0	
City Plan	\$0	\$0	\$0	
Transportation Traffic and Parking	\$100,272	\$100,272	\$0	
Commission on Equal Opportunity	\$3,000	\$3,000	\$0	
Office of Bld, Inspect& Enforc	\$0	\$0	\$0	
Economic Development	\$10,915	\$10,915	\$0	
Livable Cities Initiatives	\$15,000	\$15,000	\$0	
Pension(s)	\$0	\$0	\$0	
Self-Insurance	(\$500,000)	(\$500,000)	\$0	
Employee Benefits	(\$550,000)	(\$200,000)	\$350,000	
Education	\$0	\$2,709,484	\$2,709,484	
REVENUE TOTAL	(\$6,746,878)	(\$2,852,394)	\$3,894,484	

**CITY OF NEW HAVEN MONTHLY FINANCIAL REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	September-20	October-20	+/- Savings (Decrease) / Increase	Comments on Expenditure/Revenue Changes
	Surplus / (Deficit)	Surplus / (Deficit)		
City Sources				
PROPERTY TAXES	\$22,388	\$22,388	\$0	
BUILDING PERMITS	\$0	\$0	\$0	
PARKING METERS	(\$2,150,000)	(\$2,150,000)	\$0	
PARKING TAGS	(\$2,000,000)	(\$2,000,000)	\$0	
OTHER LIC., PERMITS & FEES	(\$450,000)	(\$450,000)	\$0	
INVESTMENT INCOME	\$100,000	\$100,000	\$0	
RENTS & FINES	(\$2,000,000)	(\$2,000,000)	\$0	
PAYMENTS IN LIEU OF TAXES	\$0	\$0	\$0	
OTHER TAXES AND ASSESSMENTS	\$0	\$0	\$0	
MISCELLANEOUS & OTHER REVENUE	\$0	\$0	\$0	
CITY SOURCES SUB-TOTAL	(\$6,477,612)	(\$6,477,612)	\$0	
State Sources				
STATE GRANTS FOR EDUCATION	\$0	\$0	\$0	
STATE GRANTS & PILOTS	(\$500,000)	(\$650,000)	(\$150,000)	
STATE SOURCES SUB - TOTAL	(\$500,000)	(\$650,000)	(\$150,000)	
REVENUE TOTAL	(\$6,977,612)	(\$7,127,612)	(\$150,000)	

**COVID 19 - City Spending By Agency
March to October**

City Agency	March to June Overtime	July to October Overtime	Total	Account Notes
137 - Finance	\$644	\$0	\$644	
160 - Parks, Recreation & Trees	\$13,560	\$0	\$13,560	
200 - Public Safety Comm.	\$6,475	\$0	\$6,475	
201 - Police Department	\$455,584	\$59,741	\$515,324	
202 - Fire Department	\$189,799	\$3,553	\$193,352	
301 - Health Department	\$22,437	\$8,147	\$30,584	
308 - CSA	\$0	\$0	\$0	
501 - Public Works	\$17,866	\$0	\$17,866	
502 - Engineering	\$0	\$0	\$0	
504 - Parks and Public Works	\$0	\$39,262	\$39,262	
900 - Education	\$14,139	\$13,828	\$27,967	
903 - Food Services (BOE)	\$8,596	\$7,492	\$16,089	
Total	\$729,099	\$132,023	\$861,122	

City Agency	March to June Non-Personnel	July to October (Partial Nov) Non-Personnel	Total	Account Notes
111 - Legislative Services	\$1,633	\$170	\$1,804	
131 - Mayor's Office	\$0	\$1,000	\$1,000	
132 - CAO	\$55,003	\$0	\$55,003	
133 - Corporation Counsel	\$113	\$0	\$113	
137 - Finance	\$385,651	\$18,191	\$403,842	
139 - Assessors Office	\$0	\$0	\$0	
152 - Library	\$5,739	\$6,123	\$11,862	
160 - Parks, Recreation & Trees	\$86,051	\$0	\$86,051	
161 - City/Town Clerk	\$0	\$0	\$0	
162 - Registrars of Voters	\$17,206	\$0	\$17,206	
200 - Public Safety Comm.	\$993	\$0	\$993	
201 - Police Department	\$31,411	\$16,790	\$48,201	
202 - Fire Department	\$177,896	\$20,687	\$198,582	
301 - Health Department	\$148,052	\$5,305	\$153,356	
302 - Fair Rent Commission	\$0	\$0	\$0	
303 - Elderly Services	\$1,075	\$0	\$1,075	
304 - Youth Services	\$4,474	\$0	\$4,474	
305 - Disability Services	\$3,400	\$1,050	\$4,450	
308 - CSA	\$524,239	\$230,379	\$754,618	
501 - Public Works	\$9,420	\$0	\$9,420	
502 - Engineering	\$64,103	\$58,892	\$122,994	
504 - Parks and Public Works	\$0	\$52,860	\$52,860	
702 - City Plan	\$0	\$0	\$0	
704 - Transportation, Traffic & Parking	\$2,792	\$0	\$2,792	
705 - Commission on Equal Opportunities	\$0	\$0	\$0	
721 - Building Inspection & Enforcement	\$429	\$0	\$429	
724 - Economic Development	\$0	\$0	\$0	
747 - LCI	\$1,203	\$334	\$1,537	
900 - Education	\$774,526	\$358,863	\$1,133,390	
903 - Food Services (BOE)	\$121,803	\$43,995	\$165,798	
Total	\$2,417,212	\$814,638	\$3,178,991	

GENERAL FUND SELECTED REVENUE SUMMARY

FISCAL YEAR 2020-2021

MONTH ENDING; OCTOBER 2020

A comparison of selected revenue sources, compared to the same period in the prior fiscal year are cited below.

Intergovernmental (State) Revenue Sources (Selected) as of October

	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	+/-	%
Education Cost Sharing	\$35,627,381	\$35,627,381	\$38,575,494	\$35,695,462	\$35,627,381	\$35,627,381	\$0	0%
PILOT-College & Hospital	\$41,698,019	\$40,483,204	\$0	\$36,545,383	\$0	\$0	\$0	0%
PILOT-State Property	\$6,993,359	\$6,013,572	\$0	\$5,146,251	\$0	\$0	\$0	0%
PILOT-Rev Sharing ieu	\$0	\$14,584,940	\$0	\$15,246,372	\$0	\$0	\$0	0%
Pequot Funds	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%

	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	+/-	%
Real Estate Con. Tax	\$477,310	\$607,829	\$744,237	\$605,917	\$752,764	\$715,831	(\$36,934)	-5%
City Clerk Fee's	\$109,001	\$129,688	\$121,190	\$114,192	\$142,226	\$87,833	(\$54,393)	-38%
Building Permits	\$2,876,588	\$2,134,117	\$3,205,376	\$2,159,097	\$3,609,430	\$11,055,702	\$7,446,272	206%
Parking Tags	\$1,668,902	\$1,524,396	\$1,619,712	\$1,479,946	\$1,527,529	\$124,945	(\$1,402,584)	-92%
Parking Meters*	\$2,039,007	\$2,201,606	\$2,153,851	\$2,071,474	\$2,383,503	\$1,290,011	(\$1,093,491)	-46%

*** PARKING METER DETAIL**

	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	+/-	%
Other	\$806	\$4,500	\$5,000	\$1,357	\$34,540	(\$14,816)	(\$49,357)	-143%
Meter Bags	\$211,418	\$394,707	\$252,455	\$202,510	\$142,297	\$223,371	\$81,074	57%
Meter Coin Revenue	\$798,969	\$731,519	\$671,658	\$594,001	\$527,125	\$206,650	(\$320,474)	-61%
Meter Credit Card Revenue	\$700,155	\$714,547	\$790,049	\$761,263	\$657,087	\$413,926	(\$243,160)	-37%
Pay by Cell	\$294,098	\$329,086	\$409,383	\$491,298	\$1,011,421	\$450,780	(\$560,641)	-55%
Voucher Revenue	\$33,562	\$27,246	\$25,307	\$21,044	\$11,033	\$10,099	(\$934)	100%
	\$2,039,007	\$2,201,606	\$2,153,851	\$2,071,474	\$2,383,503	\$1,290,011	(\$1,093,491)	-46%

**GENERAL FUND REVENUE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	A	B	C	D C - A	
Account Description	FY 2020-21 Approved Budget	FY 2020-21 Recognized as 9/31/2020	FY 2020-21 Forecasted Thru 6/30/2021	+/- Variance Positive (Negative)	Comments
Section I. General Property Taxes					
<u>Current Taxes</u>					
Real Estate	\$235,512,431	\$122,128,516	\$236,012,431	\$500,000	
Personal Property	\$27,880,227	\$15,302,663	\$28,080,227	\$200,000	
Motor Vehicle	\$16,194,422	\$10,588,032	\$16,194,422	\$0	
Supplemental Motor Vehicle	\$2,030,027	\$0	\$2,030,027	\$0	
Current Interest	\$1,000,000	\$144,626	\$1,000,000	\$0	
Tax Collection Initiatives:	\$1,177,612	\$0	\$0	(\$1,177,612)	
Sub-Total	\$283,794,719	\$148,163,837	\$283,317,107	(\$477,612)	
<u>Delinquent City Taxes</u>					
Real Estate & Personal Property	\$1,650,000	\$729,858	\$2,150,000	\$500,000	
Interest & Penalties	\$700,000	\$154,047	\$700,000	\$0	
Sub-Total	\$2,350,000	\$883,905	\$2,850,000	\$500,000	
Sec I. Property Taxes Total	\$286,144,719	\$149,047,742	\$286,167,107	\$22,388	

**GENERAL FUND REVENUE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

Account Description	A FY 2020-21 Approved Budget	B FY 2020-21 Recognized as 9/31/2020	C FY 2020-21 Forecasted Thru 6/30/2021	D C - A +/- Variance Positive (Negative)	Comments
Section II. State Grants					
<u>State Grants for Education</u>					
Education Cost Sharing	\$142,509,525	\$35,627,381	\$142,509,525	\$0	
Special Education Reimbursement	\$0	\$0	\$0	\$0	
State Aid for Constr. & Reconst	\$3,732,020	\$0	\$3,732,020	\$0	
Health Svc-Non-Public Schools	\$35,000	\$0	\$35,000	\$0	
School Transportation	\$0	\$0	\$0	\$0	
Education, Legally Blind	\$0	\$0	\$0	\$0	
Sub-Total	\$146,276,545	\$35,627,381	\$146,276,545	\$0	
<u>City PILOT and State Grants</u>					
PILOT: State Property	\$5,146,251	\$0	\$5,146,251	\$0	
PILOT: Colleges & Hospitals	\$37,045,385	\$0	\$36,395,385	(\$650,000)	
Distressed Cities Exemption	\$0	\$34,274	\$0	\$0	
Tax Relief for the Elderly-Freeze	\$0	\$0	\$0	\$0	
Homeowners Tax Relief-Elderly Cii	\$0	\$0	\$0	\$0	
Tax Abatement	\$0	\$0	\$0	\$0	
Reimb.-Low Income Veterans	\$50,000	\$0	\$50,000	\$0	
Reimb. - Disabled	\$10,000	\$0	\$10,000	\$0	
Pequot Funds	\$5,503,352	\$0	\$5,503,352	\$0	
Telecommunications Property Tax	\$625,000	\$0	\$625,000	\$0	
Town Aid: Roads	\$1,245,504	\$627,014	\$1,245,504	\$0	
Agriculture Rents and Taxes	\$0	\$0	\$0	\$0	
Municipal Revenue Sharing/PILOT	\$15,246,372	\$0	\$15,246,372	\$0	
Motor Vehicle Tax Reduction PILO	\$0	\$0	\$0	\$0	
Grants for Municipal Projects	\$0	\$0	\$0	\$0	
Municipal stabilization grant	\$1,675,450	\$0	\$1,675,450	\$0	
Grants for Municipal Projects	\$1,805,520	\$0	\$1,805,520	\$0	
Municipal Gaming Revenue	\$0	\$0	\$0	\$0	
Off Track Betting	\$450,000	\$53,316	\$450,000	\$0	
Sub-Total	\$68,802,834	\$714,604	\$68,152,834	(\$650,000)	
Section II State Grants Total	\$215,079,379	\$36,341,985	\$214,429,379	(\$650,000)	

**GENERAL FUND REVENUE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

Account Description	A	B	C	D C - A	Comments
	FY 2020-21 Approved Budget	FY 2020-21 Recognized as 9/31/2020	FY 2020-21 Forecasted Thru 6/30/2021	+/- Variance Positive (Negative)	
Section III. License, Permits, & Fees					
Other Agencies	\$35,000	\$8,750	\$35,000	\$0	
Maps/Bid Documents	\$2,000	\$166	\$2,000	\$0	
Office of Technology	\$2,000	\$250	\$2,000	\$0	
Parks Lighthouse (Admission & Co	\$70,000	\$42,676	\$70,000	\$0	
Park Dept.-Carousel & Bldng	\$1,000	\$0	\$1,000	\$0	
Park Dept.-Other Fees	\$70,000	\$18,376	\$70,000	\$0	
Town Clerk/City Clerk	\$350,000	\$87,833	\$350,000	\$0	
Police Service	\$100,000	\$43,607	\$100,000	\$0	
Police - Animal Shelter	\$5,000	\$1,650	\$5,000	\$0	
Police-General Fingerprinting	\$50,000	\$0	\$50,000	\$0	
Police - Towing	\$0	\$0	\$0	\$0	
Fire Service	\$80,000	\$10,783	\$80,000	\$0	
Fire Service Emergency Response	\$100,000	\$21,795	\$100,000	\$0	
Fire Services-Vacant Building	\$200,000	\$0	\$100,000	(\$100,000)	
Fire Prevention Services	\$125,000	\$0	\$50,000	(\$75,000)	
Non Life Fire Hazard Reg. Fees	\$125,000	\$0	\$50,000	(\$75,000)	
Health Services	\$345,500	\$43,138	\$345,500	\$0	
School Based Health Clinic Permit	\$0	\$0	\$0	\$0	
Registrar of Vital Stats.	\$630,000	\$163,325	\$630,000	\$0	
P.W.-Public Space Lic./Permits	\$145,000	\$37,668	\$145,000	\$0	
Public Works Evictions	\$3,500	\$0	\$3,500	\$0	
Public Works Bulk Trash	\$11,000	\$4,225	\$11,000	\$0	
Residential Parking	\$100,000	\$0	\$50,000	(\$50,000)	
Traffic & Parking/Meter Receipts	\$7,150,000	\$1,290,011	\$5,000,000	(\$2,150,000)	
TT&P Permits	\$300,000	\$0	\$150,000	(\$150,000)	
Building Inspections	\$19,450,000	\$11,055,702	\$19,450,000	\$0	
Permit and License Center OBIE	\$65,000	\$23,830	\$65,000	\$0	
High School Athletics	\$35,000	\$0	\$35,000	\$0	
LCl Ticket Collections	\$50,000	\$5,673	\$50,000	\$0	
Engineer's Cost Recovery	\$7,500	\$1,655	\$7,500	\$0	
Sec. III Lic., Permits, Fees Total	\$29,607,500	\$12,861,113	\$27,007,500	(\$2,600,000)	
Section IV. Interest Income					
Section IV. Interest Income Total	\$700,000	\$47,927	\$800,000	\$100,000	
Section V. Rents and Fines					
<u>Received from Rents</u>					
Parks Employee Rents	\$10,800	\$3,500	\$10,800	\$0	
Misc. Comm Dev Rent	\$15,000	\$5,020	\$15,000	\$0	
Coliseum Lots	\$240,000	\$60,000	\$240,000	\$0	
Parking Space Rental	\$3,000	\$880	\$3,000	\$0	
Sub-Total	\$268,800	\$69,400	\$268,800	\$0	
<u>Received from Fines</u>					
Superior Court	\$50,000	\$7,067	\$50,000	\$0	
Parking Tags	\$5,000,000	\$124,945	\$3,000,000	(\$2,000,000)	
Parking Tags-Street Sweeping	\$300,000	\$0	\$300,000	\$0	
Delinquent Tag Collections	\$500,000	\$0	\$500,000	\$0	
Police False Alarm	\$100,000	\$14,573	\$100,000	\$0	
P.W. Public Space Violations	\$8,000	\$0	\$8,000	\$0	
Sub-Total	\$5,958,000	\$146,585	\$3,958,000	(\$2,000,000)	
Section V. Rents and Fine Total	\$6,226,800	\$215,985	\$4,226,800	(\$2,000,000)	

**GENERAL FUND REVENUE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	A	B	C	D C - A	
Account Description	FY 2020-21 Approved Budget	FY 2020-21 Recognized as 9/31/2020	FY 2020-21 Forecasted Thru 6/30/2021	+/- Variance Positive (Negative)	Comments
Section VI. Other Revenues					
<u>Payment in Lieu of Taxes (PILOT)</u>					
So Central Regional Water Auth.	\$1,091,275	\$0	\$1,091,275	\$0	
Parking Authority PILOTS	\$45,000	\$0	\$45,000	\$0	
Eastview PILOT	\$29,000	\$0	\$29,000	\$0	
Trinity Housing	\$75,000	\$24,646	\$75,000	\$0	
NHPA : PILOT	\$4,000,000	\$0	\$4,000,000	\$0	
GNHWPCA:PILOT	\$608,400	\$0	\$608,400	\$0	
52 Howe Street	\$65,000	\$41,876	\$65,000	\$0	
Ninth Square	\$600,000	\$278,852	\$600,000	\$0	
Farnham Court PILOT	\$30,000	\$32,892	\$30,000	\$0	
Temple Street Arcade	\$0	\$0	\$0	\$0	
Sub-Total	\$6,543,675	\$378,266	\$6,543,675	\$0	
<u>Other Taxes and Assessments</u>					
Real Estate Conveyance Tax	\$1,900,000	\$715,831	\$1,900,000	\$0	
Yale Fire Services	\$3,300,000	\$0	\$3,300,000	\$0	
Air Rights Garage	\$175,000	\$16,000	\$175,000	\$0	
Sub-Total	\$5,375,000	\$731,831	\$5,375,000	\$0	
<u>Miscellaneous</u>					
Controllers Miscellaneous Revenue	\$750,000	\$319,916	\$750,000	\$0	
Vehicle Registration	\$100,000	\$0	\$100,000	\$0	
Personal Property Audit	\$400,000	\$0	\$400,000	\$0	
BABS Revenue	\$350,000	\$53,316	\$350,000	\$0	
Personal Motor Vehicle Reimburse	\$13,000	\$2,096	\$13,000	\$0	
Neighborhood Preservation Loan	\$0	\$411	\$0	\$0	
Sub-Total	\$1,613,000	\$375,739	\$1,613,000	\$0	
<u>Other Revenues</u>					
Liquidation of Grove Street Trust	\$0	\$0	\$0	\$0	
Voluntary Payments	\$0	\$0	\$0	\$0	
Yale University Voluntary Payment	\$9,700,000	\$0	\$9,700,000	\$0	
Yale New Haven Hospital Voluntary	\$2,800,000	\$0	\$2,800,000	\$0	
Revenue Initiative	\$2,500,000	\$0	\$2,500,000	\$0	
Bond Premium	\$0	\$0	\$0	\$0	
Sale of Fixed Assets	\$1,300,000	\$0	\$1,300,000	\$0	
Police Vehicle Extra Duty	\$400,000	\$47,030	\$400,000	\$0	
Sub-Total	\$16,700,000	\$47,030	\$16,700,000	\$0	
Section VI. Other Revenue Total	\$30,231,675	\$1,532,865	\$30,231,675	\$0	
General Fund Revenue Total	\$567,990,073	\$200,047,617	\$562,862,461	(\$5,127,612)	
Transfers From Other Sources	\$0	\$0	\$0	\$0	
Grand Total of FY 2020-21 GF Revenue	\$567,990,073	\$200,047,617	\$562,862,461	(\$5,127,612)	

**GENERAL FUND REVENUE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	A	B	C	D C - A	
Account Description	FY 2020-21 Approved Budget	FY 2020-21 Recognized as 9/31/2020	FY 2020-21 Forecasted Thru 6/30/2021	+/- Variance Positive (Negative)	Comments

City Clerk Document Preservation 1000-20706 - July 2020 to June 2021

Start of Year Balance	Year to Date Revenue	Year to Date Expenditures	Current Balance
91,083	4,782	0	95,865

<u>Vendor</u>	<u>Expenditure Summary</u> Amount Paid	<u>Revenue Summary</u>
		Start of Year 91,083
		<u>Deposits:</u>
		July 676
		August 1,590
		September 1,632
		October 884
		November 0
		December 0
		January 0
		February 0
		March 0
		April 0
		May 0
		June 0

REVENUE SUMMARY ANALYSIS
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020

	{A}	{B}	{C}	{D}	{E}	{F}	{G}	{H}
	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	{F-E}	FY 20-21
	Thru 10/31/15	Thru 10/31/16	Thru 10/31/17	Thru 10/31/18	Thru 10/31/19	Thru 10/31/20	Fy 21 Vs 20	Budget
							YTD +/-	
CITY SOURCES								
PROPERTY TAXES	\$127,386,090	\$128,721,256	\$129,295,042	\$129,295,042	\$146,846,071	\$149,047,742	\$2,201,671	\$286,144,719
LICENSES, PERMITS & FEES	\$5,855,818	\$5,070,620	\$5,716,287	\$3,920,047	\$5,862,966	\$12,861,113	\$6,998,147	\$29,607,500
INVESTMENT INCOME	\$23,454	\$32,697	\$6,635	\$479,541	\$628,433	\$47,927	(\$580,506)	\$700,000
RENTS & FINES	\$1,794,945	\$68,220	\$1,623,766	\$1,552,387	\$1,608,406	\$215,985	(\$1,392,421)	\$6,226,800
PAYMENTS IN LIEU OF TAXES	\$717,624	\$713,722	\$619,240	\$149,766	\$376,376	\$378,266	\$1,890	\$6,543,675
OTHER TAXES AND ASSESSMENTS	\$577,310	\$3,392,439	\$871,297	\$621,917	\$768,764	\$731,831	(\$36,933)	\$5,375,000
MISCELLANEOUS & OTHER REVENUE	\$1,278,246	\$479,753	\$517,812	\$926,015	\$3,243,862	\$422,769	(\$2,821,093)	\$18,313,000
CITY SOURCES SUB-TOTAL	\$137,633,487	\$138,478,707	\$138,650,079	\$136,944,715	\$159,334,878	\$163,705,632	\$4,370,754	\$352,910,694
STATE SOURCES								
STATE GRANTS FOR EDUCATION	\$39,909,295	\$40,678,096	\$43,673,125	\$0	\$35,627,381	\$35,627,381	\$0	\$146,276,545
STATE GRANTS & PILOTS	\$49,315,775	\$63,822,758	\$0	\$57,562,376	\$0	\$714,604	\$714,604	\$68,802,834
STATE SOURCES SUB-TOTAL	\$89,225,070	\$104,500,854	\$43,673,125	\$57,562,376	\$35,627,381	\$36,341,985	\$714,604	\$215,079,379
GRAND TOTAL	\$226,858,557	\$242,979,561	\$182,323,204	\$194,507,091	\$194,962,259	\$200,047,617	\$5,085,358	\$567,990,073

**SUMMARY OF TAX COLLECTIONS
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

SUMMARY OF TAX COLLECTIONS

Collection Date	Fiscal Year 2015-16 Collections 10/30/2015	Fiscal Year 2016-17 Collections 10/28/2016	Fiscal Year 2017-18 Collections 10/27/2017	Fiscal Year 2018-19 Collections 11/2/2018	Fiscal Year 2019-20 Collections 11/1/2020	Fiscal Year 2020-21 Collections 10/30/2020	Fiscal Year 2020-21 Budget	FY 2020-21 % Collected
<u>I. Current Taxes</u>								
Real Estate	\$103,273,902	\$104,322,651	\$106,092,884	\$119,414,304	\$118,652,279	\$122,128,516	\$235,512,431	52%
Personal Property	\$14,728,776	\$14,736,724	\$14,268,820	\$15,449,935	\$16,107,574	\$15,302,663	\$27,880,227	55%
Motor Vehicle	\$8,268,146	\$8,631,963	\$7,813,916	\$10,262,938	\$10,478,231	\$10,588,032	\$16,194,422	65%
Supplemental MV	\$0	\$0	\$0	\$0	\$0	\$0	\$2,030,027	0%
Current Interest	\$245,076	\$201,067	\$205,331	\$242,871	\$245,119	\$144,626	\$1,000,000	14%
Tax Initiative	\$0	\$0	\$0	\$0	\$0	\$0	\$1,177,612	0%
Sub-Total	\$126,515,900	\$127,892,405	\$128,380,951	\$145,370,048	\$145,483,203	\$148,163,837	\$283,794,719	52%
<u>II. Delinquent Collections</u>								
Delinquent Taxes	\$654,823	\$686,516	\$771,756	\$859,581	\$1,098,068	\$729,858	\$1,650,000	44%
Delinquent Interest	\$215,367	\$142,335	\$154,646	\$205,405	\$264,800	\$154,047	\$700,000	22%
Sub-Total	\$870,190	\$828,851	\$926,402	\$1,064,986	\$1,362,868	\$883,905	\$2,350,000	38%
Grand Total Collections	\$127,386,090	\$128,721,256	\$129,307,353	\$146,435,034	\$146,846,071	\$149,047,742	\$286,144,719	52%

GENERAL FUND SELECTED EXPENDITURE PROJECTION

FISCAL YEAR 2020-2021

MONTH ENDING; OCTOBER 2020

A comparison of selected department's gross overtime and expenditures compared to the same period in the prior year are cited below.

Selected Department(s) Gross Overtime

	FY 17-18	FY 18-19	FY 19-20	FY 20-21	+/-	%
Fire gross ot	\$1,301,523	\$1,220,578	\$1,680,250	\$1,803,759	\$123,509	7%
Police gross ot	\$2,622,200	\$3,197,614	\$2,927,742	\$3,201,771	\$274,029	9%
Parks gross ot	\$174,359	\$156,789	\$198,419	\$0	(\$198,419)	-100%
PW gross ot	\$215,940	\$193,625	\$248,763	\$0	(\$248,763)	-100%
Parks/Public Works	\$0	\$0	\$0	\$112,423	\$112,423	100%
PS Comm ot	\$290,032	\$245,575	\$306,353	\$50,549	(\$255,804)	-83%
	\$4,604,054	\$5,014,181	\$5,361,527	\$5,168,502	\$347,346	7%

Selected Department(s) Expense Roll-Up Summary

Finance	Budget	FY 21 Projected	+/-	Comment
Salary	\$4,215,918	\$4,215,918	\$0	
Overtime	\$1,500	\$1,500	\$0	
Other Personnel Cost	\$650	\$650	\$0	
Utility	\$0	\$0	\$0	
Non-Personnel	\$7,360,277	\$7,165,277	\$195,000	
Total	\$11,578,345	\$11,383,345	\$195,000	

PS Communications	Budget	FY 21 Projected	+/-	Comment
Salary	\$3,165,392	\$3,000,000	\$165,392	
Overtime	\$250,000	\$300,000	(\$50,000)	
Other Personnel Cost	\$48,500	\$40,000	\$8,500	
Utility	\$0	\$0	\$0	
Non-Personnel	\$3,000	\$3,000	\$0	
Total	\$3,466,892	\$3,343,000	\$123,892	

Police	Budget	FY 21 Projected	+/-	Comment
Salary	\$32,554,116	\$31,333,478	\$1,220,638	
Overtime	\$7,054,888	\$9,200,000	(\$2,145,112)	
Other Personnel Cost	\$350,050	\$350,000	\$50	
Utility	\$0	\$0	\$0	
Non-Personnel	\$3,166,860	\$3,166,860	\$0	
Total	\$43,125,914	\$44,050,338	(\$924,424)	

GENERAL FUND SELECTED EXPENDITURE PROJECTION

FISCAL YEAR 2020-2021

MONTH ENDING; OCTOBER 2020

A comparison of selected department's gross overtime and expenditures compared to the same period in the prior year are cited below.

Selected Department(s) Expense Roll-Up Summary

Fire	Budget	FY 21 Projected	+/-	Comment
Salary	\$27,631,663	\$26,300,000	\$1,331,663	
Overtime	\$2,169,000	\$5,300,000	(\$3,131,000)	
Other Personnel Cost	\$2,643,300	\$2,643,300	\$0	
Utility	\$0	\$0	\$0	
Non-Personnel	\$1,165,295	\$1,165,295	\$0	
Total	\$33,609,258	\$35,408,595	(\$1,799,337)	

Health	Budget	FY 21 Projected	+/-	Comment
Salary	\$3,879,755	\$3,804,755	\$75,000	
Overtime	\$50,000	\$70,000	(\$20,000)	
Other Personnel Cost	\$14,000	\$14,000	\$0	
Utility	\$0	\$0	\$0	
Non-Personnel	\$169,237	\$169,237	\$0	
Total	\$4,112,992	\$4,057,992	\$55,000	

Youth & Recreation	Budget	FY 21 Projected	+/-	Comment
Salary	\$1,057,689	\$1,037,689	\$20,000	
Overtime	\$14,000	\$14,000	\$0	
Other Personnel Cost	\$0	\$0	\$0	
Utility	\$0	\$0	\$0	
Non-Personnel	\$1,220,000	\$1,220,000	\$0	
Total	\$2,291,689	\$2,271,689	\$20,000	

Parks & Public Works	Budget	FY 21 Projected	+/-	Comment
Salary	\$9,663,230	\$9,386,484	\$276,746	
Overtime	\$948,000	\$948,000	\$0	
Other Personnel Cost	\$84,400	\$84,400	\$0	
Utility	\$0	\$0	\$0	
Non-Personnel	\$5,236,100	\$5,236,100	\$0	
Total	\$15,931,730	\$15,654,984	\$276,746	

**GENERAL FUND EXPENDITURE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	A	B	C	D	E	F	G	H
					C + D	E / B		B - G
	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	+/- Variance
	Approved	Revised	YTD	Committed	Total YTD	% Budget	Forecasted Thru	Positive
City Agency	Budget	Budget	Expenditures	Encumbered	Expenditures	Expended	6/30/2021	(Negative)
Legislative Services	\$989,413	\$989,413	\$229,390	\$15,000	\$244,390	25%	\$974,413	\$15,000
Mayor's Office	\$954,196	\$954,196	\$239,777	\$125,065	\$364,842	38%	\$939,196	\$15,000
Chief Administrators Office	\$1,824,306	\$1,824,306	\$352,688	\$554,002	\$906,690	50%	\$1,794,306	\$30,000
Corporation Counsel	\$2,667,409	\$2,667,409	\$625,808	\$830,318	\$1,456,126	55%	\$2,637,409	\$30,000
Finance Department	\$11,578,345	\$11,578,345	\$4,717,627	\$2,934,957	\$7,652,585	66%	\$11,578,345	\$0
Information and Technology	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$0
Office of Assessment	\$773,453	\$773,453	\$202,000	\$15,917	\$217,917	28%	\$773,453	\$0
Central Utilities	\$7,330,072	\$7,330,072	\$1,089,504	\$5,949,303	\$7,038,807	96%	\$7,330,072	\$0
Library	\$4,023,843	\$4,023,843	\$1,137,291	\$640,596	\$1,777,887	44%	\$4,023,843	\$0
Park's and Recreation	\$0	\$0	(\$2,230)	\$0	(\$2,230)	0%	\$0	\$0
City Clerk's Office	\$519,980	\$519,980	\$117,904	\$85,253	\$203,156	39%	\$504,980	\$15,000
Registrar of Voters	\$1,059,020	\$1,059,020	\$299,259	\$140,191	\$439,450	41%	\$1,059,020	\$0
Public Safety/911	\$3,466,892	\$3,466,892	\$800,883	\$90,878	\$891,761	26%	\$3,343,000	\$123,892
Police Department	\$43,125,914	\$43,125,914	\$13,251,167	\$1,747,125	\$14,998,292	35%	\$44,050,338	(\$924,424)
Fire Department	\$33,609,258	\$33,609,258	\$11,179,598	\$1,299,047	\$12,478,645	37%	\$35,408,595	(\$1,799,337)
Health Department	\$4,112,992	\$4,112,992	\$875,349	\$99,572	\$974,921	24%	\$4,057,992	\$55,000
Fair Rent	\$127,034	\$127,034	\$42,410	\$1,250	\$43,660	34%	\$127,034	\$0
Elderly Services	\$771,606	\$771,606	\$140,878	\$92,966	\$233,844	30%	\$751,606	\$20,000
Youth Services	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$0
Services with Disabilities	\$96,804	\$96,804	\$32,565	\$3,844	\$36,409	38%	\$96,804	\$0
Community Services	\$2,583,589	\$2,583,589	\$409,727	\$1,073,433	\$1,483,161	57%	\$2,553,589	\$30,000
Recreation and Youth	\$2,291,689	\$2,291,689	\$1,423,821	\$2,000	\$1,425,821	62%	\$2,271,689	\$20,000
Vacancy Savings	(\$3,146,196)	(\$3,146,196)	\$0	\$0	\$0	0%	\$0	(\$3,146,196)
Various Organizations	\$1,105,295	\$1,105,295	\$355,145	\$365,000	\$720,145	65%	\$1,105,295	\$0
Non-Public Transportation	\$815,000	\$815,000	\$0	\$0	\$0	0%	\$815,000	\$0
FEMA Clean Up	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$0
Contract Reserve	\$3,200,000	\$3,200,000	\$1,696,390	\$0	\$1,696,390	53%	\$2,700,000	\$500,000
Expenditure Reserve	\$4,000,000	\$4,000,000	\$0	\$0	\$0	0%	\$3,500,000	\$500,000
Public Works	\$0	\$0	\$8,585	\$0	\$8,585	0%	\$0	\$0
Engineering	\$3,014,683	\$3,014,683	\$699,124	\$1,830,265	\$2,529,389	84%	\$2,969,683	\$45,000
Parks and Public Works	\$15,931,730	\$15,931,730	\$4,351,990	\$3,279,573	\$7,631,564	48%	\$15,654,984	\$276,746
Debt Service	\$56,955,151	\$56,955,151	\$35,667,604	\$0	\$35,667,604	63%	\$59,807,120	(\$2,851,969)
Master Lease	\$128,000	\$128,000	\$0	\$0	\$0	0%	\$128,000	\$0
Fund Bal. Replenishment	\$0	\$0	\$0	\$0	\$0	0%	\$0	\$0
Development Operating Sub.	\$350,000	\$350,000	\$0	\$2,715	\$2,715	1%	\$350,000	\$0
City Plan	\$716,127	\$716,127	\$222,440	\$27,431	\$249,871	35%	\$716,127	\$0
Transportation Traffic/Parking	\$3,290,155	\$3,290,155	\$683,891	\$442,212	\$1,126,103	34%	\$3,189,883	\$100,272
Commission on Equal Op.	\$217,659	\$217,659	\$68,329	\$3,000	\$71,329	33%	\$214,659	\$3,000
Office of Bld, Inspect& Enforc	\$1,133,959	\$1,133,959	\$325,572	\$16,235	\$341,807	30%	\$1,133,959	\$0
Economic Development	\$1,862,444	\$1,862,444	\$782,201	\$172,123	\$954,325	51%	\$1,851,529	\$10,915
Liveable Cities Initiatives	\$839,564	\$839,564	\$276,332	\$29,485	\$305,817	36%	\$824,564	\$15,000
Pension(s)	\$67,260,780	\$67,260,780	\$13,226,953	\$0	\$13,226,953	20%	\$67,260,780	\$0
Self-Insurance	\$5,600,000	\$5,600,000	\$3,799,257	\$0	\$3,799,257	68%	\$6,100,000	(\$500,000)
Employee Benefits	\$93,591,210	\$93,591,210	\$28,750,774	\$654,950	\$29,405,724	31%	\$93,791,210	(\$200,000)
Board of Education	\$189,218,697	\$189,218,697	\$35,948,670	\$58,422,494	\$94,371,164	50%	\$186,509,213	\$2,709,484
Total Expenditures	\$567,990,073	\$567,990,073	\$164,028,673	\$80,946,200	\$244,974,873	43.13%	\$572,897,690	(\$4,907,617)

**GENERAL FUND EXPENDITURE REPORT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

VARIOUS DEPARTMENTAL BREAKDOWNS

Agency	Approved	Revised	Y-T-D	Y-T-D	Y-T-D	% of	Total Projected	+/-
Name	Budget	Budget	Expenditures	Encumbered	Total Expenditure	Budget Expended	Expenditures	Bud VS Total
<u>Debt Service</u>								
Principal	28,322,660	28,322,660	19,517,359	0	19,517,359	69%	28,322,660	0
Interest	31,484,460	31,484,460	16,098,245	0	16,098,245	51%	31,484,460	0
Tans Interest	0	0	0	0	0	100%	0	0
Contractual Services	0	0	52,000	0	52,000	100%	0	0
Tans Premium	0	0	0	0	0	100%	0	0
FCAF (School Const. Inte	0	0	0	0	0	100%	0	0
Premium & Refunding	(2,851,969)	(2,851,969)	0	0	0	0%	0	(2,851,969)
Sub-Total	56,955,151	56,955,151	35,667,604	0	35,667,604	63%	59,807,120	(2,851,969)
<u>Operating Subsidies</u>								
Tweed NH Airport	300,000	300,000	0	0	0	0%	300,000	0
CT Open	0	0	0	0	0	0%	0	0
Regional Comm (AMR)	0	0	0	0	0	0%	0	0
New Haven Works	0	0	0	0	0	0%	0	0
US Census	0	0	0	0	0	0%	0	0
Canal Boathouse	50,000	50,000	0	2,715	2,715	100%	50,000	0
Market New Haven	0	0	0	0	0	0%	0	0
Sub-Total	350,000	350,000	0	2,715	2,715	1%	350,000	0
<u>Pension</u>								
Fica and Medicare	4,700,000	4,700,000	1,129,936	0	1,129,936	24%	4,700,000	0
City & BOE Pensions	22,665,766	22,665,766	12,000,000	0	12,000,000	53%	22,665,766	0
Police and Fire Pension	39,595,014	39,595,014	0	0	0	0%	39,595,014	0
State Teachers Subsidy	0	0	0	0	0	0%	0	0
Executive Mgmt. Pension	300,000	300,000	97,017	0	97,017	0%	300,000	0
Sub-Total	67,260,780	67,260,780	13,226,953	0	13,226,953	20%	67,260,780	0
<u>Self Insurance</u>								
City Self Insurance Policie	3,100,000	3,100,000	3,399,257	0	3,399,257	110%	3,600,000	(500,000)
City General Litigation Ac	2,500,000	2,500,000	400,000	0	400,000	16%	2,500,000	0
Sub-Total	5,600,000	5,600,000	3,799,257	0	3,799,257	68%	6,100,000	(500,000)
<u>Employee Benefits</u>								
Life Insurance	730,000	730,000	0	0	0	0%	730,000	0
Health Insurance	83,668,210	83,668,210	27,238,684	0	27,238,684	33%	83,668,210	0
Workers Comp Contract	1,000,000	1,000,000	128,184	654,950	783,134	78%	1,000,000	0
Workers Comp Pay.	6,500,000	6,500,000	2,100,000	0	2,100,000	32%	6,700,000	(200,000)
Perfect Attendance	18,000	18,000	0	0	0	0%	18,000	0
Longevity	690,000	690,000	5,230	0	5,230	1%	690,000	0
Unemployment	355,000	355,000	0	0	0	0%	355,000	0
Reserve Lump Sum	225,000	225,000	(721,325)	0	(721,325)	-321%	225,000	0
GASB (Opeb)	405,000	405,000	0	0	0	0%	405,000	0
Sub-Total	93,591,210	93,591,210	28,750,774	654,950	29,405,724	31%	93,791,210	(200,000)



NEW HAVEN PUBLIC SCHOOLS

Fiscal Year 2020-21
Education Operating Fund Forecast (General Fund)

Monthly Financial Report (Unaudited) as of November 12, 2020

Account Descriptions	2020/21 Approved Budget (A)	YTD Actuals (B)	YTD % Expended	Encumbrances (C)	Available (A-B-C)	As of 8/31/20		As of 11/12/20	
						Full-Year Expenditure Forecast as of 8/31/2020 (D)	Full Year Variance (A-D)	Full-Year Expenditure Forecast as of 11/12/20 (E)	Full Year Variance (A-E)
Salary and Wages									
Teacher Full-Time	\$74,343,383	\$22,406,295	30.14%	\$0	\$51,937,088	74,343,383	\$0	\$73,358,401	\$984,982
Admin & Management Full-Time	\$15,735,850	\$6,294,570	40.00%	\$0	\$9,441,280	15,735,850	\$0	\$19,105,256	(\$3,369,406)
Paraprofessionals	\$3,444,881	\$1,145,053	33.24%	\$0	\$2,299,828	3,444,881	\$0	\$4,034,496	(\$589,615)
Support Staff Full-Time	\$12,744,318	\$3,728,526	29.26%	\$0	\$9,015,792	12,744,318	\$0	\$10,773,020	\$1,971,298
Part Time & Seasonal	\$3,572,683	\$246,236	6.89%	\$145,326	\$3,181,121	3,572,683	\$0	\$1,381,499	\$2,191,184
Substitutes	\$1,550,000	\$146,010	9.42%	\$0	\$1,403,990	1,550,000	\$0	\$1,355,505	\$194,495
Overtime, Benefits, Other	\$3,700,500	\$851,512	23.01%	\$21,224	\$2,827,764	3,700,500	\$0	\$3,733,563	(\$33,063)
Total Salaries and Benefits	\$115,091,615	\$34,818,202	30.25%	\$166,550	\$80,106,863	115,091,615	\$0	\$113,741,740	\$1,349,875
Supplies and Services									
Instructional Supplies	\$3,322,702	\$783,335	23.58%	\$2,564,964	(\$25,597)	3,322,702	\$0	\$3,838,298	(\$515,596)
Tuition	\$20,302,634	\$900,693	4.44%	\$21,163,420	(\$1,761,479)	20,302,634	\$0	\$19,064,113	\$1,238,521
Utilities	\$10,532,200	\$1,784,686	16.95%	\$8,426,161	\$321,353	10,532,200	\$0	\$10,210,847	\$321,353
Transportation	\$22,788,125	\$86,653	0.38%	\$22,364,544	\$336,928	22,788,125	\$0	\$23,680,568	(\$892,443)
Maintenance, Property, Custodial	\$2,349,390	\$456,134	19.41%	\$1,227,812	\$665,444	2,349,390	\$0	\$1,683,946	\$665,444
Other Contractual Services	\$14,831,971	\$4,145,325	27.95%	\$9,219,376	\$1,467,270	14,831,971	\$0	\$14,289,701	\$542,270
						3,700,500			
Total Supplies and Services	\$74,127,022	\$8,156,826	11.00%	\$64,966,277	\$1,003,919	74,127,022	\$0	\$72,767,473	\$1,359,549
General Fund Totals	\$189,218,637	\$42,975,028	22.71%	\$65,132,827	\$81,110,782	189,218,637	\$0	\$186,509,213	\$2,709,424



NEW HAVEN PUBLIC SCHOOLS

**Fiscal Year 2020-21
Education Operating Fund Forecast (General Fund)**

Monthly Financial Report (Unaudited) as of November 12, 2020

Key assumptions to the November 12 forecast:

- In-person instruction resumes January 3 (we recognize this is arbitrary at this point).
- We only receive half of the Magnet School Transportation Grant.
- We annualized the November 13 payroll for the full year.
- Revenue estimates so far are conservative and not fully projected or allocated.

What's driving the current surplus projection:

- Teacher salaries – wage freeze in 2020-21 in the new contract and hiring diligence since January 2020.
- Vacancies impacting salary expenses for non-instructional full-time positions.
- Substitutes so far look favorable, even with ADA accommodations for certified staff and slight increase in daily rate because of change in minimum wage.
- In general, lower spending with buildings not in use.

NEW HAVEN POLICE DEPARTMENT MONTH ENDING; OCTOBER 2020

Vacancies Count through October 31, 2020

Sworn Position Count through October 31, 2020

Title	FY 2018-19	FY 2019-20	FY 2020-21	Total Positions	Filled	Vacant
Police Chief	0	0	0	1	1	0
Assistant Chiefs	0	1	0	3	3	0
Assistant Chiefs (\$1.00)	0	0	1	1	0	1
Police Captain	2	3	2	3	1	2
Police Captain (\$1.00)	2	1	0	0	0	0
Police Lieutenant	2	5	5	17	12	5
Police Sergeant	9	13	9	45	36	9
Police Detective	10	8	2	54	52	2
Police Officer	37	45	24	266	242	24
Police Officer (\$1.00)	27	3	16	16	0	16
Total	89	79	59	406	347	59

**\$1.00= position in the approved budget as \$1.00 place holders

**\$1.00= position in the approved budget as \$1.00 place holders

OVERALL DEPARTMENT DEMOGRAPHICS

<u>ETHNICITY</u>	ASIAN	BLACK	HISPANIC	INDIAN	WHITE	OTHER	TOTAL
FEMALE	1	27	18	0	43	0	89
MALE	4	57	57	0	190	0	308
TOTAL	5	84	75	0	233	0	397
PERCENTAGE	1%	21%	19%	0%	59%	0%	100%

<u>AGE RANGES</u>	FEMALE	MALE	TOTAL	PCT
18-29	13	48	61	15%
30-40	38	143	181	46%
41-50	21	82	103	26%
>50	17	35	52	13%
TOTAL	89	308	397	100%

<u>RESIDENCY COUNT</u>	NEW HAVEN	HAMDEN	EAST HAVEN	WEST HAVEN	BRANFORD	OTHER CITIES/TOWNS
OVERALL DEPT	77	44	21	21	14	220
	19%	11%	5%	5%	4%	55%

NEW HAVEN POLICE DEPARTMENT MONTH ENDING; OCTOBER 2020

ACTIVE SWORN PERSONNEL DEMOGRAPHICS

<u>EMPLOYEE COUNT</u>		
	FEMALE	MALE
Police Chief	0	1
Assistant Chiefs	1	2
Police Captain	0	1
Police Lieutenant	2	10
Police Sergeant	4	32
Police Detective	13	39
Police Officer	35	207
<hr/>		
TOTAL	55	292
TOTAL PERCENTAGE	16%	84%

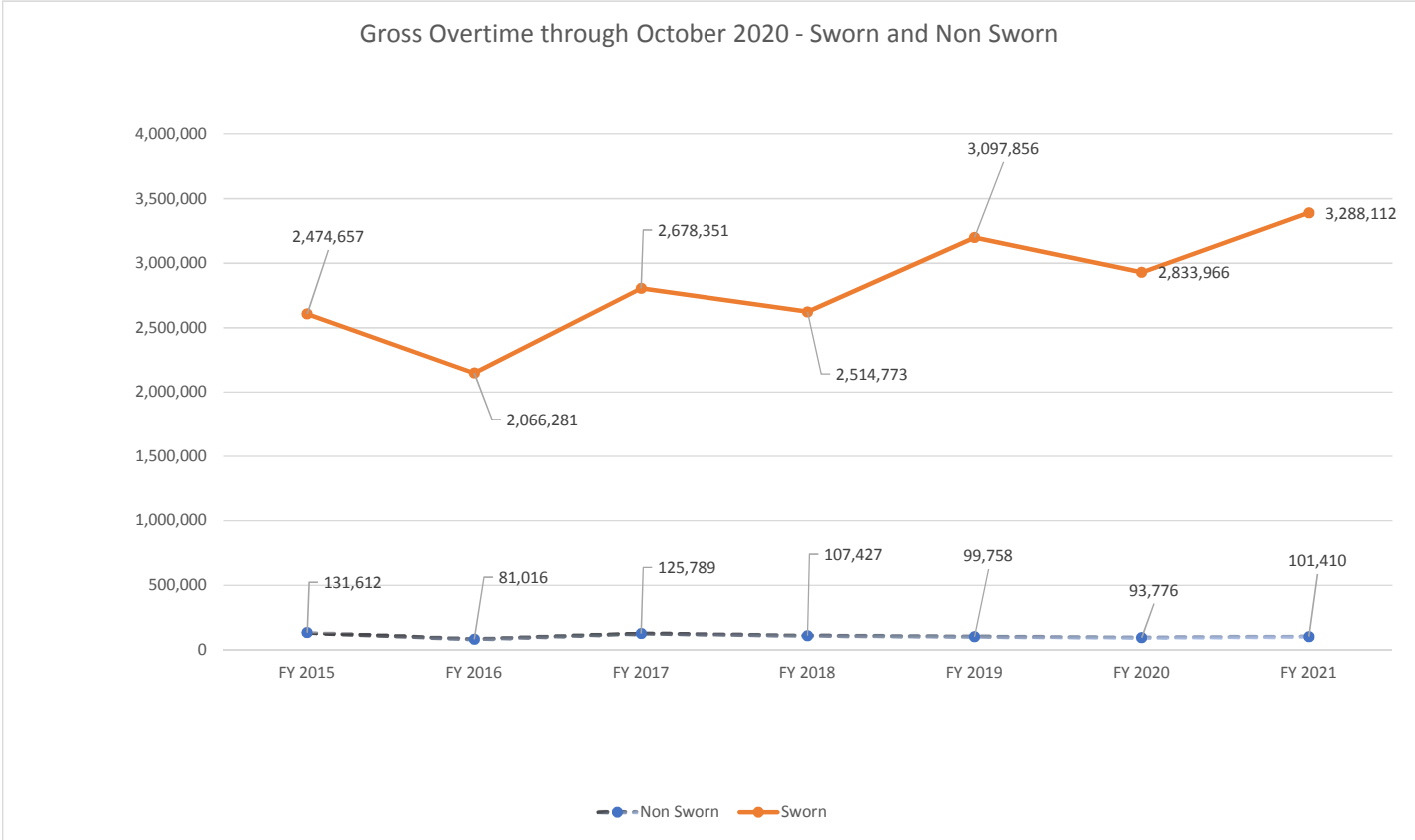
<u>AGE RANGES</u>				
TITLE	18-29	30-40	41-50	>50
POLICE CHIEF	0	0	1	0
ASSISTANT POLICE CHIEFS	0	0	2	1
POLICE CAPTAIN	0	0	0	1
POLICE LIEUTENANT	0	6	5	1
POLICE SERGEANT	0	15	19	2
POLICE DETECTIVE	2	31	15	4
POLICE OFFICER	57	118	49	18
<hr/>				
TOTAL	59	170	91	27
PERCENTAGE	17%	49%	26%	8%

NEW HAVEN POLICE DEPARTMENT MONTH ENDING; OCTOBER 2020

THREE YEAR BUDGET HISTORY

FY 2018	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$33,161,697	\$0	\$33,161,697	\$30,385,564	\$2,776,133	92%
	Overtime	\$4,142,684	\$0	\$4,142,684	\$7,054,489	(\$2,911,805)	170%
	Other Personnel	\$474,150	\$0	\$474,150	\$529,500	(\$55,350)	112%
	Utilities	\$590,981	\$0	\$590,981	\$568,897	\$22,084	96%
	Non-Personnel	\$2,644,489	\$0	\$2,644,489	\$2,343,319	\$301,170	89%
FY 2018 Operating Result Surplus/(Deficit)		\$41,014,001	\$0	\$41,014,001	\$40,892,295	\$121,706	100%
FY 2019	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$33,878,686	\$0	\$33,878,686	\$30,320,113	\$3,558,573	89%
	Overtime	\$4,412,684	\$0	\$4,412,684	\$7,857,091	(\$3,444,407)	178%
	Other Personnel	\$474,150	\$0	\$474,150	\$447,713	\$26,437	94%
	Utilities	\$570,981	\$0	\$570,981	\$569,931	\$1,050	100%
	Non-Personnel	\$2,561,416	\$0	\$2,561,416	\$2,370,663	\$190,753	93%
FY 2019 Operating Result Surplus/(Deficit)		\$41,897,917	\$0	\$41,897,917	\$41,565,511	\$332,407	99%
FY 2020 [unaudited]	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$32,927,607	\$0	\$32,927,607	\$28,939,939	\$3,987,668	88%
	Overtime	\$5,550,000	\$0	\$5,550,000	\$7,818,771	(\$2,268,771)	141%
	Other Personnel	\$474,150	\$0	\$474,150	\$322,408	\$151,742	68%
	Utilities	\$0	\$0	\$0	\$0	\$0	0%
	Non-Personnel	\$2,580,782	\$0	\$2,580,782	\$1,790,525	\$790,257	69%
FY 2020 Operating Result Surplus/(Deficit)		\$41,532,539	\$0	\$41,532,539	\$38,871,643	\$2,660,896	94%
FY 2021 [Budget]	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$32,554,116	\$0	\$32,554,116	\$31,333,478	\$1,220,638	96%
	Overtime	\$7,054,888	\$0	\$7,054,888	\$9,200,000	(\$2,145,112)	130%
	Other Personnel	\$350,050	\$0	\$350,050	\$350,000	\$50	100%
	Utilities	\$0	\$0	\$0	\$0	\$0	0%
	Non-Personnel	\$3,166,860	\$0	\$3,166,860	\$3,166,860	\$0	100%
FY 2021 Operating Result Surplus/(Deficit)		\$43,125,914	\$0	\$43,125,914	\$44,050,338	(\$924,424)	102%

NEW HAVEN POLICE DEPARTMENT MONTH ENDING; OCTOBER 2020



NEW HAVEN POLICE DEPARTMENT MONTH ENDING; OCTOBER 2020

CRIME COMPARISON REPORT						
<i>This report covers periods:</i>						
Year to Date (YTD):		1/1/2020	to	10/31/2020		
VIOLENT CRIME:						
	2020	2019	2018	2017	Change 2017 - 2020	Change 2019 - 2020
Murder Victims	18	9	9	7	157.1%	100.0%
Felony Sex. Assault	24	36	45	6	300.0%	-33.3%
Robbery	270	255	251	305	-11.5%	5.9%
Assault with Firearm Victims	94	67	46	55	70.9%	40.3%
Agg. Assault (NIBRS)	325	586	463	465	-30.1%	-44.5%
Total:	731	953	814	838	-12.8%	-23.3%
PROPERTY CRIME:						
	2020	2019	2018	2017	Change 2017 - 2020	Change 2019 - 2020
Burglary	422	553	553	697	-39.5%	-23.7%
MV Theft	546	547	530	501	9.0%	-0.2%
Larceny from Vehicle	593	862	876	790	-24.9%	-31.2%
Other Larceny	2,110	2,217	2,172	2,464	-14.4%	-4.8%
Total:	3,671	4,179	4,131	4,452	-17.5%	-12.2%
OTHER CRIME:						
	2020	2019	2018	2017	Change 2017 - 2020	Change 2019 - 2020
Simple Assault	788	1,665	1,673	1,758	-55.2%	-52.7%
Prostitution	0	2	5	6	-100.0%	-100.0%
Drugs & Narcotics	710	1,119	1,254	1,503	-52.8%	-36.6%
Vandalism	1,604	2,036	1,847	2,030	-21.0%	-21.2%
Intimidation/Threatening-no force	1,579	988	1,003	1,020	54.8%	59.8%
Weapons Violation	424	421	338	349	21.5%	0.7%
Total:	5,105	6,231	6,120	6,666	-23.4%	-18.1%
FIREARM DISCHARGE:						
	2020	2019	2018	2017	Change 2017 - 2020	Change 2019 - 2020
Firearm Discharge	189	130	83	113	67.3%	45.4%

NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020

Vacancies Count through October 31, 2020							
Suppression				Non-Suppression			
Title	FY 2018-19	FY 2019-20	FY 2020-21	Title	FY 2018-19	FY 2019-20	FY 2020-21
Fire Chief	0	0	0	Director of Training	0	0	0
Asst Chief Administration	0	0	1	Drillmaster	0	0	1
Asst Chief Operations	0	0	0	Assistant Drillmaster	3	3	3
Deputy Chief	0	0	1	Assistant Drillmaster (\$1.00)	2	2	2
Battalion Chief	0	0	0	Fire Marshal	0	1	1
Captain	0	0	0	Deputy Fire Marshal	0	1	0
Lieutenant	0	1	3	Executive Administrative Assist	0	0	0
Firefighter/EMT	26	6	11	Admin Asst I	0	0	0
Firefighter/EMT (\$1.00)	3	0	0	Admin Asst II	0	0	0
				Fire Inspector/Investigator	0	0	0
				Fire Investigator Supv	0	0	0
				Fire Prop & Equip Tech	0	0	0
				Life Safety Comp Ofcr	0	0	0
				Public Assembly Inspector	0	0	0
				Security Analyst	0	1	1
				Special Mechanic	0	0	0
				Special Mechanic Fire	0	0	1
				Supv Building Facilities	0	0	0
				Supv EMS	0	0	1
Total	29	7	16	Total	5	8	10

****\$1.00= position in the approved budget as \$1.00 place holders**

NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020

Position Count through October 31, 2020							
Suppression				Non-Suppression			
Title	Total	Filled	Vacant	Title	Total	Filled	Vacant
Fire Chief	1	1	0	Director of Training	1	1	0
Asst Chief Administration	1	0	1	Drillmaster	1	0	1
Asst Chief Operations	1	1	0	Assistant Drillmaster	3	0	3
Deputy Chief	4	3	1	Assistant Drillmaster (\$1.00)	2	0	2
Battalion Chief	8	8	0	Fire Marshal	1	0	1
Captain	25	25	0	Deputy Fire Marshal	1	1	0
Lieutenant	40	40	0	Executive Administrative Assist	1	1	0
Firefighter/EMT	236	229	7	Admin Asst I	1	1	0
				Admin Asst II	1	1	0
				Fire Inspector/Investigator	6	6	0
				Fire Investigator Supv	1	1	0
				Fire Prop & Equip Tech	2	2	0
				Life Safety Comp Ofcr	1	1	0
				Public Assembly Inspector	1	1	0
				Security Analyst	1	0	1
				Special Mechanic	2	2	0
				Special Mechanic Fire	1	0	1
				Supv Building Facilities	1	1	0
				Supv EMS	1	0	1
Total	316	307	9	Total	29	19	10

NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020

OVERALL DEPARTMENT DEMOGRAPHICS

<u>ETHNICITY</u>	ASIAN	BLACK	HISPANIC	INDIAN	WHITE	OTHER	TOTAL
FEMALE	0	10	3	0	7	0	20
MALE	2	71	43	0	181	1	298
TOTAL	2	81	46	0	188	1	318
PERCENTAGE	1%	25%	14%	0%	59%	0%	100%

<u>AGE RANGES</u>	FEMALE	MALE	TOTAL	PCT
18-29	3	65	68	21%
30-40	3	114	117	37%
41-50	8	73	81	25%
>50	6	46	52	16%
TOTAL	20	298	318	100%

<u>RESIDENCY COUNT</u>	BRANFORD	EAST HAVEN	HAMDEN	NEW HAVEN	WEST HAVEN	OTHER CITIES/TOWNS
OVERALL DEPT	9	17	32	92	12	156
	3%	5%	10%	29%	4%	49%

NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020

ACTIVE SUPPRESSION PERSONNEL DEMOGRAPHICS

<u>EMPLOYEE COUNT</u>		
	FEMALE	MALE
Fire Chief	0	1
Asst Chief Administration	0	0
Asst Chief Operations	0	1
Deputy Chief	0	3
Battalion Chief	0	8
Captain	0	24
Lieutenant	0	37
Firefighter	12	211
<hr/>		
TOTAL	12	285
TOTAL PERCENTAGE	4%	96%

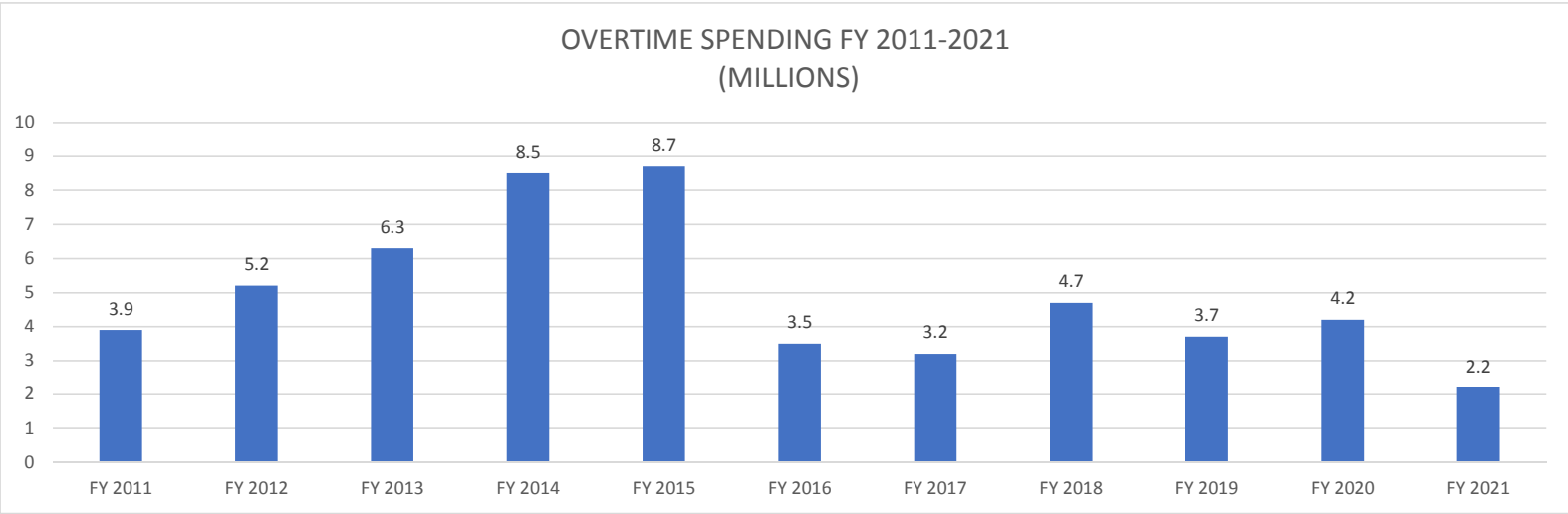
<u>AGE RANGES</u>				
TITLE	18-29	30-40	41-50	>50
Fire Chief	0	0	0	1
Asst Chief Administration	0	0	0	0
Asst Chief Operations	0	0	0	1
Deputy Chief	0	0	3	0
Battalion Chief	0	1	5	2
Captain	1	7	10	6
Lieutenant	5	17	12	3
Firefighter	61	90	42	30
<hr/>				
TOTAL	67	115	72	43
PERCENTAGE	23%	39%	24%	14%

NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020

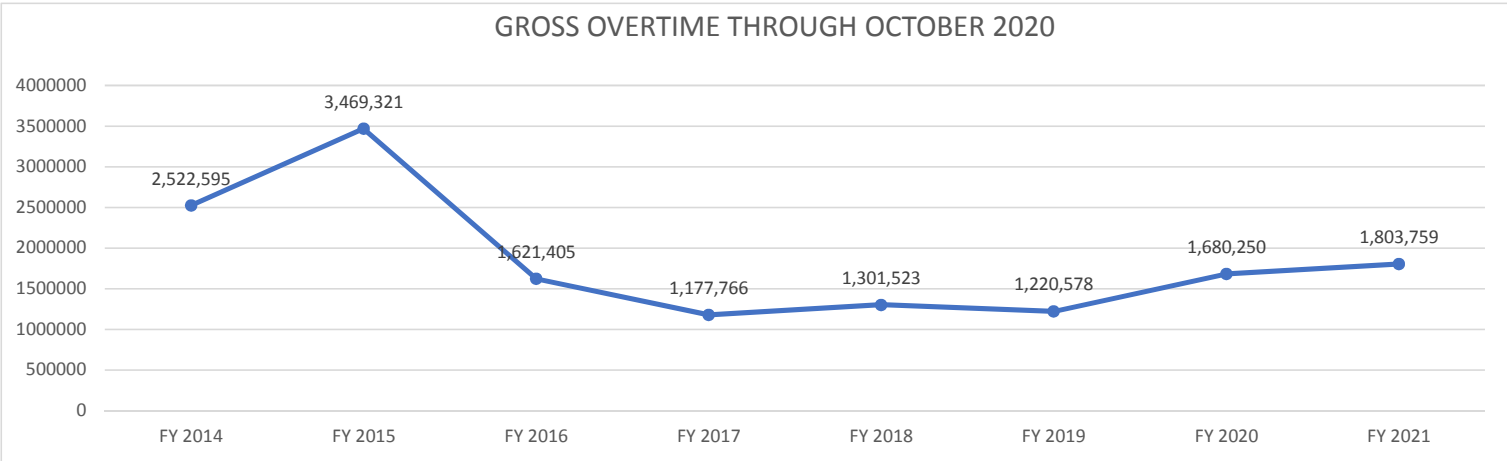
THREE YEAR BUDGET HISTORY

FY 2018	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$24,037,403	\$1,100,000	\$25,137,403	\$25,408,117	(\$270,714)	101%
	Overtime	\$1,869,000	\$2,800,000	\$4,669,000	\$4,673,368	(\$4,368)	100%
	Other Personnel	\$2,655,300	\$0	\$2,655,300	\$2,503,245	\$152,055	94%
	Utilities	\$1,393,400	\$0	\$1,393,400	\$1,603,181	(\$209,781)	115%
	Non-Personnel	\$1,515,695	\$0	\$1,515,695	\$1,120,292	\$395,403	74%
2,018 Total		\$31,470,798	\$3,900,000	\$35,370,798	\$35,308,203	\$62,595	100%
FY 2019	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$25,398,178	\$0	\$25,398,178	\$25,615,519	(\$217,341)	101%
	Overtime	\$2,169,000	\$1,100,000	\$3,269,000	\$3,796,434	(\$527,434)	116%
	Other Personnel	\$2,655,300	\$0	\$2,655,300	\$2,414,498	\$240,802	91%
	Utilities	\$1,503,000	\$0	\$1,503,000	\$1,634,623	(\$131,623)	109%
	Non-Personnel	\$1,505,295	\$0	\$1,505,295	\$1,417,649	\$87,646	94%
2,019 Total		\$33,230,773	\$1,100,000	\$34,330,773	\$34,878,723	(\$547,950)	102%
FY 2020 [unaudited]	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$27,546,852	\$0	\$27,546,852	\$26,801,295	\$745,557	97%
	Overtime	\$2,169,000	\$0	\$2,169,000	\$4,241,162	(\$2,072,162)	196%
	Other Personnel	\$2,643,300	\$0	\$2,643,300	\$2,566,753	\$76,547	97%
	Utilities	\$0	\$0	\$0	\$0	\$0	0%
	Non-Personnel	\$1,338,295	\$0	\$1,338,295	\$1,362,938	(\$24,643)	102%
2,020 Total		\$33,697,447	\$0	\$33,697,447	\$34,972,148	(\$1,274,701)	104%
FY 2021 [budget]	Category	Original Budget	Transfers	Revised Budget	Actuals	Available	PCT Budget
	Salaries	\$27,631,663	\$0	\$27,631,663	\$26,300,000	\$1,331,663	95%
	Overtime	\$2,169,000	\$0	\$2,169,000	\$5,300,000	(\$3,131,000)	244%
	Other Personnel	\$2,643,300	\$0	\$2,643,300	\$2,643,300	\$0	100%
	Utilities	\$0	\$0	\$0	\$0	\$0	0%
	Non-Personnel	\$1,165,295	\$0	\$1,165,295	\$1,165,295	\$0	100%
2,021 Total		\$33,609,258	\$0	\$33,609,258	\$35,408,595	(\$1,799,337)	105%

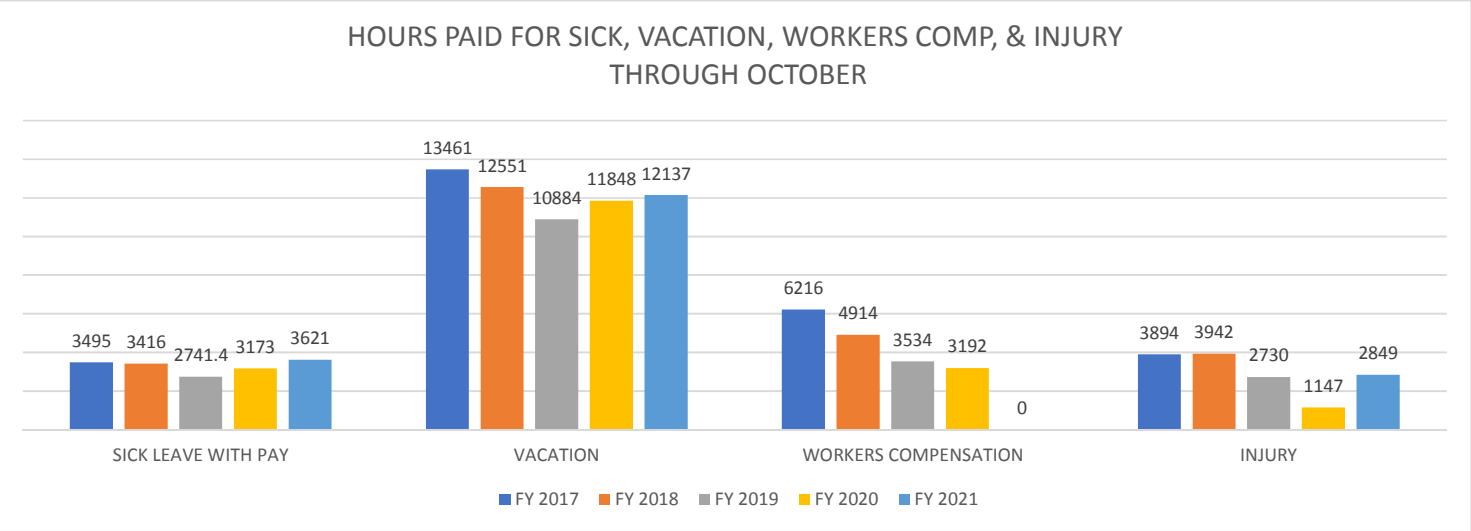
NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020



FY 2014-2019 (Actual), FY 2020 Actual - Unaudited, FY 2021 Budget



NEW HAVEN FIRE DEPARTMENT MONTH ENDING; OCTOBER 2020



SUMMARY OF GROSS OVERTIME BY DEPARTMENT, BY WEEK
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020

AGENCY	w/e 10/2/2020	w/e 10/9/2020	w/e 10/16/2020	w/e 10/23/2020	w/e 10/30/2020	Gross Overtime
111 - Legislative Services	\$0	\$0	\$413	\$0	\$258	\$672
131 Mayor's Office	\$0	\$0	\$0	\$0	\$0	\$0
132 Chief Administrative Office	\$1,302	\$180	\$90	\$653	\$576	\$2,801
133 - Corporation Counsel	\$0	\$0	\$0	\$0	\$0	\$0
137 - Finance	\$0	\$0	\$0	\$0	\$0	\$0
138 - Information and Technology	\$0	\$0	\$0	\$0	\$0	\$0
139 - Office of Assessment	\$0	\$0	\$0	\$0	\$0	\$0
152 - Library	\$0	\$0	\$0	\$0	\$0	\$0
160 - Park's and Recreation	\$0	\$0	\$0	\$0	\$0	\$0
161 - City Town Clerk	\$272	\$326	\$452	\$692	\$440	\$2,182
162 - Registrar of Voters	\$1,191	\$1,626	\$1,297	\$2,052	\$3,745	\$9,911
200 - Public Safety Communication	\$9,824	\$9,427	\$6,302	\$12,753	\$12,244	\$50,549
201 - Police Services	\$205,865	\$220,237	\$219,012	\$225,625	\$194,660	\$1,065,399
202 - Fire Services	\$110,906	\$99,033	\$91,230	\$134,903	\$81,372	\$517,445
301 - Health Department	\$510	\$483	\$739	\$483	\$613	\$2,828
309 - Youth and Recreation	\$261	\$0	\$0	\$0	\$0	\$261
504 - Parks and Public Works	\$4,735	\$6,127	\$4,517	\$3,585	\$3,044	\$22,008
702 - City Plan	\$363	\$0	\$0	\$0	\$0	\$363
704 - Transportation, Traffic and Parking	\$1,644	\$2,189	\$1,969	\$1,423	\$3,133	\$10,358
721 - Office of Bldg., Inspection & Enforcement	\$1,465	\$1,356	\$936	\$235	\$527	\$4,519
747 - Livable Cities Initiative	\$0	\$0	\$0	\$329	\$0	\$329
900 - Board of Education	\$45,504	\$42,076	\$45,330	\$41,818	\$51,909	\$226,637
Grand Total	\$383,841	\$383,059	\$372,288	\$424,550	\$352,523	\$1,916,262

SUMMARY OF OVERTIME BY DEPARTMENT, BY MONTH
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020

AGENCY	JULY	AUG.	SEPT	OCT	GROSS EXPEND.	Reimbursements Year to Date	Net Total	ORIGINAL BUDGET	REVISED BUDGET	BALANCE	PCT Expended
111 - Legislative Services	\$300	\$0	\$482	\$672	\$1,453	\$0	\$1,453	\$10,000	\$10,000	\$8,547	15%
131 - Mayor's Office	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%
132 - Chief Administrative Office	\$1,414	\$829	\$1,297	\$2,801	\$6,341	\$0	\$6,341	\$30,000	\$30,000	\$23,659	21%
133 - Corporation Counsel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%
137 - Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,500	\$1,500	\$1,500	0%
138 - Information and Technology	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%
139 - Office of Assessment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$100	\$100	\$100	0%
152 - Library	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%
160 - Park's and Recreation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!
161 - City Town Clerk	\$617	\$1,958	\$93	\$2,182	\$4,850	\$0	\$4,850	\$9,000	\$9,000	\$4,150	54%
162 - Registrar of Voters	\$0	\$9,155	\$1,333	\$9,911	\$20,398	\$0	\$20,398	\$30,000	\$30,000	\$9,602	68%
200 - Public Safety Communication	\$49,721	\$38,130	\$41,107	\$50,549	\$179,507	(\$128,957)	\$50,549	\$250,000	\$250,000	\$199,451	20%
201 - Police Services	\$970,980	\$819,455	\$800,948	\$1,065,399	\$3,656,782	(\$455,011)	\$3,201,771	\$7,054,888	\$7,054,888	\$3,853,117	45%
202 - Fire Services	\$390,334	\$486,012	\$409,968	\$517,445	\$1,803,759	\$0	\$1,803,759	\$2,169,000	\$2,169,000	\$365,241	83%
301 - Health Department	\$3,287	\$2,099	\$3,532	\$2,828	\$11,747	\$0	\$11,747	\$50,000	\$50,000	\$38,253	23%
309 - Youth and Recreation	\$527	\$2,149	\$1,256	\$261	\$4,192	\$0	\$4,192	\$14,000	\$14,000	\$9,808	30%
504 - Parks and Public Works	\$37,977	\$31,157	\$21,281	\$22,008	\$112,423	\$0	\$112,423	\$948,000	\$948,000	\$835,577	12%
702 - City Plan	\$336	\$227	\$0	\$363	\$926	\$0	\$926	\$5,500	\$5,500	\$4,574	17%
704 - Transportation, Traffic and	\$6,315	\$9,265	\$7,466	\$10,358	\$33,404	\$0	\$33,404	\$130,750	\$130,750	\$97,346	26%
721 - Office of Bldg., Inspection and	\$657	\$6,091	\$1,520	\$4,519	\$12,787	\$0	\$12,787	\$15,000	\$15,000	\$2,213	85%
747 - Livable Cities Initiative	\$0	\$301	\$150	\$329	\$779	\$0	\$779	\$13,000	\$13,000	\$12,221	6%
900 - Board of Education	\$68,479	\$140,870	\$177,955	\$226,637	\$613,941	\$0	\$613,941	\$1,230,500	\$1,230,500	\$616,559	50%
TOTAL	\$1,530,945	\$1,547,698	\$1,468,387	\$1,916,262	\$6,463,291	(\$583,968)	\$5,879,322	\$11,961,238	\$11,961,238	\$6,081,916	49%

SUMMARY OF INVESTMENTS
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020

GENERAL FUND INVESTMENTS							
Fund Type	Date	Term/ Days	Bank	Rate	Type	Principal Amount	Interest Amount
GENERAL	Oct	Daily	CITIZENS	0.20%	MMA	19,771,693.90	2,926.82
GENERAL	Oct	Daily	WEBSTER	0.15%	MMA	5,437,462.19	775.40
CAPITAL	Oct	Daily	DREYFUS	0.02%	MMA	77,262,518.44	1,422.95
GENERAL	Oct	Daily	TD BANK	0.25%	MMA	6,613,900.81	1,003.91
CWF	Oct	Daily	TD BANK	0.25%	MMA	596,093.25	82.54
GENERAL-TR	Oct	Daily	TD BANK	0.25%	MMA	1,290,492.43	151.27
GENERAL-Cirma	Oct	Daily	TD BANK	0.00%	MMA	77,550.07	0.00
GENERAL-INV	Oct	Daily	TD BANK	0.25%	MMA	20,017,206.53	2,401.80
GENERAL	Oct	Daily	NEW HAVEN BA	0.40%	MMA	256,846.16	84.18
GENERAL	Oct	Daily	SANTANDER	0.10%	MMA	598,099.85	50.65
GENERAL	Oct	Daily	PEOPLES BANK	0.20%	MMA	3,034,356.39	497.39
GENERAL-SC	Oct	Daily	STIF	0.06%	MMA	6,992,003.77	385.07
GENERAL	Oct	Daily	STIF	0.06%	MMA	21,847,538.62	798.35
Total General Fund Interest Earned							10,580.33

SPECIAL FUND INVESTMENTS							
Fund Type	Date	Term/ Days	Bank	Rate	Type	Principal Amount	Interest Amount
SPECIAL FUNDS	Oct	Daily	TD BANK	0.25%	MMA	3,377,451.42	561.81
Total Special Fund Interest Earned							561.81

**SUMMARY OF OUTSTANDING DEBT
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

	Bonds Outstanding as of 6/30/20	Principal Retired 7/20-9/20	Principal Retired in October 2020	FY2021 G.O. Bonds and QZAB Bonds	Principal Defeased	Outstanding Balance October 31, 2020
General Obligation						
City	441,814,724.74	11,937,838.37	-			429,876,886.37
Education	210,703,040.85	7,317,161.63	-			203,385,879.22
Outstanding Balance October 31, 2020						633,262,765.59

Includes: General Obligation and Qualified Zone Academy Bond:

CWF bonds are no longer is City's name.

As of 7/1/07, CWF debt became a cost sharing agreement.

**SUMMARY OF PERSONNEL
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020
FULL TIME PERSONNEL**

EFF DATE	FUND	AGENCY	JOB TITLE	LAST NAME	FIRST NAME	SALARY	COMMENTS	RESIDENCY
10/5/2020	SF	Livable Cities Initiative	Housing Code Inspector	Caprio	Nicholas	\$61,006.00		North Haven
10/5/2020	SF	Livable Cities Initiative	Housing Code Inspector	Peeples	Joseph	\$61,006.00		Cheshire
10/5/2020	SF	Livable Cities Initiative	Housing Code Inspector	Lahey	John	\$61,006.00		East Haven
10/12/2020	GF	Livable Cities Initiative	Acting Executive Director of LCI	Samuel	Arlevia	\$125,426.00	moves from Manager Neighborhood & Commercial Development SF 3077LCI pos#37470090	New Haven
10/12/2020	SF	Livable Cities Initiative	Program Manager LCI	Ansari	Zarqa	\$49,423.00	Moves from Administrative Assistant SF 21482183 pos #274700340	New Haven
10/12/2020	SF	Livable Cities Initiative	Administrative Assistant	Ben-Elohim	Candace	\$43,805.00	Moves from Student Intern SF 20942002	New Haven
10/19/2020	GF	HEALTH DEPARTMENT	Senior Sanitarian	Buenaventura	Glenda	\$61,006.00	moves from Lead Inspector #650	New Haven
10/19/2020	GF	Parks & Public Works	Public Space Code Enforcement Officer	Clinton	Mark	\$49,449.00		West Haven
10/19/2020	GF	Parks & Public Works	Public Works Supervisor/Foreperson	Sanchez	Luis	\$63,213.00	moves from Equipment Operator II #150	New Haven
TBD	GF	Youth and Recreation	Park Ranger	Robles	Daniel	\$54,158.00		New Haven
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Alexander	Julie		Workforce reduction, returning from Furlough	
tdb	GF	HEALTH DEPARTMENT	Public Health Nurse	Alexis	Barbara		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Bruni	Caitlin		Workforce reduction, returning from Furlough	
9/14/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Casey	Jenny		Workforce reduction, returning from Furlough	
9/21/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Cuffy	Brenda		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Dawson	Christine		Workforce reduction, returning from Furlough	

**SUMMARY OF PERSONNEL
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020
FULL TIME PERSONNEL**

EFF DATE	FUND	AGENCY	JOB TITLE	LAST NAME	FIRST NAME	SALARY	COMMENTS	RESIDENCY
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Francetic	Melissa		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Herrera	Raquel		Workforce reduction, returning from Furlough	
9/21/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Lopez	Monika		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Mansfield	Roseanna		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Medor	Judith		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Murrell	Leshawna		Workforce reduction, returning from Furlough	
9/23/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Roszkowski	Janie		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Stewart	Kelly		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Streeks	Lisa		Workforce reduction, returning from Furlough	
10/19/2020	GF	HEALTH DEPARTMENT	Public Health Nurse	Tedaldi Malonis	Joan		Workforce reduction, returning from Furlough	
10/26/2020	GF	ECONOMIC DEVELOPMENT	Deputy Economic Development Administrator	Ellis	Robert	\$117,372.00		Hamden
10/26/2020	GF	Fire Dept	Management and Policy Analyst	Wallace	Kayla	\$62,781.00	moves from Project Manager CAO SF 20962846 pos #213200050	New Haven
10/26/2020	GF	Library	Librarian IV	Bingham	Gina	\$75,885.00	Moves from Supervising Librarian #2010	New Haven
10/26/2020	GF	Library	Librarian II	Martorana	Rory	\$51,648.00	Moves from Library Technical Assistant #1000	Hamden

**SUMMARY OF PERSONNEL
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020
FULL TIME PERSONNEL**

EFF DATE	FUND	AGENCY	JOB TITLE	LAST NAME	FIRST NAME	SALARY	COMMENTS	RESIDENCY
10/26/2020	GF	Parks & Public Works	Refuse Truck Driver	Carrasquillo	Pedro	\$28.71	moves from Refuse laborer #1380	West Haven
10/26/2020	GF	Parks & Public Works	Refuse Truck Driver	Guess	Kevin	\$28.71	moves from refuse laborer #1370	Meriden
10/26/2020	GF	Parks & Public Works	Equipment Operator I	Murphy	Scott	\$25.90	moves from Refuse truck driver #1290	New Haven
10/26/2020	GF	Parks & Public Works	Refuse Laborer	Pabon	Richard	\$29.24	moves from refuse truck driver #1300	New Haven
10/26/2020	GF	Parks & Public Works	Caretaker	Melotti	Frank	\$45,677.00	Reinstatement	New Haven
10/26/2020	GF	Youth and Recreation	Executive Administrative Assistant	Thompson	Wanda	\$51,648.00		Bridgeport
10/26/2020	GF	Library	Librarian II	Evarts	Tristan	\$51,648.00	moves from Library aide	Meriden

PART-TIME PERSONNEL

EFF DATE	FUND	AGENCY	JOB TITLE	LAST NAME	FIRST NAME	SALARY/HR RATE	COMMENTS	RESIDENCY
10/6/2020	GF	Finance	Student Intern	Campos	Jacqueline	\$13.50		New Haven
10/13/2020	GF	Parks & Public Works	Seasonal Caretaker	Brown	Edward	\$12.00		
10/13/2020	GF	Parks & Public Works	Seasonal Caretaker	Dover	Imran	\$12.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Bethea	Monya	\$15.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Curry	Annie	\$15.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Edwards	Aryella	\$20.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Iwaszkiewicz	Rebecca	\$20.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	McKenzie	Destiny	\$20.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Reed	Amber	\$15.00		
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Wilkins	Beverly	\$15.00		
10/13/2020	SF	Finance, Tax Office	PT Collections Service Representative	Sutton	LaShaya	\$20.00		Bridgeport
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Clarke	Moriah	\$15.00		New Haven
10/30/2020	GF	Chief Administrative Office	Student Intern, Test Proctor	Aguustine	Robert	\$15.00	through 1/31/21	
10/30/2020	GF	Chief Administrative Office	Student Intern, Test Proctor	Baldwin	Roger	\$15.00	through 1/31/21	
10/30/2020	GF	Chief Administrative Office	Student Intern, Test Proctor	Brockenberry	Christopher	\$15.00	through 1/31/21	
10/30/2020	GF	Chief Administrative Office	Student Intern, Test Proctor	Bryan	Jordanne	\$15.00	through 1/31/21	

**SUMMARY OF PERSONNEL
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

PART-TIME PERSONNEL

EFF DATE	FUND	AGENCY	JOB TITLE	LAST NAME	FIRST NAME	SALARY/HR RATE	COMMENTS	RESIDENCY
10/23/2020	GF	Library	PT Library Aide	Kassim	Israel	\$14.00		New Haven
10/23/2020	GF	Library	PT Library Aide	Martinez	Katrina	\$14.00		Orange
10/23/2020	GF	Library	PT Library Aide	Ulman	Matthew	\$14.00		New Haven
10/19/2020	GF	Parks & Public Works	Student Intern	Telford	Corrilisha	\$14.25		Hamden
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Bush	Shanilya	\$20.00	not to exceed 120 days	New Haven
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Massaro	Anne	\$20.00	not to exceed 120 days	New Haven
10/7/2020	SF	City Town clerk	Seasonal Election Worker	McCrea	Elizabeth	\$20.00	not to exceed 120 days	New Haven
10/7/2020	SF	City Town clerk	Seasonal Election Worker	McLellan	Dishon	\$20.00	not to exceed 120 days	New Haven
10/7/2020	SF	City Town clerk	Seasonal Election Worker	Payne	Justice	\$13.00	not to exceed 120 days	New Haven
10/30/2020	GF	Chief Administrative Office	Student Intern, Test Proctor	Fuentes	Andy	\$15.00	Specifically on Public Safety exams scheduled weekends through 1/31/21	
10/28/2020	GF	Library	PT Library Aide	McMullan	Emmett	\$14.00		New Haven
10/28/2020	GF	Library	PT Library Aide	Shub	Isaac	\$14.00		New Haven
10/26/2020	SF	City Town clerk	Seasonal Election Worker	Harris	Malik	\$15.00	not to exceed 120 days	New Haven
10/26/2020	SF	City Town clerk	Seasonal Election Worker	King	Valerie	\$15.00	not to exceed 120 days	New Haven

**CITY VACANCY REPORT
MONTH ENDING; OCTOBER 2020**

**NON-SWORN FULL TIME VACANCIES AS
OF 10-31-20**

FTE	Department	Pos. No	Position Title	Budget Salary	Date Vacated	Comment
FT	LEGISLATIVE SERVICES	120	SENIOR LEGISLATIVE ASSISTANT	86,922	3/14/2020	
FT	LEGISLATIVE SERVICES	170	ADMINISTRATIVE RECORDS COORDINATOR	44,819	1/17/2020	
FT	CORPORATION COUNSEL	390	ASSISTANT CORPORATION COUNSEL	79,836	8/8/2020	
FT	FINANCE	100	CITY CONTROLLER	129,000	2/28/2020	
FT	FINANCE	440	DEPUTY TAX COLLECTOR	76,348	3/31/2020	
PT	FINANCE	PT 14010	PT DATA CONTROL CLERK	17,000	7/17/2017	
FT	OFFICE OF ASSESSMENT	1002	OFFICE MANAGER	1	5/20/2019	
FT	OFFICE OF ASSESSMENT	1003	TITLE MAINTENANCE CLERK	50,856	1/6/2020	
FT	LIBRARY	290	LIBRARIAN IV	79,879	6/15/2020	
FT	LIBRARY	16001	LIBRARIAN II	51,648	6/15/2020	
FT	LIBRARY	20001	LIBRARIAN II	51,648	7/1/2019	
FT	LIBRARY	20002	LIBRARY TECHNICAL ASSISTANT	48,354	7/1/2019	
FT	LIBRARY	250	LIBRARIAN IV	75,856	8/21/2020	
FT	CITY CLERK	110	DEPUTY CITY CLERK	65,580	7/1/2020	
FT	CITY CLERK	170	ADMINISTRATIVE CUSTOMER SERVICE COORDINATOR	45,113	8/12/2019	
FT	PUBLIC SAFETY COMMUNICATIONS	820	911 OPERATOR DISPATCHER II	53,168	9/14/2020	
FT	PUBLIC SAFETY COMMUNICATIONS	830	911 OPERATOR DISPATCHER II	53,168	9/14/2020	
FT	PUBLIC SAFETY COMMUNICATIONS	910	911 OPERATOR DISPATCHER II	53,168	9/21/2020	
FT	PUBLIC SAFETY COMMUNICATIONS	990	911 OPERATOR DISPATCHER II	53,168	9/21/2020	
FT	PUBLIC SAFETY COMMUNICATIONS	840	911 OPERATOR DISPATCHER II	53,169	8/10/2020	
FT	POLICE DEPARTMENT	950	POLICE RECORDS CLERK	40,343	10/22/2019	
FT	POLICE DEPARTMENT	1010	POLICE RECORDS CLERK	42,173	11/30/2019	
FT	POLICE DEPARTMENT	1270	POLICE RECORDS CLERK	42,173	2/1/2020	
FT	POLICE DEPARTMENT	20003	POLICE MECHANIC	1	7/1/2019	
FT	POLICE DEPARTMENT	20004	BODY WORN CAMERA TECH ASSISTANT	47,957	7/1/2019	
FT	POLICE DEPARTMENT	950	POLICE RECORDS CLERK	40,343	8/16/2020	
FT	POLICE DEPARTMENT	9810	POLICE RECORDS CLERK	40,343	8/31/2020	
FT	FIRE SERVICES	21001	MANAGEMENT AND POLICY ANALYST	66,227	7/1/2020	
FT	HEALTH DEPARTMENT	110	DEPUTY DIRECTOR PUBLIC HEALTH	90,000	07/01/20	
FT	HEALTH DEPARTMENT	440	PUBLIC HEALTH NURSE	1	11/15/2019	
FT	HEALTH DEPARTMENT	570	DEPUTY DIRECTOR ENVIRONMENTAL HEALTH	106,747	7/12/2019	
FT	HEALTH DEPARTMENT	1130	PUBLIC HEALTH NURSE	55,465	5/1/2020	
FT	HEALTH DEPARTMENT	16005	SENIOR SANITARIAN	61,006	8/11/2017	
FT	HEALTH DEPARTMENT	20013	LEAD POISON INSPECTOR	1	9/16/2019	
FT	HEALTH DEPARTMENT	20014	LEAD POISON INSPECTOR	1	9/16/2019	
FT	HEALTH DEPARTMENT	1350	PUBLIC HEALTH NURSE	47,804	8/24/2020	
FT	HEALTH DEPARTMENT	740	REGISTRAR OF VITAL STATISTICS	72,118	8/21/2020	

**CITY VACANCY REPORT
MONTH ENDING; OCTOBER 2020**

FTE	Department	Pos. No	Position Title	Budget Salary	Date Vacated	Comment
FT	HEALTH DEPARTMENT	320	PUBLIC HEALTH NURSE	57,129	8/22/2020	
FT	HEALTH DEPARTMENT	16004	PUBLIC HEALTH NURSE	52,780	9/11/2020	
FT	HEALTH DEPARTMENT	400	PUBLIC HEALTH NURSE	53,834	9/11/2020	
FT	RECREATION AND YOUTH	3030	PARK RANGER	59,912	7/11/2020	
FT	RECREATION AND YOUTH	130	EXECUTIVE ASSISTANT	69,819	7/25/2020	
FT	ENGINEERING	120	CHIEF CIVIL ENGINEER	1	7/1/2020	
FT	PARKS AND PUBLIC WORKS	100	RECTOR OF PARKS AND RECREATIC	1	1/30/2020	
FT	PARKS AND PUBLIC WORKS	251	CODE ENFORCEMENT OFFICER	65,580	12/16/2019	
FT	PARKS AND PUBLIC WORKS	490	EQUIPMENT OPERATOR I-III	55,277	3/1/2019	
FT	PARKS AND PUBLIC WORKS	520	EQUIPMENT OPERATOR I-III	60,785		
FT	PARKS AND PUBLIC WORKS	600	EQUIPMENT OPERATOR I-III	60,785	6/18/2020	
FT	PARKS AND PUBLIC WORKS	620	EQUIPMENT OPERATOR I-III	60,785	5/24/2019	
FT	PARKS AND PUBLIC WORKS	690	EQUIPMENT OPERATOR I-III	60,785	9/19/2019	
FT	PARKS AND PUBLIC WORKS	1000	MAINT WKR SPARE BRIDGE 10	48,683	1/3/2020	
FT	PARKS AND PUBLIC WORKS	340	CARETAKER	45,678	8/5/2019	
FT	PARKS AND PUBLIC WORKS	350	CARETAKER	45,678	5/2/2020	
FT	PARKS AND PUBLIC WORKS	1271	IC SPACE CODE ENFORCEMENT OFF	49,449	12/16/2019	
FT	PARKS AND PUBLIC WORKS	1272	IC SPACE CODE ENFORCEMENT OFF	49,449	7/1/2020	
FT	PARKS AND PUBLIC WORKS	3000	CHIEF OF OPERATIONS	1		
FT	PARKS AND PUBLIC WORKS	4001	ADMINISTRATIVE ASSISTANT	43,085	9/26/2019	
FT	PARKS AND PUBLIC WORKS	330	UBLIC WORKS SUPERV/FOREPERSO	63,213	9/7/2020	
FT	PARKS AND PUBLIC WORKS	300	EXECUTIVE ASSISTANT	57,177	3/17/2020	
FT	PARKS AND PUBLIC WORKS	20001	TREE TRIMMER II	1	7/1/2019	
FT	PARKS AND PUBLIC WORKS	1160	MECHANIC A	66,445	8/3/2020	
FT	PARKS AND PUBLIC WORKS	1160	MECHANIC A	66,445	8/3/2020	
FT	PARKS AND PUBLIC WORKS	1500	REFUSE LABORER	55,961	8/10/2020	
FT	TRANSPORTATION, TRAFFIC & PARKING	180	PARKING METER SUPERVISOR	73,276	4/4/2020	
FT	TRANSPORTATION, TRAFFIC & PARKING	1130	PARKING ENFORCEMENT OFFICER	43,544	4/17/2020	
FT	TRANSPORTATION, TRAFFIC & PARKING	2020	PARKING ENFORCEMENT OFFICER	1	9/4/2016	
FT	TRANSPORTATION, TRAFFIC & PARKING	2040	PARKING ENFORCEMENT OFFICER	1	7/6/2018	
FT	TRANSPORTATION, TRAFFIC & PARKING	20000	TRAFFIC MAINTENANCE WORKER II	1	7/1/2019	
PT	TRANSPORTATION, TRAFFIC & PARKING	PT 13010	T PARKING ENFORCEMENT OFFICEI	18,869	12/14/2019	
PT	TRANSPORTATION, TRAFFIC & PARKING	PT 13011	T PARKING ENFORCEMENT OFFICEI	18,869	11/18/2019	
PT	TRANSPORTATION, TRAFFIC & PARKING	PT 16003	T PARKING ENFORCEMENT OFFICEI	18,869	11/18/2019	
FT	COMMISSION ON EQUAL OPPORTUNITY	20000	UTILIZATION MONITOR	1	7/1/2019	
FT	OFFICE OF BUILDING INSPECTION ENFORCEMENT	290	BUILDING PLAN EXAMINER	78,213	9/28/2020	
FT	OFFICE OF BUILDING INSPECTION ENFORCEMENT	1010	PROGRAM COORDINATOR	49,135	6/19/2020	
FT	OFFICE OF BUILDING INSPECTION ENFORCEMENT	315	STAMT BUILDING PLUMBING INSPEC	63,213	7/17/2020	
FT	ECONOMIC DEVELOPMENT	100	ADJUTY ECONOMIC DEV. ADMINISTRAT	117,373	1/1/2020	

**CITY VACANCY REPORT
MONTH ENDING; OCTOBER 2020**

<i>Agency</i>	<i>BASE SALARY</i>	<i>FT Count</i>	<i>PT Count</i>
LEGISLATIVE SERVICES	131,741	2.00	0
MAYORS OFFICE	0	0.00	0
CHIEF ADMINISTRATIVE OFFICE	0	0.00	0
FINANCE	222,348	2.00	1
OFFICE OF ASSESSMENT	50,857	2.00	0
LIBRARY	307,385	5.00	0
PARKS AND RECREATION	0	0.00	0
CITY CLERK	110,693	2.00	0
PUBLIC SAFETY COMMUNICATIONS	265,841	5.00	0
POLICE DEPARTMENT	253,333	7.00	0
FIRE SERVICES	66,227	1.00	0
HEALTH DEPARTMENT	596,886	12.00	0
FAIR RENT	0	0.00	0
ELDERLY SERVICES	0	0.00	0
COMMUNITY SERVICE ADMINISTRATION	0	0.00	0
RECREATION AND YOUTH	129,731	2.00	0
PUBLIC WORKS	0	0.00	0
ENGINEERING	1	1.00	0
PARKS AND PUBLIC WORKS	955,263	20.00	0
TRANSPORTATION, TRAFFIC & PARKING	173,430	5.00	3
COMMISSION ON EQUAL OPPORTUNITY	1	1.00	0
OFFICE OF BUILDING INSPECTION ENFORCEMENT	190,561	3.00	0
ECONOMIC DEVELOPMENT	117,373	1.00	0
TOTAL	3,571,671	71	4

**The grand total is not the estimated savings for the FY . Savings will vary based on the actual date the position was vacated

**CITY VACANCY REPORT
MONTH ENDING; OCTOBER 2020**

SWORN VACANCIES AS OF 10-31-20

<u>Police</u>	Total Count	Title	Total Value	Comment
	24	Police Officer	\$1,823,112	
\$1.00 vacant positions	16	Police Officer	\$16	
	2	Police Detective	\$168,440	
	2	Police Captain	\$209,142	
\$1.00 vacant positions	0	Police Captain	\$0	
	5	Police Lieutenant	\$476,280	
	9	Police Sergeant	\$769,185	
	0	Assistant Chief	\$0	
\$1.00 vacant positions	1	Assistant Chief	\$1	
		59	Total Value - Police	\$3,446,176

****42 Total budgeted vacancies for Police Department (59-17 \$1.00 positions)**

****The grand total is not the estimated savings for the FY . Savings will vary based on the actual date the position was vacated.**

<u>Fire Dept.</u>	Total Count	Title	Total Value	Comment
	11	Firefighter	\$884,224	
\$1.00 vacant positions	0	Firefighter	\$0	
	1	Deputy Chief	\$114,304	
	0	Asst. Chief Operations	\$0	
	1	Asst. Chief Administration	\$125,426	
	0	Fire Inspector	\$0	
	0	Fire Captain	\$0	
	1	Drillmaster	\$106,763	
	3	Asst. Drillmaster	\$291,867	
\$1.00 vacant positions	2	Asst. Drillmaster	\$2	
	3	Fire Lieutenant	\$270,138	
	0	Battalion Chief	\$0	
	1	Fire Marshall	\$119,838	
	0	Deputy Fire Marshall	\$0	
	1	Lead Mechanic Fire	\$69,000	
	1	Management & Policy	\$66,227	
	1	Supervisor EMS	\$106,763	
		26	Total Value - Fire	\$2,154,552

****24 Total budgeted vacancies for Fire Department (26-2 \$1.00 positions)**

****The grand total is not the estimated savings for the FY . Savings will vary based on the actual date the position was vacated.**

**SUMMARY OF TRAVEL
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

Dept	Fund	Funding Source	Estimated Travel Cost	Employee(s) Traveling	Travel Date	Conference Title	Conference Location	Purpose / Description
201-Police	GF	12011010-56677	300.00	Detectives Thomas Blaisdell, Carmello Rivera, Freddy Salmeron, Michael Haines, Paul D'Andrea and Daniel	10/19 & 10/20/20	Advanced Homicide Investigation Symposium	Online	Advanced Homicide Investigation Symposium is a new virtual training event. The topics to be covered include Staircase Deaths training in death and homicide investigations. This Symposium will offer attendees advanced crime scene methods and homicide case studies by Dr. Lee and faculty. Certificates of
201-Police	GF	12011010-56677	990.00	Sgt. Ronald Ferrante and Sgt. Jason Koenig	10/26-10/29/2020	Command Series Level 1: Developing First Line Supervisors	Cheshire CT	Whether it is officers getting ready to transition to supervision, newly promoted supervisors attending this course as their indoctrination into their new role, or seasoned leaders continuing their leadership training, this four-day class has it all. Supervisors will learn the most up-to-date trends in leading, documenting, counseling, mentoring, communicating and more.
201-Police	GF	12011010-56677	49.00	Lt. Mark O'Neill	Zoom Training 10/14/20	Accountability Act What Officers Need to Know	Spector Zoom Room	The focus of this class will be on the significant changes in the law concerning: Discipline under Section 3(c)(i) -Revocation Or Suspension Of Certification and Section 3 (10), Sections 21 & 22 Consent Searches, Section 29 Justified Use Of Deadly Force, Section 30 Duty to Intervene, The increased risk of liability under the new State Civil Rights Liability Statutes (Section 41 Civil Cause Of Action Against Police Who Deprive Individuals Of Certain Rights) including increased personal liability risks, A discussion of how officers can better perform duties to protect their communities under the new constraints and tips on reducing the risks of the new criminal and civil sanctions will be covered, Ways to protect personal assets and the other sections of the Act will be briefly covered. Participants will receive (3) credits under Area 204.
201-Police	GF	12011010-56677	49.00	Lt. Mark O'Neill	Zoom Training 10/28/20	Accountability Act What Officers Need to Know	Spector Zoom Room	The focus of this class will be on the significant changes in the law concerning: Discipline under Section 3(c)(i) -Revocation Or Suspension Of Certification and Section 3 (10), Sections 21 & 22 Consent Searches, Section 29 Justified Use Of Deadly Force, Section 30 Duty to Intervene, The increased risk of liability under the new State Civil Rights Liability Statutes (Section 41 Civil Cause Of Action Against Police Who Deprive Individuals Of Certain Rights) including increased personal liability risks, A discussion of how officers can better perform duties to protect their communities under the new constraints and tips on reducing the risks of the new criminal and civil sanctions will be covered, Ways to protect personal assets and the other sections of the Act will be briefly covered. Participants will receive (3) credits under Area 204.

**SUMMARY OF GRANTS ACCEPTED BY THE CITY
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

Name of Grant/Source	Value	Recipient Department	Date Signed	Description of Grant
No Grants				

Special Fund Expenditure and Revenue Projection Explanation

Please note that expenditure and revenue projections contained in this report are estimates based upon preliminary information received from City Departments and Granting Agencies. Budgets reported for Fiscal Year 2020-2021 may reflect anticipated new awards that have not yet been approved by the funding agency and estimated program income not yet recognized. Funding will become available only after grant agreements have been approved, executed and budget have been entered on the City's financial accounting system, MUNIS.

Deficit Explanation

The Agencies listed below have significant budget variances that we feel warrant an explanation.

- No deficits are projected.

Surplus Explanation

- If a large surplus exists in a special fund, it is usually the result of a multi-year award that is partially complete. Multi year awards are based on the completion of a project or for the operation of a particular program that extends beyond the City's fiscal year. Any remaining balances for multi-year awards will available in the following fiscal year or until the grant period has ended.

SPECIAL FUND EXPENDITURE PROJECTION REPORT
FISCAL YEAR 2020-21
OCTOBER

Agency	Fund	{1} FY 2020-21 BOA Approved	{2} FY 2019-20 Carryover	{3} FY 2020-21 Adjusted Budget 10/31/2020	{4} Expended Encumbered Year to Date 10/31/2020	{5} FY 2020-21 Projected Expenses 6/30/2021	{6} FY 2020-21 Surplus (Deficit) {3} - {5}
131	MAYORS OFFICE						
	2034 CONTROLLER'S REVOLVING FUND	20,000	6,869	26,869	0	20,000	6,869
	2192 LEGISLATIVE/DEVELOPMENT&POLICY	177,236	0	177,236	39,750	177,236	0
	2311 OFFICE OF SUSTAINABILITY	111,425	0	111,425	0	92,854	18,571
	MAYOR'S OFFICE TOTAL	308,661	6,869	315,530	39,750	290,090	25,440
132	CHIEF ADMINISTRATOR'S OFFICE						
	2029 EMERGENCY MANAGEMENT	65,000	147,427	212,427	55,682	150,000	62,427
	2062 MISC PRIVATE GRANTS	0	6,786	6,786	0	6,786	0
	2063 MISC FEDERAL GRANTS	0	230	230	230	230	0
	2096 MISCELLANEOUS GRANTS	508,987	191,400	700,387	141,285	510,000	190,387
	2133 MISC STATE GRANTS	0	45,835	45,835	0	45,835	0
	2150 HOMELAND SECURITY GRANTS	197,000	387,555	584,555	52,276	584,555	0
	2174 ENERGY EFFICIENCY BLOCK GRANT	0	2,532	2,532	0	2,532	0
	2180 PSEG	500	106,819	107,319	0	107,319	0
	CHIEF ADMINISTRATIVE OFFICE TOTAL	771,487	888,584	1,660,071	249,473	1,407,256	252,814
137	DEPARTMENT OF FINANCE						
	2143 CONTROLLERS SPECIAL FUND	276,338	0	276,338	217,446	276,338	0
	2925 COMMUNITY DEVEL BLOCK GRANT	497,731	49,205	546,936	233,195	546,936	0
	2930 CARES ACT CDBG-CV	223,639	0	223,639	0	167,729	55,910
	DEPARTMENT OF FINANCE TOTAL	997,708	49,205	1,046,913	450,641	991,003	55,910
152	LIBRARY						
	2096 MISCELLANEOUS GRANTS	0	64,115	64,115	15,505	64,115	0
	2133 MISC STATE GRANTS	0	190,035	190,035	0	190,035	0
	LIBRARY TOTAL	0	254,150	254,150	15,505	254,150	0
162	REGISTRAR OF VOTERS						
	2152 DEMOCRACY FUND	0	221,113	221,113	7,500	50,000	171,113
	REGISTRAR OF VOTERS TOTAL	0	221,113	221,113	7,500	50,000	171,113
200	PUBLIC SAFETY COMMUNICATIONS						
	2220 REGIONAL COMMUNICATIONS	723,541	52,325	775,866	367,869	775,866	0
	PUBLIC SAFETY COMMUNICATIONS TOTAL	723,541	52,325	775,866	367,869	775,866	0
201	POLICE SERVICES						
	2062 MISC PRIVATE GRANTS	0	12,908	12,908	500	12,908	0
	2085 THE HUMANE COMMISSION	0	25,820	25,820	0	25,820	0
	2096 MISCELLANEOUS GRANTS	25,000	279	25,279	0	25,279	0
	2134 POLICE APPLICATION FEES	5,000	10,786	15,786	0	15,786	0
	2150 HOMELAND SECURITY GRANTS	0	7,348	7,348	0	7,348	0
	2213 ANIMAL SHELTER	1,241	77,838	79,079	0	25,000	54,079
	2214 POLICE N.H. REGIONAL PROJECT	300,138	0	300,138	76,258	300,138	0
	2216 POLICE YOUTH ACTIVITIES	0	5,881	5,881	0	5,881	0
	2217 POLICE EQUIPMENT FUND	0	25,238	25,238	0	25,238	0
	2218 POLICE FORFEITED PROP FUND	7,833	175,643	183,475	90,000	183,475	0
	2224 MISC POLICE DEPT GRANTS	0	27,232	27,232	0	27,232	0
	2225 MISC POLICE DEPT FEDERAL GRANT	0	601,242	601,242	150,000	601,242	0
	2227 JUSTICE ASSISTANCE GRANT PROG	0	299,943	299,943	155,582	299,943	0
	2281 STATE FORFEITURE FUND	0	3,807	3,807	46	3,807	0
	2309 FIRING RANGE RENTAL FEES	10,000	3,000	13,000	0	13,000	0
	2925 COMMUNITY DEVEL BLOCK GRANT	0	0	0	0	0	0
	POLICE SERVICES TOTAL	349,211	1,276,964	1,626,175	472,386	1,572,095	54,079

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202	FIRE SERVICES							
	2063	MISC FEDERAL GRANTS	0	7,227	7,227	0	7,227	0
	2096	MISCELLANEOUS GRANTS	0	78,144	78,144	67,000	78,144	0
	2108	FIRE APPLICATION FEES	0	5,721	5,721	5,721	5,721	0
		FIRE SERVICES TOTAL	0	91,092	91,092	72,721	91,092	0
301	HEALTH DEPARTMENT							
	2017	COMMUNITY FOUNDATION	0	33,814	33,814	28,283	33,814	0
	2028	STD CONTROL	116,412	1,435	117,847	22,682	117,847	0
	2038	STATE HEALTH SUBSIDY	139,137	53,506	192,643	55,608	192,643	0
	2040	COMMUNICABLE DISEASE CONTROL	352,777	124,863	477,640	33,656	477,640	0
	2048	HEALTH DEPT GRANTS	45,636	45,939	91,575	0	91,575	0
	2062	MISC PRIVATE GRANTS	118,362	6,706	125,068	4,067	125,068	0
	2070	HUD LEAD BASED PAINT	0	5,600,000	5,600,000	22,572	2,500,000	3,100,000
	2084	RYAN WHITE - TITLE I	5,941,067	5,255,767	11,196,834	3,579,205	8,397,625	2,799,208
	2096	MISCELLANEOUS GRANTS	208,508	213,204	421,711	64,722	421,711	0
	2133	MISC STATE GRANTS	0	9,910	9,910	0	9,910	0
	2136	HUD LEAD PAINT REVOLVING FUND	0	248,319	248,319	110,952	125,000	123,319
	2138	BIO TERRORISM GRANTS	45,000	137,532	182,532	17,300	182,532	0
	2160	MUNICIPAL ID PRGORAM	0	4,522	4,522	0	4,522	0
	2193	HEALTH MEDICAL BILLING PROGRAM	284,797	0	284,797	22,858	284,797	0
	2925	COMMUNITY DEVEL BLOCK GRANT	0	183,345	183,345	156,903	183,345	0
		PUBLIC HEALTH TOTAL	7,251,695	11,918,861	19,170,557	4,118,808	13,148,030	6,022,527
303	ELDERLY SERVICES							
	2300	ORAL CANCER AWARENESS AND PREV	0	348	348	0	0	348
	2925	COMMUNITY DEVEL BLOCK GRANT	47,000	9,840	56,840	0	47,000	9,840
		ELDERLY SERVICES TOTAL	47,000	10,188	57,188	0	47,000	10,188
308	COMMUNITY SERVICES ADMINISTRATION							
	2020	FOOD STAMP EMPLOYMNT & TRAINING	0	46,173	46,173	12	46,173	0
	2062	MISC PRIVATE GRANTS	100,000	80,812	180,812	116,946	180,812	0
	2063	MISC FEDERAL GRANTS	0	61,699	61,699	0	61,699	0
	2065	EMERGENCY SOLUTIONS GRANT HUD	329,995	58,718	388,713	242,040	388,713	0
	2066	INNO. HOMELESS INITIATIVE	0	19,366	19,366	0	19,366	0
	2073	HOUSING OPP FOR PERSONS WITH AIDS	1,105,207	99,262	1,204,469	8,440	1,204,469	0
	2095	SAGA SUPPORT SERVICES FUND	0	176,388	176,388	5,830	50,000	126,388
	2096	MISCELLANEOUS GRANTS	0	23,003	23,003	10,000	23,003	0
	2133	MISC STATE GRANTS	0	63,005	63,005	0	63,005	0
	2160	MUNICIPAL ID PRGORAM	0	82,733	82,733	0	25,000	57,733
	2173	PRISON REENTRY PROGRAM	0	1,240	1,240	0	0	1,240
	2310	DIXWELL COMMUNITY HOUSE	150,000	0	150,000	0	150,000	0
	2925	COMMUNITY DEVEL BLOCK GRANT	427,818	10,213	438,031	16,816	427,818	10,213
	2930	CARES ACT CDBG-CV	710,361	0	710,361	0	710,361	0
	2931	CARES ACT ESG-CV	2,647,229	0	2,647,229	0	2,647,229	0
	2932	CARES ACT HOPWA-CV	160,839	0	160,839	0	160,839	0
		COMMUNITY SERVICES ADMIN TOTAL	5,631,449	722,612	6,354,061	400,085	6,158,487	195,574

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309	YOUTH & RECREATION						
	2035 YOUTH SERVICES BUREAU	226,441	3,223	229,664	43,948	229,664	0
	2044 LIGHTHOUSE CAROUSEL EVENT FUND	124,212	616,165	740,377	16,583	740,377	0
	2050 ECONOMIC DEV. REVOLVING FUND	13,348	0	13,348	0	0	13,348
	2100 PARKS SPECIAL RECREATION ACCT	405,215	329,998	735,213	189,544	735,213	0
	2133 MISC STATE GRANTS	200,000	221,928	421,928	6,197	421,928	0
	2153 MAYORS YOUTH INITIATIVE	430,561	315,964	746,524	41,621	746,524	0
	2159 STREET OUTREACH WORKER PROGRAM	200,000	18,846	218,846	0	218,846	0
	2304 YOUTH AT WORK	542,410	0	542,410	274,622	542,410	0
	2925 COMMUNITY DEVEL BLOCK GRANT	252,244	2,559	254,803	0	254,803	0
	YOUTH & RECREATION TOTAL	2,394,431	1,508,683	3,903,113	572,514	3,889,765	13,348
502	ENGINEERING						
	2133 MISC STATE GRANTS	0	698,043	698,043	133,135	698,043	0
	2191 UI STREET LIGHT INCENTIVE	0	129,603	129,603	0	129,603	0
	2925 COMMUNITY DEVEL BLOCK GRANT	50,000	41,424	91,424	91,424	91,424	0
	2927 CDBG-DISASTER RECOVERY	0	6,508	6,508	0	6,508	0
	ENGINEERING TOTAL	50,000	875,577	925,577	224,559	925,577	0
702	CITY PLAN						
	2062 MISC PRIVATE GRANTS	0	34,138	34,138	0	34,138	0
	2096 MISCELLANEOUS GRANTS	0	0	0	0	0	0
	2110 FARMINGTON CANAL LINE	0	6,919,250	6,919,250	1,021,467	3,500,000	3,419,250
	2133 MISC STATE GRANTS	0	1,255,123	1,255,123	0	1,255,123	0
	2140 LONG WHARF PARCELS G AND H	0	46,970	46,970	0	46,970	0
	2179 RT 34 RECONSTRUCTION	0	1,245,770	1,245,770	555,668	1,245,770	0
	2185 BOATHOUSE AT CANAL DOCK	0	673,904	673,904	138,550	673,904	0
	2189 RT 34 DOWNTOWN CROSSING	0	17,158,735	17,158,735	5,740,317	6,000,000	11,158,735
	2925 COMMUNITY DEVEL BLOCK GRANT	105,777	13,292	119,069	9,950	105,777	13,292
	CITY PLAN TOTAL	105,777	27,347,181	27,452,958	7,465,951	12,861,681	14,591,277
704	TRANSPORTATION/TRAFFIC AND PARKING						
	2062 MISC PRIVATE GRANTS	0	15,000	15,000	15,000	15,000	0
	TRANSPORTATION/TRAFFIC AND PARKING TOTAL	0	15,000	15,000	15,000	15,000	0
705	COMM. ON EQUAL OPPORTUNITIES						
	2042 CEO SCHOOL CONSTRUCTION PROG	10,000	12,289	22,289	0	10,000	12,289
	2178 CONSTRUCTION WORKFORCE INIT	0	34,635	34,635	0	0	34,635
	EQUAL OPPORTUNITIES TOTAL	10,000	46,924	56,924	0	10,000	46,924
721	BUILDING INSPECTION AND ENFORCEMENT						
	2303 SPECIAL VENDING DISTRICT FEES	210,531	37,930	248,461	32,037	248,461	0
	PERSONS WITH DISABILITIES TOTAL	210,531	37,930	248,461	32,037	248,461	0
724	ECONOMIC DEVELOPMENT						
	2050 ECONOMIC DEV. REVOLVING FUND	0	60,531	60,531	0	60,531	0
	2062 MISC PRIVATE GRANTS	0	60,130	60,130	0	60,130	0
	2064 RIVER STREET MUNICIPAL DEV PRJ	0	72,959	72,959	72,957	72,959	0
	2133 MISC STATE GRANTS	0	138,360	138,360	6,870	138,360	0
	2139 MID-BLOCK PARKING GARAGE	0	1,040,234	1,040,234	0	1,040,234	0
	2155 ECONOMIC DEVELOPMENT MISC REV	55,406	336,314	391,720	202,842	391,720	0
	2165 YNHH HOUSING & ECO DEVELOP	261,991	468,465	730,456	0	730,456	0
	2177 SMALL & MINORITY BUSINESS DEV	84,316	0	84,316	15,356	84,316	0
	2181 US EPA BROWNFIELDS CLEAN-UP	200,000	414,626	614,626	0	614,626	0
	2189 RT 34 DOWNTOWN CROSSING	0	17,434,917	17,434,917	14,462,013	9,988,115	7,446,802
	2194 SMALL BUSINESS INITIATIVE	0	39,654	39,654	2,070	39,654	0
	2925 COMMUNITY DEVEL BLOCK GRANT	381,760	158,119	539,879	26,427	539,879	0
	2927 CDBG-DISASTER RECOVERY	0	131,282	131,282	0	131,282	0
	2930 CARES ACT CDBG-CV	500,000	0	500,000	0	500,000	0
	ECONOMIC DEVELOPMENT TOTAL	1,483,473	20,355,589	21,839,062	14,788,536	14,392,260	7,446,802

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747	LIVABLE CITY INITIATIVE						
	2024 HOUSING AUTHORITY	412,379	29,870	442,249	78,087	442,249	0
	2050 ECONOMIC DEV. REVOLVING FUND	0	1,930,184	1,930,184	0	1,930,184	0
	2060 INFILL UDAG LOAN REPAYMENT	49,133	131,148	180,282	22,050	75,000	105,282
	2069 HOME - HUD	1,552,940	2,702,565	4,255,505	965,515	2,500,000	1,755,505
	2092 URBAN ACT	0	5,502	5,502	0	5,502	0
	2094 PROPERTY MANAGEMENT	23,864	401,025	424,889	367,707	250,000	174,889
	2148 RESIDENTIAL RENTAL LICENSES	464,319	67,804	532,123	60,339	532,123	0
	2151 HOUSING DEVELOPMENT FUND	381,656	1,163,288	1,544,944	585,957	1,000,000	544,944
	2165 YNHH HOUSING & ECO DEVELOP	0	342,353	342,353	341,715	342,353	0
	2170 LCI AFFORDABLE HOUSING CONST	0	92,799	92,799	0	92,799	0
	2182 HUD CHALLENGE GRANT	0	325	325	0	325	0
	2195 DIXWELL Q HOUSE ST BOND FUNDS	0	125,000	125,000	0	125,000	0
	2197 NEIGHBORHOOD COMMUNITY DEVEL	0	2,647,209	2,647,209	381,391	2,647,209	0
	2199 NEIGHBORHOOD RENEWAL PROGRAM	0	2,420,000	2,420,000	2,459,841	2,420,000	0
	2305 NEIGHBORHOOD COMM IMPROV FUND	0	645,871	645,871	25,370	645,871	0
	2312 HOUSING INVESTMENT FUND	25,000	0	25,000	0	25,000	0
	2925 COMMUNITY DEVEL BLOCK GRANT	3,431,661	2,657,390	6,089,051	15,500	6,089,051	0
	2927 CDBG-DISASTER RECOVERY	0	1,854,878	1,854,878	1,661,039	1,854,878	0
	2930 CARES ACT CDBG-CV	802,393	0	802,393	15,000	802,393	0
	LIVABLE CITY INITIATIVE TOTAL	7,143,346	17,217,213	24,360,558	6,979,512	21,779,938	2,580,620
	GRAND TOTALS	27,478,310	82,896,057	110,374,367	36,272,846	78,907,751	31,466,616
900	EDUCATION						
	2090 CHILD DEVELOPMENT PROGRAM BOE	1,245,653	0	1,245,653	16,541	1,245,653	0
	2500 ED LAW ENFORCEMENT RESIST TRAF	1,117,660	0	1,117,660	0	1,117,660	0
	2501 TITLE 1 FEDERAL	55,779	0	55,779	16,541	55,779	0
	2502 FORD ED. GRANT	90,000	0	90,000	11,397	90,000	0
	2503 ED ADULT BASIC CASH	3,062,754	0	3,062,754	740,435	3,062,754	0
	2504 PRESCHOOL HANDICAPPED	6,560,074	0	6,560,074	1,894,323	6,560,074	0
	2505 VOC. ED. REVOLVING FUND	452,369	0	452,369	155,470	452,369	0
	2508 MODEL LEARN. DISABILITES	210,654	0	210,654	105,311	210,654	0
	2511 INTEGRATED ARTS CURRICULUM	817,174	0	817,174	352,855	817,174	0
	2512 LEE H.S. PARENTING	1,340,682	0	1,340,682	1,100,915	1,340,682	0
	2517 MAGNET SCHOOLS ASSISTANCE	7,217,112	0	7,217,112	510,211	7,217,112	0
	2518 STATE BILINGUAL ED	1,001,111	0	1,001,111	41,716	1,001,111	0
	2519 CAREER EXPLORATION	529,992	0	529,992	0	529,992	0
	2521 EDUCATION FOOD SERVICES	14,868,000	0	14,868,000	9,472,563	14,868,000	0
	2523 EXTENDED DAY KINDERGARTEN	8,186,918	0	8,186,918	6,515,091	8,186,918	0
	2528 PRIVATE FOUNDATION GRTS	196,113	0	196,113	36,146	196,113	0
	2531 EDUCATION CHAPTER I	14,284,218	0	14,284,218	791,683	14,284,218	0
	2532 EDUCATION HEAD START	5,743,498	0	5,743,498	586,583	5,743,498	0
	2534 MEDICAID REIMBURSEMENT	202,599	0	202,599	50,750	202,599	0
	2538 MISC. EDUCATION GRANTS	16,009	0	16,009	0	16,009	0
	2546 SCHOOL IMPROVEMENTS	173,734	0	173,734	77,073	173,734	0
	2547 EDUCATION JOBS FUND	17,043,041	0	17,043,041	720,934	17,043,041	0
	2550 CARES SCHOOL EMERGENCY RELIEF	7,860,562	0	7,860,562	5,412,084	7,860,562	0
	2568 ED HEAD START - USDA	248,792	0	248,792	6,078	248,792	0
	2579 84-85 PRIORITY SCHOOLS	5,561,485	0	5,561,485	1,140,640	5,561,485	0
	2580 JOBS FOR CT YOUTH	6,385	0	6,385	0	6,385	0
	2925 COMMUNITY DEVEL BLOCK GRANT	0	8,500	8,500	0	8,500	0
	EDUCATION SUB-TOTAL	98,092,367	8,500	98,100,867	29,755,343	98,100,867	0
	GRAND TOTALS	125,570,677	82,904,557	208,475,234	66,028,189	177,008,619	31,466,616

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2017	COMMUNITY FOUNDATION	0	33,814	33,814	0	33,814	0
2020	FOOD STAMP EMPLOYMNT & TRAINING	0	46,173	46,173	0	46,173	0
2024	HOUSING AUTHORITY	412,379	29,870	442,249	0	442,249	0
2028	STD CONTROL	116,412	1,435	117,847	0	117,847	0
2029	EMERGENCY MANAGEMENT	65,000	147,427	212,427	0	150,000	62,427
2034	CONTROLLER'S REVOLVING FUND	20,000	6,869	26,869	0	20,000	6,869
2035	YOUTH SERVICES BUREAU	226,441	3,223	229,664	29,100	229,664	0
2038	STATE HEALTH SUBSIDY	139,137	53,506	192,643	0	192,643	0
2040	COMMUNICABLE DISEASE CONTROL	352,777	124,863	477,640	13,544	477,640	0
2042	CEO SCHOOL CONSTRUCTION PROG	10,000	12,289	22,289	0	10,000	12,289
2044	LIGHTHOUSE CAROUSEL EVENT FUND	124,212	616,165	740,377	0	740,377	0
2048	HEALTH DEPT GRANTS	45,636	45,939	91,575	0	91,575	0
2050	ECONOMIC DEV. REVOLVING FUND	13,348	1,990,715	2,004,063	0	1,990,715	13,348
2060	INFILL UDAG LOAN REPAYMENT	49,133	131,148	180,282	25,126	75,000	105,282
2062	MISC PRIVATE GRANTS	218,362	216,480	434,842	0	434,842	0
2063	MISC FEDERAL GRANTS	0	69,155	69,155	0	69,155	0
2064	RIVER STREET MUNICIPAL DEV PRJ	0	72,959	72,959	0	72,959	0
2065	EMERGENCY SOLUTIONS GRANT HUD	329,995	58,718	388,713	0	388,713	0
2066	INNO. HOMELESS INITIATIVE	0	19,366	19,366	0	19,366	0
2069	HOME - HUD	1,552,940	2,702,565	4,255,505	243,911	2,500,000	1,755,505
2070	HUD LEAD BASED PAINT	0	5,600,000	5,600,000	0	2,500,000	3,100,000
2073	HOUSING OPP FOR PERSONS WITH AIDS	1,105,207	99,262	1,204,469	0	1,204,469	0
2084	RYAN WHITE - TITLE I	5,941,067	5,255,767	11,196,834	208,584	8,397,625	2,799,208
2085	THE HUMANE COMMISSION	0	25,820	25,820	0	25,820	0
2092	URBAN ACT	0	5,502	5,502	2	5,502	0
2094	PROPERTY MANAGEMENT	23,864	401,025	424,889	23,864	250,000	174,889
2095	SAGA SUPPORT SERVICES FUND	0	176,388	176,388	78	50,000	126,388
2096	MISCELLANEOUS GRANTS	742,495	570,145	1,312,639	25,246	1,122,252	190,387
2100	PARKS SPECIAL RECREATION ACCT	405,215	329,998	735,213	31,420	735,213	0
2108	FIRE APPLICATION FEES	0	5,721	5,721	0	5,721	0
2110	FARMINGTON CANAL LINE	0	6,919,250	6,919,250	0	3,500,000	3,419,250
2133	MISC STATE GRANTS	200,000	2,622,237	2,822,237	68,750	2,822,237	0
2134	POLICE APPLICATION FEES	5,000	10,786	15,786	0	15,786	0
2136	HUD LEAD PAINT REVOLVING FUND	0	248,319	248,319	0	125,000	123,319
2138	BIO TERRORISM GRANTS	45,000	137,532	182,532	0	182,532	0
2139	MID-BLOCK PARKING GARAGE	0	1,040,234	1,040,234	0	1,040,234	0
2140	LONG WHARF PARCELS G AND H	0	46,970	46,970	0	46,970	0
2143	CONTROLLERS SPECIAL FUND	276,338	0	276,338	150,000	276,338	0
2148	RESIDENTIAL RENTAL LICENSES	464,319	67,804	532,123	43,649	532,123	0
2150	HOMELAND SECURITY GRANTS	197,000	394,903	591,903	5,290	591,903	0
2151	HOUSING DEVELOPMENT FUND	381,656	1,163,288	1,544,944	382,275	1,000,000	544,944
2152	DEMOCRACY FUND	0	221,113	221,113	0	50,000	171,113
2153	MAYORS YOUTH INITIATIVE	430,561	315,964	746,524	353,000	746,524	0
2155	ECONOMIC DEVELOPMENT MISC REV	55,406	336,314	391,720	54,406	391,720	0
2159	STREET OUTREACH WORKER PROGRAM	200,000	18,846	218,846	200,000	218,846	0
2160	MUNICIPAL ID PRGORAM	0	87,255	87,255	38	29,522	57,733
2161	CHILDREN'S TRUST FUND	0	0	0	0	0	0
2165	YNHH HOUSING & ECO DEVELOP	261,991	810,818	1,072,809	0	1,072,809	0
2170	LCI AFFORDABLE HOUSING CONST	0	92,799	92,799	100,000	92,799	0
2173	PRISON REENTRY PROGRAM	0	1,240	1,240	0	0	1,240
2174	ENERGY EFFICIENCY BLOCK GRANT	0	2,532	2,532	0	2,532	0
2177	SMALL & MINORITY BUSINESS DEV	84,316	0	84,316	0	84,316	0
2178	CONSTRUCTION WORKFORCE INIT	0	34,635	34,635	0	0	34,635

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2179	RT 34 RECONSTRUCTION	0	1,245,770	1,245,770	0	1,245,770	0
2180	PSEG	500	106,819	107,319	48	107,319	0
2181	US EPA BROWNFIELDS CLEAN-UP	200,000	414,626	614,626	0	614,626	0
2182	HUD CHALLENGE GRANT	0	325	325	0	325	0
2185	BOATHOUSE AT CANAL DOCK	0	673,904	673,904	0	673,904	0
2189	RT 34 DOWNTOWN CROSSING	0	34,593,651	34,593,651	177,517	15,988,115	18,605,537
2191	UI STREET LIGHT INCENTIVE	0	129,603	129,603	0	129,603	0
2192	LEGISLATIVE/DEVELOPMENT&POLICY	177,236	0	177,236	0	177,236	0
2193	HEALTH MEDICAL BILLING PROGRAM	284,797	0	284,797	793	284,797	0
2194	SMALL BUSINESS INITIATIVE	0	39,654	39,654	0	39,654	0
2195	DIXWELL Q HOUSE ST BOND FUNDS	0	125,000	125,000	0	125,000	0
2197	NEIGHBORHOOD COMMUNITY DEVEL	0	2,647,209	2,647,209	200,000	2,647,209	0
2198	BYRNE CRIMINAL JUSTICE INNOV	0	0	0	0	0	0
2199	NEIGHBORHOOD RENEWAL PROGRAM	0	2,420,000	2,420,000	939,490	2,420,000	0
2213	ANIMAL SHELTER	1,241	77,838	79,079	1,431	25,000	54,079
2214	POLICE N.H. REGIONAL PROJECT	300,138	0	300,138	213,744	300,138	0
2216	POLICE YOUTH ACTIVITIES	0	5,881	5,881	0	5,881	0
2217	POLICE EQUIPMENT FUND	0	25,238	25,238	0	25,238	0
2218	POLICE FORFEITED PROP FUND	7,833	175,643	183,475	7,833	183,475	0
2220	REGIONAL COMMUNICATIONS	723,541	52,325	775,866	361,770	775,866	0
2224	MISC POLICE DEPT GRANTS	0	27,232	27,232	13	27,232	0
2225	MISC POLICE DEPT FEDERAL GRANT	0	601,242	601,242	0	601,242	0
2227	JUSTICE ASSISTANCE GRANT PROG	0	299,943	299,943	8	299,943	0
2281	STATE FORFEITURE FUND	0	3,807	3,807	0	3,807	0
2300	ORAL CANCER AWARENESS AND PREV	0	348	348	0	0	348
2301	SECOND CHANCE GRANT	0	0	0	0	0	0
2303	SPECIAL VENDING DISTRICT FEES	210,531	37,930	248,461	37,930	248,461	0
2304	YOUTH AT WORK	542,410	0	542,410	550,646	542,410	0
2305	NEIGHBORHOOD COMM IMPROV FUND	0	645,871	645,871	0	645,871	0
2307	RESERVE FOR LITIGATION	0	0	0	0	0	0
2309	FIRING RANGE RENTAL FEES	10,000	3,000	13,000	0	13,000	0
2310	DIXWELL COMMUNITY HOUSE	150,000	0	150,000	150,000	150,000	0
2311	OFFICE OF SUSTAINABILITY	111,425	0	111,425	0	92,854	18,571
2312	HOUSING INVESTMENT FUND	25,000	0	25,000	0	25,000	0
2090	CHILD DEVELOPMENT PROGRAM BOE	1,245,653	0	1,245,653	0	1,245,653	0
2500	ED LAW ENFORCEMENT RESIST TRAF	1,117,660	0	1,117,660	0	1,117,660	0
2501	TITLE 1 FEDERAL	55,779	0	55,779	0	55,779	0
2502	FORD ED. GRANT	90,000	0	90,000	0	90,000	0
2503	ED ADULT BASIC CASH	3,062,754	0	3,062,754	1,865,708	3,062,754	0
2504	PRESCHOOL HANDICAPPED	6,560,074	0	6,560,074	0	6,560,074	0
2505	VOC. ED. REVOLVING FUND	452,369	0	452,369	0	452,369	0
2508	MODEL LEARN. DISABILITES	210,654	0	210,654	186,377	210,654	0
2511	INTEGRATED ARTS CURRICULUM	817,174	0	817,174	0	817,174	0
2512	LEE H.S. PARENTING	1,340,682	0	1,340,682	0	1,340,682	0
2517	MAGNET SCHOOLS ASSISTANCE	7,217,112	0	7,217,112	0	7,217,112	0
2518	STATE BILINGUAL ED	1,001,111	0	1,001,111	0	1,001,111	0
2519	CAREER EXPLORATION	529,992	0	529,992	0	529,992	0
2521	EDUCATION FOOD SERVICES	14,868,000	0	14,868,000	303,145	14,868,000	0
2523	EXTENDED DAY KINDERGARTEN	8,186,918	0	8,186,918	667,985	8,186,918	0
2528	PRIVATE FOUNDATION GRTS	196,113	0	196,113	812,529	196,113	0
2531	EDUCATION CHAPTER I	14,284,218	0	14,284,218	0	14,284,218	0
2532	EDUCATION HEAD START	5,743,498	0	5,743,498	496,164	5,743,498	0
2534	MEDICAID REIMBURSEMENT	202,599	0	202,599	0	202,599	0

**SPECIAL FUND REVENUE PROJECTION REPORT
FISCAL YEAR 2020-21
OCTOBER**

Fund	Fund Description	{1} FY 2020-21 BOA Approved	{2} FY 2019-20 Carryover	{3} FY 2020-21 Adjusted Budget 10/31/2020	{4} FY 2020-21 Revenue 8/31/2020	{5} FY 2020-21 Projected Revenue 6/30/2021	{6} Variance Projected v. Budget {3} - {5}
2538	MISC. EDUCATION GRANTS	16,009	0	16,009	0	16,009	0
2546	SCHOOL IMPROVEMENTS	173,734	0	173,734	0	173,734	0
2547	EDUCATION JOBS FUND	17,043,041	0	17,043,041	0	17,043,041	0
2550	CARES SCHOOL EMERGENCY RELIEF	7,860,562	0	7,860,562	0	7,860,562	0
2568	ED HEAD START - USDA	248,792	0	248,792	0	248,792	0
2579	84-85 PRIORITY SCHOOLS	5,561,485	0	5,561,485	0	5,561,485	0
2580	JOBS FOR CT YOUTH	6,385	0	6,385	0	6,385	0
2925	COMMUNITY DEVEL BLOCK GRANT	5,193,991	3,133,886	8,327,877	102,325	8,294,532	33,345
2927	CDBG-DISASTER RECOVERY	0	1,992,668	1,992,668	0	1,992,668	0
2930	CARES ACT CDBG-CV	2,236,393	0	2,236,393	0	2,180,483	55,910
2931	CARES ACT ESG-CV	2,647,229	0	2,647,229	0	2,647,229	0
2932	CARES ACT HOPWA-CV	160,839	0	160,839	0	160,839	0
TOTAL		125,570,677	82,904,557	208,475,234	0	177,008,619	31,466,616

**FY 2019-2020 CAPITAL PROJECT REPORT
MONTH ENDING; OCTOBER 2020**

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<i>AGENCY</i>	<i>PROJECT DESCRIPTION</i>	<i>ORIGINAL BUDGET</i>	<i>REVISED BUDGET</i>	<i>YTD EXPENSES + OPEN PO'S</i>	<i>PROJECTED EXPENDITURES AS OF JUNE 30, 2021</i>	<i>AVAILABLE BUDGET FY 2021</i>
CAO / M&B	ROLLING STOCK	\$6,400,000	\$6,224,062	\$2,280,165	\$6,224,062	\$0
OFFICE OF TECHNOLOGY	INFO. TECHNOLOGY SOFTWARE	\$200,000	\$200,000	\$184,285	\$200,000	\$0
OFFICE OF TECHNOLOGY	INFORMATION TECHNOLOGY NETWORK	\$200,000	\$200,000	\$52,893	\$200,000	\$0
OFFICE OF TECHNOLOGY	INFO. TECHNOLOGY INITIATIVES	\$2,800,000	\$2,500,000	\$1,151,149	\$2,500,000	\$0
OFFICE OF TECHNOLOGY	POLICE TECHNOLOGY	\$200,000	\$200,000	\$147,314	\$200,000	\$0
OFFICE OF TECHNOLOGY	FIRE TECHNOLOGY	\$200,000	\$200,000	\$179,332	\$200,000	\$0
OFFICE OF TECHNOLOGY	IT FACILITY RENOVATION	\$300,000	\$300,000	\$3,000	\$300,000	\$0
OFFICE OF TECHNOLOGY	CITY-WIDE DIGITIZATION	\$200,000	\$224,785	\$90,858	\$224,785	\$0
OFFICE OF TECHNOLOGY	LIBRARY TECHNOLOGY & COMMUNICA	\$400,000	\$400,000	\$220,399	\$400,000	\$0
OFFICE OF TECHNOLOGY	TT&P COMMUNICATIONS & IT EQUIPM	\$400,000	\$400,000	\$4,000	\$400,000	\$0
PUBLIC LIBRARY	LIBRARY IMPROVEMENTS	\$1,200,000	\$1,200,000	\$894,791	\$1,200,000	\$0
PARKS DEPARTMENT	INFRASTRUCTURE IMPROVEMENTS	\$1,400,000	\$1,400,000	\$547,023	\$1,400,000	\$0
PARKS DEPARTMENT	GENERAL PARK IMPROVEMENTS	\$950,000	\$950,000	\$245,779	\$950,000	\$0
PARKS DEPARTMENT	LIGHTHOUSE PARK MASTER IMPROVE	\$1,700,000	\$1,700,000	\$40,000	\$1,700,000	\$0
PARKS DEPARTMENT	TREES	\$1,500,000	\$1,500,000	\$1,126,030	\$1,500,000	\$0
PARKS DEPARTMENT	CITY PARK LIGHTING	\$100,000	\$100,000	\$1,000	\$100,000	\$0
POLICE SERVICE	POLICE RADIOS	\$1,800,000	\$1,800,000	\$1,225,937	\$1,800,000	\$0
POLICE SERVICE	POLICE EQUIPMENT	\$750,000	\$1,102,294	\$355,276	\$1,102,294	\$0
POLICE SERVICE	POLICE BODY CAMERAS	\$50,000	\$50,000	\$500	\$50,000	\$0
POLICE SERVICE	ANIMAL SHELTER, GARAGE&SUBSTAT	\$150,000	\$150,000	\$6,102	\$150,000	\$0
POLICE SERVICE	POLICE GARAGE REPAIR	\$0	\$205,978	\$0	\$205,978	\$0

**FY 2019-2020 CAPITAL PROJECT REPORT
MONTH ENDING; OCTOBER 2020**

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<i>AGENCY</i>	<i>PROJECT DESCRIPTION</i>	<i>ORIGINAL BUDGET</i>	<i>REVISED BUDGET</i>	<i>YTD EXPENSES + OPEN PO'S</i>	<i>PROJECTED EXPENDITURES AS OF JUNE 30, 2021</i>	<i>AVAILABLE BUDGET FY 2021</i>
FIRE SERVICE	FIRE FIGHTER PROTECTIVE EQUIPM	\$450,000	\$450,000	\$450,000	\$450,000	\$0
FIRE SERVICE	RESCUE & SAFETY EQUIPMENT	\$275,000	\$275,000	\$149,165	\$275,000	\$0
FIRE SERVICE	EMERGENCY MEDICAL EQUIPMENT	\$200,000	\$200,000	\$3,485	\$200,000	\$0
FIRE SERVICE	FIRE EQUIPMENT LIFT	\$200,000	\$200,000	\$74,854	\$200,000	\$0
PUBLIC WORKS	BRIDGES UPGRADES & REHABILITAT	\$450,000	\$450,000	\$261,104	\$450,000	\$0
PUBLIC WORKS	FACILITY REPAIR	\$1,000,000	\$1,000,000	\$59,387	\$1,000,000	\$0
PUBLIC WORKS	SIDEWALK CONSTRUCTION & REHABI PAVEMENT	\$500,000	\$500,000	\$196,345	\$500,000	\$0
PUBLIC WORKS	MANAGEMENT & INSTRUCT	\$4,000,000	\$4,000,000	\$799,403	\$4,000,000	\$0
PUBLIC WORKS	REFUSE & RECYCLING	\$400,000	\$400,000	\$5,500	\$400,000	\$0
PUBLIC WORKS	ENVIRONMENT MITIGATION	\$150,000	\$150,000	\$74,625	\$150,000	\$0
ENGINEERING	STREET RECONSTRUCTION	\$1,600,000	\$1,600,000	\$561,348	\$1,600,000	\$0
ENGINEERING	SIDEWALK RECONSTRUCTION	\$6,450,000	\$6,450,000	\$3,589,629	\$6,450,000	\$0
ENGINEERING	BRIDGES	\$1,700,000	\$1,700,000	\$210,654	\$1,700,000	\$0
ENGINEERING	STREET LIGHTS	\$125,000	\$125,000	\$61,950	\$125,000	\$0
ENGINEERING	FACILITY REHABILITATION/REPAIR	\$1,600,000	\$1,510,861	\$728,381	\$1,510,861	\$0
ENGINEERING	GOVERNMENT CENTER	\$500,000	\$500,000	\$177,972	\$500,000	\$0
ENGINEERING	GENERAL STORM	\$700,000	\$700,000	\$207,227	\$700,000	\$0
ENGINEERING	FLOOD AND EROSION	\$900,000	\$900,000	\$151,450	\$900,000	\$0
ENGINEERING	GOFFE STREET ARMORY	\$200,000	\$200,000	\$112,192	\$200,000	\$0
CITY PLAN	COASTAL AREA IMPROVEMENTS	\$900,000	\$900,000	\$166,906	\$900,000	\$0
CITY PLAN	ON-CALL PLANNING	\$275,000	\$275,000	\$211,689	\$275,000	\$0

**FY 2019-2020 CAPITAL PROJECT REPORT
MONTH ENDING; OCTOBER 2020**

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<i>AGENCY</i>	<i>PROJECT DESCRIPTION</i>	<i>ORIGINAL BUDGET</i>	<i>REVISED BUDGET</i>	<i>YTD EXPENSES + OPEN PO'S</i>	<i>PROJECTED EXPENDITURES AS OF JUNE 30, 2021</i>	<i>AVAILABLE BUDGET FY 2021</i>
CITY PLAN	ROUTE 34 EAST	\$125,000	\$125,000	\$1,250	\$125,000	\$0
CITY PLAN	WAY FINDING SIGN SYSTEM	\$50,000	\$50,000	\$500	\$50,000	\$0
CITY PLAN	FARMINGTON CANAL GREEWAY	\$150,000	\$150,000	\$1,500	\$150,000	\$0
TWEED/N H AIRPORT	TWEED NEW HAVEN AIRPORT	\$1,700,000	\$1,700,000	\$805,823	\$1,700,000	\$0
TRAFFIC & PARKING	TRAFFIC SIGNAL MAINTENANCE	\$550,000	\$550,000	\$46,270	\$550,000	\$0
TRAFFIC & PARKING	PARKING METER MAINTENANCE	\$200,000	\$200,000	\$110,822	\$200,000	\$0
TRAFFIC & PARKING	TRAFFIC SIGNAL & PAVEMENT MARK	\$150,000	\$150,000	\$1,500	\$150,000	\$0
TRAFFIC & PARKING	TRANSPORTATION ENHANCEMENTS	\$400,000	\$400,000	\$319,730	\$400,000	\$0
TRAFFIC & PARKING	PLANNING AND ENGINEERING SERVI	\$300,000	\$300,000	\$75,523	\$300,000	\$0
TRAFFIC & PARKING	STREET LIGHT MAINTENANCE	\$250,000	\$250,000	\$44,138	\$250,000	\$0
TRAFFIC & PARKING	VISION ZERO PROJECTS	\$100,000	\$100,000	\$16,000	\$100,000	\$0
TRAFFIC & PARKING	LOCAL TRANSIT INFRASTRUCTURE I	\$100,000	\$100,000	\$1,000	\$100,000	\$0
TRAFFIC & PARKING	SAFE ROUTES TO SCHOOL	\$100,000	\$100,000	\$1,000	\$100,000	\$0
BLDG INSPEC & ENFORC	DEMOLITION	\$700,000	\$700,000	\$526,962	\$700,000	\$0
ECONOMIC DEVELOPMENT	LAND AND BUILDING BANK	\$700,000	\$700,000	\$258,582	\$700,000	\$0
ECONOMIC DEVELOPMENT	COMMERCIAL INDUSTRIAL SITE DEV	\$850,000	\$850,000	\$511,663	\$850,000	\$0
ECONOMIC DEVELOPMENT	FACADES	\$600,000	\$600,000	\$6,000	\$600,000	\$0
ECONOMIC DEVELOPMENT	PRE CAPITAL FEASIBILITY	\$150,000	\$150,000	\$29,741	\$150,000	\$0
ECONOMIC DEVELOPMENT	SMALL BUSINESS PUBLIC MARKET	\$200,000	\$200,000	\$2,000	\$200,000	\$0
ECONOMIC DEVELOPMENT	COMMUNITY FOOD SYSTEMS HUB	\$200,000	\$200,000	\$98,617	\$200,000	\$0
LIVABLE CTY INITAT	NEIGHBRHD COMMERCIAL PUB.IMPRO	\$675,000	\$675,000	\$560,339	\$675,000	\$0

**FY 2019-2020 CAPITAL PROJECT REPORT
MONTH ENDING; OCTOBER 2020**

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<i>AGENCY</i>	<i>PROJECT DESCRIPTION</i>	<i>ORIGINAL BUDGET</i>	<i>REVISED BUDGET</i>	<i>YTD EXPENSES + OPEN PO'S</i>	<i>PROJECTED EXPENDITURES AS OF JUNE 30, 2021</i>	<i>AVAILABLE BUDGET FY 2021</i>
LIVABLE CTY INITAT	NEIGHBORHOOD HOUSING ASSISTANC	\$1,200,000	\$1,200,000	\$1,051,914	\$1,200,000	\$0
LIVABLE CTY INITAT	PROPERTY MANAGEMENT	\$100,000	\$100,000	\$1,000	\$100,000	\$0
LIVABLE CTY INITAT	RESIDENTIAL REHABILITATION	\$650,000	\$650,000	\$96,500	\$650,000	\$0
LIVABLE CTY INITAT	HOUSING DEVELOPEMENT	\$2,000,000	\$2,100,000	\$1,096,800	\$2,100,000	\$0
LIVABLE CTY INITAT	PUBLIC IMPROVEMENT	\$200,000	\$200,000	\$2,000	\$200,000	\$0
LIVABLE CTY INITAT	ACQUISITION	\$950,000	\$950,000	\$303,548	\$950,000	\$0
LIVABLE CTY INITAT	DOWN PAYMENT AND CLOSING COST	\$100,000	\$100,000	\$100,000	\$100,000	\$0
LIVABLE CTY INITAT	EERAP	\$175,000	\$175,000	\$111,003	\$175,000	\$0
EDUCATION	GENERAL IMPROVEMENTS	\$3,000,000	\$3,140,806	\$2,937,922	\$3,140,806	\$0
EDUCATION	LIFE SAFETY	\$600,000	\$600,000	\$475,000	\$600,000	\$0
EDUCATION	HVAC REPAIRS & REPLACEMENTS	\$1,300,000	\$1,300,000	\$1,218,797	\$1,300,000	\$0
EDUCATION	ENERGY PERFORMANCE ENHANCEMENT	\$2,400,000	\$2,400,000	\$1,141,864	\$2,400,000	\$0
EDUCATION	INFORMATION,TECHNOLOGY & COMPU	\$2,900,000	\$2,900,000	\$2,052,827	\$2,900,000	\$0
EDUCATION	CUSTODIAL EQUIPMENT	\$300,000	\$300,000	\$137,974	\$300,000	\$0
EDUCATION	INTERIOR AND EXTERIOR PAINTING	\$350,000	\$350,000	\$127,820	\$350,000	\$0
EDUCATION	ASBESTOS ENVIRONMENTAL	\$200,000	\$200,000	\$32,123	\$200,000	\$0
EDUCATION	SCHOOL ACCREDITATION	\$100,000	\$100,000	\$1,000	\$100,000	\$0
EDUCATION	FLOOR TILE	\$150,000	\$150,000	\$101,236	\$150,000	\$0
EDUCATION	CAFETERIA PROGRAM & EQUIPMENT	\$200,000	\$200,000	\$11,353	\$200,000	\$0
EDUCATION	PROFESSIONAL SERVICES	\$100,000	\$100,000	\$40,991	\$100,000	\$0
EDUCATION	PAVING FENCING & SITE IMPROVEM	\$200,000	\$200,000	\$27,000	\$200,000	\$0

**FY 2019-2020 CAPITAL PROJECT REPORT
MONTH ENDING; OCTOBER 2020**

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<i>AGENCY</i>	<i>PROJECT DESCRIPTION</i>	<i>ORIGINAL BUDGET</i>	<i>REVISED BUDGET</i>	<i>YTD EXPENSES + OPEN PO'S</i>	<i>PROJECTED EXPENDITURES AS OF JUNE 30, 2021</i>	<i>AVAILABLE BUDGET FY 2021</i>
EDUCATION	LT MAINTENANCE STEWARDSHIP	\$1,800,000	\$1,800,000	\$245,193	\$1,800,000	\$0
ASSESSORS OFFICE	REVALUATION	\$0	\$0	\$0	\$0	\$0
ENGINEERING	CLIMATE CHANGE/SUSTAINABILITY	\$0	\$0	\$0	\$0	\$0
GRAND TOTAL		\$70,700,000	\$70,958,786	\$31,741,924	\$70,958,786	\$0

**SUMMARY OF BUDGET TRANSFERS
FISCAL YEAR 2020-2021
MONTH ENDING; OCTOBER 2020**

<i>Department</i>	<i>Transfer No.</i>	<i>Amount</i>	<i>Line: From</i>	<i>Line -Desc</i>	<i>Line: To</i>	<i>Line Desc</i>	<i>Reason</i>	<i>COMMENT</i>
<i>No Transfers</i>								

**SELF INSURANCE FUND & FOOD SERVICE & OPEB PROJECTION
FISCAL YEAR 2020-2021**

MONTH ENDING; OCTOBER 2020

SELF INFURANCE FUND

	(1) Actual FY 13-14	(2) Actual FY 14-15	(3) Actual FY 15-16	(4) Actual FY 16-17	(5) Actual FY 17-18	(6) Actual FY 18-19	(7) Un-Audited FY 19-20	(8) YTD FY 20-21
EXPENDITURES								
FISCAL YEAR EXPENDITUES	\$3,050,081	\$1,192,561	\$1,733,945	\$2,316,245	\$2,608,586	\$4,054,192	\$3,085,364	\$701,805
RICCI CASE	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LEWIS SETTLMNT	\$0	\$0	\$0	\$0	\$9,500,000	\$0	\$0	\$0
AUDITOR ADJUSTMENT (CASE RESERVE)	(\$710,000)	(\$567,833)	\$10,000	\$1,041,500	\$0	\$0	\$0	\$0
EXPENDITURE TOTALS	\$2,340,081	\$624,728	\$1,743,945	\$3,357,745	\$12,108,586	\$4,054,192	\$3,085,364	\$701,805
REVENUE								
GENERAL FUND 49109	\$2,400,000	\$2,400,000	\$1,750,763	\$2,326,245	\$2,612,000	\$4,291,100	\$3,085,458	\$701,805
BOND PROCEEDS RICCI	\$0	\$6,207,335	\$0	\$0	\$0	\$0	\$0	\$0
BOND PROCEEDS LEWIS 49119	\$0	\$0	\$0	\$0	\$9,500,000	\$0	\$0	\$0
OTHER REVENUE	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MISC - 49119	\$0	\$0	\$0	\$0	\$0	\$0	\$250	\$0
TOTAL REVENUE	\$2,400,000	\$8,607,335	\$1,750,763	\$2,326,245	\$12,112,000	\$4,291,100	\$3,085,708	\$701,805
EXPENDITURES VS REVENUES OPERATING RESULT SURPLUS /(DEFICIT)	\$59,919	\$7,982,607	\$6,817	(\$1,031,500)	\$3,414	\$236,908	\$344	\$0
TRANSFERS IN/ OUT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
AUDITOR ADJUSTMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
NET RESULTS [OPERATING RESULTS + TRANSFERS IN/OU	\$59,919	\$7,982,607	\$6,817	(\$1,031,500)	\$3,414	\$236,908	\$344	\$0

FOOD SERVICE FUND

	(1) Actual FY 13-14	(2) Actual FY 14-15	(3) Actual FY 15-16	(4) Actual FY 16-17	(5) Actual FY 17-18	(6) Actual FY 18-19	(7) Un-Audited FY 19-20	(8) Projected FY 20-21
EXPENDITURES								
EXPENDITURES	\$11,761,659	\$13,943,504	\$15,021,987	\$14,721,178	\$14,477,468	\$15,109,462	\$12,876,182	\$14,868,000
REVENUES	\$11,764,755	\$13,971,959	\$14,999,598	\$14,725,148	\$14,611,801	\$15,133,775	\$12,587,016	\$14,868,000
EXPENDITURES VS REVENUES OPERATING RESULT SURPLUS /(DEFICIT)	\$3,096	\$28,455	(\$22,389)	\$3,970	\$134,334	\$24,313	(\$289,166)	\$0
TRANSFERS IN/ OUT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
AUDITOR ADJUSTMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
NET RESULTS [OPERATING RESULTS + TRANSFERS IN/OUT]	\$3,096	\$28,455	(\$22,389)	\$3,970	\$134,334	\$24,313	(\$289,166)	\$0
Fund Balance	\$1,816,214	\$1,844,669	\$1,822,280	\$1,826,249	\$1,960,583	\$1,984,896	\$1,695,729	\$1,984,896

OPEB CONTRIBUTION BY UNION

BARGAINING UNIT	(1) Actual Prior to FY 15	(2) Actual FY 14-15	(3) Actual FY 15-16	(4) Actual FY 16-17	(5) Actual FY 17-18	(6) Actual FY 18-19	(7) Un-Audited FY 19-20	(8) YTD FY 20-21
CITY OF NEW HAVEN	\$490,000	\$15,000	\$15,000	\$405,000	\$405,000	\$405,000	\$405,000	\$405,000
POLICE OPEB	\$0	\$207,904	\$261,890	\$342,034	\$348,354	\$326,273	\$323,050	\$125,006
LOCAL 1303-NURSES	\$0	\$0	\$0	\$0	\$4,783	\$15,720	\$27,321	\$5,078
LOCAL 424	\$0	\$0	\$0	\$0	\$6,277	\$19,718	\$31,746	\$10,597
LOCAL 71	\$0	\$0	\$0	\$0	\$4,871	\$16,970	\$28,523	\$9,083
LOCAL 884 CLERICAL	\$0	\$0	\$0	\$0	\$33,672	\$115,266	\$202,221	\$61,236
LOCAL 3144-SUPERVISORY/PROFESSIONAL	\$0	\$0	\$0	\$0	\$796	\$159,780	\$249,315	\$80,806
EXECUTIVE MANAGEMENT	\$0	\$0	\$0	\$0	\$0	\$25,058	\$49,251	\$18,455
LOCAL 1303-CORP COUNSEL	\$0	\$0	\$0	\$0	\$0	\$5,462	\$13,495	\$4,738

**WORKERS' COMPENSATION PROGRAM
MONTH ENDING; OCTOBER 2020**

	{2}	{3}	{4}	{5}	{6}	{7}	{8}	{9}	{10}		
	Actual FY 12-13	Actual FY 13-14	Actual FY 14-15	Actual FY 15-16	Actual FY 16-17	Actual FY 17-18	Actual FY 18-19	Actual (unaudited) FY 19-20	Projected FY 20-21	+/- FY 21 VS 20	
JULY	\$946,468	\$1,129,736	\$649,824	\$718,014	\$730,569	\$1,142,049	\$899,509	\$860,148	\$688,001	(\$172,147)	A
AUGUST	\$1,133,002	\$831,654	\$1,014,736	\$970,294	\$1,401,920	\$789,938	\$816,853	\$971,080	\$964,468	(\$6,612)	A
SEPTEMBER	\$562,313	\$742,218	\$800,874	\$598,974	\$443,281	\$726,793	\$595,347	\$753,053	\$280,960	(\$472,094)	A
OCTOBER	\$808,580	\$534,472	\$416,831	\$511,307	\$824,325	\$750,642	\$822,304	\$783,058	\$411,175	(\$371,883)	A
NOVEMBER	\$549,577	\$666,435	\$628,838	\$665,912	\$375,237	\$587,318	\$624,371	\$613,092	\$613,092	\$0	P
DECEMBER	\$941,236	\$864,476	\$823,006	\$567,658	\$783,243	\$879,823	\$1,082,317	\$701,555	\$701,555	\$0	P
JANUARY	\$684,292	\$330,809	\$569,009	\$495,286	\$515,823	\$765,260	\$668,137	\$544,292	\$544,292	\$0	P
FEBRUARY	\$716,782	\$591,586	\$561,888	\$677,261	\$636,636	\$810,332	\$604,929	\$573,248	\$573,248	\$0	P
MARCH	\$656,975	\$501,841	\$732,305	\$431,458	\$614,304	\$881,966	\$555,170	\$772,729	\$772,729	\$0	P
APRIL	\$879,552	\$683,577	\$558,549	\$659,015	\$536,820	\$765,735	\$899,599	\$439,076	\$439,076	\$0	P
MAY	\$709,180	\$583,852	\$620,719	\$784,329	\$719,467	\$670,594	\$628,303	\$441,270	\$441,270	\$0	P
JUNE	\$714,901	\$692,755	\$740,458	\$689,926	\$561,021	\$541,334	\$863,627	\$934,412	\$934,412	\$0	P
SUB- TOTAL EXPENSES	\$9,302,858	\$8,153,409	\$8,117,037	\$7,769,434	\$8,142,645	\$9,311,784	\$9,060,465	\$8,387,012	\$7,364,278	(\$1,022,735)	
GENERAL FUND	\$7,970,000	\$6,900,000	\$7,351,872	\$7,000,000	\$7,188,600	\$8,364,250	\$8,094,788	\$7,555,000	\$6,664,278	(\$890,722)	
RECOVERY REVENUE 49103	\$251,122	\$585,394	\$233,920	\$134,933	\$301,096	\$392,943	\$480,273	\$192,000	\$200,000	\$8,000	
SPECIAL FUND REVENUE 49132	\$495,239	\$492,298	\$533,026	\$562,638	\$608,188	\$557,537	\$520,158	\$493,962	\$500,000	\$6,038	
BOE & CAT. CASES 49143	\$560,140	\$158,268	\$12,289	\$11,270	\$11,762	\$4,849	\$0	\$0	\$0	\$0	
MISC - 49119	\$22,597	\$27,329	\$14,403	\$132,211	\$32,999	\$0	\$0	\$0	\$0	\$0	
SUB - TOTAL REVENUE	\$9,299,098	\$8,163,289	\$8,145,509	\$7,841,052	\$8,142,646	\$9,319,579	\$9,095,219	\$8,240,962	\$7,364,278		
NET RESULT OPERATING RESULT	(\$3,760)	\$9,880	\$28,473	\$71,618	\$0	\$7,795	\$34,754	(\$146,051)	\$0		
Fund Balance	\$31,677	\$41,557	\$70,030	\$141,648	\$141,648	\$149,443	\$176,402	\$3,392	\$176,402		

EXPENDITURE COMPARISON BY FISCAL YEAR THROUGH JULY

	{2}	{3}	{4}	{5}	{6}	{7}	{8}	{9}	{10}	+/-
	Actual FY 12-13	Actual FY 13-14	Actual FY 14-15	Actual FY 15-16	Actual FY 16-17	Actual FY 17-18	YTD FY 18-19	YTD FY 19-20	YTD FY 20-21	FY 21 VS FY 20
JULY	\$946,468	\$1,129,736	\$649,824	\$718,014	\$730,569	\$1,142,049	\$899,509	\$860,148	\$688,001	(172,147)
AUGUST	\$1,133,002	\$831,654	\$1,014,736	\$970,294	\$1,401,920	\$789,938	\$816,853	\$971,080	\$964,468	(6,612)
SEPTEMBER	\$562,313	\$742,218	\$800,874	\$598,974	\$443,281	\$726,793	\$595,347	\$753,053	\$280,960	(472,094)
OCTOBER	\$808,580	\$534,472	\$416,831	\$511,307	\$824,325	\$750,642	\$822,304	\$783,058	\$411,175	(371,883)
TOTAL	\$3,450,364	\$3,238,079	\$2,882,265	\$2,798,589	\$3,400,095	\$3,409,423	\$3,134,012	\$3,367,339	\$2,344,604	(1,022,735) -30%

MEDICAL BENEFIT EXPENDITURES
MONTH ENDING; OCTOBER 2020

	FY 16-17 EXPENDITURES	FY 17-18 EXPENDITURES	FY 18-19 EXPENDITURES	FY 19-20 EXPENDITURES	FY 20-21 EXPENDITURES	\$ FY21vs20 +/-	% (FY21vs20) +/-
JULY	\$8,201,044	\$10,308,556	\$9,429,533	\$11,307,372	\$7,994,782	(\$3,312,590)	-29.3%
AUGUST	\$9,510,346	\$12,336,346	\$9,781,396	\$8,441,614	\$8,648,382	\$206,767	2.4%
SEPTEMBER	\$8,900,208	\$10,146,679	\$9,895,920	\$9,816,603	\$8,940,860	(\$875,743)	-8.9%
OCTOBER	\$8,813,497	\$8,311,334	\$10,521,272	\$10,127,093	\$9,654,409	(\$472,683)	-4.7%
NOVEMBER	\$8,881,752	\$8,665,701	\$8,335,004	\$9,043,651	\$9,676,708	\$633,057	7.0%
DECEMBER	\$9,198,598	\$10,263,572	\$10,238,038	\$9,046,133	\$9,679,363	\$633,230	7.0%
JANUARY	\$8,081,068	\$9,098,088	\$9,034,024	\$7,879,448	\$8,431,010	\$551,562	7.0%
FEBRUARY	\$8,561,789	\$8,965,754	\$8,917,456	\$7,389,496	\$7,906,761	\$517,265	7.0%
MARCH	\$9,604,359	\$10,070,762	\$9,485,962	\$10,880,686	\$11,642,335	\$761,649	7.0%
APRIL	\$8,898,002	\$9,867,325	\$9,122,088	\$6,462,887	\$6,915,290	\$452,403	7.0%
MAY	\$9,741,884	\$9,836,260	\$9,883,008	\$7,912,391	\$8,466,259	\$553,868	7.0%
JUNE	\$10,525,226	\$8,859,888	\$8,977,494	\$8,117,040	\$8,685,234	\$568,194	7.0%
SUB TOTAL EXPENDITURES	\$108,917,773	\$116,730,265	\$113,621,196	\$106,424,415	\$106,641,393	\$216,977	0%
Plus: Cafeteria Workers premium to Unite Here	\$1,941,776	\$1,973,451	\$1,937,488	\$1,870,470	\$2,000,000	\$129,530	6.9%
Plus: Health Savings accounts contributions	\$652,513	\$972,281	\$1,471,122	\$1,807,825	\$1,900,000	\$92,175	5.1%
Plus: Prior Year Expenses	\$0	\$0	\$0	\$0	\$0	\$0	0.0%
	\$111,512,061	\$119,675,997	\$117,029,805	\$110,102,710	\$110,541,393	\$438,682	
Plus: Life Insurance	\$1,036,368	\$1,057,156	\$1,074,489	\$1,185,167	\$1,100,000	(\$85,167)	-7.19%
plus: Mercer Medicare Parts D							0.00%
Plus: Gallagher Inc.	\$98,000	\$98,000	\$98,000	\$99,619	\$98,000	(\$1,619)	-1.63%
Plus: Employee Wellness Program	\$334,734	\$300,000	\$309,000	\$318,300	\$326,000	\$7,700	2.42%
Plus : Incurred but not reported (IBNR)	\$1,694,800	\$0	(\$70,300)	\$0	\$0	\$0	0.00%
Plus: McGLADREY RE-ENROLLMENT			\$0	\$0	\$0	\$0	0.00%
Plus: One Time Payment(s)	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Plus: Other Contractual Services	\$0	\$0	\$22,839	\$0	\$150,000	\$150,000	0.00%
Plus: Other Adjustments	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Plus: Medical Benefits Opt out program - Teachers	\$142,500	\$139,000	\$122,000	\$107,500	\$106,000	(\$1,500)	-1.40%
Plus: Personnel Cost	\$0	\$0	\$11,272	\$68,364	\$150,000	\$81,636	119.4%
PLUS: - Food service	\$0	\$0	\$0	\$0	\$0	\$0	
plus: Other	\$0	\$0	\$0	\$0	\$0	\$0	
TOTAL EXPENDITURES - MEDICAL SELF INSURANCE FUND	\$114,818,463 7.49%	\$121,270,154 5.62%	\$118,597,105 -2.20%	\$111,881,661 -5.66%	\$112,471,393 0.53%	\$589,731	0.53%

MEDICAL BENEFIT EXPENDITURES
MONTH ENDING; OCTOBER 2020
MEDICAL BENEFITS
REVENUE

	FY 16-17 REVENUE	FY 17-18 REVENUE	FY 18-19 REVENUE	FY 19-20 REVENUE	FY 20-21 REVENUE	\$ +/-	% INCREASE
JULY	\$707,429	(\$307,613)	\$1,044,877	\$696,239	\$871,426	\$175,187	25.2%
AUGUST	\$1,042,932	\$1,377,651	\$1,536,492	\$1,650,650	\$1,156,824	(\$493,826)	-29.9%
SEPTEMBER	\$2,467,095	\$2,570,551	\$2,306,954	\$2,239,504	\$2,536,034	\$296,530	13.2%
OCTOBER	\$2,337,193	\$2,831,457	\$2,715,887	\$2,631,563	\$3,023,880	\$392,317	14.9%
NOVEMBER	\$3,041,584	\$2,175,448	\$3,216,816	\$3,663,323	\$3,443,523	(\$219,800)	-6.0%
DECEMBER	\$3,176,658	\$3,158,826	\$2,269,588	\$2,171,487	\$2,041,197	(\$130,290)	-6.0%
JANUARY	\$2,571,151	\$2,290,725	\$2,955,085	\$2,672,033	\$2,511,711	(\$160,322)	-6.0%
FEBRUARY	\$2,552,084	\$2,916,457	\$2,379,587	\$2,680,371	\$2,519,548	(\$160,823)	-6.0%
MARCH	\$3,436,339	\$2,432,704	\$3,261,962	\$2,177,166	\$2,046,536	(\$130,630)	-6.0%
APRIL	\$2,283,799	\$3,199,691	\$2,268,806	\$2,776,129	\$2,609,561	(\$166,568)	-6.0%
MAY	\$2,293,265	\$2,448,047	\$3,580,540	\$3,265,471	\$3,069,542	(\$195,929)	-6.0%
JUNE	\$4,417,387	\$4,396,470	\$4,191,448	\$3,144,220	\$2,955,566	(\$188,654)	-6.0%
TOTAL NON GENERAL FUND REVENUE	\$30,326,916	\$29,490,413	\$31,728,041	\$29,768,153	\$28,785,345	(\$982,808)	-3.3%
MEDICARE PT D	\$0	\$0	\$0	\$0	\$0		
PLUS : GF LIFE INSURANCE CONTRIBUTION	\$730,000	\$730,000	\$730,000	\$730,000	\$730,000		
PLUS MEDICARE PART D	\$0	\$0	\$0	\$0	\$0		
PLUS: RETENTION SETTLEMNT							
PLUS; PRESCRIPTION REBATE	\$3,263,100	\$3,233,517	\$3,131,316	\$0	\$3,000,000		
PLUS: STOP LOSS	\$0	\$1,755,460	\$0	\$0	\$0		
PLUS :INTER-DISTRICT: BOE	\$0	\$0	\$0	\$0	\$0		
PLUS :TRANSFERS	(\$283,958)	\$753,751	\$0	\$0	\$0		
OUTSIDE REVENUE SUB-TOTAL	\$34,036,059	\$35,963,141	\$35,589,357	\$30,498,153	\$32,515,345		
GENERAL FUND	\$72,668,210	\$77,438,210	\$84,338,200	\$83,681,253	\$83,668,210		
TOTAL REVENUES - MEDICAL SELF INSURANCE FUND	\$106,704,269	\$113,401,351	\$119,927,557	\$114,179,406	\$116,183,555		
	\$0	\$0	\$0	(\$0)	\$0		
PROJECTED OPERATING SURPLUS/(DEFICIT)*	(\$8,114,195)	(\$7,868,803)	\$1,330,452	\$2,297,745	\$3,712,163		
TRANSFER IN/OUT/REFUNDING SAVINGS	\$0	\$9,000,000	\$0	\$0	\$0		
AUDITOR ADJUSTMENTS	\$7,990,150		\$0	\$0	\$0		
NET TOTAL OPERATING (INCLUDING TRANSFER)	(\$124,045)	\$1,131,197	\$1,330,452	\$2,297,745	\$3,712,163		
PREVIOUS YEARS FUND BALANCE	(\$5,428,848)	(\$5,552,583)	(\$4,421,386)	(\$3,090,934)	(\$793,189)		
NEW FUND BALANCE	(\$5,552,892)	(\$4,421,386)	(\$3,090,934)	(\$793,189)	\$2,918,974		
(NET RESULT + PREVIOUS YEARS FUND BALANCE)							

LARGE CLAIMS OVER \$250,000 - FY 17 to FY 21
MONTH ENDING; OCTOBER 2020

FY 17 MEDICAL	FY 18 MEDICAL	FY 19 MEDICAL	FY 20 MEDICAL	FY 21 MEDICAL
>\$250K	> \$250k	> \$250k	> \$250k	> \$250k

July-October

	\$309,572	\$776,552	\$667,606	\$657,413	\$397,853
	\$309,282	\$729,813	\$448,779	\$564,098	\$330,188
	\$285,584	\$604,746	\$382,409	\$392,988	\$264,936
	\$279,349	\$570,880	\$292,008	\$408,750	\$258,258
	\$266,197	\$523,014	\$251,487	\$333,434	
	\$255,508	\$309,586		\$329,880	
	\$253,267	\$271,521		\$290,580	
	\$254,967	\$268,729		\$270,051	
	\$252,656			\$263,569	
TOTAL	\$2,466,382	\$4,054,840	\$2,042,289	\$3,510,764	\$1,251,235
COUNT	9	8	5	9	4
AVG	\$274,042	\$506,855	\$408,458	\$390,085	\$312,809



CITY OF NEW HAVEN

JUSTIN ELICKER, MAYOR

165 Church Street
New Haven, Connecticut 06510
T: 203.946.8200 F: 203.946.7683
www.CityofNewHaven.com



December 3, 2020

Honorable Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06510

Dear President Walker-Myers:

Pursuant to the authority vested in me per Connecticut General Statutes, Sec. 7-273aa to 7-27300, I hereby submit for your Honorable Board's approval the name of Ms. Margaret Targove of 20 Alden Street, New Haven, Connecticut 06512 for appointment to the New Haven Solid Waste Authority Board. This appointment would become effective upon your Honorable Board's approval and expire on December 31, 2023.

I thank you for your kind consideration of this matter and ask for your prompt approval of the same.

Very truly yours,

Justin Elicker
Mayor

Copies to: Giovanni Zinn, Director of City Engineering
Michael Smart, City Clerk



CITY OF NEW HAVEN

JUSTIN ELICKER, MAYOR

165 Church Street
New Haven, Connecticut 06510
T: 203.946.8200 F: 203.946.7683
www.CityofNewHaven.com



December 3, 2020

Honorable Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06510

Dear President Walker-Myers:

Pursuant to the authority vested in me by virtue of Special Act 78-24, Sec. #4 State of CT General Assembly, I hereby submit for your Honorable Board's approval the name Ms. Naomi Campbell of 37 Artizan Street, New Haven, Connecticut 06511 for reappointment to the Regional Water Authority Representative Policy Board. This appointment would become effective upon your Honorable Board's approval and expire on June 30, 2023.

Ms. Campbell is dedicated to continuing her service on Regional Water Authority. Her expertise and commitment to our City will benefit all residents in a conscientious and productive manner.

I thank you for your kind consideration of this matter and ask for your prompt approval of the same.

Very truly yours,

Justin Elicker
Mayor

Copies to: Michael Smart, City Clerk

CHECK LIST FOR ALDERMANIC SUBMISSIONS

<input checked="" type="checkbox"/>	Cover Letter
<input checked="" type="checkbox"/>	Resolutions/ Orders/ Ordinances (Order Required for Multi year contracts)
<input checked="" type="checkbox"/>	Prior Notification Form
<input checked="" type="checkbox"/>	Fiscal Impact Statement - Should include comprehensive budget
<input checked="" type="checkbox"/>	Supporting Documentation (if applicable)
<input type="checkbox"/>	Disk or E-mailed Cover letter & Order

IN ADDITION IF A GRANT:

<input type="checkbox"/>	Notice of Intent
<input type="checkbox"/>	Grant Summary
<input type="checkbox"/>	Executive Summary (not longer than 5 pages without an explanation)

Date Submitted: November 25, 2020

Meeting Submitted For: December 7, 2020

Regular or Suspension Agenda: Regular

Submitted By: Michael J. Pinto, C.O.O.

Title of Legislation:

Order of The Board of Alders of The City of New Haven Authorizing The Execution of
The Collective Bargaining Agreement between The New Haven Board Of Education
and The New Haven Federation of Teachers, Local 933, AFT, AFL-CIO
July 1, 2020 to June 30, 2023.

Comments: Pursuant to Conn. Gen. Stat. §153d(b); and § 153d(c); the concurrence or
rejection of the new Teachers contract is required within 30 days of submission. If the Board of
Alders should reject the contract; the Board of Education and Teacher Union must immediately
enter into a binding Arbitration. If no action is taken within 30 days the contract is deemed
approved.

Coordinator's Signature:



Controller's Signature (if grant):

Mayor's Office Signature:

Call 946-7670 with any questions.
jrodriguez@newhavenct.gov

ORDER OF THE BOARD OF ALDERS OF THE CITY OF NEW HAVEN AUTHORIZING THE EXECUTION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE NEW HAVEN BOARD OF EDUCATION AND THE NEW HAVEN FEDERATION OF TEACHERS, LOCAL 933, AFT, AFL-CIO JULY 1, 2020 TO JUNE 30, 2023.

WHEREAS, the New Haven Board of Education (the “Board”) and New Haven Federation of Teachers Local 933 AFT, AFL-CIO (the “Union”) are parties (collectively the “Parties”) to that certain collective bargaining agreement entitled Agreement Between the New Haven Board of Education and New Haven Federation of Teachers Local 933 AFT, AFL-CIO, July 1 2018 – June 30, 2021 (the “Expiring CBA”); and

WHEREAS, the Expiring CBA is due to expire by its terms on June 30, 2021; and

WHEREAS, the Covid-19 pandemic has created uncertainty for both parties regarding New Haven Public School scheduling and District budgeting; and

WHEREAS, the parties agreed that extending the contract for three years to 2023 in consideration of certain concessions on the part of the Board and the Union would provide fiscal relief to the Board and would provide a greater measure of work security to the Union; and

WHEREAS, the Parties, over the course of several rounds of negotiation, throughout the period of June 2020 – August 2020, negotiated to secure a new Collective Bargaining Agreement; and

WHEREAS, the Parties reached a tentative agreement entitled Collective Bargaining Agreement Between The New Haven Board of Education and The New Haven Federation of Teachers, Local 933, AFT, AFL-CIO, July 1, 2020 – June 30, 2023 (the “2020-2023 Agreement”); and

WHEREAS, the leadership of Local 933 submitted the 2020-2023 Agreement to its membership which ratified the 2020-2023 Agreement; and

WHEREAS, the Board’s negotiating team submitted the 2020-2023 Agreement to the Board, which approved the 2020-2023 Agreement at its August 10, 2020 meeting; and

WHEREAS, the Charter of the City of New Haven requires the approval of the Board of Alders for contracts in excess of one-year; and

WHEREAS, Connecticut General Statutes §10-153d(b) of the Teachers Negotiation Act requires submission of a new Teachers Collective Bargaining Agreement to the Board of Alders, the body charged with making appropriations for the New Haven Public Schools in advance of the budget calendar; and

WHEREAS, Connecticut General Statutes §10-153d(b) and §10-153d(c) require the concurrence or rejection of the Board of Alders within 30 days of submission.

NOW THEREFORE BE IT ORDERED, by the Board of Alders of the City of New Haven that the 2020-2023 Agreement is hereby approved.

BE IT FURTHER ORDERED, that the President of the Board of Education or the Mayor is authorized to execute the 2020-2023 Agreement as well as such additional instruments as may be deemed necessary or expedient to implement the terms of the 2020-2023 Agreement.

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE NEW HAVEN BOARD OF EDUCATION

and

**THE NEW HAVEN FEDERATION OF
TEACHERS, LOCAL 933, AFT, AFL-CIO**

JULY 1, 2020 – JUNE 30, 2023

Revised 8/25/20

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Shaping Culture in NHPS – Beliefs, Vision, and Norms

<i>What We Believe (Beliefs)</i>	<i>Where We Are Going (Vision & Strategies)</i>
<p>We believe that together we must continue to improve public education in New Haven, resulting in success for every school and every student.</p> <ul style="list-style-type: none"> • We believe that substantial improvement in student learning in New Haven is possible and urgent. Significant and ongoing change is possible and necessary across the district and at all levels of the system to reach that goal. • We believe that our schools must engage, value, challenge, and provide success to all our students – and we believe that our students can grow to high levels of achievement no matter the other obstacles in their lives. • We believe that schools are the most important organizational units in the system, and that our central offices, our policies, and our systems must support the individual excellence of each school. Within the schools, a shared mission, understanding of students and ongoing professional collaboration are the foundation for the teamwork essential to effective schools. • We believe that the people surrounding students – teachers, principals, and other adults – are the district’s most important resources, and that their individual and collective effectiveness is the most important factor in improving student results learning • We believe we cannot work alone, and that we must collaborate with and support the other adults who are part of our students lives, particularly their parents • We know the route to accomplish our goals is neither clear nor easy, but we believe with collaboration, perseverance, and positive relationships we can achieve them together. 	<p>Our vision is to create a school district where...</p> <ul style="list-style-type: none"> • Students learn through meaningful and coherent experiences that support their intellectual, emotional and physical development, and that these experiences must be created in individual classrooms, within the school as a whole, and extend beyond the school into their lives. • Schools are the focal point for learning in the district, where teams of adults take collective and empowered responsibility for students, working separately and together to move students from wherever they start to the highest performance levels • The district, at all levels and in all things, encourages both collaboration without fault and positive change through growth, adaptation, and innovation <p>We are pursuing this vision through three broad strategies...</p> <ul style="list-style-type: none"> • <i>Portfolio of Schools:</i> Each school will be organized and supported on its own unique path to success • <i>Talent:</i> Adults in the system will be managed as professionals to encourage collaboration, empowerment, and responsibility for outcomes – and this will enable us to attract, develop, and retain the highest caliber staff • <i>Community & Parents:</i> The work of the school system will be as aligned as possible with the other adults who work on behalf of students to prepare them for the rest of their lives, including parents, community organizations, and Promise

How We Work Together (Norms)

We work effectively together on behalf of students when our words and actions reflect the following norms:

- *No Fault Problem-solving*: We focus on overcoming real challenges and solving the urgent problems before us, not on placing blame or fault for those problems.
- *Pursuit of Problems*: Challenges and problems are opportunities for learning and improvement, and so we seek out both the facts/data and the courageous conversations that will improve learning in the district for our students
- *Valuing Others*: We strive to understand how our peers and collaborators see the world, and we recognize their legitimate perspectives and concerns. We avoid the temptation to dismiss individuals and generalize other groups.
- *Foster Constructive Relationships*: We explicitly show our support for each other, including by developing each other and by challenging each other to do better.
- *Enduring Partnership*: If we have invested meaningful time, listened to each other, and genuinely sought consensus, we move forward together – even when we disagree.

PREAMBLE

SECTION 1. This Agreement is made and entered into as of this first day of July, 2018, by and between the New Haven Board of Education (hereinafter referred to as the Board) and the New Haven Federation of Teachers, Local 933, American Federation of Teachers, AFL-CIO (hereinafter referred to as the Federation).

SECTION 2. The parties hereto recognize the benefits available to each hereunder, and the procedures and avenues of communication established herein as a result of these good faith negotiations between them; it being the aim of both the parties here to establish methods by which the public educational system of the City of New Haven may continue to improve so as to meet the needs of the total community. In furtherance of that aim, the parties hereto accept the provisions of this Agreement as their collective and individual commitment actively, cooperatively and in good faith to honor, support and seek to fulfill the obligations, commitments and representations made herein, to the best of their respective abilities for the duration of this Agreement.

ARTICLE I RECOGNITION, RIGHTS AND OBLIGATIONS OF THE PARTIES

SECTION 1. Exclusive Bargaining Representative

Pursuant to Section 10-153 of the Connecticut General Statutes, the Board hereby recognizes the Federation as the exclusive collective bargaining representative for all employees employed by the Board in positions requiring a teaching or special services certificate (which employees shall hereinafter be referred to individually or collectively as "teacher" or "teachers", [respectively], except temporary substitutes). Such recognition is granted in accordance with the Certification of Results of an election held on November 21, 1967, executed by the Supervising Arbitrator, Walter Oberter, the result of which election is specified as "Election #1 (teachers)." Employees occupying positions requiring an administrative or supervisory certificate (which employees shall hereinafter be referred to individually or collectively as "administrator" or "administrators", respectively) shall be excluded from the bargaining unit referred to herein. A teacher engaged in teaching in the adult education or summer school program in a field in which s/he holds a teaching certificate issued by the State Department of Education shall be represented by the Federation in the same manner and to the same degree as any other teacher, as defined herein.

SECTION 2. The Federation agrees to represent equally all members of the above defined unit.

SECTION 3. Nothing in this Agreement shall in any way limit or contravene the authority of the Board as provided in the General Statutes of Connecticut and the Charter of the City of New Haven. The Board shall not, however, exercise any of its authority specified above so as to contravene a specific provision of this Agreement. The Board will also not make any change in any policy, rule or regulation affecting salaries or other conditions of employment of teachers without prior consultation or discussion with the Federation. The Federation may challenge the authority of the Board to make a change in a policy, rule or regulation, by processing a grievance in accordance with the Grievance Procedure hereof.

SECTION 4. Any policy, rule or regulation of the Board, adopted prior to the effective date of this Agreement, which is in conflict with a specific provision or provisions of this Agreement, shall as of the effective date of this Agreement, be superseded and replaced by the applicable provision or provisions of this Agreement with which it is in conflict. No provision of this

Agreement shall be construed or interpreted so as to apply retroactively.

SECTION 5. Non-discrimination

The parties agree to continue to follow the policy of not discriminating against any employee on the basis of race, color, religious creed, age, sex, sexual orientation, marital status, national origin, ancestry, or present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to, blindness, or membership or partnership in or association with the activities of any employee organization or political party, or on account of membership in a protected classification under Connecticut or Federal equal employment opportunity statutes as they currently exist or as they may be amended from time to time.

SECTION 6. Despite references herein to the Board or the Federation as such, each reserves the right to act hereunder by committee or by designated representative (professional or lay, whether or not a member). Each party will provide to the other satisfactory evidence of authority so to act.

SECTION 7. During the term of this Agreement no member of the bargaining unit or representative of the Federation shall engage in or participate in any refusal to work, mass resignation, slowdown or strike. Engaging in or participating in such activity shall constitute just cause for discipline, including suspension and discharge. Any individual discharged or otherwise disciplined for engaging or participating in such activity shall be entitled to arbitration in accordance with the provisions set forth in Article III hereof but only on the issue of whether he engaged in or participated in such activity, and the Arbitrators authority shall be so limited.

SECTION 8. Nothing contained herein to the contrary notwithstanding, bargaining unit members shall be entitled to family and medical leave as provided for by the Federal Family and Medical Leave Act, as applicable. Leaves provided for in this Agreement shall be included in and shall not be in addition to the period(s) of family and medical leave required by such law.

ARTICLE II GENERAL WORKING CONDITIONS

SECTION 1. Fair Disciplinary Policy

- (a) No teacher shall be suspended except for just cause.
- (b) Notification of suspension shall be given to the teacher in writing with a copy to the Federation. The reason for such discharge or suspension shall be stated therein.
- (c) The teacher may, if s/he so desires, upon receipt of notification of suspension, file a grievance at the third step of the grievance procedure, provided in this Agreement. If suspension is found to be unjustified at any step of this procedure, the teacher's full pay and benefits shall be restored for the full period of her/his suspension.

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 day

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 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.

(b) The following days shall not be scheduled school days:

- (1) Rosh Hashanah (one day)
- (2) Yom Kippur
- (3) Columbus Day
- (4) Veterans' Day
- (5) Thanksgiving Day and the day following
- (6) Christmas Eve
- (7) Christmas Day
- (8) New Year's Day
- (9) Three Kings' Day
- (10) Martin Luther King's Birthday
- (11) Lincoln's Birthday
- (12) Washington's Birthday
- (13) Good Friday
- (14) Memorial Day

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

SECTION 3. Work Day

(a) Classroom teachers and other teachers on the classroom teacher salary schedule shall work six hours and forty-five minutes (6.75) scheduled hours in each workday. Teachers shall report to school at the designated beginning of their workday. Each school may reflect different start and end times due to bell times, flexible teacher scheduling and other factors; however, teachers must comply with the established schedule for their assigned school(s) for all scheduled time which shall include instructional time, collaborative time, other scheduled professional time as determined collaboratively by the teacher and the school administration, as well as unencumbered preparation time. Teachers may leave the building after all encumbered time has been concluded for the day, provided such teacher has not scheduled a parent and/or student conference or is not scheduled for a faculty meeting or a discussion with the Principal or Department Head. The length of the workday shall not be changed during the life of this Agreement without the mutual consent of the parties. The length of the student instructional day shall not be increased beyond the hours in effect for the 2013- 14 school year without the mutual consent of the parties.

(b) The Board may reorganize the schedule of hours so as to fit the requirements of the System, but in so doing the provisions of Section (a) hereof shall be followed. Any such changes in the hourly schedule shall only be after notice to and discussion with the Federation in accordance with the provisions herein. It is understood that advanced classes and special programs (e.g., preschool) may be scheduled at hours different from those for regular classes and programs.

SECTION 4. Lunch Periods

- (a) Teachers shall be provided a duty free lunch period of not less than that provided to students, but in no event less than 30 minutes.
- (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.

SECTION 5. Class Size

- (a) 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 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.
- (b) Class size may exceed the stated maximum in special or experimental teaching situations (it is understood that special teaching situations would include chorale, band, etc.) physical education classes shall not exceed 40 pupils.
- (c) The ratio of at least one (1) teacher for every thirty (30) pupils shall be maintained and exceptions shall be made where special teaching programs prevail.
- (d) Preference shall be given in the reduction of class size where it is determined by the Board and Federation that there is a high ratio of disadvantaged or disruptive students, as those students are identified by school records and school system standards.
- (e) Regardless of class size, no teacher in the departmentalized program shall be assigned more than 125 students. This section, however, shall not require the establishment of a class of fewer than 15 pupils.
- (f) Where a particular number of student stations are provided, such as in laboratories, tech ed, computer lab, art rooms, typing rooms, music rooms and similar situations, the number of students assigned shall not exceed the number of student stations already provided.
- (g) During the term of the contract the parties will meet and discuss class levels for special education and to reduce any agreement to a Memorandum of Agreement. A failure to reach an agreement will not trigger the mid-term dispute resolution mechanism of the Teacher Negotiation Act.
- (h) Counselors shall not be assigned more than the current student load assigned to counselors of the same type and level during 1986-1987.
- (i) Elementary music teachers shall not be assigned a teaching load greater than that in effect for elementary music teachers during 1986-87.

SECTION 6. Teaching Load

- (a) Teachers in departmentalized programs shall not generally be required to teach more than two subjects not to make more than two teaching preparations daily. A subject is herein intended

to mean a distinct course of study within a broad classification. For example, Algebra, Trigonometry and Geometry in the field of Mathematics shall be deemed separate subjects. However, this shall in no way limit the institution of new teaching methods. Teachers in departmentalized programs who are assigned more than two subjects or more than two preparations daily shall be given two additional preparation periods per week and such teachers shall be given preference in relief of homeroom assignments. Teachers with four (4) or more preparations per week shall be relieved from all collateral assignment. This section shall not apply in experimental teaching situations, including team teaching, contemporary issues, and general lectures. In these expected areas, assignments inconsistent with the foregoing criteria will be discussed with the Federation.

(b) No teacher shall teach in violation of the certification regulations of the State.

(c) Departmentalized teachers shall be scheduled for no more than five (5) teaching periods per day.

(d) Teachers assigned to non-compensated extracurricular activities during the school hours shall have such assignment considered as a teaching period

SECTION 7. Preparation Periods

(a) All teachers shall have a daily preparation period, except when the format of their schedule (curriculum) requires scheduling which prohibits daily preparation periods. In such cases, at least five (5) preparation periods shall be scheduled for such teacher per week. Teachers shall not be assigned to any other duties during their preparation periods.

(b) All elementary teachers shall be provided with a minimum of five (5) preparation periods of forty-five (45) minutes in duration per week for a total of two hundred twenty-five (225) minutes per week. In order to attain this goal, when scheduled by the Superintendent, or her/his designee, the regularly assigned teacher may be absent from the classroom to prepare during the period when regularly assigned special teachers in art, music and physical education are present, providing instruction to the pupils to whom the regularly assigned teacher is normally assigned and providing such absence from the classroom is agreeable to the principal.

(c) Teachers of split grades must be consulted prior to the scheduling of preparation periods and the results of such consultation will be considered in determining schedules.

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) parent conferences per year to be held after each of the first three report cards, and are encouraged to attend PTA and other parent group meetings.

(b) Teachers may be required to attend not more than one (1) faculty meeting per month, and teachers may be required to attend one (1) CIA meeting per quarter, of no more than one and one-half (1 1/2) hours in duration each, for a total of fourteen (14) such meetings per year. Such meetings will be held on Monday, shall be called by an administrator and shall commence immediately upon school dismissal. If Monday is a holiday, the faculty meeting may be scheduled on Tuesday of the same week.

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 and the Principal, in accordance with the Superintendent's general policy.

SECTION 10. Teacher's Notice by Superintendent

(a) Any teacher requested to meet with the Superintendent or her/his designee regarding a disciplinary proceeding shall be given one (1) day's notice of the meeting, be informed in writing of the reason(s) for which her/his presence is requested, and of her/his option to be accompanied by a representative of the Federation. If an interview is not held in accordance with these conditions, no part of it will be put in the teacher's file or used in proceedings against her/him.

(b) Any complaints regarding a teacher made to the administration by any parent, student or other teacher or an administrator will be promptly called to such teacher's attention. The administration shall inform the teacher of the name of the complainant. The teacher shall have the opportunity to answer such complaint.

(c) No member of the Board of Education or the Administration shall orally present or discuss at any public meeting of the Board of Education any complaint or adverse criticism of any teacher until after such adverse criticism or complaint has been discussed with the teacher/or representative designated by the Federation.

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.

SECTION 12. Non-teaching Duties

(a) It is agreed that the teacher's primary responsibility is to teach and to otherwise supervise the children s/he teaches. Therefore, clerical assistance will be provided for teachers when it is necessary and when the teacher indicates such need at least one (1) day prior to such time assistance is needed.

(b) Elementary school teachers shall not be required to perform playground duty before or after school or during the lunch recess, bus duty, school crossing duty or lunch duty.

(c) Teachers shall not be required to correct standardized tests.

(d) The definition of the above duties as "non-teaching duties" shall not in any way be

deemed not to require teachers, as part of their regular assignments, to perform normal disciplinary and supervisory functions in whatever portion of the school buildings that such is required. Such discipline and supervision outside the classroom shall be exercised in a manner consistent with administrative policy.

(e) While a teacher's primary responsibility is to teach, s/he is also required to discipline the pupils of the school fairly and equitably.

(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.

SECTION 13. Early Dismissal

Classes will be dismissed two (2) hours prior to the regular dismissal time on the days the following recesses commence: Thanksgiving, Christmas and the February, April and June vacations.

SECTION 14. Personal Property

The Board is not responsible for the loss of personal property due to negligence on the part of the employee. Teachers will be equitably compensated for damage to personal property resulting from the performance of duties within the scope of their employment.

SECTION 15. Materials

(a) Each teacher will be provided with the necessary materials, supplies and books with which to adequately function in the classroom. The Board will make every reasonable effort to provide at least one book per pupil per subject or its instructional equivalent.

(b) Supply lists will be made available for reference by teachers when received by the building principal. Typically, that is expected to occur by May of each school year.

SECTION 16. Student Behavior

(a) The schools are established for the benefit of all students. The educational purpose of the schools is accomplished best in a climate of student behavior that is socially acceptable and conducive to the learning and teaching process. Behavior that disrupts this process or that infringes upon the rights of other individuals will not be tolerated.

(b) The Board reaffirms its support of the administrative and teaching staff in taking all steps lawful and necessary to enforce and implement all Board policies and regulations pertaining to control of student behavior. Important among these policies are those in the areas of conduct, suspensions, expulsions, and general learning climate as outlined in the Statement of Students' Rights and Responsibilities. The teachers will at all times follow and enforce the Directives of the Superintendent and/or policies of the Board regarding these matters.

ARTICLE III
GRIEVANCE PROCEDURE

The prompt, informal and confidential adjustment and settlement of grievances is encouraged and therefore, the following procedure to accomplish these purposes is hereby established:

SECTION 1. Definition

(a) A grievance shall mean a complaint (1) by a teacher (hereinafter called "grievant") that there has been a violation, misinterpretation or misapplication of a provision of this Agreement, or of an established policy or practice, (2) or that there has been disparate treatment in the administration of established policies or practices of the Board.

(b) As used in this Article, the term "grievant" shall mean (1) an individual grievant, (2) a group of grievants having the same grievance, (3) the Federation or the Board, respectively, when either files a grievance.

SECTION 2. Procedures

STEP 1. A teacher and a Federation representative (if the teacher so desires) shall first discuss the problem with the school official serving as the teacher's immediate administrative superior.

STEP 2. If the matter is not satisfactorily adjusted within two calendar days* after the last discussion, the teacher, with the assistance of a Federation representative, shall submit a request in writing within six (6) calendar days to such teacher's immediate administrative superior, for a satisfactory adjustment. Such written grievance must be filed within thirty (30) calendar days following the act or circumstances giving rise to the grievance. Such immediate superior may request a meeting with the teacher and a Federation representative prior to making her/his decision, but in any event must render her/his decision in writing, with copies to the teacher and the Federation within six (6) calendar days of the written submission to her/him by the teacher.

*In calculating the number of days, school vacations including the summer will be excluded.

STEP 3. Failing satisfactory settlement within such time limit the grievant may, with the assistance of the Federation representative, within six (6) calendar days after receipt of the written decision by her/his superior, appeal in writing to the Superintendent and such writing shall set forth specifically the basis of the grievance. The Superintendent or her/his representative shall meet with the teacher and a Federation representative within six (6) calendar days of receipt by her/him of such appeal, and shall give her/his decision in writing to the teacher and the Federation within twelve (12) calendar days of such meeting. Such decision shall include the specific justification for a denial of the grievance.

STEP 4. If the grievance remains unresolved after STEP 3, the Federation, the grievant and the Superintendent or her/his representative shall meet with a neutral party who shall act in the capacity of a mediator in an effort to resolve the grievance. This step will be used only on a case by case basis when the parties mutually so agree. All discussion at this step will be inadmissible in arbitration.

STEP 5. Arbitration

(a) In the event a grievance shall not have been settled under the procedures above, the grievant may proceed directly to arbitration, which shall be binding, subject to the limitation of the statute.

(b) Notice of intention to request submission to arbitration must be in writing addressed to the Superintendent of Schools, and submission to American Arbitration Association must be made not later than ten (10) calendar days following the decision at Step or the expiration of the timelimits for making such decision, whichever shall first occur. A copy of such notice of intention to submit to arbitration shall be sent to the Superintendent by Registered Mail, return receipt requested.

(c) The arbitrator shall hear and decide only one grievance in each case. S/he shall be bound by and must comply with all terms of this Agreement. S/he shall have no power to add to, delete from, or modify in any way, any of the provisions of this Agreement. S/he shall have the power to make appropriate compensatory awards. The decision of the arbitrator shall be binding upon both parties and all teachers during the life of this Agreement, except that such decision shall not usurp the functions or powers of the Board of Education as provided by statute. Fees and expenses of the arbitrator shall be borne equally by both parties.

The Board will take quick action on solving grievances which concern irremediable situations. The Board will agree to consider with the Federation the use of the new expedited arbitration procedure of the American Arbitration Association as each case arises.

SECTION 3. General Provisions

(a) Any grievance not initiated and/or appealed in accordance with the time limits specified herein shall be deemed waived by the grievant.

(b) Failure at any step of this procedure to communicate a decision within the specified time limits shall permit the grievant to proceed promptly to the next step. The time limits specified at any step may be extended in any particular instance by agreement between the Superintendent or her/his designee and the Federation.

(c) Meetings held under this procedure shall generally be conducted on non-school time at a place which will afford a fair and reasonable opportunity for all persons proper to be present. Persons proper to be present for the purpose of this Article are defined as the grievant, the appropriate Federation and Board representatives and witnesses. Federation and Board counsel shall be permitted at Step 4. If, at the option of the Board, hearings are held during school hours, persons proper to be present shall be excused without loss of pay.

(d) A grievance arising from the action of an official above the rank of principal will first be discussed with that official and if not resolved may be submitted to the Superintendent or her/his designee and processed in accordance with Step 3 above.

(e) The Federation shall have the right to appeal from the disposition of a grievance of any teacher or group of teachers at any step of this procedure in its own behalf.

(f) Nothing in this Agreement shall be construed as compelling the Federation to submit a grievance to arbitration.

(g) No reprisals of any kind shall be taken by either party or by any member of the administration against any participants in the grievance procedure by reason of such participation.

(h) The Superintendent and/or the Board shall have the right to file a grievance in writing with the Federation and such grievance shall thereafter be processed in accordance with Step 3 and the following steps of the grievance procedure. In the event a grievance filed by the Superintendent and/or the Board is submitted to arbitration, the Board shall pay the arbitrator's fees for such arbitration.

ARTICLE IV CONSULTATION

SECTION 1. In order to promote better communications between the administration and the representatives of the Federation, the parties will meet at least once a month during the school year on matters of education policy and development, on any matters which are not covered by the Agreement and on administration of the Agreement. Such consultation shall generally be attended only by employees of the Board of Education. However, if a particular matter to be discussed requires the expertise of a non-employee, either party may request that such person be permitted to attend the meeting. The parties shall exchange agenda indicating the matters they wish to discuss, including the names and qualifications of non-employees they wish to have in attendance, no later than seven (7) days prior to the scheduled meeting date.

SECTION 2. The principal or other head of each school or her/his representatives and the building steward's committee from the school shall consult at least once a month during the school year on matters of school policy and on the implementation of the Agreement. During September of each year, this principal and steward shall establish a regular meeting schedule.

ARTICLE V FEDERATION RIGHTS

SECTION 1. Use of School Facilities

(a) One (1) bulletin board in each school shall be reserved for the exclusive use of the Federation for the posting of official Federation notices or announcements. Copies of any notices to be posted shall be submitted to the Principal.

(b) The Federation may call meetings in each school before or after school or during the lunch hour whenever necessary, providing such meetings do not conflict with the other scheduled activities or programs.

(c) The Federation shall have the right to place material in the mail boxes of teachers and other professional employees. Placement will be made by the authorized representative of the Federation or her/his designee and such representative may use the public address system for Federation announcements prior to and at the end of each teaching day.

SECTION 2. Release Time

(a) The Federation will, during its tenure as bargaining representative, be permitted to select one officer to teach a reduced teaching load. Such officer shall teach the equivalent of no more than ten (10) teaching periods per week which shall be scheduled during the morning. In the event

the selected officer does not teach at a school that is departmentalized, adjustment will be made between the Superintendent and the Federation. Such officer granted such released time shall continue to accrue seniority for salary increments and all other purposes in the same manner as if s/he continued in her/his former capacity.

(b) Each steward will be given access to a telephone.

(c) In the event any building steward or Federation officer is the least senior staff member in her/his school, s/he shall instead be considered the second least senior staff member for purposes of involuntary transfer from the building or layoff.

SECTION 3. General Provisions

(a) The Board shall make available to the Federation information, statistics and records which the Federation and the Board agree are relevant to negotiations and necessary to the proper enforcement of this Agreement.

(b) If the Superintendent or the Federation requests a meeting to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement, such a meeting shall be scheduled at a time mutually convenient to both parties.

(c) If the Principal of a school or the designated Federation representative for that school requests a meeting to discuss matters of school operation and questions relating to the implementation of this Agreement, such a meeting shall be scheduled at a time mutually convenient to both parties. School operations and policies shall be consistent with this Agreement. The Federation shall inform the Principal of the name of its representatives for that school in writing.

(d) The Board shall permit the President of the Federation or her/his designated representative to visit the schools to investigate working conditions, teacher complaints or problems, or for any other purpose relating to the terms and conditions of this Agreement. Upon the representative's arrival, s/he shall notify the General Office of her/his presence. If conferences with teachers are necessary, they shall be scheduled so as not to disrupt the teacher's class assignment.

(e) Whenever the parties mutually agree to schedule meetings during the workday, the teachers required to attend shall suffer no loss of pay.

(f) The board will distribute a copy of the Board agenda of the Board's public meetings to the Federation by the Friday prior to such public meeting by (1) mail or by (2) making such agenda otherwise available. The Federation shall have an opportunity to speak on any item on such agenda at such public meeting providing its written notice indicating its desire to speak is delivered to the Superintendent's office by Monday noon prior to such public meeting.

(g) The Federation will be given time for announcements during faculty meetings.

SECTION 4. Dues, Services Fees and Other Deductions

(a) All bargaining unit employees shall, as a condition of continued employment join the New Haven Federation of Teachers (NHFT) or pay to the NHFT a service representation fee equal to the amount uniformly required of NHFT service representation fee payers to underwrite the costs of collective bargaining, contract administration and grievance adjustment. The Board agrees to deduct dues or service representation fees from the salaries of members of the bargaining unit as authorized

by said members. Deductions are to be made from the second of each monthly check from September to June. If dues are not deducted because of clerical error, etc., the Federation will notify the Board and the proper deductions will be made from the next month's check. Said dues and service representation fees are to be determined for each bargaining unit member and specified in dollars by the Federation and notification sent to the Board by August 15 for implementation by September 1, and by January 15 for implementation by February 1.

(b) Upon payment of any deduction by the Controller to any organization or for any purpose specified above, such payment shall release the controller, the City of New Haven and the Board of Education and the officers and agents thereof from all liabilities.

(c) If a teacher who is absent on account of sickness, leave of absence, or for any other reasons has no earnings due her/him for the month, no deductions will be made for that teacher for that month. The Federation will arrange collection of dues for that month directly with the teacher.

(d) When a teacher does not have sufficient money due her/him after deductions have been made for pension, social security, garnishments or any other deductions authorized by the teacher or required by law, the Federation dues for that month will be collected by the Federation directly from the teacher.

(e) The New Haven Federation of Teachers shall hold the Board and the City harmless against any and all claims, demands, liabilities, lawsuits, counsel fees, or other costs which may arise out of, or be by reason of, actions taken against the Board as a result of administration of the provisions of this section.

(f) Deductions may likewise be made upon proper authorization by the teacher for the Teachers' Credit Union.

SECTION 5. Materials and Information

(a) The Board agrees to give the Federation copies of the collective bargaining agreement for each member of the bargaining unit and a reasonable number for its own use. The Board will also give to the Federation copies of applicable insurance contracts for distribution to each covered teacher. The Board will provide copies of the collective bargaining agreement and copies of applicable insurance contracts directly to new hires.

(b) Copies of all new policies approved by the Board and all minutes of Board meetings, including executive sessions, shall be sent to the Federation office.

ARTICLE VI ABSENCES AND LEAVES OF ABSENCES

SECTION 1. Sick Leave

Sick leave is to be used only for the purposes of compensating a teacher who is unable to attend her/his regular scheduled classes because of bona fide illness which requires her/him to stay home.

(a) So long as the teacher remains in the continuous service of the Board, s/he shall be entitled to sick leave with full pay up to (15) working days for each year of employment, cumulative from year to year, up to a maximum of one hundred eighty-six (186) working days.

(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) consecutive 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.

(c) Upon retirement (pursuant to the State Teachers' Retirement Fund) or death (but not upon resignation), a teacher will be paid for all accumulated sick days up to, but not to exceed, sixty-four (64) days. Such pay for each day for which payment is going to be made shall be on a per diem basis, pursuant to the salary agreement then in effect between the teacher and the Board.

(d) The parties agree to the establishment of a sick bank. Membership in the sick leave bank is voluntary on the part of employees. At the beginning of each school year, teachers who have recently attained tenure under C.G.S. §10-151 may join the sick bank by contributing one day of their appropriated accumulated sick leave. Each participating employee will contribute one (1) day of sick leave each time there is a drive in order to stay active in the bank. Each participating employee contributes one (1) day of sick leave until the bank is built up to a maximum of approximately 1500 days. No more days will be added to the maximum until the bank is depleted to approximately 750 days. The bank will be built up to approximately 1500 days again and the process repeated.

(1) Participation in the sick bank shall be voluntary.

(2) A person withdrawing from membership in the bank will not be able to withdraw the contributed days.

(3) A person must be sick 50 consecutive days before s/he can draw on the bank.

(4) A person will not be able to withdraw days from the bank until her/his own sick leave is depleted.

(5) Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the bank.

(6) Maximum withdrawal is 90 days.

(7) Sick leave means the leave the teacher has taken for that year plus her/his accumulation.

SECTION 2. Military Leave

Teachers leaving the system for the purpose of serving in the Armed Forces shall be entitled to all rights and privileges afforded them pursuant to the Selective Service Act of 1940, as amended, and the Connecticut Statutes.

SECTION 3. Maternity Leave

(a) A maternity leave of absence shall be granted to female teachers upon application in accordance with the following procedure.

(b) In order that arrangements may be made to staff the school properly, a teacher who

becomes pregnant shall, as soon as possible, give notice to the Superintendent, such notice to be accompanied by a physician's statement indicating the expected date of birth, as well as the teacher's requested date for the commencement of maternity leave if such is earlier than her physician's recommendation. Thereafter, the teacher shall provide a physician's certificate if there is a change in her condition which would change the physician's recommendation. The notice shall also contain the date when the teacher requests her maternity leave to terminate.

(c) Maternity leave shall commence on the date the teacher requests or on the date that her physician states she is no longer able to work, whichever is earlier. However, the Board may require the teacher to commence said leave at an earlier date if in the opinion of the Board she is not able to satisfactorily perform her duties, in which event she will be considered disabled for purposes of this section. If the teacher commences maternity leave on a date earlier than her disability she shall subsequently supply the Board with a statement from her physician indicating when she was no longer able to work.

(d) Maternity leave shall terminate on the date the teacher requests or on the date that her physician states that she is no longer disabled, whichever is later. A teacher returning from maternity leave shall provide the Superintendent with a physician's certificate attesting that she is fit to resume her full duties. If the teacher returns from maternity leave after her disability terminated, she shall supply the Board with a physician's statement indicating when she was no longer disabled.

(e) Subject to the provision of this Section, a teacher may commence maternity leave earlier than initially requested upon giving advance notice in writing to the Superintendent, as soon as possible, but not less than two weeks prior to the changed date, and may extend said leave beyond the termination date initially requested upon four weeks' advance notice in writing to the Superintendent. Such notice shall, in either case, be waived in the case of emergency.

(f) The following conditions shall pertain during maternity leave:

(1) Said teacher shall be eligible to receive accumulated sick leave pay during that portion of the maternity leave in which she is disabled and unable to attend school. Teachers claiming sick pay during maternity leave shall submit medical proof of such disability. If there exists any reasonable doubt concerning the teacher's period of disability, the Board 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.

(2) The Board shall maintain in effect on behalf of said teacher all insurance benefits provided for in this Agreement for the period of disability or for a period of seven (7) weeks, from the start of disability, whichever is longer. In the event a teacher works any part of a month prior to commencing maternity leave, the Board will maintain such benefits in effect for the remainder of the month. The Board will also maintain such benefits in effect for the entire month during which the teacher either commences or terminates a period of paid disability resulting from pregnancy. In the event that maternity leave terminates after the teacher has ended her period of paid disability, the Board will reinstate such benefits as of the first day of the following month except when the return date is at the beginning of the school year, and the teacher has complied with the notice requirements, in which case benefits will be reinstated as of September 1.

(3) Periods of paid maternity leave shall be included in calculating length of service or employment. Any period of maternity leave taken under this Article shall be counted towards eligibility under the Federal Family and Medical Leave Act.

(g) The following conditions shall pertain upon the termination of maternity leave:

(1) If maternity leave terminates during the school year, the teacher shall be reinstated to her previous position or to an equivalent position for which she is qualified, provided such reinstatement does not require the Board to violate any other person's rights under Section 10-151 of the General Statutes or this Agreement.

(2) Maternity leave shall not interrupt continuity of service and such teachers shall be reinstated with accumulated seniority, retirement, fringe benefits and other service credits, including credits accumulated pursuant to subsection f (3) above. In applying this provision to service credits for pay purposes, a full year's credit will be given for service of five (5) months or longer within a school year.

(3) All teachers on maternity leave must apply for reinstatement within eighteen (18) months of the date the leave commenced. Failure to do so shall be considered a resignation.

(h) It is understood that a maternity leave does not interrupt continuity of service for the purpose of acquiring tenure, but periods of unpaid maternity leave shall be excluded in calculating length of employment for purposes of attaining tenure.

(i) Any teacher who has acquired tenure and is expecting a child or whose spouse is expecting a child, or who has firm plans to adopt a child in the immediate future, upon request, may be granted a long-term leave for child rearing purposes. Such leave shall begin either at the start or at the mid-point of the school year, and shall end either one-half or one full school year later. The request for such leave must be made at least thirty (30) days prior to its commencement and must specify whether the request is for leave of one-half or one full year. Such leave requests shall be granted except for compelling reasons. Leave under this paragraph may be granted to non-tenured teachers in unusual circumstances at the discretion of the Superintendent.

SECTION 4. Sabbatical Leave

Sabbatical leave will be determined by the Board on the basis of the recommendation of the Sabbatical Committee. Such recommendations will be made in accordance with the conditions stipulated herein.

(a) No more than one per cent (1) of the bargaining unit will be granted a sabbatical leave in each school year.

(b) Application for sabbatical leave shall be made on a form provided by the Administration. Such application must be fully completed and all the information shall be supplied if requested. The application shall, upon completion, be submitted to the Director of Personnel and Labor Relations who shall consider if such is intended to improve the New Haven School System and shall be submitted to the Sabbatical Committee. The Committee will review the application and after consideration and discussion the Committee shall make recommendations, in writing (with minority report, if desired) with accompanying reasons either to approve or disapprove application for sabbatical leave and shall forward such to the Superintendent. The Superintendent, if s/he approves the recommendation of the Committee, shall so indicate on the Committee's recommendation. If s/he disapproves the committee's recommendation, s/he shall so indicate and specify the reasons therefore in writing. After the Superintendent has acted on each application, upon which the Committee makes a recommendation, the Committee's recommendation shall be forwarded to the Board for final decision and disposition.

(c) After six (6) years of consecutive service, an applicant may submit an application to the Superintendent no later than December 31 of that school year for sabbatical leave for the following school year.

(d) Sabbatical leaves shall be awarded no later than March 1.

(e) Sabbatical leaves shall be reviewed and/or awarded in the following manner:

(1) A committee composed of three (3) administrators and three (3) appointed by the Federation, plus the Superintendent or her/his designee, shall meet and consider all applications on their merit.

(2) After consideration by the Committee, the Superintendent shall make recommendations with accompanying reasons either to approve or disapprove applications for sabbatical leaves and forward same to the Board for its action, with a copy to the applicant upon request.

(f) Remuneration to the teacher who has been awarded a sabbatical leave shall be three-fourths (3/4) of her/his annual salary and all other benefits provided for in this Agreement shall accrue to the teacher. However, no sick leave shall accumulate during the leave.

(g) Sabbatical leave shall be granted for not more than the period of one (1) year and no less than one full term (September-January; February-June).

(h) Teachers on sabbatical leave will be credited with service in the system for the period of the leave.

(i) Teachers who are awarded a sabbatical leave shall return to the system for at least one (1) school year after the termination of the leave. Teachers who leave before the completion of one such year shall be deemed unprofessional.

(j) Sabbatical leaves are not to be granted if such are aimed at obtaining a Standard Teaching Certificate or to obtain an additional certificate in another area of teaching specialization; preference will be given to applications which fall within the applicant's major field of specialization, or an area designated as an educational priority by the Board.

(k) Those awarded sabbatical leave will upon their return be required to submit to the Board a detailed written report as to the scope of content of the program and application of such to the New Haven School System.

SECTION 5. Federation Leave

(a) A teacher in the System who is an officer of the Federation or who is appointed to the Federation staff shall upon written application filed with the Superintendent prior to July 1 of any year be granted a leave of absence to commence the following September and to terminate on September 1 of the succeeding year. Such leave shall be without pay and may be renewed for one additional year, upon notice to the Superintendent by March 31 of the year of the leave.

(b) Failure of such person to notify the Board in writing of her/his intention to return to work by March 31 of the year in which s/he is on leave, shall result in determination that such teacher has resigned from the system. Any teacher on such leave of absence shall receive credit

toward annual salary increments on schedules appropriate to her/his rank.

- (c) No more than two (2) teachers in the system shall be on such leave at any one time.

SECTION 6. Miscellaneous Leaves

- (a) Personal leave without pay may be granted by the Superintendent to meet serious personal problems.

- (b) Bereavement Leave - A leave of absence not to exceed five (5) days immediately following the date of death shall be granted to any teacher whose wife, husband, father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, child, grandparent, or grandchild dies. Such leave shall be with pay.

- (1) Time off to attend the funeral of aunts and uncles 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.

- (c) Personal Leave

- (1) Teachers will be allowed two (2) days off each year with pay to be used for personal business. These days may be accumulated to four (4). The personal days provided herein are to be used to provide the teacher with necessary time off in order to fulfill bona fide personal needs, such as the performance of legal, household and other business which could not otherwise be legitimately performed during the teaching day. If it is determined that a teacher has misused her/his personal leave, such misuse shall be deemed unprofessional and such teacher shall be subject to reprimand.

- (2) Whenever practicable, the request for the personal time off will be filed with the principal at least forty-eight (48) hours prior to the time requested but in any event all applications for such leave shall be in writing. Personal leaves shall not be requested as part of a vacation or taken the day prior to a vacation or holiday or the day following a vacation or holiday. In unusual circumstances where the provisions hereof cannot be met, the Superintendent may waive the conditions hereof.

- (d) Quarantine - There shall be no loss of salary or sick leave allowance when a teacher is subject to quarantine by order of the Health Department for reasons other than a personal illness of the teacher.

- (e) Subject to the approval of the appropriate administrator, and subject to the availability of funds, teachers may receive time off with pay for the purpose of attending teacher and other professional conferences, or to visit other schools.

SECTION 7. General Provisions

- (a) Teachers on leave with pay shall continue to receive all benefits provided by the Board as stated in this Agreement, subject to the teacher paying any applicable cost-share

contributions required under this Agreement. The Board shall promptly notify the teacher of the cost. The benefits provided under this Agreement shall not continue during any period of unpaid leave, except as may be required by the Federal Family and Medical Leave Act.

(b) Any teacher returning to full time employment in the New Haven schools upon the termination of any leave shall be returned to her/his former assignment, if available, or to her/his previous grade assignment, if available and accumulated sick leave and seniority rights shall be retained.

(c) Credit for time on such leave will be granted for the purpose of the salary schedule hereof, unless otherwise provided herein.

SECTION 8. Court Appearances and Conventions

(a) Teachers shall be allowed the necessary time off with pay to comply with subpoena for court appearance when such teacher is a party or a witness to an action. The teacher shall make every effort to arrange that the time s/he is required to spend in court shall accommodate her/his teaching schedule.

(b) Delegate to Annual Connecticut State AFL-CIO Convention - Two (2) delegates or two (2) alternates - a maximum of two (2) people for the duration of the Convention but not to exceed three (3) days. Such time off will be paid time off.

ARTICLE VII TRANSFERS AND PROMOTIONS

SECTION 1. Voluntary Transfers

(a) Notice of all positions which become vacant shall be posted online. Interested teachers shall apply for the position within ten (10) days.

(b) During the period from the end of the work year, the Personnel Office shall make available a current list of all vacancies online.

(c) In deciding upon an application for a voluntary transfer, the Board will give priority to the systemic requirements of the school system and will, thereafter, respect the following factors: certification, seniority, experience and educational background.

(d) A complete seniority list shall be given to the Federation by the first payroll date in October annually.

(e) Seniority is defined as the length of service of any teacher in the system.

(f) Transfers shall be effective at the commencement of the following school year except where the administration must make a transfer to meet the staffing needs of the system.

SECTION 2. Involuntary Transfers

Whenever it is necessary the Superintendent to Schools may transfer a teacher out of a school if he/she believes it is in the best interest of the school system, such transfers will be handled as follows:

(a) If there are teachers who wish to be transferred, the Board will give priority to the instructional requirements of the school system and thereafter will give preference on the basis of seniority, qualifications, convenience and wishes of the teacher applicant.

(b) If teachers are to be transferred involuntarily, the Board will give priority to the instructional requirements of the school system and thereafter they will be transferred on the basis of juniority and qualifications. The transfer shall not occur until the Superintendent has met with the Federation President regarding the transfer.

(c) The Federation will be given a listing of all transfers covered by the provisions of this Article upon request.

(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.

SECTION 3. Promotions

During the term of the contract the parties will meet and discuss the promotional process and to reduce any agreement to a Memorandum of Agreement. A failure to reach an agreement will not trigger the mid-term dispute resolution mechanism of the Teacher Negotiation Act.

SECTION 4. 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.

(b) Conferences should be held no later than June 15 between the appropriate administrator and teacher in order to discuss such teacher's schedule for the forthcoming year.

(c) Before the end of each school year, time shall be devoted at a faculty conference in each elementary and middle school to a discussion of pupil and teacher assignment for the coming year which shall include discussion of plans, goals and needs for school programs.

(d) Building assignments, class assignments, and exemption from homeroom duties shall be made as equitably as possible consistent with sound educational practices. Any teacher desiring to have her/his assignment changed relative to homeroom, building and class assignment shall request such change in writing to the principal, personnel director, and area director no later than March 1. Programming Preference Sheets upon which such requests may be made shall be distributed to all teachers prior to February 15, and their availability shall be announced. All Preference Sheets should be returned no later than March 1 to the principal who shall include in her/his consideration the teacher's preparation, experience and seniority in preparing the Master Schedule.

ARTICLE VIII
PERSONNEL FILES AND EVALUATIONS

SECTION 1. Personnel Files

(a) The teacher's "official personnel file" shall be made up of all of the documents and other materials which are accumulated from the beginning of a teacher's service in the New Haven Public School System.

(b) Teachers shall have the right to inspect their own personnel files, to question or to comment in writing or to reproduce any material therein. The Board agrees to continue its policy of treating personnel files with the highest degree of confidence, to the extent permitted by law.

(c) Before any derogatory material is placed in a teacher's personnel file, a copy will be sent to the teacher and a meeting will be arranged to discuss the contents of such material providing the teacher requests such a meeting in writing within ten (10) school days of receipt of the letter. The teacher and a Federation representative will have an opportunity to comment on the material prior to inclusion in the file. No derogatory material which concerns an incident occurring more than one (1) month previous to a file entry shall be put in a teacher's file. The teacher will have the right to answer any material filed and her/his answer will be attached to the file copy.

(d) Teachers will have the right to inspect any personnel files which may be kept by administrators in the individual schools. Administrators who keep such files shall notify teachers of their existence.

(e) Administrators should enclose in the file information of a positive nature indicating special competencies, achievements, performances or contributions of an academic, professional or civic nature.

SECTION 2. Evaluations

(a) Evaluations shall be signed by the evaluator and then a copy shall be given to the teacher and the original shall be signed by the teacher. A teacher shall be allowed to make a written comment with respect to her/his evaluation and such shall be attached to the evaluation form.

(b) Evaluations must be signed electronically by the teacher within ten (10) days to indicate that s/he has had the opportunity to read the evaluation. Signature shall not be construed to mean agreement with the evaluations.

(c) Public address systems, electronic equipment or any other monitoring or recording devices, will not be used to observe the teacher.

ARTICLE IX
STAFF DEVELOPMENT

SECTION 1. The Board and Federation agree that the joint efforts of teachers and administrators shall be directed towards the development of a meaningful staff development training program. To accomplish this, committees of teachers in each school shall meet monthly with the principal and administrators in each school to develop and determine methods to implement "staff development training programs" meaningful to the teachers of that school. All such meetings between teacher committees and administrators shall be held in the afternoon on released time when such meetings can be worked into the schedule. The meeting may run up to one (1) hour unless extended by mutual agreement.

SECTION 2. The meetings to implement the above programs will be scheduled by various school committees referred to in Article IV of this Agreement. Such meetings shall be held in the afternoon on released time when such can be worked into the schedule.

SECTION 3. The use of electronic equipment and other types of teaching aides for in-service training is encouraged. If particular teachers in the system are used as examples, then such will be discussed with the individual teacher prior to actual use.

SECTION 4.

(a) There shall be a city-wide Staff Development Committee composed of three (3) teachers appointed by the New Haven Federation of Teachers and three (3) teachers and/or administrators appointed by the Superintendent.

(b) This committee shall be responsible for establishing a minimum of two (2) release time staff development activities for the entire teaching staff.

SECTION 5. The Administration shall not schedule any other after school meeting during the week of a staff development session.

ARTICLE X
TEACHER FACILITIES

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

(a) A room containing proper equipment and supplies to aid the teacher in the preparation of educational materials. Such equipment shall include a copier or multifunction device in good working condition with auxiliary supplies.

(b) Space in each school in which the teachers may safely store instructional materials and supplies.

(c) Well lighted teacher rest rooms, amply supplied with toilet paper, towels and soap.

(d) Lunchroom facilities and a furnished faculty lounge separate from the students in each regular school building and an extension phone may be installed.

(e) A system whereby teachers can expeditiously communicate with the main office in the event of an emergency.

Where the facilities are not now available, and where providing same would not require the redesign of a new or existing building, the administration of the school will work with the teachers in providing such facilities.

(g) If it is possible to arrange parking facilities for the teachers, the Board will do so. Special consideration shall be given to the provision of parking facilities for itinerant personnel. Where parking problems exist, the Advisory Committee of that school shall consider and submit recommendations for a solution of such problems. Problems that are system-wide may be given to a study committee for investigation. The parties can devise mutually acceptable solutions.

(h) Teachers will be provided with individual mail boxes.

(i) The Board agrees to form a joint committee with the Federation to approach the Parking Commission to request parking facilities and/or permission for teachers where conditions warrant.

(j) All schools shall adhere to State and Board Policy with respect to smoking in the schools.

ARTICLE XI TEACHER PROTECTION

SECTION 1. Negligence

(a) The Board agrees to protect and save harmless any teachers from financial loss and expense, including legal fees and costs, if any, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any persons, providing that at the time of the accident resulting in such injury the teacher was acting in the discharge of her/his duties within the scope of her/his employment, it being understood that the Board's obligation hereunder is the same as that required in Section 10-235 of the General Statutes of Connecticut.

(b) Teachers will immediately report incidents of personal or property damage to their immediate supervisor.

(c) In cases of compensable personal injury (excluding assault covered in Section 2 hereof), the teacher may use her/his unused sick leave to make up the difference between the daily Workers' Compensation Benefit and her/his regular daily rate of pay, in which event the charge against her/his accumulated sick leave account shall be prorated in accordance with the portion of the total payment received daily which constitutes sick leave pay. All members of the New Haven Federation of Teachers bargaining unit who are absent from school and entitled to Workers' Compensation will have their sick leave account reimbursed at the rate of two-thirds (2/3) of a day for every day the teacher has been charged with her/his eligible sick days during the compensation period. The reimbursement will occur as soon as the payroll office is notified that the teacher has returned to work.

SECTION 2. Assault

If a teacher while acting in the discharge of her/his duties within the scope of her/his employment is assaulted, then:

(a) The teacher will report the incident to her/his immediate supervisor and the authorities as soon as possible.

(b) A teacher shall receive her/his full salary during any absence from school resulting from an injury due to an assault which results from her/his employment. Such teacher's sick leave shall not be reduced thereby. The total amount of monies received by such teacher from the Board, in salary, and from the Workers' Compensation insurance carrier shall not be in excess of her/his normal annual salary under this Agreement. In the event a teacher is on an extended absence resulting from an assault, s/he may be required to submit medical evidence from a licensed physician indicating the reason for the extended absence.

(c) In the event a teacher is accused of assault or negligence resulting from action by the teacher while such teacher was acting in the discharge of her/his duties within the scope of her/his employment, then the Board shall provide her/him legal counsel and defend her/him in any proceeding resulting therefrom.

(d) Liability for damages resulting from the negligence of a teacher acting in the discharge of her/his duties within the scope of her/his employment shall be assumed by the Board.

ARTICLE XII SALARIES

SECTION 1. Teachers shall be paid according to the salary schedules attached as Appendix A. Step movement will occur for those teachers receiving an overall rating of Effective, Strong or Exemplary on their evaluation. Teachers receiving a Developing or Needs Improvement rating will be notified on or before May 15th of said year and will be given the opportunity to successfully complete up to five (5) sessions of individually designed professional development which must be completed by June 30 in order for said teacher to qualify for increment upon the first payroll cycle of the next school year. Such sessions will be provided by the Board and will expand professional learning responsibilities beyond the already existing immediate and intense development opportunities, including a written Intensive Plan of Improvement and frequent support sessions.

SECTION 2. Teachers with advanced degrees beyond the Bachelor's will receive additional compensation by reason of such degrees or additional study as set forth in the salary schedule. 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 with prior approval by the college and the Board. Teachers will be placed in the 6th year salary schedule if they have completed thirty (30) credits beyond the Master's Degree in a planned course of study with prior approval by the college and the Board. Such approval must be in writing.

SECTION 3. Individual salaries will be adjusted to conform to the salary schedule upon successful completion of such graduate work as of September 1, and as of February 1, for those who complete such graduate work during the first semester of the institution s/he has attended.

SECTION 4. New teachers will be credited for their previous years of experience if such meet the following requirements:

- (a) If such previous experience is at a public or an acceptable private school;
- (b) If such service is as a full-time teacher; or
- (c) Full-time college teaching experience.

SECTION 5. If such teaching service is for a term or more, it shall be credited as a full year for salary purposes only. Intermittent or short term substitute service will not be credited as previous teaching experience. A teacher hired during the first ten (10) school days of either term shall receive credit for a full term of teaching service for salary purposes only.

SECTION 6. New teachers who participate in a state approved Alternate Route to Certification (ARC) program may receive up to five (5) years on the salary scale for years of service in their prior professions. The Board in its sole discretion shall determine what credit, if any, should be given and may determine what requirements will be considered.

SECTION 7. In the event that the Board determines there is a shortage in a particular specialty, it may offer financial hiring incentives it deems appropriate to effectuate a hire. Such incentives shall be considered by the Board on a case-by-case basis and may include but shall not be limited to credited years of service or hiring bonuses. Any action taken by the Board under this section shall not constitute a practice or precedent.

SECTION 8. Teaching service in the Peace Corps, Vista or Teachers Corps programs shall be credited for salary purposes only up to a maximum of two (2) years, providing such is continuous for at least a period of a term or more.

SECTION 9. On September 1 annually, teachers shall be slotted into the appropriate step of the Salary Schedules annexed hereto on the basis of each full year of credited service in the System.

SECTION 10.

In the event a head coach or assistant coach starts the season and is injured, disabled or becomes ill while in the act of performing her/his duties as a coach, or is injured or disabled or becomes ill while s/he is traveling to or from her/his home or to or from a scheduled trip, such coach shall accrue the seasonal salary and benefits as if the season had been completed.

SECTION 11. Pay for Travel

The Board of Education shall continue to follow the policy applicable to all other employees in the City of New Haven with respect to pay for travel and reimbursement for conferences and lodging expenses.

SECTION 12. Payroll Procedure

(a) Each employee shall elect in writing at the time s/he executes her/his individual salary agreement whether s/he wishes to be paid on a twenty-one (21) or twenty-six (26) payment schedule. Such election cannot be changed for the duration of the annual salary agreement. Gross salary payments shall be in equal amounts and made on alternate Fridays except if such days fall on a

holiday then payments shall be made on the previous day. In the event an employee fails to make the election as specified above, s/he shall be paid on the twenty-one (21) payment schedule.

(b) Teachers on the twenty-six (26) payment schedule shall have the option of collecting all summer checks on the last pay date in June, provided said election is made at the time the individual salary agreement is executed as indicated in paragraph (a) above.

(c) The Board will petition the State Teacher's Retirement Board for permission to make twenty (20) bi-weekly retirement deductions. The Federation will assume responsibility for all shortages that may occur because of this procedure. The Federation will save and hold the Board harmless with respect to any loss which may occur.

SECTION 13. Detention Coverage

It is recommended that the following procedures be followed by the principals in the secondary and middle schools when detention classes are established: The principal shall assign a teacher to regularly covered detention classes and if a teacher shall be regularly assigned, that teacher will be required to teach one less period per day, shall have no homeroom assignment and will be required to report for no more than six and three-quarters (6 3/4) (seven hours effective 2020-2021) consecutive hours per day. However, a principal may arrange to handle detention classes in another manner.

SECTION 14. Home Bound Compensation

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

SECTION 15. Summer School

The Board shall determine annually whether a summer school is to be held. If such is held, the following conditions will prevail:

(a) Teachers from the previous year's summer school shall be given preference in summer school positions in their certified area, if their evaluation shows satisfactory performance.

(b) Teachers from the previous year's regularly appointed teaching staff shall be given an opportunity to fill any vacancies in their certified area which exist in the faculty of the summer school. Seniority and qualifications for the particular vacancy shall determine who is chosen for the vacancy.

(c) The regular teaching staff will be notified of vacancies in the summer school faculty by May 1 of any year. Such notice shall be included in the Superintendent's Bulletin. Teachers selected for summer school will be notified by June 1 annually.

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

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

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

(g) New Haven teachers shall be given preference in summer school positions where the New Haven teacher is equal to or superior to all other applicants. The determination of relative credentials shall be made by the appropriate administrator.

SECTION 16. Adult Education

Preference in filling open positions in the Adult Education Program shall be given to qualified teachers from the New Haven School System who apply for positions within their areas of certification.

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

SECTION 17. Club Advisors

Annual stipends shall be paid to the following club advisors, according to the following schedule:

(a)	Cheerleading Advisors	\$5,395
(b)	Band Directors	\$5,395
(c)	Yearbook Advisor	\$5,086
(d)	Newspaper Advisor	\$5,086
(e)	Literary Magazine Advisor	\$2,541
(f)	Drama Club Advisors	\$2,696 per major production at the Middle and High Schools

ARTICLE XIII BENEFIT PROGRAMS

SECTION 1.

(a) The Board shall cover all employees hired before July 1, 2010 and scheduled to work twenty (20) hours per week or more and their eligible dependents under one of four medical care program known as, High Deductible Health Plan (HDHP), CompMix Plan ("Comp/Mix"), a POE Plan ("POE") and Preferred Provider Organization Plan ("PPO"). Employees hired on or after July 1, 2010 and scheduled to work twenty (20) hours per week or more and their eligible dependents shall be covered by the Comp/Mix Plan or HDHP only. Employees hired before the July 1, 2010 may choose among the medical plans at the time of enrollment and at the time of the annual open enrollment. Employees hired after September 20, 2016 shall only be eligible for HDHP option. These plan summaries are outlined in Appendix D to this Agreement. Complete plan documents shall be maintained in the City of New Haven's Office of Medical Benefits. The HDHP shall have deductibles of \$2,000 (single) and \$4,000 (two or more) which shall be funded 50% by the Board into a health savings account ("HSA"). The Board's 50% contribution will be funded one-half on each July 1 and January 1 of the plan year.

Each year at the Board's discretion, prior to July 1, the Board may hold a required re-enrollment for all bargaining unit members and their eligible dependents. At this time all members will be required to re-enroll in their choice of the Board's offered medical benefit plans pursuant to the regulations prescribed by the Medical Benefits Office. Any individual not participating in this re-enrollment will not be eligible for continuation of medical benefits until such time as they re-enroll

pursuant to this section. During the course of this Agreement, the Board may require continuing proof of spouse and/or dependent eligibility. New employees shall not be eligible for medical benefits until such time as they provide documentation acceptable to the Medical Benefits Office. Subsequent to re-enrollment or enrollment, any changes in dependent or spouse status must be communicated to the Medical Benefits Office immediately upon such change taking place. The Board reserves the right to recoup claims improperly paid.

(b) Employees must contribute a percentage of the cost of her/his (and the cost of eligible dependents) health and dental benefits based upon the Equivalent Fully Underwritten rates in effect at the time. Their contributions shall be made through weekly payroll deductions as follows:

	<u>HDHP</u>	<u>Comp/Mix</u>	<u>POE</u>	<u>PPO</u>
7/1/20 – 6/30/21	11%	17%	21%	24.5%
7/1/21-6/30/23	11%	17%	21%	24.5%

Notwithstanding the foregoing, the dollar amount teachers pay for the plan and coverage selected (individual, 1-1, family) shall not increase above the dollar amount paid for such plan and coverage in 2019-2020 for the duration of the 2020-2023 collective bargaining agreement.

A vision rider shall be offered to all eligible employees and eligible dependents covered by one of the above referenced medical plans regardless of the plan chosen.

Employees shall participate in the City of New Haven Health Incentive Plan (HIP) program, a summary of which is attached at Appendix D. Employees who do not comply with the requirements of the program shall contribute an additional amount towards the cost of the insurance as follows:

Single Coverage	\$50 per month
Two Person	\$75 per month
Family Coverage	\$100 per month

Members in the CompMix, POE and PPO plans whose primary care physician is in the Enhanced Personal Care Program (EPHC) shall pay a \$15 Office Visit co-pay. While participation in the HIP program is required, participation in the EPHC is voluntary.

(c) The payroll deductions specified above shall be implemented pursuant to a Section 125 pre-tax wage deduction plan in accordance with the applicable provisions of Section 125 of the Internal Revenue Code (and in accordance with any amendments to said provisions) so long as said provisions allow for such a plan. Said plan will be designed to permit exclusion from taxable income of the employees' share of health insurance premiums for those employees who complete and sign the appropriate wage deduction form. The Board shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of the employees' insurance premium contributions. Neither the Federation nor any employee covered by this Agreement shall make any claim or demand nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other costs or loss arising from the use of the wage deduction form or from a change in law that may reduce or eliminate the employees' tax benefits to be derived from this plan. Further, the parties agree that the health insurance benefits and the administration of those benefits shall continue to be governed by the collective bargaining Agreement and the carrier's insurance plan.

(d) The Board shall also provide a Blue Cross Full Service Dental Plan for individual employees and all eligible dependents, including Rider A (additional basic benefits), Rider B (prosthetics), Rider C (periodontics), Rider D (orthodontia), and unmarried Dependent Child (19-24). Employees must contribute fifteen percent (15%) of the equivalent fully underwritten rates for the dental plan in effect at the time. The following coverages shall apply:

Sealants	100%
Crowns	70%
Night Guards	80%
Post and Core	50%
Anesthesia	100%
Orthodontia	\$2,500 maximum

(e) Effective July 1, 2014 the Board shall provide Seventy-five Thousand (\$75,000) life insurance upon the life of each teacher covered by this Agreement, and an equal amount of accidental death and dismemberment coverage shall be provided for each teacher covered by this Agreement.

(f) Teachers who retire may continue health insurance coverage at their own expense at the group rate paid by the Board, so long as they make the necessary payment in a timely fashion.

(g) Teachers who retire pursuant to the Connecticut State Teachers Retirement Fund, with twenty-five (25) years of teaching in the New Haven Public Schools and are below age sixty-five (65) shall have the premiums of all health insurance benefits provided under this Agreement at the time of retirement paid by the Board until they reach age sixty-five (65) or sooner qualify for Medicare to the extent that such premiums do not exceed the amount. Effective for retirements after June 30, 2023, and continuing until the retiree becomes Medicare eligible, retirees shall contribute towards the cost of said insurance an amount equal to fifty (50%) percent of the cost in dollars of the employee cost share paid by the employee at the time of retirement, which amount shall be fixed.

At age sixty-five (65), such teachers who are not covered by Medicare, shall be provided insurance benefits equivalent to those provided by Medicare. Retirees who retire after June 30, 2023, who are not covered by Medicare shall continue to pay the same cost-share as provided above.

(h) On an annual basis, teachers who have alternate health insurance coverage may choose to waive the above listed health insurance and instead receive an additional lump sum payment in the amount of \$500 single / \$1000 couple / \$1500 family. Teachers who choose to exercise this waiver must so inform the Personnel Department, in writing, by June 15 for the next year beginning July 1. Teachers who have waived, but wish no longer to waive, shall inform the personnel office, in writing, by June 15 for the next year beginning July 1. Waiver payments shall be disbursed on the first pay period following June 1 and only to those Teachers still employed by the Board on that date. Effective July 1, 2014, this provision shall be limited to those employees waiving insurance and receiving a payment for 2013-14. Existing employees who are not currently receiving a waiver, and new hires shall not be eligible. Once a participant opts back into medical coverage, or fails to exercise his/her right to continue opting out, he/she shall no longer be eligible. The waiver and payment shall terminate if not permitted by applicable law.

(i) Effective September 1, 1994, the Agreement will contain a description of the Workers' Compensation preferred provider plan developed by the Board and approved by the Workers' Compensation Commission in accordance with Connecticut General Statutes Section 31-279 et seq.

(j) In the event any of the above health insurance plans triggers an excise or similar tax under the Affordable Care Act the parties agreed to a reopener beginning July 1, 2019, to discuss the impact of the tax.

SECTION 2. The Board's liability under this Article shall be to pay the premiums required for coverage. Payments shall be in accordance with the conditions stated in the policy which all teachers agree to be bound by.

SECTION 3. The Board reserves the right to change to an alternative health insurance administrator. The Board also reserves the right to change health insurance plans provided the following steps occur:

- The plan suggested as an alternate must be substantially equal to or better on an overall basis in terms of cost, coverage, benefits, portability and administration to the present plan(s);
- The Union shall have an opportunity to study the proposed plan for a period of sixty (60) working days;
- If at the end of the aforementioned sixty (60) working days there is disagreement between the parties on whether or not the plan offers substantially equal coverage, benefits, portability, cost and administration, then the issue will be sent to a mutually selected arbitrator. If the parties are unable to agree on an arbitrator, the American Arbitration Association shall be requested to appoint an arbitrator with expertise in the health insurance field in accordance with its rules and regulations. The decision of the arbitrator as to whether the proposed plan is substantially equal on an overall basis to the then current plan shall be binding on the parties.
- The Board may propose an alternative health insurance plan only one (1) time during the life of the contract.

ARTICLE XIV CONFORMITY TO LAW AND SAVINGS CLAUSE

If any provision to this Agreement is or shall at any time be determined contrary to law by a Court of competent jurisdiction, then such provision shall not be performed or enforced except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the Federation. In the event that any provision of this Agreement is or shall at any time be determined to be contrary to law by a Court of competent jurisdiction, all other provisions of this Agreement shall continue in effect.

ARTICLE XV LAYOFFS

SECTION 1. If layoffs are carried out, an affected member shall be offered the opportunity to transfer to other positions, in the following order:

- (a) First, to vacant positions for which s/he is certified.
- (b) Second, to a position occupied by a bargaining unit member not employed on the date this Agreement is agreed upon, provided the teacher to be transferred is certified for such position.

(c) Third, to any other position within the bargaining unit for which s/he is certified.

(d) Teachers offered a transfer under one of the above orders of priority shall have a right to choose in order of seniority, among positions available in the same order or priority. An affected member's refusal to accept a proper offer to transfer under the above conditions shall result in her/his loss of any further right to transfer.

SECTION 2. The provisions of this Article shall not be construed to permit layoffs or transfers which would:

(a) Deprive any bargaining unit members of tenure or other rights to continued employment;

(b) Result in a non-tenured teacher displacing a tenured teacher;

(c) Result in the layoff or displacement of a more senior teacher in favor of a less senior teacher unless said more senior teacher fails to possess the special qualifications required for the position in question.

(d) Result in the assignment of a teacher to a position which requires special qualifications which such teacher does not possess.

SECTION 3. If any member of the bargaining unit is laid off due to elimination of position, such member shall possess recall rights for a period of two (2) years following the end of the school year in which the layoff occurs. Members on layoff with recall rights shall be recalled in order of seniority to a vacant position for which they are certified before any new employee is hired into such position. If a laid-off member refuses recall to any such position, s/he shall be retained on the recall list.

SECTION 4. In the event of elimination of positions, resulting in the layoff, transfer or subsequent recall of members of the bargaining unit, the Board will discuss with the Federation the special qualifications, if any, which are required of the affected positions before action is taken.

SECTION 5. The Board shall notify the Federation as soon as practicable of proposed elimination of positions under special fund programs. The Federation will be given a list of all layoffs, transfers and recalls resulting from this provision.

SECTION 6. Notwithstanding anything in the forgoing sections of Article XV, there shall be no layoffs of any bargaining unit member for the duration of the 2020-2023 collective bargaining agreement.

SECTION 7. There shall be no furlough days imposed where bargaining unit members would be unpaid for the duration of the 2020-2023 collective bargaining agreement.

ARTICLE XVI
MISCELLANEOUS

SECTION 1. Teacher Directory

(a) Not later than December 1 of the school year, the Board will provide the Federation President with a manual giving the names and addresses of the staff. The Federation will be responsible for disseminating the manual to teachers. The Federation shall not hold the Board responsible for any delays by the printer.

(b) As soon after October 15 as such information is available, but in no event later than when it is submitted to the printer, the Board shall provide the Federation with all of the information provided above and the seniority and degree of the members of the staff.

SECTION 2. Class Interruption

To insure continuity of the learning process, classroom interruptions shall be limited to important announcements once per day according to an established schedule, except for emergencies affecting the health and safety of the occupants of the school.

SECTION 3. Media Services

Problems relating to media services will be submitted to the SPMT and its recommendations shall be followed.

SECTION 4. The Federation shall discourage absenteeism, tardiness and any action by its members, individually or collectively, which shall not conform to the provisions herein, or which will detract from the professional status of one or more of its members, whether such action be of moral, ethical or professional nature and further the Federation shall take all action it deems necessary to fulfill its individual and collective professional obligation and commitment to the pupils and the community.

SECTION 5. The Federation and the Board agree that this Agreement represents the complete agreement between the parties concerning all conditions of employment and salaries of teachers, for the duration of this Agreement.

SECTION 6. If individual contracts with teachers are used in the System, such contracts shall be consistent with the provisions of this Agreement.

SECTION 7. The Board and Federation shall comply with all State and Federal Laws applicable.

SECTION 8. The term "teacher" as used in this Agreement, except where otherwise indicated, is considered to apply to the regular professional certified employees referred to in the Recognition provisions hereof."

SECTION 9. Whenever written notice is required to be given herein, such notice shall be given by letter to the last address of the person as contained in the files of the Board of Education.

SECTION 10. Pupil Grades

(a) The grade given to a pupil for the completion of an assigned task pursuant to the study of a required or elective subject in the curriculum taught by the teacher or an approved extracurricular activity under the supervision of the teacher is the teacher's indication of the quality of performance by the pupil of this particular task.

(b) The teacher shall be considered to be the expert in evaluating the pupil's work, and the integrity of the teacher shall be respected in grading the work of the pupil.

(c) The grade given by the teacher shall not be changed by another person. However, in the event that the grade should be challenged by the pupil and/or her/his parent(s), and after appropriate conference it appears that all factors involved in the performance of the pupil may not have been known or taken into consideration by the teacher, the teacher has the prerogative and duty to adjust such grade in accordance with all factors involved.

(d) No minimum or maximum limitation shall be set on the number who pass or fail, but every teacher will be expected to give all possible assistance and encouragement to pupils whose work may be below passing standards and to challenge those who may be finding the work too easy.

(e) All instruments of student evaluation shall be formulated by a city-wide committee of equal numbers of teachers, students, parents, and administrators. Two-thirds of the teachers shall be appointed by the Federation.

SECTION 11. Teaching Principal

The Board and the Federation agree that no teacher shall act in the capacity of an administrator as a temporary employee unless compensated for the temporary substitution as an administrator in charge of a school. This provision shall not apply if there is anyone on the eligibility list qualified to fill the vacant position.

SECTION 12. Administrative Intern

Administrative Interns shall be selected from those enrolled in a planned program leading to certification. Maximum period of internship shall be a period of two (2) years unless in the judgment of the appropriate administrator (a) no other qualified applicant is available or (b) removing the incumbent intern would jeopardize the educational program.

SECTION 13. Letters of Recommendation

If an employee requests a letter of recommendation from the administrator or her/his supervisor, and the administrator or her/his supervisor agrees to write one, a copy of such letter shall be placed in her/his personnel file upon the teacher's request.

SECTION 14. Specialists

Although every teacher is considered a specialist in her/his own particular area of competence, for the purpose of this Section, Specialists shall be defined as individuals whose general conditions of employment vary from those of the regular classroom teacher in that their position is affected by physical limitation or requires a different atmosphere within which they are required to

do their job; further specialized certification, mobility or skills specific to do their particular area of instruction. Such Specialists' condition will be regulated as follows:

(a) Where needed, clerical assistance will be provided when at least one day's notice is given stating such need.

(b) Work load shall not normally exceed that which would necessitate working more than the regular number of hours.

(c) Adequate facilities and materials will be provided when needed if they are properly requisitioned.

SECTION 15. Cancellation of Schools

The Board will make every effort to notify radio stations, Channel 8 News and to post online by 6:00 a.m. if schools are to be closed due to inclement weather or other emergency conditions.

SECTION 16. The Board affirms its continuing policy of compliance with legal requirements as to the employment of substitutes, and additionally the Board shall not use substitutes in place of teachers solely for economic reasons. The Federation will be given a copy of the substitutes list supplied to the state Board of Education in October of each year.

SECTION 17. Residual Rights

If the work of any teacher is used outside the school system, such will be used only with the consent of the individual teacher.

SECTION 18. Part-Time Teachers

(a) Teachers who are permanently assigned to work twenty (20) hours or more shall be paid a prorata amount based upon the appropriate step of the salary schedule. Such teachers shall receive full insurance benefits and a prorata amount of sick days and personal days.

(b) Teachers who work nineteen (19) hours or less shall be paid the hourly rate specified in Section 14 of Article XII and shall be entitled to no other benefits.

SECTION 19. Job Sharing

The parties recognize the need to retain and attract quality teachers for the school system and that job sharing represents an opportunity to increase the types and flexibility of job offerings available to teachers and is of assistance to the school system in attracting and retaining quality teachers as well as improving instruction. It is in the spirit of this understanding that the parties agree that cooperative efforts should be made between the administration and teachers who request such a job sharing arrangement. The final judgment on whether to grant a job sharing arrangement rests solely with the administration.

ARTICLE XVII
COOPERATIVE EDUCATIONAL PLANNING

SECTION 1. During the 2017-18 school year, the parties shall meet and discuss the continued viability of the Cooperative Educational Planning Committee. Any agreement reached will be reduced to a Memorandum of Agreement. A failure to reach an agreement will not trigger the mid-term dispute resolution mechanism of the Teacher Negotiation Act.

SECTION 2. An SPMT shall be established in each school to assist in determining and implementing the educational goals for each school. It is understood that as professionals, teachers should be encouraged and expected to participate in a process which will provide opportunities to meaningfully discuss the methods and scope of the educational and programmatic plans for each school and department. In addition to assisting the determination of the educational goals, the SPMT will also assist in the determination of the curriculum needs, budgetary needs and student assignments for each school.

SECTION 3. The SPMT is a representative body consisting of teachers, administrators, parents, and sometimes students. Each constituent group selects its representatives to serve on the SPMT. The SPMT will make recommendations in matters pertaining to the budgetary, programmatic, staffing and curricular needs of the school.

ARTICLE XVIII
AMENDMENT TO THIS AGREEMENT

SECTION 1. With regard to matters not covered by this Agreement, the Board agrees to make no change in existing policy affecting mandatory subjects of bargaining without prior consultation with the Federation.

SECTION 2. Negotiations with respect to changes in or additions to the provisions of this contract (except matters relating to the salary schedule and/or the benefit provisions stated herein) shall be initiated at the written request of either party. The negotiating committees shall meet (unless otherwise agreed) within four (4) days of the receipt of such request and shall continue to meet until (1) the matters being negotiated have been resolved by agreement, or (2) an impasse has been reached and mediation procedures under Section 10-153 of the General Statutes of Connecticut have been invoked.

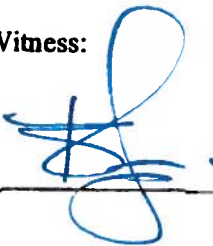
ARTICLE XIX
DURATION

SECTION 1. The parties agree to negotiate in good faith in an effort to secure a successor agreement in accordance with Public Act 76-403, and to commence such negotiations not later than the first of November of the year preceding the termination of this Agreement, upon written request of either party, filed two (2) weeks before the date negotiations are requested to commence.

SECTION 2. This Agreement shall become binding and effective as of July 1, 2020 and shall remain in full force and effect until June 30, 2023.

SECTION 3. In the event that the Board and the Federation fail to secure a successor Agreement as provided in Section 1 of this Article prior to the above expiration date of this Agreement, the parties may mutually agree to extend this Agreement for any period of time provided that any such Agreement reached is retroactive to the expiration date of this agreement.

IN WITNESS WHEREOF, the parties hereunto have caused to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto as of the date and year first above written.

Witness: 

NEW HAVEN FEDERATION OF TEACHERS

By: 


David Cicarella
President
Date: November 9, 2020


Witness: 

NEW HAVEN BOARD OF EDUCATION

By: 

Dr. Iline Tracey
Superintendent of Schools
Date: November 9, 2020



By: 

Yesenia Rivera
President, Board of Education
Date: November 9, 2020

APPENDIX A

New Haven Public Schools Teachers' Salary

July 1, 2020– June 30, 2021

STEP	BA	MA	6TH	PHD
B	45,357	47,551	50,151	54,215
C	46,708	48,901	51,503	55,567
D	48,246	50,440	53,042	57,106
E	50,445	52,638	55,240	59,303
F	52,656	54,849	57,451	61,513
G	54,909	57,103	59,704	63,768
H	57,269	59,469	62,063	66,145
I	59,691	61,884	64,485	68,548
J	62,166	64,380	67,010	71,116
K	65,003	67,238	69,894	74,040
L	67,876	70,133	72,817	77,004
M	71,038	73,305	76,003	80,211
N	74,700	76,976	79,689	83,917
O	78,562	80,838	83,551	87,779
P	82,700	84,976	87,689	91,917
Q	87,580	89,856	92,569	96,797

Teachers shall not advance a step in 2020-2021.

July 1, 2021 – June 30, 2022

STEP	BA	MA	6TH	PHD
B	45,357	47,551	50,151	54,215
C	46,708	48,901	51,503	55,567
D	48,246	50,440	53,042	57,106
E	49,945	52,138	54,740	58,803
F	52,156	54,349	56,951	61,013
G	54,409	56,603	59,204	63,268
H	56,719	58,919	61,513	65,595
I	59,091	61,284	63,885	67,948
J	61,566	63,780	66,410	70,516
K	64,303	66,538	69,194	73,340
L	67,176	69,433	72,117	76,304
M	70,238	72,505	75,203	79,411
N	73,600	75,876	78,589	82,817
O	77,562	79,838	82,551	86,779
P	81,700	83,976	86,689	90,917
Q	89,580	91,856	94,569	98,597

Teacher not on the maximum step shall advance one step in 2021-2022.

July 1, 2022 – June 30, 2023

STEP	BA	MA	6TH	PHD
B	45,357	47,551	50,151	54,215
C	46,708	48,901	51,503	55,567
D	48,246	50,440	53,042	57,106
E	49,945	52,138	54,740	58,803
F	52,156	54,349	56,951	61,013
G	54,409	56,603	59,204	63,268
H	56,719	58,919	61,513	65,595
I	59,091	61,284	63,885	67,948
J	61,566	63,780	66,410	70,516
K	64,303	66,538	69,194	73,340
L	67,176	69,433	72,117	76,304
M	70,238	72,505	75,203	79,411
N	73,600	75,876	78,589	82,817
O	77,562	79,838	82,551	86,779
P	81,700	83,976	86,689	90,917
Q	90,580	92,856	95,569	99,797

Teachers not on the maximum step shall advance one step in 2022-2023.

APPENDIX B
COACHES' SALARY SCHEDULE

	1	2	3	4
Football/Basketball Head	\$4,679	\$4,991	\$5,202	\$5,895
Football/Basketball Assistant	\$3,477	\$3,686	\$3,899	\$4,437
Baseball/Softball Track Head	\$4,794	\$4,800	\$5,011	\$5,704
Baseball/Softball/Track Assistant	\$3,284	\$3,495	\$3,708	\$4,205
Hockey Head	\$4,359	\$4,991	\$5,202	\$5,895
Hockey Assistant	\$3,511	\$3,686	\$3,899	\$4,437
Soccer/Tennis/Volleyball Head	\$4,145	\$4,340	\$4,567	\$5,704
Soccer/Tennis/Volleyball Assistant	\$3,284	\$3,495	\$3,708	\$4,195
Trainer/Football	\$2,459	\$2,565	\$2,671	\$3,067
Spring Football Head	\$2,260	\$2,260	\$2,260	\$2,551
Spring Football Assistant	\$2,048	\$2,048	\$2,048	\$2,338
Golf/Swimming Head	\$4,145	\$4,340	\$4,568	\$5,704
Cross Country Head	\$4,461	\$4,800	\$5,001	\$5,704

APPENDIX C
SOUND SCHOOL CONTRACT AGREEMENT

- I. In accordance with State Board of Education Regulations, Section 10-64-2, Vocational Aquaculture Teachers at the Aquaculture Center of The Sound School shall be hired on a twelve-month basis. For the purposes of description in this Appendix, Agriculture/Aquaculture Teachers shall be those who:
- A. Teach Agriculture/Aquaculture Science or Agriculture/Aquaculture Technology courses.
 - B. Are certified or certifiable in Vocational Aquaculture under Connecticut State Statute 10-145d-468, or hold a 041 Vocational Agriculture Certificate.
 - C. Have a minimum of three (3) years occupational experience in marine fisheries, natural resources management, or agri/aquaculture/marine trades related to their assigned curriculum/instructional areas.
 - D. Hold a valid grade-level appropriate Connecticut Teacher's Certificate.
- II. For the period from July 1, 2017 through June 30, 2018, the compensation and the terms and conditions of employment of Teachers who are employed to teach full-time at the Aquaculture Center (the Teacher(s)) at The Sound School shall include the following:
- A. Compensation -- In addition to the salary as set forth in the parties' collective bargaining agreement, Teachers shall receive an annual stipend, which shall be paid in ten equal installments on the last day of each month from September through June of each school year.

Effective July 1, 2014 said annual stipend shall be Thirteen Thousand Five Hundred Twenty (\$13,520.00) Dollars.
 - B. Teaching Load/Responsibilities – As per the collective bargaining agreement, with the additional stipulation that Teachers participating in the program will:
 - 1. Participate in the FFA Advisory Program, which shall be held during the regularly scheduled school day.
 - 2. Create and/or update equipment and supply inventory, as needed for continued operation of programs.
 - 3. Develop Industry Applications and supporting associated skill-based activities that reference NOCTI standards.
 - 4. Department Scope and Sequence Working Group: Will meet by department with representatives of industry to review applicability of scope and sequence

of Industry Applications identified above in NOCTI Standards. Encouraged to develop and maintain current applicable industry contacts.

5. Extended Day Activities for Students:
 - a. FFA subchapter involvement: Will take a lead or supporting role in an FFA subchapter to conduct leadership activities, encouraged to participate in a career development event (CDE).

Or

- b. Directed Labs/Site Based SOE: Will take a lead or supporting role in Directed Labs/Site Based SOE programs for students.

One-page Extended-Day forms to be submitted to Career Services office for recording in student portfolios.

6. Perform SOE site visitations of assigned FFA students with job placements. One-page SOE Site Visitation forms to be submitted for student portfolios.
 7. Perform recruiting on site, off site at sending institutions or at other locations, and assist the admission process through contact of new students and/or interviews of prospective interested students.
 8. Review student expectations with FFA Advisees during Vo-Ag Advisor periods. Will submit signed student performance and expectations sheets.
 9. Integrate Career Advisement and Agribusiness concepts into Vo-Ag curriculum.
 10. Participate in the set-up and maintenance of labs, shops, and other program/facility equipment in their assigned curriculum/instructional areas.
 11. Participate in two (2) Vo Ag in-service training meetings during the period between July 1 and June 30 of every contract year.
- C. Summer Program Compensation – Summer Programs will take place on site at the Sound School or at a site to be determined by the Aquaculture Program Coordinator, for a period not to exceed four (4) full weeks.
- i. Each teacher shall be paid one thousand (\$1,000.00) for each full week of programming in which they participate.
 - ii. No lodging and meal expenses will be provided to teachers under this Appendix for the Summer Program.

- D. Summer Program – In accordance with State Board of Education Regulations, Section 10-64-2, Teachers in the Agriculture/Aquaculture program may, subject to the approval of the Aquaculture Program Coordinator, work up to twenty days over the summer (between the last day of school in June and the first day of school in the fall), for the purposes of:
- Supervising of agricultural/aquacultural Supervised Occupational Experience (SOE) Programs
 - Staff development workshops/training
 - Curriculum development
 - Advising FFA meetings and activities
 - Contacting/interviewing new students
 - Identification of job shadowing, internships and employment opportunities
 - Maintaining program and facility equipment
 - Set-up and maintenance of school laboratories and shop spaces
 - Conducting teacher training in agricultural/aquacultural curriculum areas
- E. Non-School FFA and Vocationally–Related Activities – Teachers may, subject to the approval of the Aquaculture Program Coordinator, participate in up to ten (10) days of non-school-day FFA and vocationally-related training activities. These activities shall occur on weekends or school vacation days, and Teachers will be given sufficient notice as to the dates of the activities. The activities may include, but are not limited to:
- i. State and regional Agriculture/Aquaculture competitions
 - ii. FFA Activities/Career Development Events/Competitions
 - iii. SOE Program activities/projects
 - iv. Job site visits
 - v. Adult education/teacher training program instruction
 - vi. Overnight field trips/boat trips

Compensation: Paid hourly as based on New Haven’s Certified Teacher hourly rate.

- F. The Board agrees that this Appendix C applies solely to the Agriculture Center at The Sound School and the compensation and the terms and conditions of employment set forth herein may not be applied to any other school operated by the Board without prior negotiation with the Federation.
- G. Accountability, reporting and Compliance – The employment description for teachers of vocational Agriculture (Aquaculture) accepts certain compliance requirements for State regulation. In order for the Vo Ag Center to remain in statutory compliance it is necessary to take corrective action in providing all required documentation.
- 1. In the event that required materials and documentation are found to be insufficient, a memo will be sent to the Teacher by Career Services.
 - 2. If the supporting documentation and materials supplied in response to such memo still are not satisfactory, a memo with a copy to the Principal may be sent.
 - 3. If after the first two attempts materials are still not satisfactory or are

otherwise insufficient, the Teacher will meet with Career Services, Aquaculture Center Coordinator and Principal.

4. In the event that the meeting with Career Services, Aquaculture Coordinator and Principal does not result in a satisfactory submission of materials and documentation, then a meeting shall be scheduled with the Director of Personnel and Labor Relations.
 5. If after the above referenced attempts to correct the insufficiencies do not resolve the situation, then a letter may be placed in the Teacher's personnel folder.
 6. After step 5, the Teacher may be removed from The Sound School stipend.
- H. Aquaculture Extended Day Program - Teachers enrolled in the program prior to July 1, 2006 may, at the beginning of each school year covered by this contract, opt not to participate in the program as here stated. Such decision shall be rendered in writing to the Teacher's administrator by May 1st of the year preceding each school year in question. Decisions to opt out shall not compromise the ability of the school to operate the extended day program and in such instances seniority shall prevail. The workday for teachers who opt out of the program will be in accordance with the Collective Bargaining Agreement. For those teachers in the program, it is understood that the required number of hours per week for the program is 11.25 hours, equating to a 9 hour day, or its equivalent. It is further understood that approved programs may require flexibility of hours during the week to meet the program needs and that daily hours may vary provided approval is granted and provided the weekly hours are maintained.

APPENDIX D
City of New Haven Benefit
Matrix

Teachers Local 933 New Plans Effective 7-1-18

Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018	Lumenos HDHP-2018 with H.S.A.
Cost Shares	In Network services subject to copays Out-of-Network services subject to deductible and coinsurance Copay-\$15 EPHC PCP Other PCP provider \$25 \$30 Specialist OV \$150 Emergency Room/Ambulatory Services \$100/Urgent Care \$100 \$200 Outpatient Surgery \$250 Hospital Admission \$75 High Cost Diagnostic up to \$375 maximum Lifetime Max. In/Out Network-Unlimited	In Network Services Only Subject to Copays Copay-\$15 EPHC PCP Other PCP provider \$25 \$30 Specialist OV \$150 Emergency Room/Ambulatory Services \$100/Urgent Care \$100 \$200 Outpatient Surgery \$250 Hospital Admission \$75 High Cost Diagnostic up to \$375 maximum Lifetime Maximum in Network-Unlimited	In Network Deductible-\$750/1500 Coinsurance-20% up to 2000/4000 Out of pocket maximum Following Services Deductible Waived- Copay-\$15 EPHC PCP Other PCP provider \$25 \$30 Specialist OV \$150 Emergency Room/Urgent Care \$100 \$75 High Cost Diagnostic up to \$375 maximum Lifetime Max. In/Out Network-Unlimited	\$2,000 Ind (\$4,000 family shared in and out of network) covered at 90% after deductible in network covered at 60% after deductible out of network \$4,000/\$8,000 cost share maximum in network (As of July 1, 2018 no one member of a family plan will have out of pocket cost exceeding \$6850) \$6,000/\$12,000 cost share maximum out of network Lifetime Max. In/Out Network-Unlimited
Out of Network Benefit	OOIN Network Deductible-\$2000/4000 Coinsurance-20% Out of Pocket Maximum-\$6000/\$12000 Lifetime Max. In/Out Network-Unlimited	No Out of Network Benefits Members Must Use the Bluecare Provider Network to Receive Payment on Services Lifetime Maximum for In network Services is Unlimited	OOIN Network Deductible-\$2000/4000 Coinsurance-60%/40% Out of Pocket Maximum-\$6000/\$12,000 Lifetime Max. In/Out Network-Unlimited	OOIN Network Deductible shared with in network-\$2000/4000 Coinsurance-60%/40% Out of Pocket Maximum-\$10,000/\$20,000 Lifetime Max. In/Out Network-Unlimited
Out of State Benefit	Uses the National Network and Bluecard PPO	Out of State Benefits are Covered Only in an Emergency or Urgent Situation	Uses the National Network and Bluecard PPO	Uses the National Network and Bluecard PPO
In State Network	Uses the Cent Preferred PPO Network for In Network Services Benefits for any other providers would be an Out of Network Benefit	Members Must Use the Bluecare POE Provider Network to Receive Payment on Services	Uses the Cent Preferred PPO Network for In-Network Services Benefits for any other providers would be an Out of Network Benefit	Uses the Cent Preferred PPO Network for In-Network Services Benefits for any other providers would be an Out of Network Benefit

Teachers Local 933 New Plans Effective 7-1-18

Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018	Lumenos HDHP-2018 with H.S.A.
PREVENTIVE CARE	All Preventive services are provided in accordance with guidelines established by Health Care Reform	All Preventive services are provided in accordance with guidelines established by Health Care Reform	All Preventive services are provided in accordance with guidelines established by Health Care Reform	All Preventive services are provided in accordance with guidelines established by Health Care Reform
Pediatric	No Copay 7 exams Birth to One 7 exams 1-5 years 5-22 years-Preventative exams allowed once a year	No Copay 7 exams Birth to One 7 exams 1-5 years 5-22 years-Preventative exams allowed once a year	No Copay 7 exams Birth to One 7 exams 1-5 years 5-22 years-Preventative exams allowed once a year	Deductible Waived-No Copay 7 exams Birth to One 7 exams 1-5 years 5-22 years-Preventative exams allowed once a year
Adult	No Copay 22 and over-Preventative exams allowed once a year	No Copay 22 and over-Preventative exams allowed once a year	No Copay 22 and over-Preventative exams allowed once a year	Deductible Waived-No Copay 22 and over-Preventative exams allowed once a year
Immunizations Gynecological / Obstetrics	Per Healthcare Reform guidelines \$0 Copay for annual exam \$30 Copay Maternity-First Visit Only	Per Healthcare Reform guidelines \$0 Copay for annual exam \$30 Copay Maternity-First Visit Only	Per Healthcare Reform guidelines \$0 Copay for annual exam \$30 Copay Maternity-First Visit Only	Per Healthcare Reform guidelines Deductible waived-\$0 Copay for annual exam 10% after deductible for maternity
Mammography	Age 35-39 Base Line Screening 40 and over once a year (Add'l Exams Available if Recommended by Doctor)	Age 35-39 Base Line Screening 40 and over once a year (Add'l Exams Available if Recommended by Doctor)	Age 35-39 Base Line Screening 40 and over once a year (Add'l Exams Available if Recommended by Doctor)	Age 35-39 Base Line Screening 40 and over once a year (Add'l Exams Available if Recommended by Doctor)
Hearing	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years) Deductible Waived
Vision-(See also BVV rider fact sheet for additional vision benefits)	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years) Deductible Waived

Teachers Local 933 New Plans Effective 7-1-18			
Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018
MEDICAL SERVICES			
	PCP Designation-Members must designate a PCP for subscribers and dependents	PCP Designation-Members must designate a PCP for subscribers and dependents	PCP Designation-Members must designate a PCP for subscribers and dependents
Medical office visits	\$15 Copay EPHC PCP \$25 Other PCP Provider \$30 Specialist	\$15 Copay EPHC PCP \$25 Other PCP Provider \$30 Specialist	\$15 Copay EPHC PCP \$25 Other PCP Provider \$30 Specialist
EPHC (Enhanced Personal Healthcare Providers)-These providers have committed to providing enhanced care in terms of managing your overall health			
Physical or Occupational Therapy	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot
Speech Therapy	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot
Chiropractic Services	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot	\$30 Copay 30 Combined Visits for pt. or st 20 visit for chiro-prior auth is required on p/ot
Allergy Services	\$30 Copay 80 visits in 3 years	\$30 Copay 80 visits in 3 years	\$30 Copay for office visit Injections-20% after deductible 80 visits in 3 years
Diagnostic, Lab & X-ray	Covered High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum	Covered High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum	20% after deductible up to out of pocket maximum High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum
Outpatient Mental Health & Substance Abuse	\$25 Copay Unlimited Visits Prior auth required	\$25 Copay Unlimited Visits Prior auth required	\$25 Copay Unlimited Visits Prior auth required
			10% after deductible up to out of pocket maximum Unlimited Visits Prior auth required

Teachers Local 933 New Plans Effective 7-1-18

Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018	Lumenos HDHP-2018 with H.S.A.
EMERGENCY CARE				
Emergency Room	\$150 Copay (waived if admitted)	\$150 Copay (waived if admitted)	\$150 Copay (waived if admitted)	10% after deductible up to out of pocket maximum
Urgent Care	\$100 Copay	\$100 Copay	\$100 Copay	10% after deductible up to out of pocket maximum
Walk-in Centers	\$25 Copay	\$25 Copay	\$25 Copay	10% after deductible up to out of pocket maximum
Ambulance	Unlimited for Land and Air	Unlimited for Land and Air	20% after deductible in or out of network	10% after deductible up to out of pocket maximum

Teachers Local 933 New Plans Effective 7-1-18

Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018	Lumenos HDHP-2018 with H.S.A.
INPATIENT HOSPITAL- General / Medical / Surgical / Maternity (Semi-Private) Ancillary Services- Medications and Supplies	All Hospital Admissions Require Pre-Cert \$250 Per Admission Copay Covered	All Hospital Admissions Require Pre-Cert \$250 Per Admission Copay Covered	All Hospital Admission Require Pre-Cert 20% after deductible up to the out of pocket maximum 20% after deductible up to the out of pocket maximum 20% after deductible up to the out of pocket maximum 20% after deductible up to the out of pocket maximum Unlimited Days	All Hospital Admissions Require Pre-Cert 10% after deductible up to out of pocket maximum 10% after deductible up to out of pocket maximum 10% after deductible up to out of pocket maximum Unlimited Days
Mental Health	\$250 Copay Per Admission Copay Unlimited Days	\$250 Copay Per Admission Copay Unlimited Days	20% after deductible up to the out of pocket maximum Unlimited Days	10% after deductible up to out of pocket maximum Unlimited Days
Substance Abuse	\$250 Per Admission Copay Unlimited Days	\$250 Per Admission Copay Unlimited Days	20% after deductible up to the out of pocket maximum Unlimited Days	10% after deductible up to out of pocket maximum Unlimited Days
Rehabilitative Services	\$250 Per Admission Copay 60 Days Per Calendar Year	\$250 Per Admission Copay 60 Days Per Calendar Year	20% after deductible up to the out of pocket maximum 60 Days Per Calendar Year	10% after deductible up to out of pocket maximum 100 Days Per Calendar Year
Skilled Nursing Facility	\$250 Per Admission Copay 120 Days Per calendar Year	\$250 Per Admission Copay 120 Days Per calendar Year	20% after deductible up to the out of pocket maximum 120 Days Per calendar Year	10% after deductible up to out of pocket maximum 100 Days Per Calendar Year
Outpatient Surgery (Facility Charges)	Prior Authorization Required \$200 Copay Ambulatory surgery- \$100	Prior Authorization Required \$200 Copay Ambulatory surgery- \$100	20% after deductible up to the out of pocket maximum Prior Authorization Required	10% after deductible up to out of pocket maximum Prior Authorization Required
Pre-Admission Testing	Covered	Covered	20% after deductible up to out of pocket maximum	10% after deductible up to out of pocket maximum
Diagnostic Lab & X-Ray	Covered High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum	Covered High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum	20% after deductible up to out of pocket maximum High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect) requires prior auth and a \$75 copay per service up to a \$375 calendar year maximum	10% after deductible up to out of pocket maximum Prior Authorization Required 10% after deductible up to out of pocket maximum

Teachers Local 933 New Plans Effective 7-1-18			
Benefit	Century Preferred PPO-2018	Bluecare POE-2018	Century Preferred Comp Mix-2018
OTHER SERVICES			Lumenos HDHP-2018 with H.S.A.
Durable Medical Equipment (Including Prosthetics)	Covered at 100%	Covered at 100%	10% after deductible up to out of pocket maximum
Home Health Care	Covered 200 Visits OOH-\$50 Deductible & 20% Coinsurance	Covered 200 Visits	20% after deductible up to out of pocket maximum 100 Days Per Calendar Year
Hospice	Covered	Covered	10% after deductible up to out of pocket maximum
Acupuncture	\$30 Copay	\$30 Copay	10% after deductible up to out of pocket maximum
Orthotics	Not Covered	Not Covered	Not Covered
TMJ	Not Covered	Not Covered	Not Covered
Gastric Bypass	Covered	Covered	10% after deductible up to out of pocket maximum
Infertility	\$30 office Visit Copay State Mandate Level-Prior Auth required Some Restrictions May Apply	\$30 Office Visit Copay State Mandate Level-Prior Auth required Some Restrictions May Apply	10% after deductible up to out of pocket maximum State Mandate Level-Prior Auth required Some Restrictions May Apply
Prescriptions			
Tier 1	\$5	\$5	\$5
Tier 2	\$30	\$30	\$30
Tier 3	\$50	\$50	\$50
Tier 4	Specialty Drugs	Specialty Drugs	Specialty Drugs
(up to 90 day supply)			
Tier 1	\$10	\$10	\$10
Tier 2	\$60	\$60	\$60
Tier 3	\$100	\$100	\$100
Tier 4	Specialty Drugs	Specialty Drugs	Specialty Drugs
Mandatory Specialty	Mandatory Mail Order Mandatory Generic Step Therapy Prior Authorization Quantity Limits With Half Fill program	Mandatory Mail Order Mandatory Generic Step Therapy Prior Authorization Quantity Limits With Half Fill program	Mandatory Mail Order Mandatory Generic Step Therapy Prior Authorization Quantity Limits With Half Fill program

WELCOME TO BLUE VIEW VISION!

Good news—your vision plan is flexible and easy to use. This benefit summary outlines the basic components of your plan, including quick answers about what's covered, your discounts, and much more!



Group Name
Effective Date

Blue View VisionSM A.20.20 130.130



Your Blue View Vision network

Blue View Vision offers you one of the largest vision care networks in the industry, with a wide selection of experienced ophthalmologists, optometrists, and opticians. Blue View Vision's network also includes convenient retail locations, many with evening and weekend hours, including LensCrafters[®], Sears OpticalSM, Target OpticalSM, JC Penney[®] Optical and most Pearle Vision[®] locations. Best of all – when you receive care from a Blue View Vision participating provider, you can maximize your benefits and money-saving discounts. Members may call Blue View Vision toll-free at (866) 773-0515 with questions about vision benefits or provider locations.

Out-of-network services

Did we mention we're flexible? You can choose to receive care outside of the Blue View Vision network. You simply get an allowance toward services and you pay the rest. In-network benefits and discounts will not apply. Just pay in full at the time of service and then file a claim for reimbursement.

YOUR BLUE VIEW VISION PLAN AT-A-GLANCE

VISION CARE SERVICES	IN-NETWORK	OUT-OF-NETWORK
Routine eye exam - once every calendar year	\$20 copay, then covered in full	\$48 allowance
Eyeglass frames Once every calendar year you may select an eyeglass frame and receive the following allowance toward the purchase price:	\$130 allowance then 20% off any remaining balance	\$54 allowance
Eyeglass lenses (Standard) Factory scratch coating included Polycarbonate lenses included for children under 19 years old Transitions [®] lenses included for children under 19 years old		
Once every calendar year you may receive any one of the following lens options:		
<ul style="list-style-type: none"> Standard plastic single vision lenses (1 pair) Standard plastic bifocal lenses (1 pair) Standard plastic trifocal lenses (1 pair) 	<ul style="list-style-type: none"> \$20 copay, then covered in full \$20 copay, then covered in full \$20 copay, then covered in full 	<ul style="list-style-type: none"> \$38 allowance \$54 allowance \$64 allowance
Eyeglass lens upgrades When receiving services from a Blue View Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.	Member cost for upgrades	Discounts on lens upgrades are not available out-of-network
	<ul style="list-style-type: none"> UV Coating \$15 Tint (Solid and Gradient) \$15 Standard Polycarbonate \$40 Transitions[®] lenses \$75 Progressive Lenses¹ <ul style="list-style-type: none"> Standard \$65 Premium Tier 1 \$91 Premium Tier 2 \$97 Premium Tier 3 \$103 Standard Anti-Reflective Coating² \$45 Premium Tier 1 Anti-Reflective Coating² \$57 Premium Tier 2 Anti-Reflective Coating² \$68 Other Add-ons and Services 20% off retail price 	
Contact lenses - once every calendar year Prefer contact lenses over glasses? You may choose contact lenses instead of eyeglass lenses and receive an allowance toward the cost of a supply of contact lenses.	<ul style="list-style-type: none"> Elective Conventional Lenses \$130 allowance then 15% off any remaining balance Elective Disposable Lenses \$130 allowance (no additional discount) Non-Elective Contact Lenses Covered in full 	<ul style="list-style-type: none"> \$105 allowance \$115 allowance \$210 allowance
Your contact lens allowance can only be applied toward the first purchase of contacts you make during a benefit period.	Any unused amount remaining cannot be used for subsequent purchases made during the same benefit period, nor can any unused amount be carried over to the following benefit period.	

Transitions and the Tint are registered trademarks of Transitions Optical, Inc. Polycarbonate performance is a registered trademark of Polycarbonate Optical, Inc.

VISION CARE SERVICES

Contact lens fitting and follow-up

A contact lens fitting and two follow-up visits are available to you once a comprehensive eye exam has been completed.

Standard contact lens fitting*

Premium contact lens fitting**

*A standard contact lens fitting includes spherical, toric, and multifocal contact lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

**A premium contact lens fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.

IN-NETWORK
Member Cost
Fitting and follow up visits up to \$55
10% off retail price

OUT-OF-NETWORK
Discounts not available out-of-network

Discounts – Savings on additional eyewear and accessories – After you use your initial frame or contact lens allowance, you can take advantage of discounts on additional prescription eyeglasses, conventional contact lenses, and eyewear accessories courtesy of Blue View Vision network providers.

<p>BLUE VIEW VISION ADDITIONAL SAVINGS</p> <p>Additional Pair of Complete Eyeglasses</p> <p>Contact Lenses - Conventional (Discount applied to materials only)</p> <p>Eyewear Accessories Includes: some non-prescription sunglasses, lens cleaning supplies, contact lens solutions and eyeglass cases, etc.</p> <p><small>*Items purchased separately are discounted 20% off the retail price. Blue View Vision's Additional Savings Program is subject to change without notice.</small></p>	<p>MEMBER SAVINGS</p> <p>40% discount off retail*</p> <p>15% off retail price</p> <p>20% off retail price</p>	<p>LASER VISION CORRECTION SURGERY Glasses or contacts may not be the answer for everyone. That's why we offer further savings with discounts on refractive surgery. Pay a discounted amount per eye for LASIK Vision correction. For more information, go to SpecialOffers at anthem.com and select vision care.</p> <p>USING YOUR BLUE VIEW VISION PLAN The Blue View Vision network is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care physician from your medical network.</p> <p>OUT-OF-NETWORK If you choose an out-of-network provider, please complete the out-of-network claim form and submit it along with your itemized receipt to the below fax number, email address, or mailing address. When visiting an out-of-network provider, you are responsible for payment of services and/or eyewear materials at the time of service.</p> <p>To Fax: 866-293-7373 To Email: oonclaims@eyewearspecialoffers.com To Mail: Blue View Vision Attn: OON Claims P.O. Box 8504 Mason, OH 45040-7111</p>
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EXCLUSIONS & LIMITATIONS

This is a primary vision care benefit and is intended to cover only eye examinations and corrective eyewear. Covered materials that are lost or broken will be replaced only at normal service intervals indicated in the plan design; however, these materials and any items not covered below may be purchased at premed price from Blue View Vision provider. In addition, benefits are payable only for expenses incurred while the group and insured person's coverage is in force.

- Combined Offers:** Not combined with any other coupon, or in-store advertisement, experimental or investigative, any experimental or investigative services or materials.
- Crime or Nuclear Energy:** Conditions that result from: (1) insured person's commission of or attempt to commit a felony, or (2) any release of nuclear energy, whether or not the result of war, even government funds are available.
- Uninsured:** Services received before insured person's effective date or after coverage ends.
- Excess Amounts:** Any amounts in excess of covered vision expense.
- Routine Exams or Tests:** Routine examinations required by an employer in connection with insured person's employment.
- Work-Related:** Work-related conditions if benefits are recovered or can be recovered, either by adjudication, settlement or otherwise, under any workers' compensation, employer's liability law or occupational disease law, even if insured person does not claim those benefits.
- Government Treatment:** Any services actually given to the insured person by a local state or federal government agency, except when payment under this plan is expressly required by federal or state law. We will not cover payment for these services if insured person is not required to pay for them or they are given to the insured person for free.
- Services of Relatives:** Professional services or supplies received from a person who lives in insured person's home or who is related to insured person by blood or marriage.
- Voluntary Payment:** Services for which insured person is not legally obligated to pay. Services for which insured person is not charged. Services for which no charge is made in the absence of insurance coverage.
- Not Specifically Listed:** Services not specifically listed in this plan are covered services.
- Private Contracts:** Services or supplies provided pursuant to a private contract between the insured person and a provider, for which reimbursement under the Medicare program is prohibited, as specified in Section 1802 (42 U.S.C. 1395a) of Title XVIII of the Social Security Act.
- Eye Surgery:** Any medical or surgical treatment of the eyes and any diagnostic testing. Any eye surgery solely or primarily for the purpose of correcting refractive defects of the eye such as nearsightedness (myopia), and/or astigmatism. Contact lenses and eyeglasses required as a result of this surgery.
- Sunglasses:** Sunglasses and accompanying frames.
- Safety Glasses:** Safety glasses and accompanying frames.
- Hospital Care:** Inpatient or outpatient hospital vision care.
- Orthoptics:** Orthoptics or vision training and any associated supplemental testing.
- Non-Prescription Lenses:** Any non-prescription lenses, eyeglasses or contacts.
- Plano lenses or lenses:** Plano have no refractive power.
- Lost or Broken Lenses or Frames:** Any lost or broken lenses or frames, unless insured person has reached a new benefit period.
- Frames:** Discount is not available on certain frame brands in which the manufacturer imposes a no discount policy.
- Disclaimer:**
This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's Policy, which shall control in the event of a conflict with this overview.

This benefit overview is only one piece of your entire enrollment package. Exclusions and limitations are listed in the enrollment brochure.

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City of New Haven Preventive Health Program

Objective

The City of New Haven is seeking to develop an employee incentive program that encourages their member population to obtain appropriate preventive care screenings, recommended by age and gender, in an effort to promote healthier lifestyles and enable members and providers to identify potential health issues that may impact the quality of life for the member and require immediate treatment planning.

Overview of Program

A. PCP Designation

Members must designate a PCP for self and spouse*

- a. EPHC PCPs provide member with lower office visit copay
- b. Non-EPHC PCPs: Standard member copay amount

**Please note, PCP designation can be entered on the application at the time of enrollment in the members health plan option*

B. Preventive Health Measures

Members are encouraged to comply with specific preventive health measures:

<u>Preventive Screening/Service</u>	<u>Age/Gender</u>	<u>Frequency</u>
Preventive Screening	18 + Male and Female	Annual
Glucose Screening	18+ Male and Female	Annual
Cervical Cancer Screening	21 + Female	Every 3 years
Dental Cleaning	All ages, Male and Female	Annual
Breast Cancer Screening	40+, Female	Baseline at age 40
Colorectal Cancer Screening	50+, Male and Female	Baseline at age 50
Prostate Cancer (PSA)	50+, Male	Baseline at age 50

C. Chronic Health Conditions Compliance

Members with the following chronic health conditions who are identified to participate in Anthem's ConditionCare disease management program, must actively participate in program:

- Asthma
- Diabetes
- COPD
- CAD
- Heart Failure

HIP PROGRAM DETAILS

Under the Health Incentive Plan (HIP) the member will be required to:

1. Designate a PCP, each covered individual will have to identify a doctor as their personal physician with Anthem.
2. Have the recommended preventative screenings and/or physical examination with a physician as is age and gender appropriate
 - Annual Biometric screenings, BMI, glucose, blood pressure & cholesterol (for most members this is part of the annual physical)
 - Cervical cancer screening for females over 21 every 3 years
 - Baseline mammogram for females over 40
 - Baseline colonoscopy for all after 50
 - Prostate screening for males over 50
 - At least one routine dental checkup and cleaning annually
3. Chronic Health Compliance – members who have been identified with certain chronic health conditions must participate in the ConditionCare Disease Management program. Compliance is based solely on participation, for example, does the member take the phone call from the nurse case manager who will monitor medication usage and the like. It is not based on any clinical outcome.

More particularly, members are identified based on clinical data by Anthem, and then they are contacted by a case manager from Anthem, who reviews their treatment and medication, etc. to help insure they are managing their condition properly. Please note that ConditionCare is already part of your plan today. Members with these diseases are already being contacted. All the HIP does is require them to take the phone call and interact with the case manager and not ignore the call as happens today.

Tracking Compliance – Compliance will be tracked on a calendar year basis, then it will take several months to contact those not in compliance before instituting the penalty payment the following July 1st. It will work as follows:

The Board would not actually begin tracking HIP compliance until calendar year 2019. The Board will receive data from Anthem in February of 2020 for the previous calendar year and contact all those not in compliance. They would then have until June to get in compliance or furnish documentation that they were already in compliance. Those that do not would begin paying the additional monthly medical deduction in July of 2020.

They will pay that additional fee for each month they remain non-compliant; as soon as they are in compliance, however, the additional fee will be removed.

The penalty will be an additional monthly charge for medical of Single \$50, Two Person \$75 and Family \$100. It does not matter how many items you are in non-compliance on, one or more, the penalty is the same. The member can appeal the penalty. More importantly, they will have to have been notified several times in writing prior to any penalty being implemented. The Board will review for compliance annually on a calendar year basis. Any penalties will not be assessed until the following July 1st.

No member will ever be fined for following the advice of their doctor. The ConditionCare program and the nurse case manager are only involved to reinforce what the doctor is advising, not replace it.

APPENDIX E
Side Letter to the 2006-2010 Contract, Amendment to
the 2010-2014, 2014-2017, 2017-2018 and 2018-2021 Contract Regarding Reforms

This Agreement is made this _____ day of February, 2010 by and between The Board of Education of the City of New Haven (the Board) and The New Haven Federation of Teachers, Local 933, NHFT, AFL-CIO (the NHFT or Union) (collectively, the Parties).

WHEREAS the Board and Union have agreed on a statement of shared beliefs about the need for and appropriate direction of reform in the New Haven public schools, a copy of which is appended to and incorporated by reference in this document;

WHEREAS the Parties believe that a sharper focus and greater priority on student performance is needed at all layers of the School District and that meaningful reform requires effective action at all layers;

WHEREAS the School District believes that school and central office administrators as well as teachers are accountable for student and school performance, the District will ensure that the administrator evaluation process reflects this belief;

WHEREAS the Board and Union have engaged in extensive, collaborative discussions regarding steps that could be taken by and between them to improve the education of District students and to make District schools more effective;

WHEREAS the Board and Union have agreed to implement a number of these steps during the 2009-10 school year through the creation and activities of several committees, an agreement that requires a side letter to the 2006-2010 contract;

WHEREAS the Parties have reached additional agreements which are to be included as an amendment to their 2010-2014 collective bargaining agreement;

WHEREAS, the Board and Union agree that these steps can best be understood and effectively implemented if they are collected and recited together in this single document, which will serve both as a side letter to their current contract and an amendment to their successor agreement;

NOW THEREFORE, the Board and Union agree as follows:

1. Transition Steps. The Parties agree that details regarding implementation of several of their conceptual agreements must be developed through the work of joint committees, and that these committees must perform this work promptly during the 2009-10 school year so that agreements can be implemented by the 2010-11 school year.
 - a. Measurement of Student Progress. One task of the Reform Committee (See Paragraph 4, below) shall be to assess and recommend improved measures of progress in student learning as well as measurement of environmental factors that may impact student learning.

- i. The first meeting of the Committee for this purpose shall be convened prior to November 1, 2009.
 - ii. The Administration shall provide technical assistance to the Committee as requested.
 - iii. The Committee shall make its initial recommendations to the Board no later than January 15, 2010. A copy of these recommendations will be provided to the Union. In addition, the Committee shall make a progress report to the Superintendent and Union no later than November 15, 2009.

- b. Use of Data on Student Progress in Teacher Evaluations. The Parties agree that student progress should be a factor in teacher evaluation and that a joint committee should assess and make recommendations on how progress in student learning can best be incorporated in the teacher evaluation process.
 - i. The Teacher Evaluation Committee constituted for the District Improvement Plan, as adjusted, will undertake this task.
 - ii. The Teacher Evaluation Committee will coordinate with the Reform Committee, which is examining measurement of student progress in order to be able promptly to utilize that committee's recommendations.
 - iii. The Committee shall make its initial recommendations to the Board (with a copy to the Union) no later than March 15, 2010, in order to implement any changes for the 2010-11 school year. Prior to that, the Committee will communicate written progress reports to the Board (with a copy to the Union) every month.
 - iv. If the Union objects to any of the Committee's recommendations, the Parties agree promptly to meet and confer to try to resolve any differences.

- c. Peer Assistance and Review. During the 2009-10 school year, the Parties will work collaboratively to design a peer assistance and review program. If the Parties are unable to reach agreement on the details of such a program, either may reject its use.
 - i. The Parties direct the Teacher Evaluation Committee to design a program providing for peer review of teacher performance and for peer assistance to teachers in need of improvement.
 - ii. The Committee's recommendations shall be presented to the Board and the Union no later than February 15, 2010.
 - iii. No later than April 1, 2010, the Parties shall meet and confer regarding the availability of resources to support the program and how the uses may best be focused to implement it during the 2010-11 school year.

- d. Differentiated Teacher Ratings. The Parties agree that it would benefit both the District and teachers if teachers were evaluated using a more differentiated set of summative categories than the current choice of satisfactory/unsatisfactory.
 - i. The Parties agree that the Teacher Evaluation Committee shall be charged with the task of devising and recommending a teacher

evaluation process that results in the differentiation of teachers and their various strengths and weaknesses across at least 4 categories.

- ii. The Committee shall make its recommendations on this issue to the Board with a copy to the Union no later than April 15, 2010.

2. Fair and Effective Teacher Evaluation, Assistance and Dismissal. The Parties agree that it shall be appropriate for the Board to terminate as incompetent under the Connecticut Teacher Tenure Act a tenured teacher who is: (a) fairly evaluated, (b) timely notified that he or she has significant deficiencies in his or her teaching performance, (c) provided an opportunity for appropriate assistance, and (d) who nevertheless fails successfully to accomplish an appropriate improvement plan. The Parties further agree that if a teacher is notified of an unsatisfactory evaluation by November 1 of the school year, an appropriate improvement plan need not last longer than 120 calendar days in order to provide the teacher with an adequate opportunity to improve, except when the teacher experiences extraordinary obstacles beyond his or her control or demonstrates improved performance which may, in the judgment of the Board and Union, warrant a second year of improvement. This agreement is not intended to change the fact that evaluations and their consequences are not subject to the grievance procedure of the contract.
3. Special Compensation. The Parties agree that the Board will be permitted to propose a midterm program of compensation enhancements of two types, and that if it does so, the Parties will bargain in good faith over such proposals. If no agreement is reached, the issue(s) shall be resolved through interest arbitration. The two types of enhancements are as follows:
 - a. School-based bonuses recognizing substantial student progress. If such enhancements are proposed, the parties will negotiate the criteria for determining substantial student progress, the amounts of such bonuses and how the distribution of such bonuses would be determined, including the possibility that distribution would be determined by personnel in the designated schools. If such bonuses are proposed, they must be made to schools in all tiers.
 - b. Compensation Enhancements for Differentiated Roles and Other Activities. Compensation enhancements may be proposed in connection with various roles, including but not limited to the peer assistant/evaluator. Such roles shall be made available to those teachers who demonstrate the highest levels of validated performance per the District's evaluation system, irrespective of seniority. Enhancements may also be offered in connection with other activities, including but not limited to agreeing to teach in certain schools, such as reconstituted schools.
4. Work Rules and Variations in Different Schools.
 - a. Determination of School Tiers. The Board will consult with and consider any recommendations offered by the NHFT concerning the criteria used for defining tiers and how schools are assigned to tiers. Although the allocation of schools to tiers is recognized by the Parties to be a management right, the Parties acknowledge the Union's right to demand effects bargaining where that decision has an impact on mandatory subjects of bargaining.

- b. Waiver of Work Rules in Tier I and II Schools. Schools in Tier I or Tier II may seek to waive certain school work rules. In order for such a waiver to be effective, the following conditions must apply:
- i. The waiver must be approved by the teachers in the school. A waiver will be considered approved by the teachers if the following occur:
 1. The terms of the waiver are presented in writing to the teachers at least five working days before a vote of the teachers is taken.
 2. A secret ballot vote will be conducted by the NHFT Building Representative and the Principal during a mandatory meeting of teachers held during work time in the building.
 3. During this meeting and prior to the vote, the Principal, a union representative and any teachers who wish to do so may express their views about the merits of the waiver. Upon request, teachers may also receive time during the meeting to discuss the waiver proposals without administrators present.
 4. Seventy-five or more percent of the teachers voting must vote to approve the waiver.
 - ii. The school Principal must approve the waiver
 - iii. The waiver is subject to review and denial by either the Superintendent/designee or NHFT, if it is determined by either that the waiver is not in the best interests of the students. If either party rejects the waiver, that Party shall be required to explain at the next Board meeting in public session how, in its view, the waiver would not be in the best interest of students.
 - iv. Work rules that may be waived are: Article II, Sections 3-8, 12 and 13.
- c. Board's Right to Make Program Changes In Tier III Schools. In Tier III schools, the Board shall have the right to make programmatic changes and/or restructure duties and assignments during the existing workday that may impact work rules and compensation provided that:
- i. Any proposed changes shall first be discussed by the Reform Committee or a school committee designated for such purpose by the Reform Committee;
 - ii. Proposed changes to the current practice in either the # of hours worked per day or the # of days worked per year shall be presented to the teachers no later than March 15th of the prior school year for implementation the following September:
 1. Increases in the amount of time required in a day and/or any increases in the # of work days per year shall be compensated on a pro-rata basis at the rate of the average salary of the impacted teachers or other agreed upon benefit in lieu of compensation.
- d. Program Flexibility in Turnaround Schools. In any Tier III schools that the Board determines are to be reconstituted, the Board shall have a heightened degree of flexibility in designing and changing instructional programs. These schools shall be subject to Appendix A.

5. School Improvement and Continued Collaboration Regarding Reform.
 - a. Joint Reform Committee. A joint “Reform Committee” shall be established for the purpose of monitoring application of this Amendment, resolving collaboratively any issues that may arise in its implementation, and such other tasks as may be assigned by this Document or by the Parties. The Committee shall be composed of eight members, including 3 administrators appointed by the Superintendent, 3 teachers appointed by the Union President, and 2 parents appointed by the Superintendent (one of which is recommended by the Union President). The Committee shall be chaired by the Superintendent/Designee, who shall not have a vote.
 - b. School Climate Surveys. The Board intends to develop surveys to assess how various stakeholders view schools and their leaders, and it agrees to consult with and consider Union recommendations with respect to the design and implementation of such surveys.
6. Coordination with the CBA. If this Amendment conflicts in any respect with the CBA, the Parties intend this Amendment to control. The Board retains any management rights not expressly limited by the provisions of this Amendment. The Parties retain all legal rights not expressly limited by the provisions of this Agreement.
7. Duration. This agreement shall take effect when signed by the parties. It is intended to remain in effect until termination of the contract currently being negotiated by the Parties.

APPENDIX F
TURNAROUND SCHOOLS

Introduction: The New Haven Board of Education (NHBOE) and The New Haven Federation of Teachers, Local 933, (NHFT) agree that one of the approaches to achieving their mutual goal of ensuring success for all students, and particularly those in low performing schools, is to create “Turnaround Schools.” Turnaround Schools are those Tier III schools that are identified for reconstitution and that require both additional supports and flexibility. These schools need to be free to choose their staffs, develop new cultures of successful performance and learning, redesign work rules, modify the length of the instructional day and year, scheduling, instruction programs and pedagogy.

It is expressly agreed that Turnaround Schools shall remain public schools within the District and that employees shall maintain their representation by the New Haven Federation of Teachers. In order to achieve flexibility, the Parties agree that Turnaround Schools must be free from many Board regulations and policies and from many sections of the Parties’ collective bargaining agreement. Such schools may be designated for operation by third party managers and may be or have the characteristics of in-district charter schools. To that end, the Parties agree that the Board/Superintendent, through contracts with third party school operators, may delegate its authority to manage and direct teachers in the operation of the school, consistent with this Appendix and the Agreement of which it is a part.

It is the intent of the Parties that teachers and administrators in these schools will work collaboratively to create effective learning environments for students. Teachers, other school staff and parents shall have a voice in designing programs and determining work rules that are likely to be successful in such schools.

- I. **Status of NHBOE Employees Who Work in Turnaround Schools:** All teachers who elect and are selected to work in Turnaround Schools shall maintain their full status as members of the NHFT bargaining unit and as employees of the NHBOE.
 - A. Teachers shall continue to receive the compensation set forth in Article XII, 1-12, of the Parties collective bargaining agreement (the Agreement) and the benefits set forth in Article XIII of the Agreement, subject to possible adjustment as set forth in IV below.
 - B. Teachers will maintain their status under the Connecticut Teacher Retirement System.
 - C. Teachers will continue to be subject to the rights, protections, obligations and duties applicable to certificated employee under Connecticut Law.
 - D. Teachers will maintain and continue to accrue seniority as teachers within the District.
 - E. When working in a school operated by a third party, teachers shall be subject to the direction and management of the third party operator, consistent with this Appendix and the Agreement of which it is a part.

- II. Assignment and Transfer:** Teachers shall work in Turnaround Schools on a voluntary basis. When a school is designated as a Turnaround School, existing staff will be invited to apply along with other staff, but the Principal shall have the authority to determine which applicants will be accepted. After completing an initial two-year commitment to the school, teachers who request a transfer shall be transferred to other schools within the District without penalty, except that no teacher who is on a plan of improvement may transfer except with the permission of the Superintendent. After two years, standard transfer rights will apply. Upon transfer to a regular school (non-Turnaround), teacher compensation shall be what is paid at the regular school.

Teachers at a school to be reconstituted who are not selected to staff the Turnaround School shall be transferred to another District teaching position for which the teacher is certified. No NHFT member shall be laid off as a direct result of the creation of Turnaround Schools.

III. Working Conditions in Turnaround Schools

Turnaround Schools shall continue to follow state and federal laws and regulations. They shall be exempt from many School Board regulations and District policies and shall likewise be exempt from many provisions of the Collective Bargaining Agreement. Turnaround Schools shall strive for a model of collaboration and shared decision-making at the school site.

- A. As expressly set forth below, certain provisions of the NHBOE-NHFT Collective Bargaining Agreement shall remain in full force and effect at all times during this agreement. In addition to those provisions referred to in Section I above, the following provisions of the Agreement, cannot be waived or in any way modified by the Board or the School, and shall continue to apply with full force to unit members who work in Turnaround Schools.

- Preamble
- Article I (Recognition, Rights and Obligations of the Parties)
- Article II Sections 1(Fair Disciplinary Policy), and 16 (Student Behavior)
- Article II Section 10(Teacher’s Notice by Superintendent)
- Article III (Grievance Procedure) – subject to Section B, below.
- Article V (Federation Rights)
- Article VI (Absences and Leaves of Absences)
- Article VIII (Personnel Files and Evaluation)
- Article XI (Teacher Protection)
- Article XIV (Conformity to Law and Savings Clause)
- Article XV (Layoffs)
- Article XVII Sections 1 & 2 (Cooperative Educational Planning)
- Article XIX (Duration)
- Appendices A, B & E, except that compensation is subject to adjustment as specified in Section IV below.

- B. The foregoing Articles shall continue to be subject to the Grievance provisions of the Agreement. All other matters shall not be subject to the contractual Grievance provisions and, instead, are subject to the Internal Appeals Process set forth below.
- C. The provisions of this Appendix are not intended to narrow or expand the rights of the District or NHFT to be less or greater than that provided by law, except as specifically set forth in this Appendix. If there is a conflict between a specific provision of this Appendix and legal requirements, all other non-conflicting sections of this Appendix shall remain in full force and effect.

IV. Work Year, Work Day, Etc.

- A. Prior to electing to work at a Turnaround School, teachers shall be informed of plans for the school, including relevant information about working conditions and compensation. Teachers shall sign an Election to Work Agreement, which sets forth the working conditions at their school. The Election to Work Agreement shall include the following information:
 - The vision and expected instructional program of the school.
 - The hours of instruction and school day with expected degrees of flexibility.
 - The length of the school year and the school calendar.
 - The expected length of time teachers may be required to be present in the school outside the normal instructional day.
 - The commitment to remain in the school for at least two years.
 - Any compensation programs that apply to the particular school different from the standard compensation schedule.

The Election to Work Agreement shall clearly state that teachers should expect year-to-year, or even intra-year, flexibility in aspects of their duties and program not covered by the agreement, including but not limited to timing/scheduling of faculty meetings to respond to school conditions, and/or scheduling and manner of professional and staff development.

- B. Notwithstanding the provisions of this section, Turnaround Schools shall, at a minimum, provide at least the number of student instructional days and the amount of instructional minutes as other District schools.
- C. The Parties agree that the initial Election to Work Agreement shall be created by school leadership and shall be given to affected staff no later than March 15 of the previous school year. Subsequent modifications shall be made in accordance with the following procedure:
 - 1. The terms of the proposed Agreement will be presented in writing to the teachers at least five working days before a vote of the teachers is taken.

2. A secret ballot vote will be conducted by the NHFT Building Representative and the Principal during a mandatory meeting of teachers held during work time in the building. Teachers unable to be present for the meeting may vote by absentee ballot.
3. During this meeting and prior to the vote, the Principal, a union representative and any teachers who wish to do so may express their views about the merits of the proposed Agreement. Upon request, the teachers will be afforded time to discuss the Agreement without the presence of any administrators.
4. A decision to accept the proposed agreement must be made by at least 2/3rds of the teachers voting.

If the Election to Work Agreement for an upcoming school year has not been approved by March 15, the previous year's Election to Work Agreement shall remain in place.

- V. **Governance of Turnaround Schools:** Each Turnaround School shall be governed by the Principal under the direction of the Superintendent and Board of Education or other designated school leader (under the terms of an RFP or contract approved by the Superintendent and Board of Education, which may not be inconsistent with the provisions of this Agreement). In each school, an Advisory Council, composed of teachers, parents and community leaders, shall be created, and the AC shall make recommendations regarding program, budget and changes to the Election to Work Agreement. For purposes of hiring after the initial year, the School Planning Management Team shall provide input. The Board and Superintendent shall retain their full legal authority to manage these schools except to the extent such authority is expressly limited by this agreement.
- VI. **Collaborative Review:** Review of all Turnaround Schools shall be provided by a Reform Committee, the composition of which is defined in Paragraph 5 of the Side Letter to the 2006-2010 Contract and Amendment to the 2010-2014, 2014-17, and 2017-18 Contract Regarding Reforms. This Committee shall review all Turnaround Schools and procedures, including selection of school leaders, school performance, and operational procedures and practices both to encourage success and to identify practices and approaches that should be duplicated or avoided.
- VII. **Internal Appeals Process**
 - A. The following internal appeals process shall be made available to teachers at each Turnaround School unless an alternative process has been adopted at the school with the consent of the Reform Committee.
 - B. A complaint under the IAP is limited to allegations that the written terms of this Appendix or of an Election to Work Agreement has been violated or misapplied.
 - C. Every teacher in a Turnaround School shall receive a copy of the IAP.
 - D. Every locally developed IAP shall provide that if a complaint cannot be satisfactorily resolved at the school level, a final decision will be made jointly by the Superintendent of Schools/designee and the President of the Union/designee.
 - E. A "day" for purposes of the timelines of this IAP is defined as any day of the calendar year except Saturdays, Sundays, legal or school holidays. The time limits of this IAP are intentionally expedited to achieve early resolution, and are expected to be adhered to by all parties. Time limits may be extended or waived, but only by mutual written agreement.

The steps of this IAP are as follows:

1. Informal meeting Between the Grievant and School Leader: Within five (5) days after the aggrieved employee became aware (or should have become aware) of the occurrence of the event(s) upon which the grievance complaint is based, the aggrieved employee must request an informal meeting with the school leader to discuss the matter and attempt in good faith to resolve it. The meeting shall be conducted within five (5) days of the request. A representative of the Union may be present upon the request of the grievant.
2. Formal meeting Between the Grievant, School Leader and Other Relevant Individuals: If the grievance is not resolved within five (5) days of the informal meeting in Step 1, the grievant may continue the process by filing a written grievance. The grievance shall state the relevant facts and identify the specific provisions of this document which he or she feels have been violated. The School Leader shall convene a meeting to review and discuss the grievance within five (5) days of receipt of the written grievance. The School Leader and grievant shall invite to the meeting all individuals who have relevant information or who are in a position to meaningfully contribute to prompt resolution of the grievance. If the grievance is not resolved, within five (5) days of this meeting, the School Leader shall issue a written decision regarding the grievance. If the grievance is denied, the School Leader shall explain in writing the full reasons for the denial.
3. Meeting With Superintendent/Designee and Union President/Designee: Within five (5) days of receiving a written denial from the School Leader, the grievant may request a meeting with the Superintendent/Designee and Union President/Designee. They will hear the matter promptly. If they are unable to resolve the grievance, they shall so inform the grievant in writing within five (5) days of the meeting and they shall at the same time refer the matter to the two-member Alternate Claim Panel for final resolution.
4. Submission to Alternate Claim Panel: The assigned members of the Joint Panel shall convene the parties to learn the facts and hear the parties' contentions, and then shall use their mutual best efforts to reach agreement upon the appropriate final decision. It is anticipated that they will be able to do so. However, in the event that they are deadlocked, the Superintendent/Designee and the Union President/Designee shall designate one of the Panel Members as the decision maker (and the other as an advisor), based upon the principle of alternating between which of the parties will make the designation. The designation will not be made until it is necessary to do so.
5. Joint Panels: The Board and the Union shall each designate an equal number of retired District employees to serve as a pool of Joint Panel members. Such appointments shall be made each March for the ensuing school year. The total number of such appointees shall be determined by the parties each year based on anticipated need, but shall not be fewer than eight (four each). The Board and Union shall each make all reasonable good faith efforts to select their designees on the basis of perceived school experience, reputation for fairness and judicious character. Such appointees shall then be divided into two-member teams to serve together for the remainder of the school year.

APPENDIX G

New Haven School Reform Statement of Shared Beliefs

We believe that substantial improvement in student performance is needed in New Haven, that improvement is possible, and that there is urgency to making changes to accomplish those improvements

- All students in New Haven should have the opportunity and the means to achieve their full potential – and we must do much more to fulfill that commitment;
 - The national context, including the Obama/Duncan investments, has created a window of opportunity to accomplish substantial improvement;
 - New Haven, given its stability, its positive momentum, and its tradition of collaboration is well positioned to put the pieces together and create a truly distinctive district;
 - We believe that a sharper focus and greater priority on student performance is needed at all layers of the organizations;
- Test scores and graduation rates are important components of any measurement of achievement, but they are both imperfect and not sufficient – other measures of performance matter as well;
 - It is our collective responsibility to help kids learn despite the deficits and obstacles that may exist in their environment, and therefore our focus needs to be on improvement in individual results more than on absolute achievement levels;
 - High expectations for the performance of all students are essential, as are the complementary expectations for adult performance;
- We believe that the people in the system – teachers, principals, and other staff – are the district’s most important resources, and that their individual and collective effectiveness is the most important factor in improving student results;
 - New Haven needs to attract, develop and retain the highest quality staff possible by creating school environments which maintain high standards of both professionalism and performance;
 - Improving student performance needs to be the focal point both for the day-to-day activity of adults and for the year-to-year continuous improvement and career trajectory of educators;
 - Judgments about the effectiveness of adults need to be made in ways that are objective, clear, timely, fair, and informed from multiple perspectives.

We believe that schools are the most important organizational units in the system, and that our policies and systems need to support the individual excellence of each school

- Schools are responsible for student performance, and central entities like the Board of Education are responsible for supporting schools in achieving their goals;
- The shared mission and ongoing professional collaboration within a school are the key factors in the success of the school;
- The adults closest to the children are best positioned to know their students and to work together to define ways to help them succeed;
- Although all schools must continue to improve, special attention should be directed to the lowest performing schools;

We believe that the best outcomes will come through the ongoing collaboration of the adults in and around the school system, all of whom are motivated to help students learn – including teachers, administrators, central staff, parents, and the unions

The challenges we face in improving the New Haven Schools are neither clear nor easy, but we have the collective will, the perseverance, and the relationships to support each other in developing effective systems and practices.

Date

/s/
David Cicarella, President
New Haven Federation of Teachers
Local 933, AFL-CIO

/s/
Cheryl Brown, President
School Administrators Association
Local 18, AFSA, AFL-CIO

/s/
Garth Harries, Superintendent
New Haven Public Schools

/s/
Dr. Carlos A. Torre, President
New Haven Board of Education

APPENDIX H

Side Letter to the 2010-2014 Contract Regarding Continued Improvement, Inclusive of the 2014-2017, 2017-2018 and 2018-2021 Collective Bargaining Agreement

This Agreement is made this _____ day of _____, 2014 by and between The Board of Education of the City of New Haven (“the Board”) and The New Haven Federation of Teachers, Local 933, NHFT, AFL-CIO (“the NHFT” or “the Union”)(collectively, “the Parties”).

WHEREAS, the Parties, in previous negotiations, agreed to contractual changes designed to articulate and to effectuate their joint commitment to reform and to improved student learning in the District, and

WHEREAS, one of the specific steps taken was to implement more effective evaluation models (TEVAL/PEVAL/CEVAL) for teaching professionals, and

WHEREAS, the District has been awarded a federal grant to further strengthen professional effectiveness by aligning a professional trajectory for teachers and administrators more closely with the contributions individual professionals make to both student learning and to adult development, with a particular focus on New Haven’s hard-to-serve schools, and including compensation that enables outstanding teachers to stay in the classroom and that includes incentives for service in hard-to-serve schools;

WHEREAS, the Parties are committed to building a framework for career-long professional growth that will result in teaching *and* career development practices that are consistently and coherently purposeful, supportive, meaningful, and demonstrably effective in producing greater and deeper student learning and adult teaching practice;

WHEREAS, the Parties have demonstrated an ability to collaborate effectively on critical reform issues through a committee structure after the completion of contract negotiations;

NOW THEREFORE the Parties hereby agree to undertake this important work during the last year of the current contract and beyond, if needed, in accordance with the following framework:

1. Goals: The principal goals of the Committee shall be as follows:
 - a. To identify meaningful career options for teaching professionals that recognize and value classroom teaching excellence as well as the performance of roles that:
 - i. Reflect a wider sphere of impact than the immediate teaching responsibilities and/or
 - ii. Assist the District and the teacher in successfully meeting the needs of students and teachers in hard-to-serve schools.
 - b. For each of these career options, the committee will assess and recommend purposeful, supportive, and meaningful opportunities for teachers as they relate to (1) professional responsibilities and expectations beyond the teaching responsibilities, (2) work rule adjustments, if necessary, (3) job-embedded and targeted training, (4) fair selection, and (5) appropriate evaluation.

- c. To design compensation enhancements that are aligned to each category of role, including but not limited to the current Teacher Facilitator role.
 - i. Such roles shall be made available to those teachers who demonstrate effective or better performance on TEVAL, irrespective of seniority. Interested teachers will apply for roles that widen their sphere of influence and support hard-to-serve schools. The selection of applicants will be selected in part on their performance on TEVAL.
 - d. To support the development of these roles, the committee will continue to work
 - i. To identify or design appropriate supports and growth opportunities that will encourage and enable teachers to develop their professional effectiveness and to increase the scope of the contributions they make to student learning.
 - ii. Work with the reform committee to determine a designation for hard-to-serve schools, recognizing that the designation should reflect the challenges of the incoming student population including the socio-economic status of students, ESOL/language and/or special education needs, and the degree of transience experienced by the student population.
 - iii. To design steps that enable existing teachers to transition over an appropriate length of time from current to new compensation approaches.
 - iv. To determine how federal grant money can be utilized most effectively to accomplish these goals, recognizing the need for sustainability after outside funds have ceased.
2. Process: The current Talent Council will serve as the Committee and shall operate in the following manner:
- a. **Timing:** the Parties agree to make their best efforts to accomplish the work defined in this document so that the parties may begin implementing their recommendations during the first year of the new contract (2014-15). In order to make this possible, the Parties agree to hold an initial Committee meeting no later than November 15, 2013. The Committee shall make a progress report to the Superintendent and Union President no later than December 15, 2013. The Committee shall make its initial recommendations to the Superintendent and Union President by February 1, 2014.
 - b. **Committee Structure:** The members will be responsible for attempting to identify specific steps (in accordance with the “Framework for Committee Deliberations” identified below). The Committee is chaired by the Superintendent’s Designee; the Committee will be comprised of an equal number of representatives from NHFT and the SAA selected by the union Presidents. The Administration will provide technical support to the Committee.
 - c. **Authority and Approval:** Recommendations made by the Committee to make changes that are subject to mandatory bargaining requirements must be approved by both Parties prior to implementation. The Parties hereby agree that changes to the specific compensation, funded by TIF/PEP, recommended by the Committee and approved by the Parties may be implemented during the life of the current contract and they agree that the Committee may consider such changes and that

the Parties may negotiate over the recommendations or related matters during the life of the new contract.

3. Framework for Committee Deliberations: During deliberations, the Committee will be guided by several guideposts, including:
 - a. Their prior belief statement (see Preamble to the contract), which is grounded in beliefs about student learning, including:
 - i. Improved student learning requires both improved instruction in classrooms and strong support for learning within the school and extended community.
 - ii. Improved student learning is best accomplished through the collaborative deliberation of all stakeholders.
 - b. Any changes to the organization of teaching, teacher careers and schools should respect and encourage the professionalism of teachers and administrators.
 - c. Teachers and administrators, as professionals, must strive to improve their skills and knowledge throughout their careers, and the District should encourage and recognize those efforts.
 - d. Teacher compensation should reflect and honor the contributions individual teachers make to the quality of student learning both in and beyond the individual classroom.
 - e. Changes in how teachers are compensated, if appropriate, should be implemented so that they do not unduly disrupt the careers and reasonable expectations of currently employed teachers.
 - f. Changes in how teachers are compensated, if appropriate, should be fiscally sustainable after temporary funding sources have ceased.
 - g. Teacher compensation should be based increasingly and primarily on factors that have a positive impact on greater numbers of students and adults, and/or that assist in meeting the needs of students in hard-to-serve schools.
 - h. The opportunity for teachers to utilize professional development opportunities or to perform roles beyond the classroom should be based on collaboratively developed selection criteria that are applied fairly.
 - i. To the extent possible, the impact of changes to the compensation of teaching professionals should be evaluated on an on-going basis and results used to inform further changes.
4. **Duration:** This agreement shall take effect when signed by the Parties. It is intended to remain in effect until termination of the contract currently being negotiated by the Parties.

APPENDIX I

Side Letter to the Contract Regarding Continued Reform

Appendix H contains certain specific agreements made during negotiation of the 2017-18 collective bargaining agreement between the Board of Education of the City of New Haven (“the Board”) and the New Haven Federation of Teachers, Local 933, NHFT, AFL-CIO (“the NHFT” or “the Union”)(collectively “the Parties”). The agreements in Appendix I outline a process for making further improvements over the course of the next four years in managing and strengthening the skills and practices of teaching professionals within the District.

These agreements reflect and build on the reform efforts the parties initiated during negotiation of the 2010-14 contract. They are part of a broader framework of beliefs and plans about how the District can accomplish its goal of providing students in the New Haven Public Schools with the best possible educational opportunities. In order to place Appendix H agreements in context, the following is a brief description of this broader framework.

The Parties share a vision of comprehensive, collaborative and persistent improvement in the education of the City’s students based on the following core beliefs and assignment of responsibility:

- Students learn through meaningful and coherent learning experiences that support their intellectual, emotional and physical development. These experiences are created in their classrooms, within the school as a whole and beyond the school in the larger community.
- Schools are the focal point for student learning, where teams of adults take collective and empowered responsibility for students, working separately and together to move students from wherever they start to the highest performance levels they can achieve.
- The District, at all levels and in all things, encourages collaboration without fault, continuous improvement, and on-going development through growth, adaptation and innovation.

The District’s strategic plan includes four priorities:

1. **Academic Learning:** The Parties work to implement and monitor a rigorous, relevant, high quality, standards-based curriculum to promote college and career readiness (including e.g. CCSS, a comprehensive SRBI program, and STEM initiatives). Student growth and development is at the center of all decisions. Evidence of student learning is demonstrated through multiple sources of data and thoughtful interventions geared at closing achievement gaps and enabling accelerating learning.
2. **Well-being & Wrap-around:** NHPS and its community partners – including parents – take collective responsibility for addressing barriers to student learning and healthy development, so that both student well-being and academic learning are embedded in the culture of each school and clearly supported by the district and community partners (including e.g. the Boost! partnership with the United Way, Parent University and other focused parent engagement efforts). The Parties are committed to focus on whole-student development including: physical health, social-emotional development and school community engagement; the collaboration of the District with professional and community partners to meet student needs; the collaboration of school-based and special education professionals; the

collaboration of classroom teachers with math, literacy and other curricular coaches and tutors during and after school; planning with Summer School and After School/Wrap-Around Services staff.

3. **Talent:** The Parties work to attract, to develop, to recognize, and to retain talent of all kinds, including high quality teachers, school leaders, district leaders, and supporting school staff. They cultivate a culture and systems of talent excellence within NHPS (including TEVAL and PEVAL - Teacher and Principal Evaluation and Development, Professional Educators Program, and explicit leadership development programs). Educator voice at all levels is both sought and respected. Teachers serve as a critical part of the leadership team of each school.

The Parties recognize teachers as professionals. This means that the work of teaching is dynamic and expansive and goes well beyond the scheduled hours of a school day or year. It also means that teachers have a significant responsibility for choosing how to do their work, for the outcomes of their choices and for their career trajectories. Identifying and replicating best practices is a critical element of the sustained success of District. The Parties agree that successful teaching must be measured through multiple methods so that it can be effectively identified and replicated and, where necessary, improved. The Parties believe that successful and committed teachers should be recognized and provided avenues for rewarding educational careers.

4. **Portfolio Management:** NHPS will manage each school on its own unique path to success, using learning and performance indicators to guide distributed decision-making in classrooms, in schools, and in portfolio decisions at the district level (including school tiering and turnaround, transparency and equity initiatives, District and School Data Team processes, and improved data systems).

Under a portfolio approach each school is a unique enterprise within the larger system. Through school-based identities, themes and decision-making, the Parties endeavor to create a District of world-class schools, which offer a variety of learning opportunities and choices within which students, parents and staff learn and work.

The Parties recognize that socio-economic realities result in schools presenting a variety of learning challenges. It is important for every school to have access to strong teaching professionals who are able to help develop and replicate successful teaching practices for the population of students at that school. Through the development of their School Improvement Plan (SIP), which is developed collaboratively with teachers and school leaders, each school can chart a course best suited to the needs of its students (e.g. Barnard, Brennan, and Sound Schools), which may include but is not limited to:

- Writing federal, state, local and private proposals for financial support to equitably provide the tools necessary for all staff to have the facilities, equipment, technology and supplies needed to serve relevant schools and students;
- Engaging in public and transparent discussions regarding district and school mission, goals, policies, protocols and plans;
- Engaging in school, administrator and teacher evaluation systems that are objective, timely, fair, deliberative and consequential;
- Offering meaningful professional development and support for teachers and other staff to

provide career development and career ladders for staff through a series of peer driven support models and metrics:

- Participating in an open door approach to teaching in which other teachers and staff are welcome at all times in the classroom, respecting the autonomy of the classroom teacher and without disrupting the lesson in progress;
- Seeking and welcoming constructive criticism from peers, administrators, students and families;
- Supporting new teachers both formally and informally as determined by the school leadership team;
- Accessing, analyzing and using data to inform instruction on a daily basis; and
- Developing and collaborating on use of student portfolios and/or student data to measure student growth to be reviewed regularly using protocols designed and developed by the school leadership team.

Time will be allocated at the school level and will be articulated in plans collaboratively developed by teachers and school leaders. Furthermore, these plans will be expected to honor the time expectations outlined in Section II of the contract. Teachers and school leaders will collaboratively assess how time is used during the student and professional day.

The Talent Council will engage in collaborative fact-finding to enable school schedules to proactively incorporate the balance of student contact time, collaborative time, professional time, and required instruction and other time (such as recess) accordingly. In this process, the Talent Council will evaluate time issues regarding staffing, speech, specials, scheduling, advisory, and other programs.

The district will provide technical assistance to support the development of these plans.

Duration: This agreement shall take effect when signed by the Parties. It is intended to remain in effect until termination of the contract currently being negotiated by the Parties.

**FISCAL IMPACT STATEMENT
TO BE FILED WITH SUBMISSION OF ITEM TO BOARD OF ALDERMEN**

DATE: November 22, 2020

FROM: Phillip Penn, CFO, New Haven Public Schools

SUBMISSION ITEM:

Proposed new collective bargaining agreement between the New Haven Board of Education and the Local 933, New Haven Federation of Teachers covering the period July 1, 2020 to June 30, 2023.

I. List Cost: Describe in as much detail as possible: both personnel and non-personnel costs; general, capital or special funds; and source of funds currently budgeted for this purpose.

	<u>General</u>	<u>Special</u>	<u>Capital/Bond</u>	<u>Line Item Dept/Act/Obj. Code</u>
A. Personnel				
Annual				
2020-21	\$0	\$0		
2021-22	\$3,186,213	\$1,175,182		Multi Accounts 50115
2022-23	\$3,546,040	\$1,408,362		Multi Accounts 50115

The agreement calls for a hard zero for the 2020-21 year; step-only increase (no GWI) in 2021-22, with \$2,000 added to top step; and a step-only increase (no GWI) in 2022-23, with \$1,000 added to top step.

The total starting salary account level was \$129,733,777. The total increase over the three years is \$9,315,817, or 7.18%. Shipman & Goodwin, our outside counsel, advised that statewide settlements for three-year contracts were averaging 8.23%.

B. Non-Personnel

1. Initial start-up
2. One-time N/A
3. Annual

II. List Revenues: Will this item result in any revenues for the City? Please list amount and type.

While not a revenue item, the abbreviated and simplified negotiation process saved approximately \$30,000 - \$35,000 in legal and mediation fees.



NEW HAVEN CITY PLAN DEPARTMENT
165 CHURCH STREET, NEW HAVEN, CT 06510
TEL (203) 946-6378 FAX (203) 946-7815

November 12, 2020

Hon. Tyisha Walker
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker,

We are pleased to submit this Resolution which replaces a Resolution that came before you previously and was approved by the Board of Alders in April of 2020. The purpose of the resolution is to bring two existing murals into agreement with state policies, as required by the DOT. This would allow the Mayor to execute maintenance agreements with the Connecticut Department of Transportation in accordance with their new policies for artwork on DOT infrastructure. There is a clause regarding indemnification in the agreement template between the State and the City that was not addressed in prior order and requires board of Alder Approval.

For these existing murals, third parties currently hold reserves to pay for mural maintenance and have been responsive to the City's requests for upkeep. The two existing murals- under I-91 at Humphrey Street between East and State Street and in Cedar Hill at Warren and State Street - were designed to celebrate and connect their neighborhoods, which were separated by the barrier that an underpass creates.

Each was installed with substantial community engagement, the appropriate insurance, and plans for ongoing maintenance - but not the multi-year maintenance agreements that the state DOT now requires. Therefore, we are submitting this and respectfully ask for the full Board's support of this amended resolution for that purpose.

Sincerely,

Aicha Woods,
Executive Director of City Plan

CHECK LIST FOR ALDERMANIC SUBMISSIONS

X	Cover Letter
X	Resolutions/ Orders/ Ordinances
X	Prior Notification Form
X	Fiscal Impact Statement - Should include comprehensive budget
X	Supporting Documentation
X	Disk or E-mailed Cover letter & Order
	IN ADDITION IF A GRANT:
	Notice of Intent
	Grant Summary
	Executive Summary (not longer than 5 pages without an explanation)

Date Submitted: November 12, 2020 _____

Meeting Submitted For: November 16, 2020 _____

Regular or Suspension Agenda: _____ Regular

Submitted By: _____ City Plan Department

Title of Legislation:

RE: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR TWO EXISTING PUBLIC MURALS ON STATE DEPARTMENT OF TRANSPORTATION UNDERPASSES ALONG STATE STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

Comments: _____

Coordinator's Signature: MP L

Controller's Signature (if grant): _____

Mayor's Office Signature: _____

Call 946-6308 with any questions.

PLEASE NOTE CLEARLY IF UC (UNANIMOUS CONSENT) IS REQUESTED

RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR TWO EXISTING PUBLIC MURALS ON STATE DEPARTMENT OF TRANSPORTATION UNDERPASSES ALONG STATE STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

WHEREAS, public murals and artwork benefit the public by beautifying public spaces, encouraging pedestrian activity, building community, and celebrating local artists; and,

WHEREAS, underpasses and other infrastructure can divide communities by serving as boundaries to the walk appeal of an area; and,

WHEREAS, the State Department of Transportation released “Guidelines for Aesthetic Objects and Treatments within CTDOT ROW” in late 2019 to streamline the process for permitting public art on underpasses and other infrastructure; and,

WHEREAS, the State Department of Transportation released a revised agreement template in 2020 to streamline the process for permitting public art on CT DOT underpasses and other CT DOT infrastructure; and,

WHEREAS, two existing murals are on DOT I-91 underpasses in New Haven, one on Humphrey by State Street and one on State Street by Warren Street; and,

WHEREAS, both murals are required to be approved in accordance with the DOT guidelines and policy before other similar murals will be reviewed by DOT; and,

WHEREAS, both murals have maintenance funds managed by third-party fiduciaries that have supported the care and correction of these murals when defaced, without cost to the City, meeting the DOT’s requirements for maintenance and care; and,

WHEREAS, in the case that these funds are exhausted and not replenished by fundraising, the DOT maintenance agreement’s obligation is only to return the wall to a flat color, at incidental cost to the City; and,

WHEREAS, continued support for these and other murals on DOT infrastructure would be a positive benefit for the residents of New Haven;

NOW, THEREFORE, BE IT RESOLVED/ORDERED by the Board of Alders of the City of New Haven that the Mayor of the City of New Haven is hereby authorized to execute and deliver such Encroachment Permits, Multi-Year Maintenance Agreements and other such documentation as may be required by the State and/or the DOT and/or any other interested agency of the State (collectively, the “State Agencies”) for the purposes of the two existing public murals on State Department of Transportation underpasses along State Street or as otherwise may be deemed necessary or desirable in order to effect the purposes of this Order (the “Existing Murals Project Documentation”) which Existing Mural Project Documentation may contain indemnifications by the City of the State or State Agencies involved.

February 18, 2020

Hon. Tyisha Walker
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker,

We are pleased to submit this Resolution to bring two existing murals into agreement with state policies, as required by the DOT. This would allow the Mayor to execute maintenance agreements with the Connecticut Department of Transportation in accordance with their new policies for artwork on DOT infrastructure, released in late 2019.

For these existing murals, third parties currently hold reserves to pay for mural maintenance and have been responsive to the City's requests for upkeep. The two existing murals - under I-91 at Humphrey Street and Warren Street - were designed to celebrate and connect their neighborhoods, which were separated by the barrier that an underpass creates.

Each was installed with substantial community engagement, the appropriate insurance, and plans for ongoing maintenance - but not the multi-year maintenance agreements that the state DOT now requires. Therefore, we are submitting this and respectfully ask for the full Board's support of this resolution for that purpose.

Sincerely

Hon. Abigail Roth

Ward 7, Alder

Hon. Anna Festa

Ward 10, Alder

Hon. Ellen Cupo

Ward 8, Alder

Hon. Charles Decker

Ward 9, Alder

FISCAL IMPACT STATEMENT

DATE: November 12, 2020
FROM (Dept.): City Plan
CONTACT: Aicha Woods PHONE: 946-6308

SUBMISSION ITEM (Title of Legislation):

RE: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR TWO EXISTING PUBLIC MURALS ON STATE DEPARTMENT OF TRANSPORTATION UNDERPASSES ALONG STATE STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

List Cost: Describe in as much detail as possible both personnel and non-personnel costs; general, capital or special funds; and source of funds currently budgeted for this purpose.

	GENERAL	SPECIAL	BOND	CAPITAL/LINE ITEM/DEPT/ACT/OBJ CODE
A. Personnel	N/A			N/A
1. Initial start up	0			
2. One-time	0			
3. Annual	N/A			
B. Non-personnel				
1. Initial start up	N/A			
2. One-time	0			
3. Annual	0			

List Revenues: Will this item result in any revenues for the City? If Yes, please list amount and type.

NO	<input checked="" type="checkbox"/>
YES	<input type="checkbox"/>

Other Comments:

\$1,000 per mural would be available for maintenance.



NEW HAVEN CITY PLAN DEPARTMENT
165 CHURCH STREET, NEW HAVEN, CT 06510
TEL (203) 946-6378 FAX (203) 946-7815

November 12, 2020

Hon. Tyisha Walker
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker,

We are pleased to submit this resolution which updates and replaces a Resolution that came before you previously and was approved by the Board of Alders in April of 2020. This Resolution is to support the installation of a public mural in the underpass at State Street and Bradley Street. The resolution would allow the Mayor to execute maintenance agreements with the Connecticut Department of Transportation in accordance with their new policies for artwork on DOT infrastructure, released in late 2019. There is a clause regarding indemnification in the agreement template between the State and the City that was not addressed in prior order and requires board of Alder Approval.

For the new mural, the installation and maintenance of the mural will be managed by a third party at no cost to the City, based on support from community members, the Upper State St Merchants Association, and the Could Be Fund of the Elm City Innovation Collaborative.

At Bradley Street, members of our community have repeatedly shared their desire for an improvement to this underpass and the team that has designed this mural has built support from a wide group of stakeholders. Designed by Arts for Learning CT, the mural features a streetscape inspired by the houses and buildings along State St, continuing the feeling of the street for pedestrians and drivers as they pass through the underpass.

We are proud of the work done by the Bradley Street Bicycle Cooperative and others to raise support for this project, including community meetings and personal outreach. This fall, merchants up and down State Street donated food to a community fundraiser in support.

This project is made possible by a matching grant from the Could Be Fund of the Elm City Innovation Collaborative, a recipient of the CTNext Innovation Places grant. This project is an example of the Fund's goal to use public space improvements to improve the connections between communities.

Therefore, we are submitting this and respectfully ask for the full Board's support of this resolution.

Sincerely, 

Aicha Woods
Executive Director

CHECK LIST FOR ALDERMANIC SUBMISSIONS

X	Cover Letter
X	Resolutions/ Orders/ Ordinances
X	Prior Notification Form
X	Fiscal Impact Statement - Should include comprehensive budget
X	Supporting Documentation
X	Disk or E-mailed Cover letter & Order
	IN ADDITION IF A GRANT:
	Notice of Intent
	Grant Summary
	Executive Summary (not longer than 5 pages without an explanation)

Date Submitted: November 12, 2020 _____

Meeting Submitted For: November 16, 2020 _____

Regular or Suspension Agenda: _____ Regular

Submitted By: _____ City Plan Department

Title of Legislation:

RE: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR A PUBLIC MURAL IN THE I-91 UNDERPASS AT THE INTERSECTION OF STATE STREET AND BRADLEY STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY.

Comments: _____

Coordinator's Signature: MPL

Controller's Signature (if grant): _____

Mayor's Office Signature: _____

Call 946-6308 with any questions.

PLEASE NOTE CLEARLY IF UC (UNANIMOUS CONSENT) IS REQUESTED

February 18, 2020

Hon. Tyisha Walker
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker,

We are pleased to submit this resolution to support the installation of a public mural in the underpass at State Street and Bradley Street. The resolutions would allow the Mayor to execute maintenance agreements with the Connecticut Department of Transportation in accordance with their new policies for artwork on DOT infrastructure, released in late 2019.

For the new mural, the installation and maintenance of the mural will be managed by a third party at no cost to the City, based on support from community members, the Upper State St Merchants Association, and the Could Be Fund of the Elm City Innovation Collaborative.

At Bradley Street, members of our community have repeatedly shared their desire for an improvement to this underpass and the team that has designed this mural has built support from a wide group of stakeholders. Designed by Arts for Learning CT, the mural features a streetscape inspired by the houses and buildings along State St, continuing the feeling of the street for pedestrians and drivers as they pass through the underpass.

We are proud of the work done by the Bradley Street Bicycle Cooperative and others to raise support for this project, including community meetings and personal outreach. This fall, merchants up and down State Street donated food to a community fundraiser in support

This project is made possible by a matching grant from the Could Be Fund of the Elm City Innovation Collaborative, a recipient of the CTNext Innovation Places grant. This project is an example of the Fund's goal to use public space improvements to improve the connections between communities.

Sincerely

Hon. Abigail Roth
Ward 7, Alder

Hon. Anna Festa
Ward 10, Alder

Hon. Ellen Cupo
Ward 8, Alder

Hon. Charles Decker
Ward 9, Alder

RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR A PUBLIC MURAL IN THE I-91 UNDERPASS AT THE INTERSECTION OF STATE STREET AND BRADLEY STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

WHEREAS, public murals and artwork benefit the public by beautifying public spaces, encouraging pedestrian activity, building community, and celebrating local artists; and,

WHEREAS, the State Department of Transportation released “Guidelines for Aesthetic Objects and Treatments within CTDOT ROW” in late 2019 to streamline the process for permitting public art on underpasses and other infrastructure; and,

WHEREAS, the State Department of Transportation released a revised agreement template in 2020 to streamline the process for permitting public art on CT DOT underpasses and other CT DOT infrastructure; and,

WHEREAS, the I-91 underpass at State Street and Bradley Street is a barrier to the walk appeal of State Street, separating two neighborhoods; and,

WHEREAS, a mural design has been developed that would improve the experience of the underpass and celebrate the historic buildings in the neighborhood; and,

WHEREAS, the mural design has been supported by the Community Management Team and at other public events; and,

WHEREAS, the mural design was selected for a matching grant from the Could Be Fund of the Elm City Innovation Collaborative, a recipient of the CTNext Innovation Places grant; and,

WHEREAS, in conjunction with the Upper State Street Merchants Association, neighbors and neighboring businesses raised the matching amount for the cost of the mural; and,

WHEREAS, the mural has a proposed maintenance fund managed by Arts for Learning Connecticut to support the ongoing care and correction of these murals when defaced, without cost to the City, meeting the DOT’s requirements for maintenance and care; and,

WHEREAS, in the case that these funds are exhausted and not replenished by fundraising, the DOT maintenance agreement’s obligation is only to return the wall to a flat color, at incidental cost to the City; and,

WHEREAS, continued support for this mural on DOT infrastructure would be a positive benefit for the residents of New Haven;

NOW, THEREFORE, BE IT RESOLVED/ORDERED by the Board of Alders of the City of New Haven that the Mayor of the City of New Haven is hereby authorized to execute and deliver such Encroachment Permits, Multi-Year Maintenance Agreements and other such documentation as may be required by the State and/or the DOT and/or any other interested agency of the State (collectively, the “State Agencies”) for the purposes of the Bradley Street Mural Project or as otherwise may be deemed necessary or desirable in order to effect the

purposes of this Order (the “Bradley Street Mural Project Documentation”) which the Bradley Street Mural Project Documentation may contain indemnifications by the City of the State or State Agencies involved.

PRIOR NOTIFICATION FORM

**NOTICE OF MATTER TO BE SUBMITTED TO
THE BOARD OF ALDERS**

TO (list applicable alders):

**Ward 7 Alder Abby Roth
Ward 8 Alder Ellen Cupo
Ward 9 Alder Charles Decker
Ward 10 Alder Anna Festa**

DATE: **11/12/2020**

FROM: Department/Office City Plan
Person Aicha Woods , Executive Director Telephone 946-6308

This is to inform you that the following matter affecting your ward(s) will be submitted to the Board of Aldermen in the near future:

Re: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR A PUBLIC MURAL IN THE I-91 UNDERPASS AT THE INTERSECTION OF STATE STREET AND BRADLEY STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

Check one if this an appointment to a commission

- Democrat
- Republican
- Unaffiliated/Independent/Other _____

INSTRUCTIONS TO DEPARTMENTS

1. Departments are responsible for sending this form to the alderperson(s) affected by the item.
2. This form must be sent (or delivered) directly to the alderperson(s) **before** it is submitted to the Legislative Services Office for the Board of Aldermen agenda.
3. The date entry must be completed with the date this form was sent the alderperson(s).
4. Copies to: alderperson(s); sponsoring department; attached to submission to Board of Aldermen.

FISCAL IMPACT STATEMENT

DATE: November 12, 2020
FROM (Dept.): City Plan
CONTACT: Aicha Woods PHONE: 946-6308

SUBMISSION ITEM (Title of Legislation):

Re: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR A PUBLIC MURAL IN THE I-91 UNDERPASS AT THE INTERSECTION OF STATE STREET AND BRADLEY STREET, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

List Cost: Describe in as much detail as possible both personnel and non-personnel costs; general, capital or special funds; and source of funds currently budgeted for this purpose.

	GENERAL	SPECIAL	BOND	CAPITAL/LINE ITEM/DEPT/ACT/OBJ CODE
A. Personnel	N/A			N/A
1. Initial start up	0			
2. One-time	0			
3. Annual	N/A			
B. Non-personnel				
1. Initial start up	N/A			
2. One-time	0			
3. Annual	0			

List Revenues: Will this item result in any revenues for the City? If Yes, please list amount and type.

NO	<input checked="" type="checkbox"/>
YES	<input type="checkbox"/>

Other Comments:

\$1,000 per mural would be available for maintenance.

CHECK LIST FOR ALDERMANIC SUBMISSIONS

X	Cover Letter
X	Resolutions/ Orders/ Ordinances
X	Prior Notification Form
X	Fiscal Impact Statement - Should include comprehensive budget
X	Supporting Documentation
X	Disk or E-mailed Cover letter & Order
	IN ADDITION IF A GRANT:
	Notice of Intent
	Grant Summary
	Executive Summary (not longer than 5 pages without an explanation)

Date Submitted: December 3, 2020 _____

Meeting Submitted For: December 7, 2020 _____

Regular or Suspension Agenda: _____ Regular

Submitted By: _____ City Plan Department

Title of Legislation:

RE: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO ACCEPT FUNDING OF APPROXIMATELY \$100, 000 FROM THE STATE OF CONNECTICUT AND TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR FUTURE PUBLIC ARTWORK IN STATE DEPARTMENT UNDERPASSES IN NEW HAVEN, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

Comments: _____

Coordinator's Signature: _____

Controller's Signature (if grant): _____

Mayor's Office Signature: _____

Call 946-6308 with any questions.

PLEASE NOTE CLEARLY IF UC (UNANIMOUS CONSENT) IS REQUESTED



NEW HAVEN CITY PLAN DEPARTMENT
165 CHURCH STREET, NEW HAVEN, CT 06510
TEL (203) 946-6378 FAX (203) 946-7815

December 2, 2020

Hon. Tyisha Walker
President, New Haven Board of Alders
165 Church Street
New Haven, CT 06510-2010

Dear President Walker,

We are pleased to submit this Resolution to support the acceptance of funding of approximately \$100,000 from the State of Connecticut and to enter into Agreements for installation of future public artworks on CT DOT property in New Haven. Approximately five underpass sites have been identified for funding by State of Connecticut Governors Office and CT DOT as part of Covid 19 response to support local artists and youth initiatives and provide opportunities for safe outdoor activities. The resolution would allow the Mayor to execute accept funds and enter into maintenance agreements with the Connecticut Department of Transportation in accordance with their new policies for artwork on DOT infrastructure, released in late 2019.

For these future artworks, the installation and maintenance of any given artwork will be managed by various City Departments, on behalf of local community groups. This is a requirement of the funding opportunity. The artwork would be selected in a transparent and equitable process based on community support, in accordance with the City's Guidelines for Public Art, adopted by Board of Alders in 2010. The City Plan will support the Arts and Culture in the implementation process.

These future artworks will benefit the public by beautifying public spaces, encouraging pedestrian activity, building community, and celebrating local artists. Furthermore, similarly to the goals of prior and pending underpass artworks, the future artworks will serve to bring people together, to connect neighborhoods and mitigate the effects of highway infrastructure.

Therefore, we are submitting this and respectfully ask for the full Board's support of this resolution.

Sincerely,

A handwritten signature in black ink that reads "Aicha Woods".

Aicha Woods
Executive Director, City Plan

RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO ACCEPT FUNDING OF APPROXIMATELY \$100, 000 FROM THE STATE OF CONNECTICUT AND TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR FUTURE PUBLIC ARTWORK IN STATE DEPARTMENT UNDERPASSES IN NEW HAVEN, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

WHEREAS, public artwork and artwork benefit the public by beautifying public spaces, encouraging pedestrian activity, building community, and celebrating local artists; and,

WHEREAS, the State Department of Transportation released “Guidelines for Aesthetic Objects and Treatments within CTDOT ROW” in late 2019 to streamline

WHEREAS, the State Department of Transportation released a revised agreement template in 2020 to streamline the process for permitting public art on CT DOT underpasses and other CT DOT infrastructure; and,

WHEREAS, underpasses are barriers to the walk appeal of the street; and,

WHEREAS, an artwork design has been developed that would improve the experience of the underpass; and,

WHEREAS, the artwork design has been supported by the Community Management Team and at other public events; and,

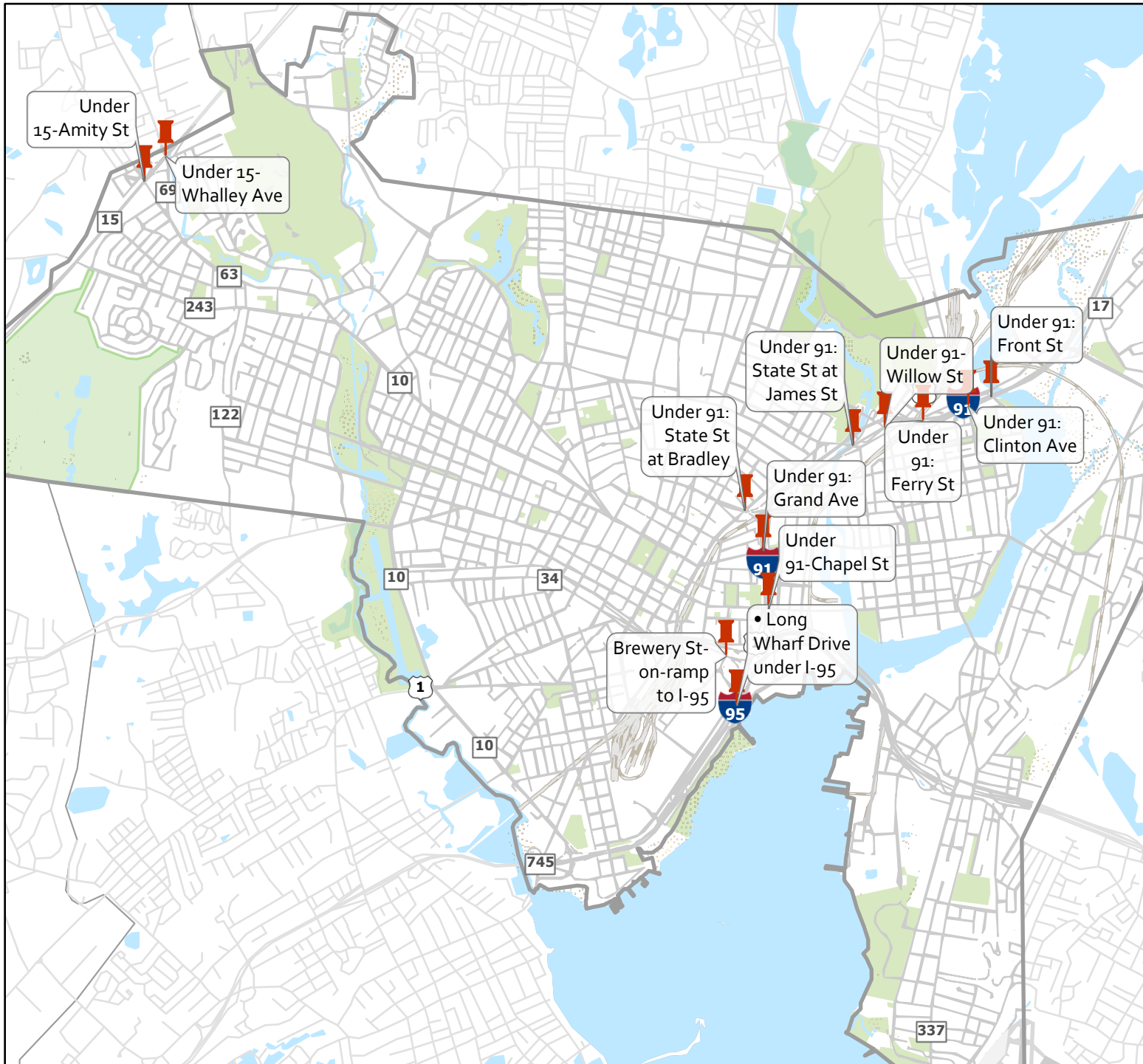
WHEREAS, the artwork has maintenance funds managed by third-party fiduciaries that have supported the care and correction of these artwork when defaced, without cost to the City, meeting the DOT’s requirements for maintenance and care; and,

WHEREAS, in the case that these funds are exhausted and not replenished by fundraising, the DOT maintenance agreement’s obligation is only to return the wall to a flat color, at incidental cost to the City; and,

WHEREAS, continued support for these and other artwork on DOT infrastructure would be a positive benefit for the residents of New Haven;

NOW, THEREFORE, BE IT RESOLVED by the Board of Alders of the City of New Haven that the Mayor of the City of New Haven is hereby authorized to execute and deliver such Encroachment Permits, Multi-Year Maintenance Agreements and other such documentation as may be required by the State and/or the DOT and/or any other interested agency of the State (collectively, the “State Agencies”) for the purposes of future artwork projects or as otherwise may be deemed necessary or desirable in order to effect the purposes of this Order (the “Future Artwork Project Documentation”) which the Future artwork Project Documentation may contain indemnifications by the City of the State or State Agencies involved.

Potential Locations For Future Artwork



0 0.5 1 2 Miles

PRIOR NOTIFICATION FORM

**NOTICE OF MATTER TO BE SUBMITTED TO
THE BOARD OF ALDERS**

TO (list applicable alders):

**Ward 7 Alder Abby Roth
Ward 8 Alder Ellen Cupo
Ward 9 Alder Charles Decker
Ward 10 Alder Anna Festa**

DATE: **11/12/2020**

FROM: Department/Office City Plan
Person Aicha Woods , Executive Director Telephone 946-6308

This is to inform you that the following matter affecting your ward(s) will be submitted to the Board of Aldermen in the near future:

RE: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO ACCEPT FUNDING OF APPROXIMATELY \$100, 000 FROM THE STATE OF CONNECTICUT AND TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR FUTURE PUBLIC ARTWORK IN STATE DEPARTMENT UNDERPASSES IN NEW HAVEN, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

Check one if this an appointment to a commission

- Democrat
- Republican
- Unaffiliated/Independent/Other _____

INSTRUCTIONS TO DEPARTMENTS

1. Departments are responsible for sending this form to the alderperson(s) affected by the item.
2. This form must be sent (or delivered) directly to the alderperson(s) **before** it is submitted to the Legislative Services Office for the Board of Aldermen agenda.
3. The date entry must be completed with the date this form was sent the alderperson(s).
4. Copies to: alderperson(s); sponsoring department; attached to submission to Board of Aldermen.

FISCAL IMPACT STATEMENT

DATE: December 3, 2020
FROM (Dept.): City Plan
CONTACT: Aicha Woods PHONE: 946-6308

SUBMISSION ITEM (Title of Legislation):

Re: RESOLUTION OF THE BOARD OF ALDERS AUTHORIZING THE MAYOR OF THE CITY OF NEW HAVEN TO ACCEPT FUNDING OF APPROXIMATELY \$100, 000 FROM THE STATE OF CONNECTICUT AND TO EXECUTE ENCROACHMENT PERMITS, MAINTENANCE AGREEMENTS, AND OTHER PAPERWORK FOR FUTURE PUBLIC ARTWORK IN STATE DEPARTMENT UNDERPASSES IN NEW HAVEN, IN ACCORDANCE WITH THE 2019 DOT PUBLIC ART POLICY

List Cost: Describe in as much detail as possible both personnel and non-personnel costs; general, capital or special funds; and source of funds currently budgeted for this purpose.

	GENERAL	SPECIAL	BOND	CAPITAL/LINE ITEM/DEPT/ACT/OBJ CODE
A. Personnel	N/A			N/A
1. Initial start up	0			
2. One-time	0			
3. Annual	N/A			
B. Non-personnel				
1. Initial start up	N/A			
2. One-time	0			
3. Annual	0			

List Revenues: Will this item result in any revenues for the City? If Yes, please list amount and type.

NO
YES

Other Comments:

Funding of approximately \$100, 000 from the State of Connecticut for installation of future public artwork on CT DOT property in New Haven will be made available for the city, should this resolution be approved. \$1,000 per artwork would be available for maintenance.

November 24, 2020

To: Board of Alders
From: Bernice Asamoah

Bernice Asamoah has submitted a petition to the Board of Aldermen for abatement (deferral of collection) of taxes due on her residence known as 61 Seneca Road, Grand Lists of 2017, 2018, and 2019.

ORDER ABATING (DEFERRING COLLECTION OF) REAL PROPERTY TAXES DUE FROM BERNICE ASAMOAH ON HER RESIDENCE KNOWN AS 61 SENECA ROAD, GRAND LISTS OF 2017, 2018, AND 2019.

ORDERED by the New Haven Board of Aldermen, acting pursuant to Section 12-124 of the Connecticut General Statutes, Revision of 1958 as amended, and Section 52 of the Charter of the City of New Haven, that the real property taxes laid for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019 (the "Taxes"), on the premises known as 61 Seneca Road (the "Property"), which premises are the sole residence of Bernice Asamoah (the "Taxpayer"), be and hereby are abated (by which it is meant that collection of such Taxes shall be deferred) because said person is poor and unable to pay the same, provided that the following conditions shall be satisfied:

1. The Taxpayer shall execute an agreement with the City, approved by Corporation Counsel as to form and correctness, to pay the Taxes as specified in paragraph 4 hereinafter (the "Agreement"). The Taxes include the tax levied pursuant to law on the Property for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019 as that tax may be reduced by any tax credits or exemptions administered by the Assessor or Tax Collector pursuant to State law ("the Tax Principal"), plus the \$24.00 lien fee associated with the recording noted in paragraph 3 hereinafter.
2. The Agreement shall be in the form and manner required for the transfer of an interest in real property. It shall contain a legal description of the Property, shall be recorded in the New Haven Land Records, shall constitute a lien on said Property, and shall remain valid until paid.
3. The Tax Collector, acting pursuant to Chapter 205 of the statutes, shall cause to be recorded in the New Haven Land Records a certificate continuing the municipal tax lien, created by Section 12-172 of the statutes, with respect to the tax levied on the Property for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019.
4. The Taxes, plus any legal fees, shall be due and payable in full upon the earliest of the death of the Taxpayer, or when the Taxpayer no longer resides at the Property, or upon the sale or transfer of title to the Property, whether voluntarily or involuntarily or by operation of law. Interest shall accrue at the rate of six percent per annum (one-half percent per month) on the Tax Principal specified in paragraph 1 from the due date of each installment thereof. Any interest which may have accrued in excess of such rate prior to the execution and recording of the Agreement shall be abated (eliminated). The municipal tax lien and the lien created by the Agreement shall be released by the Tax Collector when the Taxes secured thereby have been paid.

5. The Agreement, properly executed by the Taxpayer, shall be returned by the Taxpayer to the Office of Legislative Services for final review by Corporation Counsel, execution by the Mayor, and recording in the New Haven Land Records.

October 27, 2020

To: Board of Alders

From: Donald Hayden, Tax Abatement Committee Staff

Joanne Sockwell has submitted a petition to the Board of Alders for abatement (deferral of collection) of taxes due on her residence Grand Lists of 2017, 2018, and 2019.

ORDER ABATING (DEFERRING COLLECTION OF) REAL PROPERTY TAXES DUE FROM JOANNE STOCKWELL ON HER, GRAND LISTS OF 2017, 2018, and 2019.

ORDERED by the New Haven Board of Alders, acting pursuant to Section 12-124 of the Connecticut General Statutes, Revision of 1958 as amended, and Section 52 of the Charter of the City of New Haven, that the real property taxes laid for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019 (the "Taxes"), on the premises known as 754 Winchester Avenue (the "Property"), which premises are the sole residence of Joanne Sockwell (the "Taxpayer"), be and hereby are abated (by which it is meant that collection of such Taxes shall be deferred) because said person is poor and unable to pay the same, provided that the following conditions shall be satisfied:

1. The Taxpayer shall execute an agreement with the City, approved by Corporation Counsel as to form and correctness, to pay the Taxes as specified in paragraph 4 hereinafter (the "Agreement"). The Taxes include the tax levied pursuant to law on the Property for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019 as that tax may be reduced by any tax credits or exemptions administered by the Assessor or Tax Collector pursuant to State law ("the Tax Principal"), plus the \$24.00 lien fee associated with the recording noted in paragraph 3 hereinafter.
2. The Agreement shall be in the form and manner required for the transfer of an interest in real property. It shall contain a legal description of the Property, shall be recorded in the New Haven Land Records, shall constitute a lien on said Property, and shall remain valid until paid.
3. The Tax Collector, acting pursuant to Chapter 205 of the statutes, shall cause to be recorded in the New Haven Land Records a certificate continuing the municipal tax lien, created by Section 12-172 of the statutes, with respect to the tax levied on the Property for the Grand Lists of October 1, 2017, October 1, 2018, and October 1, 2019.
4. The Taxes shall be due and payable in full upon the earliest of the death of the Taxpayer, or when the Taxpayer no longer resides at the Property, or upon the sale or transfer of title to the Property, whether voluntarily or involuntarily or by operation of law. Interest shall accrue at the rate of six percent per annum (one-half percent per month) on the Tax Principal specified in paragraph 1 from the due date of each installment thereof. Any interest which may have accrued in excess of such rate prior to the execution and recording of the Agreement shall be abated (eliminated). The municipal tax lien and the lien created by the Agreement shall be released by the Tax Collector when the Taxes secured thereby have been paid.
5. The Agreement, properly executed by the Taxpayer, shall be returned by the Taxpayer to the Office of Legislative Services for final review by Corporation Counsel, execution by the Mayor, and recording in the New Haven Land Records.

November 23,2020

To: Board of Alders
From: Roxanne Ackerson

From Roxanne Ackerson, President of Mitchell's Auto Parts Inc., Dba Chuck and Eddies Used Auto Parts, has submitted a petition to the Board of Alders for assistance concerning tax account number 772869.

ROXANNE ACKERSON, PRESIDENT OF MITCHELL'S AUTO PARTS INC., DBA CHUCK AND EDDIES USED AUTO PARTS, IS REQUESTING ASSISTANCE FROM THE NEW HAVEN BOARD OF ALDERS CONCERNING ACCOUNT NUMBER 772869.

WHEREAS: Chuck and Eddies Used Auto Parts, located at 180 Middletown Avenue, is a subsidiary of Mitchell's Auto Parts Inc., and

WHEREAS: Mitchell's Auto Parts Inc., failed to file their manufacturing machinery and equipment claim for 2019 on time, and

WHEREAS: Mitchell's Auto Parts Inc., was taxed based on 100% of the property value for Grand List year 2019.

NOW THEREFORE LET IT BE ORDERED by the New Haven Board of Alders that the exemption for their manufacturing machinery and equipment claim be applied and the tax account number 772869 be reduced by and all interest be forgiven. to

From Alder Crespo Submitting a Motion to Amend LM-2020-0085, An Order of The Board of Alders Previously Adopted on February 18, 2020, forgiving the interest due from Jermaine Harris on his motor vehicle tax account numbers 660784, 71836, 860551,931457 and 914020 and extending the period to pay the taxes to February 28, 2021.