



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

**Sue Humanick**  
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**Stephen Gray**  
Vice-President

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Treasurer  
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**Geoffrey Ponticelli**  
Recording Secretary

**Daniel Blanchard**  
Executive Secretary

**19 Bassett Street, P.O. Box 1521, New Britain, CT 06050-1521**

**Membership Meeting Agenda  
October 11, 2022**

**I. Minutes of Previous Meeting**

**II. Membership**

**NBFT: 898**

**Non-affiliated: 11**

**Pending: 6\***

\*On-boarded waiting for final confirmation

**III. Treasurer's report**

**INCOME:**

September \$1,336.52

**EXPENSES:**

September \$29,807.98

MEMBERS- 32 members

**IV. OLD Business**

1. Article VIII - proposed changes

**V. NEW Business**

1. Meeting norms:
  - a. Adhere to agenda items
  - b. Open questions **after** agenda is completed

Member: Can a member bring up a concern prior to the meeting. Some folks don't want to stay the whole meeting.

President- Email me and I will look into and get back to you.

Of course people can send emails if they can't stay.

2. Grievance timelines (oversize classes)

Open and Read Option on email. This is important to utilize this option when sending emails that need to follow timelines so they are time stamped. Use proper timelines is vital for grievances.

Any administrator can sign the grievance.

3. DCF, other Grievances, LMM: rep → VPs → me (incl. major communications)

Sometimes issues come up at the end of the day- need to reach out to rep/VP immediately. If DCF picks up the case, you are on paid administrative leave. You could get an email that says you are being put on paid administrative leave.

Member- what about letting students and families know.

President- Thanks for bringing this up. Administrators will reach out to families/ parents. It is not your job- nor can you contact parents or families- let Sue and VPs know and they will take care of them.

AFT is running a free workshop. James our attorney will be co-hosting this workshop. Email will be sent by Sue tonight or tomorrow with information to sign up.

4. Communications regarding violence and videotaping

Kids can record us at any time on tik-tok or snap chat- it is one of the perils of the job this day in age. If a parent wants to come down and ask for a videotape, bus duty, lunch duty, hallway, etc. That is not an appropriate claim. A parent CAN NOT ask for a videotape. If police get involved, police get videotape. School district will not share video tape without approval by BOE.

Member- does the administrator know this is wrong? President- Yes. Dr. Gaspar is aware.

Our attorney, AFT Field Rep all approved and stated this is wrong and admin should not have said this statement. They are spreading false legal information.

5. Protect yourself - have a rep, emails, don't entertain "side deals"

Can't entertain or take part in side deals. People may think it is temporary deal, but if admin break the contract it needs to be brought up to union reps immediately.

6. Extra earnings: bus duty, recovery of lost prep time (lunch is non-negotiable)

Admin saying we don't have money. If you are working outside your contract hours you put in for extra earnings IMMEDIATELY. You need to be compensated for every minute extra you are working. District is aware because it was brought up at CLMM. You should never feel bad for turning in extra earnings.

7. Dan Blanchard: Executive Secretary update

Haven't drafted in 2023 legislature yet. CT-SEDS is not working well right now. We will do the best we can now. A lot going on in Mental Health- hire more school counselors, school psych, and social workers. Minority Teacher candidate hiring program. Struggle with keeping teachers.

Remote Learning option 2024, 2025 - Age limit up to 22 for students in special education.

May 26- Children's Mental Health Day.

Legal School Holiday- Juneteenth celebrated in all schools in Connecticut

8. Constitutional changes for Article VIII - vote

Vote closes at 6pm- Any questions on that?

## **VI. Officer and Committee reports**

**Elementary:** Laura Skinner and Steve Gray

Chromebooks- loaners? not enough chromebooks? No insurance? repairs are very slow? Take a very long time.

**Middle:** Cliff Parker

Probation- late bus departures- extra time people are required to stay. Special arrangements are made for people to leave or being compensated. Busses are staying 5-20 minutes late at each 3 sites.

Safety training- no safety training for any new teacher. Administrators and teachers don't know the proper level of safety measures in the event of an emergency.

Class Coverage- working on this situation

Pending- are teachers getting 210 planning period minutes. Many teachers are losing time Will be filing Pulaski, Slade, and maybe at HALS as well for plan time if not rectified.

Sign In Sign Out sheet at each school- will send email to gather information

**High:** Basia Maselek

CT SEDS- not working - time it takes to do this

Evaluators all score teachers differently. Calibration is off

Grievance forms- 2 parts of oversized class for sped in classrooms more than 50%

We have a lot of SPED classes over sized.

President- You need to do it- regardless of if it is 1 student or 3 students.

Damon changed dress code clause- now it says what our contract says.

Students dress code is not being enforced

Career Connections- got taken off teachers platee

Formal Observations- choosing time to go or admin chooses?

Coaching forms- not a data marker with teachers name on it. Data can't be brought back to teacher

Adjourn Meeting at 4:57

Member wants to talk to about some items- expectations at the elementary level

Motions were made and second 4:58 Have a great evening.

President to Member just give it a moment for folks to leave if they wish.

4:57- coaching plan membership concern- Pulaski

4:59- just 210 minutes- overwhelmed too much work. First cycle for literacy coach. Before school or after school or during plan time. Literacy and Math coach chooses different grade level

for 6 weeks cycle. We meet during one plan time a week OR before/after school this is too much. calling parents, writing referrals, do what you can in the 210.

President: should not use anything after work hours- get done what you can get done in the 210 minutes provided.

Member- So much work added. It is never ending and impossible to get everything done.

President- Put it in writing and send it to Laura, Steve, Sue to compile all your “extra duties” Schedule should be LOOKED at

Member- It is just too much. Everything is too much. Keeps getting piled on.

President- I hear your concern but we need to show what the “overworked” actually is need to write everything down when we are off schedule - document everything

PUT IN LMM making these phone calls!

DOCUMENT EVERYTHING... send the over work load

Member- Thank you Sue- will do.

## VII.

**Communications** - Matt Bornn

**Negotiations** - Dave Devost

**Social welfare** - Dawn Vontz

**Board Liaison** - Leah Clark

**Scholarship** - Jennifer Pagan

## NBFT CALENDAR OF MEETINGS (Upcoming)

2022-2023

*All Meetings will be virtual and begin at 4:00pm unless otherwise notified.*

<b>September 13</b>	<b>Membership Virtual</b>
<b>October 11</b>	<b>Membership Virtual</b>
<b>December 20</b>	<b>Membership Virtual</b>
<b>February 14</b>	<b>Membership Virtual</b>
<b>March 14</b>	<b>Membership Virtual* election</b>
<b>May 9</b>	<b>Membership Virtual</b>