

June 7, 2019

Dear Board Members:

I trust this note finds you well. As requested, attached is a list of the positions that will be reduced by schools at the beginning of the next academic year. I also take this opportunity to explain the basis for these transfers.

As we have discussed, there is a need to reassign staff members because we have vacancies in some schools and more teachers than we need in other schools. Under our contract with the New Haven Federation of Teachers, we have the right to transfer teachers involuntarily. Article VII, Section 2, provides

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.

Given that transfers were necessary, we asked the principals to identify the teachers in their schools who should remain and who should be transferred. Principals were also advised that they should share with the School Planning and Management Teams these staffing decisions. We hold principals accountable for the educational progress of the students in their schools, and they are appropriate judges of the teachers who will best contribute to student success.

Once the principals made their decisions, we notified the affected teachers, and planned to provide them with a list of vacancies to consider by June 1, 2019. This not a contractual requirement, but we wanted to give the affected teachers an opportunity to express a preference for their new assignments.

Under my contract with the Board, I have responsibility and authority for the “assigning and transferring of all personnel.” Here, each of the transfers made were necessary, and the only question was which teacher would be who would be transferred. In an effort to improve

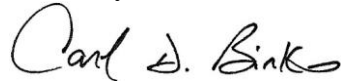
instruction and to support building principals, I relied upon them to identify which transfers best serve “the instructional requirements of the school system.”

Given my responsibilities as Superintendent and the right to make transfers as authorized by the contract language, I was surprised that some teachers protested these transfers, and I regret that Board members were surprised by these protests as well as the reductions after I have shared with the Board publicly and in one on one meetings. However, it is important that we respect the role of principals and their rights under the contract. Overriding their professional judgment in light of these protests would only encourage further protests whenever the Administration must make an unpopular decision for the good of the school system across all unions.

Finally, if throughout the scheduling process which commences now and throughout the summer months, we find that schools need additional resources we will make staffing adjustments to meet the needs of students.

I would be happy to arrange for members of my Executive Team to discuss particular schools by answering any clarifying questions. I hope that this information is helpful to the Board in understanding our proposed staffing reductions for these 53 positions.

Sincerely,



Carol D. Birks, Ed.D.



NEW HAVEN PUBLIC SCHOOLS

Proposed Position Reductions K – 8 Schools

School	Grades/Courses Eliminated	Impact on Course Offerings	Additional Notes
AL Troup	None	None	None
Barnard	None	None	None
Beecher	None	None	None
Benjamin Jepson	Grades 2/3 Grades 4/5		None
Betsy Ross	Grades 5-8 Chinese Grade 6 Social Studies Grade 7 Science Grade 7 Math	Grades 6 and 7 will have less sections	Spanish and French are offered to students. A part-time teacher may be hired for Chinese.
Bishop Woods	None	None	A Read-180 position will be added to ensure that students are receiving intervention in the upper grades.
Brennan Rogers	Kindergarten Grade 1 Grade 3 Grade 4	Kindergarten and Grades 1, 3, and 4 will have less sections	None
Celentano	Magnet Resource Teacher Band (reduced to part-time)	Band will have less sections	A Math Teaching position will be added, the Band Teacher will be reduced to part-time, and the Magnet Resource Teacher will be eliminated based upon the request of the school leader.
Clinton Avenue	None	None	The Commissioner's Network Grant funding for the Climate Specialist and Special Education positions expired. However, the District will provide funding for these positions.
Columbus	None	None	The Library Media Specialist will increase to full-time.



NEW HAVEN PUBLIC SCHOOLS

Conte West Hills	French Science Social Studies	French will not be offered. Science and Social Studies will have less sections	An Assistant Principal position will be added based upon enrollment. Spanish is offered to students. A part-time teacher may be hired for French.
Daniels	None	None	None
East Rock	None	None	None
Edgewood	None	None	None
Fair Haven	None	None	None
Hill Central	Grade 6	Grade 6 will have less sections	The Library Media Specialist will increase to full-time and the part-time art teacher will be eliminated based upon the request of the school leader.
John Martinez	Grade 6	Grade 6 will have less sections	None
King-Robinson	Grade 3 Grade 5 Grade 6	Grades 3, 5, and 6 will have less sections	The School Counselor will increase to full-time and the Library Media Specialist position will be eliminated based upon the request of the school leader.
Lincoln Bassett	Grade 2	Grade 2 will have less sections	The Commissioner's Network Grant funding for the Operations Specialist, Climate Specialist, and Technology positions expired. However, the District will provide funding for an Assistant Principal and Climate Specialist.
Mauro Sheridan	Video Literacy Art	Video Literacy and Art will have less sections	The School Counselor will increase to full-time and the Library Media Specialist position will be eliminated based upon the request of the school leader.
Mayo	None	None	None
Nathan Hale	Grades 5/6 Reading Interventionist K – 6	Grades K – 6 classes will have less sections	None



NEW HAVEN PUBLIC SCHOOLS

Quinnipiac	None	None	None
Roberto Clemente	Reading Interventionist Reading Interventionist Bilingual Teacher (Grades 7/8)	The Reading Interventions are being reassigned as classroom teachers in grades 2 and 5. Bilingual students will receive services from other Bilingual teachers in the classroom.	Classroom teachers will provide literacy intervention. The School Counselor and Library Media Specialist will increase to full-time and one of the music positions will be eliminated based upon the request of the school leader.
Ross Woodward	None	None	None
Strong	Grade 1 Grade 3	Grades 1 and 3 classes will have less sections	None
West Rock	Grade 2 Grade 3 Magnet Resource Teacher Reading Interventionist	Grades 2 and 3 classes will have less sections	Classroom teachers will provide literacy intervention.
Wexler Grant	None	None	None
Worthington Hooker	None	None	None



NEW HAVEN PUBLIC SCHOOLS

Proposed Position Reductions High Schools

School	Topics	Grades/Courses Eliminated	Impact on Course Offerings	Additional Notes
Adult Education	None	None	None	None
Cooperative Arts & Humanities High School	Creative Writing	None	Writing the Novella may possibly be eliminated	Two teachers remain for 89 students in Creative Writing.
	Science	Environmental Biology	Environmental Biology will have less sections	
	Math	None	Reviewing if all required sections can be covered	
Engineering Science University Magnet School	History		History will have less sections	Arabic and French will be offered to students.
	World Language	AP French	Part time teacher may be needed	
	English	1 film/creative writing	Course will have less sections	
James Hillhouse High School	English World Language Social Studies	None	Classes spread across other teachers	None
Hill Regional Career High School		Civics (1/2 year) - 4 sections	Course will have less sections	None
		Intro to Econ (1/2 year) – 4 sections	Elective, not required for graduation	
		AP World History – 1 section	Can be offered based on other AP trained teachers	
		Geography (1/2 year) – 2 sections per semester	Elective, not required for graduation	None
		AP Psychology – 2 sections	Can be offered based on other AP trained teachers	
		Psychology – 1 section	Elective, not required for graduation	



NEW HAVEN PUBLIC SCHOOLS

High School in the Community	Humanities	New Haven History	Scheduling will determine which courses can be offered	None
		Leadership in Conflict – The Case of Vietnam		
		Times of Turmoil – The Sixties		
		Constitutional Law		
Metropolitan Business Academy	Business	Scheduling will determine which courses can be offered	Scheduling will determine which courses can be offered	None
	Humanities	Scheduling will determine which courses can be offered	Scheduling will determine which courses can be offered	
	Science	Scheduling will determine which courses can be offered	Scheduling will determine which courses can be offered	
New Haven Academy	Special Education	None	None	None
Riverside	None	None	None	None
Sound School	World Language	Italian	Italian	None
Wilbur Cross High School	None	None	None	None