



New Britain Federation of Teachers

LOCAL 871, AFT CT, AFT, AFL-CIO

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

Membership Meeting Agenda September 13, 2022

49 members

I. Minutes of Previous Meeting

II. Membership

NBFT: 871

Non-Members- 11

Pending: 14

RETIREES:

III. Treasurer's report

INCOME:

July \$3.18

August \$2669.74

EXPENSES:

\$58,076.99

\$49,258.98

4:07- Motion to accept minutes. 4:08- Second motion made.

IV. OLD Business

1. DCF refresher

4:09PM- First meeting with Sptd Gasper. Went well. More information to come during the meeting.

2. Constitution Committee summer work

4:10- look over minutes from the constitution committee. Chance to look over notes and proposed changes we will be voting on in the October meeting.

4:13- any questions over the document? ask or put it in the chat

Attorney on retainer and AFT Field Representative Ed Levy- everything gets run through AFT CT. All important information is vetted by our attorney.

4:14- people will be grandfathered in- with the new rep language

4:16- member question- documentation of yearly activities- no pay until everything is filled out- more duties? will there be more pay?

Constitution Committee- members left we need committed members on the committee

Union Rep Language- we need to clean up the language and have it written down so all reps do the same responsibilities and all reps do their duties according the constitution. Need to make it equitable for all members in the membership Process needs to be streamlined. Some reps questioned will there be an increase in pay to do these extra jobs.

President- Will bring it up to Ed Levy and get back to you. Some schools are already doing all of this work

V. NEW Business

1. Constitutional changes for Article VIII - new language is in red. Vote will be during our 10/11/22 Membership meeting, for those present.

Looking to hire people for constitutional rewrites

2. Constitution Committee reconvening this year, dates and times TBD

Looking to hire people for constitutional rewrites

Member Concern-

There should be a dedicated union email for local 871 - Concern brought up about the money being spent in union dues. Member wanted to know about all the committees.

President-

Some of the committees are archaic- not needed due to google and the world we are in today. We are streamlining the process with the constitution committee. Also, you're right about the money and each of these positions will come out of the membership money. Positions that are no longer needed will get written out. Positions that are able to will be combined. To streamline the process. People who do not know should ask- thats reps and VPs are for- you have to ask if you have a question.

Member brought up concern about committees and how they are filled. A discussion ensued.

Committees are not filled, people want to join. We have no way to contact union officials.

President-

We have 5 dedicated phone lines. It is written on the website. We have emails for these members to email us. When members have concerns or questions they find us via email.

Member- we need emails for each member. A way to contact them if we can't reply all.

President- That's what these meetings are for. We have a chance to all talk now. If you need to email a member, you can email that one or two members. People send emails all the time. I'm not understanding what you want. You want everyone's personal email?

We are here for all of our members. Seeing 45 people on here tonight is awesome, want to see what's going on. I see and hear your concern. Be part of the process and volunteer for things.

Member then continues- conversation ensues about committees, lack of communication, lack of understanding, negotiations committee was not there to represent all teachers.

President- "Moving on" at 4:37-

This member stated excuse me I would like to finish "we need people to represent all of us together. Negotiations was not there to help me. I asked and was denied." Negotiation chair-spoke up and stated we had the most inclusive and diverse based on job descriptions group we ever had at this past negotiations. Speech, Counseling, OT, ELD, Special Education, K-2, 3-5, 6-8, 9-12, dept chairs, etc. Not everyone who wishes to be on negotiations could have been chosen but all jobs all areas were covered this negotiations cycle. Member mentioned "It is my claim that I was not chosen because you chose not to pick me on purpose Mr. Devost. You never chose me and I sent emails. This was done on purpose"

Member mentioned- You owe someone an apology for that statement.

Member asks for the constitution to be addressed and sent to us. Hard to read. Members responded with all you have to do is rotate the image 90 degrees and it will be right side up or simply print it and you will be able to read it.

Member mentioned- You have not apologized yet for your insensitive comment.

3. Appointment of Dawn Vontz to replace Nicole Solimine (Social Welfare)
She was appointed. In February anyone can run for this job. Member states that e-board can't appoint people. Discussion ensues with member and Sue about this topic. Sue found the information and was accurate.

4. CLMM was 9/8/22 - TEVAL and PDEC
Met with Tony and Kristina- more accountability will be given to administrators. meeting went well. Admin needs to do more. Basia and Laura are on this committee. Downtown chooses these people. Member expressed wanting to be on the committee. Laura- she states you need to email Kristina. Member- you are wrong. It is not welcoming to all people. Sue- I will look into this for you. Sue will reach out to proper people to get member a seat at the table.

5. RELC scheduling issues resolved
Pre-K were not getting their case management time. Steve and Sue were able to fix the problem by meeting with Terry and Kristina. Hats off to Anita to fix this issue. Gaffney didn't have this problem even though they have preschool teachers with the same needs as RELC. Gaffney solved from the beginning, RELC took a lot of work

6. Grievance timelines: refer to 9:3 in the contract.
You only have 5 days to file a grievance. You need to do it immediately. You need to file it within 5 days. You can always take it back, but it needs to be filed within 5 days.

7. 9/9 email regarding physical intervention of fights
President- We are not all required to hold kids back or break up a fight. Exercise all caution. YOU DO NOT need to break up fights. Legally if you are not trained do not go hands on with kids. Use your best judgment in these situations

8. Let your VPs know what is happening!

VI. Officer and Committee reports

Elementary: Laura Skinner and Steve Gray

DiLoreto teachers expected to stay late. A grievance was filed today. Condition was made apparent and individual filings for each teacher who has been doing this job. This was an issue around bus dismissal

Preschool at RELC- was resolved

Chromebook Concern: How each school is doing computer inventory for them. If keys parts are missing, We are trying to push the \$20 insurance package. Monitor the situation at the building level through reps. Should they make a form to keep this information?

Middle: Cliff Parker

Grievances over loss of plan time and lunch time at SLADE. This will likely start next week. We are not sure how many are affected. However there are many corrections that need to be made- 20 to 30 staff

Pulaski- grievance being filed due to harassment-

Pathways concerns due to safety

High: Basia Maselek

block scheduling issues

employee handbook- DRAFT was placed on it- will be editing it and revising it

safety concerns

If you are asked to take over another class...NO MORE than \$6200 per semester- to pick up another class

Matt will take care of it- Halina wants to communicate with ALL members. That is not possible

Member Concern and Clarification-

8:45 students comes in- contractual language says 8:45- They can use it as a duty (breakfast, bus, morning arrival) it is 10 minutes before 10 minutes after STUDENT day which is 8:55-3:35 at your school

Membership Concerns:

BUDGET- is \$700,000 - Where is the money. President- money goes to state level, national level, local level, union officials, rent for place. Member wants a private email of EACH member. Meaning all 800+ members personal email to contact them. President- that is not feasible at this time. We have a district email for union business.

House-

We had to move out of our last office. We have this new union office which is secure and safe. Anyone is welcome here. We pay a flat fee each month. It will show up on the budget line by line at the end of each year.

Website-

Member concern- the website is not safe or secure. It is not up to date and has wrong years and information from 2018. Facts- that is not an accurate statement. While researching the website it is up to date and your claim is false. The information is up to date AND there is an email on that website to contact me if you don't want it through the school server.

Member Concern about Communication-

Make sure all information is clear and accurate. President- thank you for that comment.

Member concern re-addressed about TEVAL/PDEC. President- I said I would reach out for you. Laura Skinner- they chose us to join and we gather information. Sue can reach out. Member- I would be happy to join thanks.

Constitution Committee

The Constitution committee met last in 2018. never met in person in 2020 but was addressed and updated. Constitution in 2022- reconvening. Voting for procedural changes will take place

Meeting adjourned 5:43

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.

September 13

Membership Virtual

October 4

E- Board

October 6

Central office- Superintendent

October 11

Membership Virtual

November 1

E-Board

November 3

Central office- Superintendent

No Membership Meeting

December 13

E-Board

December 15

Central office- Superintendent

December 20

Membership Virtual

January 10

E-Board

January 12

Central office- Superintendent

No Membership Meeting

February 7

E-Board

February 9

Central office- Superintendent

February 14

Membership Virtual

March 7

E- Board

March 9

Central office- Superintendent

March 14

Membership Virtual* election

April 4

E-Board

April 6

Central office- Superintendent

No Membership Meeting

May 2

E- Board

May 4

Central office- Superintendent

May 9

Membership Virtual

June 6

E- Board

June 8

Central office- Superintendent

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