



New Britain Federation of Teachers

LOCAL 871, AFT CT, AFT, AFL-CIO

Sal Escobales
President

Sue Humanick
Vice-President

Charles Carey
Vice-President

Laura Skinner
Vice-President

Stephen Gray
Vice-President

William Sanford
Treasurer

Basia Maselek
Recording Secretary

Daniel Blanchard
Executive Secretary

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MEMBERSHIP MEETING

Minutes

May 11, 2021

I. Minutes of Previous Meeting- motion made, accepted

II. Membership

NBFT approx 828 RETIREES 154

III. Treasurer's report

<u>INCOME</u>		<u>EXPENSES</u>	
February.	\$64,520.07	February	\$63,353.37
March,	\$66,030.37	March	\$43,315.29
April	\$64,932.34	April	\$50,506.67

IV. OLD Business

- 1. Covid leave-**Still in effect. Talent office has continued to work with individual members. The district is being very flexible with members, they are still allowing for it.
 - Tele-work allowed for some members (primarily quarantining population)
 - Tele-work may be a possibility for those who are asymptomatic

2. Children's Enrichment Fund Sign up-Please continue to sign up for the CEF, it is a fund by us for us. It has already been out to use. Teachers must make the request in writing. Please consider becoming a member donor as there are only about 8 of uS signed up so far. Use this link to sign up <https://www.nbft.net/children-s-fund>

We have already been using funds!! please sign up ASAP. Once you sign up you are good for your whole time as an employee.

V. NEW Business

1. Approval of Calendar of meetings 2021-2022 school year- motion made, accepted. For now we will keep meetings remote, but not sure what will happen. Sal suggested maybe do a hybrid, or switch? Sal will keep the membership informed.
2. **Vaccination process**-update- May become mandatory for all as a part of standard vaccination protocols for students and staff. Will probably be going to the legislature soon. Lawyers are involved with discussions. Many colleges are mandating for the fall. Chuck mentioned what was happening at the state. We have to wait and see.
3. **Negotiations**-Sal will send out a negotiations survey tomorrow. Sent to school email, and it is an NBFT survey monkey account. It can be done at home or at school. ONLY Sal has the password to the account, so no worries about who will see the results. Negotiations team chair Dave Devost has started reaching out to the negotiation team members. Sal explained incoming federal funds are for programming and recovery, and cannot be used for salary increases. Again they are for increased programming, i.e. after-school, before school, summer programming, saturday school, etc. As a priority terms for remote work, health and safety, etc have to be negotiated into the contract moving forward. What will be the trade-offs? Survey responses will be used to develop negotiation strategy and shortlist. Sal explained that NBFT will also be using lawyers from our existing law firm Furguson,Chester, and Doyle who negotiate. As was discussed several meetings ago we are transitioning to the use of lawyers for negotiations instead of our AFT rep. There will be cost increases for legal, however it's a pretty good rate, at around \$175.00 per hour, other law firms charge upwards of \$250.00 per hour for negotiations. Sal explained that this will be a good value for us, we will meet with them next week. Dave spoke to the members about what happens in negotiations and his previous experience with negotiations. Sal further explained the process to the members, especially mediation and arbitration. We want to avoid arbitration because it opens the whole contract!
4. **School reopening**- So far no marked increases in COVID cases. Not all students chose to return. A few issues with contact tracing and follow up notifications, but were addressed. WE still have small numbers in school.
5. **Retirement Party**- We will be having an in person retirement party on Monday June 21st. A flyer will be coming out shortly. It will include both this years and last year's retirees. It will be at the Tunxis Plantation Golf course pavilion, outside. plenty of area, not a lot of time so no full speeches. We have about 30 retirees. Sal asked that union reps make a basket for a raffle. JOan mentioned that all was mailed to reps today with information.
6. **Climate survey**-has identified which principals may be problematic next year as we return to normal. 60% responded, which is very good. Sal will give out AFT face masks to members that complete the survey, also a raffle for Amazon for a few! Results of the survey will be shared with the district, no names of members will be on the documents, just comments and results. A Member

asked if results will be given to the members. Sal said that the results will be up on the NBFT web site in PDF form, but not the comments because some teachers named themselves.

VI. Officer and Committee reports

Elementary-Laura Skinner and Steve Gray- Laura has reached out to the reps of each building. Steve said that the remote meetings are good and we should keep it hybrid. Also many members are surprised at the intensity of the interviews for the postings.

Middle-Charles Carey- nothing new, still not getting extra time.

High School-Sue Humanick- everything covered. Question about being in person- can a teacher be reprimanded for not being in-person for a data team? Sal said it is different in different buildings, put it on LLM. Sue also echoed the interview process, during classes, 3 interviews total, a little overkill.

VII. Communications- Matt Bornn

Negotiations- Dave Devost

Social welfare- Nicole Solimine

Board Liaison- Geoffry Ponticelli- introduced himself to the members

Scholarship- Jennifer Pagan

Questions- About another teacher vacancy list? Sal said there is no mention of a 3rd in our contract, but it might happen. They are planning something because of all these new positions. something for the new contract maybe.

Question about interim principal- asking teachers to change personal days. Union rep has spoken to the interim principal. Sal said to speak to his supervisor. The principal can't ask about the 2 personnel (none of your business) days. Sal will speak downtown about it.

Question about FDA approved vaccine vs. not- discussion by members and Sal will ask the AFT/downtown for clarification.

Adjournment 5:52

NBFT CALENDAR OF MEETINGS

2021-2022

All Meetings begin at 4:00pm

September 7	E- Board
September 9	Central office- Superintendent
September 14	Membership (NBHS)
October 5	E- Board
October 7	Central office- Superintendent
October 12	Membership (Slade)
November 9	E-Board
November 11	Central office- Superintendent
No Membership Meeting	
December 7	E-Board
December 9	Central office- Superintendent
December 14	Membership (Vance)
January 4	E-Board
January 13	Central office- Superintendent
No Membership Meeting	
February 1	E-Board
February 3	Central office- Superintendent
February 8	Membership (Diloreto)
March 1	E- Board
March 3	Central office- Superintendent
March 8	Membership (Smalley)-
April 5	E-Board
April 7	Central office- Superintendent
No Membership Meeting	
May 3	E- Board
May 5	Central office- Superintendent
May 10	Membership (NBHS)
June 7	E- Board