



**New Britain Federation of Teachers
LOCAL 871, AFT CT, AFT, AFL-CIO**

Sal Escobales **Sue Humanick** **Charles Carey**
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**MEMBERSHIP MEETING AGENDA
October 20, 2020**

I. Minutes of Previous Meeting- Accepted

II. Membership

NBFT approx 823 Non-Members 2 RETIREES 154

III. Treasurer's report

<u>INCOME</u>		<u>EXPENSES</u>	
September	\$66,548.65	September	\$80,813.84
October	\$64,564.85	October	\$72,993.44

IV. OLD Business

1. Contact tracing remain an inconsistent practice

- https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/investigating-covid-19-case.html#anchor_1590008106

Sal is trying to figure out how the district is doing our contact tracing because so many members are asking questions. The document above is very long and is causing a lot of confusion for districts and members. The process looks very inconsistent. Sal explained the pathways it can go. It is part of our district and part department of health, Very mucky process and we are asking questions because of that to make sure everyone knows what is going on as much as we can. We also have to watch out for HIPPA.

V. NEW Business

1. Covid leave-Employee protocol for absences, quarantine, etc-New possibilities now because teachers

have asked they work from home, so change of policy. If you are NOT sick and quarantining, teachers are now able to work from home. From HR. Also question about asymptomatic people who have tested positive, no policy yet from HR. Also have to take the CARES act into consideration.

- Tele-work allowed for some members (primarily quarantining population)

- Tele-work may be a possibility for those who are asymptomatic
2. **Evaluation, PDEC meetings are occurring-** some schools are further down the road than others. Some members are already having meetings for SLO's
 - No ratings on the evaluations, just conversations. No number should be identified.
 - one SLO- only one, that is what the state said, SEL goal.
 - agreement on IAGD's

Sal spoke about Pdec and asked Chuck to speak to the members. Members are asking that numbers not be part of the platform because people are getting numbers on the platform. Teachers are very concerned about numbers, Basia will bring this up in the next PDEC meeting. One of the schools is using academic scores alone in their SLO, Sal said that should NOT be the focus, SEL is the focus. There are some issues with SPED also, and they all had a meeting, so Sal will follow up with the situation. At the high school, the SPED teachers can use the common goal of the school. Sal said we should wait another week, give admins more time and then we will ask around again.

3. **Sick bank-**Sick bank is low, call for more days. Sal explained what can happen, especially for new members who do not have a lot of sick days. Sal spoke about the plan that was made last year, but then COVID happened and we never got to the point of finishing a plan. The sick bank committee has to meet to decide on guidelines. Sal also spoke about how some members who have a lot of sick days are giving a lot because they lose it anyway. Date will be extended.
4. **Workload/Job demands-**details needed- This is giving a lot of people anxiety. Was originally sold as giving teacher time, but has turned into a lot of meetings, PD. Members are being assigned to meetings, not given time to do their own work. Commissioner network schools do have less options because of readiness units. The E-Board has told Nancy that teachers are not getting their time that they were promised. Sal spoke about rolling out a curriculum and the bad timing. There will be a problem soon, we are running out of subs.
5. **After-school help-**Contractual language basically outlines notification of day to students and families. The LOg is not necessary and is already happening in some elementary schools and will be brought up to CLLM. If it happens please say something in LLM. A member said that some teachers are asked to give admins initials of students that were coming. No tracking, no handing in sheets.
6. **Grievances--**District class action 4.3b 10 minutes before and 10 minutes after. The lunch and prep times at NBHS and RELC were dropped because the admins worked it out with us. The only other remedy was to make the day 7 hours again. BUT we are going forward with the district wide grievance. Sal felt that we needed to go forward with the grievance because we never settled on a MOU.

VI. Officer and Committee reports

Elementary- Some schools are demanding too much and our members need to stand their ground. Steve reminded everyone that we need to grieve no matter what the admins say because we need to make sure they know they are not sticking to the contract. Gaffney has an issue with teachers giving sub their google info to do a google meet? If someone is covering another teacher's google meet, they need to put in for it. big inconsistency between buildings. A lot of confusion because many teachers are out and other teachers are covering. Dave made Nancy aware of 3rd grade NBU and the every 2 weeks issue.

Middle- Nurse conversation about window of transmission- you can't test your way out of quarantine. Kim mentioned some similar coverage issues. Not a lot of students in the buildings and finding teachers to watch other classes but still do their google meet. A lot of disruption in learning and to teachers. This is a monster right now and causing a lot of problems. Diloreto issue with asbestos, Sal explained what happened.

High School- Cleaning an issue, it is not happening. Especially when we do not have a wednesday. Contact tracing is questionable, a lot of questions.

VII. Communication-

Meeting Agenda ended- 6:22

about 64 attended