

## NHPS + SAA 2014-2017 Contract Summary

The New Haven Board of Education and the New Haven School Administrators Association have submitted proposals through Interest Arbitration that will result in a Stipulated Award from the Arbitration Panel. This agreement reflects the collaborative work between the New Haven Board of Education and the administrators to craft an agreement that deepens and extends the transformational work happening in our schools. We believe this is a fair contract that respects the city's economic climate, values the hard work of our administrators and invests in our children by strengthening administrator development and support. SAA currently consists of 115 certified administrative members: principals, assistant principals, central office coordinators, supervisors and directors who lead early childhood, adult education and all K-12 schools in the district, and oversee the instruction for all 21,000 students, 1,800 teachers and numerous educational staff and resources.

Proceeding through an Arbitration Award eliminated the uncertainty of contested issues and resulted in a three-year contract that embraces the NHPS School Change effort, freezes the wage scale in the first year of the contract followed by modest increases, creatively leverages available resources to link step movement to documented effectiveness through the evaluation process, expands and maintains considerable gains related to more cost effective medical benefit packages, and builds on the reform efforts firmly underway through New Haven School Change and emphasizes our ability to recruit and retain the best in administrator leadership in the service of New Haven students.

The 2014-2017 contract expands administrator leadership in the following three ways:

### COMPENSATION

- The Contract freezes the salary scale in year 1 and rewards administrators rated Effective, Strong or Exemplary with a "M Step" increase in compensation, *which will be covered by federal funds provided by the Professional Educators Program (PEP) grant.*
- The health care plan and cost-sharing continue to exceed all other City-Labor agreements with the unique medical buy-up plan and further eliminates early retiree medical benefit enhancements which will result in considerable savings/cost avoidance for the City. Estimated savings total \$1 million.

### COLLABORATION

- This contract adds a statement of beliefs continuing to commit SAA to the principles of school reform. Details on the collaborations between NHPS and SAA are expanded on in the new side letter. The NHPS and the SAA will collaborate to strengthen the administrator evaluation, development, and support system (known as PEVAL or CEVAL depending on the administrator role) – building a more rigorous assurance of fairness into the process, that acknowledges the importance of contextual, individualized evidence-based measures, including multiple years of evidence, as well as defined and validated rubrics.

### CAREER PATHS

- The Talent Council (a committee comprised of teachers and administrators) will continue to collaborate to identify meaningful career options that honor leadership excellence and reward administrators who choose to work in low-performing schools. The Professional Educators Program (PEP) will identify opportunities to expand their "sphere of influence," earning additional compensation to expand their connections to other administrators and, therefore, more students. The goal is for our most effective administrators to work with their colleagues to deepen student learning.

## Details about Compensation Package

### SALARY

The Contract strikes a balance between respecting the economic climate of the City and investing in hard-working school and district leaders who serve our students and are committed to meaningful school reform. The collaborative partnership between administrators and the school district around New Haven School Change and the progressive nature of school reform here in New Haven has brought in millions of dollars in grant money that is being used to offset the cost of this contract. The terms also maintain competitive balance of salaries within the region and state in order to insure recruitment and retention efforts of the very best education leaders will be possible.

Under the federally funded New Haven Professional Educators Program (PEP), New Haven administrators who earn PEVAL/CEVAL ratings of Effective, Strong or Exemplary will move up an Increment on the Step scale. **In the event that PEP funds are not approved or available, the contract will be reopened.**

#### Salary Summary:

	GWV Steps 1-3	Step M Increment	Total Year Cost
2013-14			14,120,820
2014-15 (Year 1)	0% (\$0)	2% (\$211,768)	14,332,588
2015-16 (Year 2)	2% (27,650)	2.2% (\$338,969)	14,699,207
2016-17 (Year 3)	2% (\$0)	2.2% (\$339,234)	15,038,441

If all administrative staff members remain in place, then the total three-year cost of Step Increments is \$917,621 and modest General Wage Increase is \$27,650.

Of the total salary cost, most of the Step Increment cost (or an estimated \$735,000) will be paid through the PEP Grant as movement on the scale will be linked to effectiveness. In other words, administrators who are rated Effective, Strong, or Exemplary (3, 4 or 5) on the PEVAL scale will receive step movement (increment).

In addition, the top step will be relabeled Step "M" for Master Administrator. Step M will receive an average \$2,700 increase. The total cost of the contract is in line with the prior collective bargaining agreements, which has a total increase of approximately \$917,000 over the life of the contract.

**All Parties understand that if PEP funds are not able to cover the cost of Increment and the additional leadership stipends, the contract will be reopened for further negotiation.**

### DETAILS ABOUT HEALTH CARE

On medical the strategy to combat medical cost inflation through plan redesign and increased cost sharing was achieved and the Administrators will continue to contribute the largest amounts towards cost-sharing through the unique buy-up provisions of any Union in the City (administrators contribute the equivalent of 38% - the highest in the city). Further, the elimination of early retirement medical benefits enhancements eliminates a large exposure that has been born by the City for many years. These are significant gains and far exceed the internal comparables. The total savings projected by the City Budget and Human Resources Offices is at least \$1 million.

In summary, the total cost of the compensation package is approximately \$917,000. That net cost is offset by the PEP grant plus health care cost share savings. The District has an eye toward the 2017-18 school year for which its leaders will explore cost containment strategies, while also pushing aggressively on New Haven School Reform principles. Furthermore, the PEP grant funds a strategic budget analysis, which will identify other opportunities for cost savings and strategic reallocation of funds.

## Details for Career Paths

This Appendix side letter also outlines how the Talent Council will address vision of the Professional Educators Program (PEP), which is designed to support ideas that we have today and ideas for Administrator leadership that we will continue to discover over the next four years collaboratively. In general, the district aims to identify meaningful career options for effective professional educators that recognize and value classroom teaching excellence as well as leadership experience and serving in roles that could include: extensions beyond their own schools and areas (broadening their sphere of influence) such as serving in mentorship roles and/or assisting the District in meeting the needs of hard-to-serve schools.