



NEW HAVEN PUBLIC SCHOOLS

Memorandum of Agreement

The New Haven Board of Education ("Board") and Local 3429, Council 4 AFSCME ("Union") are parties to a collective bargaining agreement expiring June 30, 2023.

Whereas, the current collective bargaining agreement between the Board and the Union specifies an "hourly extra duty rate" of \$14.50 per hour in Article 15, Section 3.

Whereas, the Board and the Union recognize that based on a shortage of qualified staff, it has been very difficult to operate before and after school programs for our students who need it the most.

Therefore, the Board and the Union agree to the following:

1. Effective immediately, the rate of pay shall be \$25.00 per hour for all work performed in connection with before and after school programming for the 2022-2023 school year.
2. This agreement will expire at the close of the 2022-2023 school year, though it may be extended by mutual agreement.
3. This agreement shall not serve as precedent nor shall it be used as evidence of bargaining history, not shall it be admissible in any other forum, except to enforce its terms.

Hyclis Williams, AFSCME Local 3429 President

Date

Dr. Ilene Tracey, Superintendent, New Haven Public Schools

Date