



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

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Executive Secretary

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### Membership Meeting Agenda December 20, 2022

#### I. Minutes of Previous Meeting

#### II. Membership

**NBFT: NBFT: 898**

**Non-affiliated: 11**

**Pending: 6\***

Cliff Motioned

Dan Second Motion

4:04 PM second motion

Agenda sent out in the chat

Old Business- LMM was sent to all reps put in drive and folder

Seek to understand meetings- they have been happening for a long time. Attorneys advise us you have the right for representation. Always bring a representative to every meeting

V. NEW Business

#### 1. Grievance remedies

Sped- Jefferson remedy got paid for going over. Special exception to get teachers to get paid in January and again in June. Dr Sanders and Sue met with teachers. Dr. Sanders personally told them they would be financially compensated

#### 2. Elections (process, etc.)

Elections are in March At the 2/14 Valentines Union meeting. Andy Zink will be sending out the information. Any one can apply for any job given. Need the signatures before the start of the February meeting..

**3. MOU 12/6/22 (4:12)** It went in effect on 12/6/2022 That is the new \$110, \$220 57.15 plan

**4. Sick days, personal days: admin scrutiny**

If you know you are going to be out- don't divulge information you don't have to divulge. Ex. Dear \_\_\_\_, I will be out sick today. Then write your name. No need to share your life story. Just state facts.

**5. Videotaping in the classroom (AFT Legal seminar)**

If a child is videotaping you it is not illegal. They can do that. It is legal for students to tape. Admin can discipline any teacher for any videotape. Videotape policy (CSDNB) is not upheld. Imagine you are always being recorded and the "camera is always on"

Member- This is new information I did not know about. Discussion ensues at 4:16PM about this topic. Members find this very disconcerting. Onus is on admin however, we have to be careful. Member- the NBHS policy states that no phone use President- State of Conn doesn't line up to this. If you are recorded or taped- the kids tape just to tape. Legislation and public education states need to be very careful.

Not even a camera. With technology it is out of control. Kids can go on Amazon and buy mini cameras. Imagine you are on 24/7

**6. Special ed - KEY program, "informal plans" - know TEVAL!**

An inordinate amount of time was spent on this- resulting in a teacher resigning. Staffing issues- severely short staffed. If you are in a special program DOCUMENT everything. If you need help ASK. It has been tumultuous for years and the onus is on you to stand up for yourself and say something.

Member Concern: Enrollment is a concern too. It is a case by case basis. Students are coming more and more into these specialty programs with less and less staffing.

Meeting with Danielle at noon 12/21- Gaffney has had 6 teachers come and go since COVID  
If an admin says you are on an informal coaching plan THAT DOES NOT EXIST. There is a plan or no plan. Informal Coaching Plan is not a thing. BRING REPS if you hear anything about this. DO NOT GO ALONE.

As per our contract you need to put it in the subject line- what the concern is. Meeting to go over the 16 page document to work on and fix KEY. All KEY schools need to reach out to reps if it is not working. Plans have to follow TEVAL.

**7. Staffing changes (shortages, teacher retention, administrative moves, TAs, etc.)**

Principal at Pulaski left. She emailed the staff before she told Talent/HR. Teachers will hear tomorrow 12/21 at 3pm who the next interim boss will be.

Esser money- 2 year gig is up. District is trying to find money to keep them and coaching positions. We will hear what the plan will be soon. Grant monies are going away and more information to come on this topic.

## **8. Dan Blanchard: Executive Secretary update**

Lot of legislation trying to pass by June.

Regional meetings with legislatures- will be meeting with teachers state wide to be more involved and know what is going on.

Legislation in the next 6 months 3-4 big bills going through- will ask to have teachers actually go to the capitol to speak. Show up and say I want to speak on bill # \_\_\_\_ and you get time to talk. AFT is *fighting* for teachers so public money stays with public money for the schools. Working for collective bargaining rights. On the agenda no bill yet. Try to re-enact bill for cameras in the classroom with no recording. There is no law in Conn. Bringing forward a bill on this. You can go and testify. It is your right to speak. GO sign up and speak. If something comes up and it is wrong- always go speak. Reach out to Dan and he will reach out to AFT local help.

All forms of communication via online are grey areas. Be careful. Make good choices with what you put online (anywhere online)

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

Elementary: Laura Skinner and Steve Gray

FMLA- follow the procedure- reach out to reps and Holly Catrino- need to qualify. Heather Barrett or Kristen Salerni

2 hours delay- come 2 hours later

Follow TEVAL procedures and policy- Have a rep

Seek For Understanding- just be factual- limit your talking. No extra words or chit-chatting

Witness for DCF- state facts offer nothing else

Middle: Cliff Parker

Payment needs to be there for covering busses- Need to be made whole if you are covering

Not getting 210 see building rep to get it fixed. Teachers are getting compensated. Will see with new administration if problems change.

Speciality program- need to say clearly what your burden is and get compensated for doing 2 duties

If you are having a hearing with DCF. Do not clarify to help them. Volunteering information is a problem.

TEVAL- dispute resolution document. Exercise your right and say what the problems are- put it in proof.

High: Basia Maselek

Chaos in the hallways. Lunch Waves are overwhelming with the amount of students just moving around not where they are supposed to be.

5 problems with special education over classes

Sped Meeting with sped administrator. Inclusion is being pulled for data teams. Admin said they will do what they can to fix it. States admin needs data from middle school to help create a real inclusion program.

TEVAL inconsistency. Admin said you can't get a 4 since you have standards level classes.

Member Concerns:

Meeting for 6 days letter for downtown. Attendance meeting. Have a rep with you. Sue will look into this

210 minutes at elementary school level. You get 210 planning period minutes to plan. Do what you can in the time you have.

It is 5:00- "I want to be mindful of everyone's time. There is light at the end of the tunnel. You are appreciated" Sue says smiling.

Motion to end. Second motion.

Nothend stays on with Sue to discuss concerns.

Sue says do what you can in 210 and track everything.

Meeting ends at 5:15