

NBFT SPOTLIGHT

Alden Graham: The Transition President

10/4/1940 – 9/17/2020



Alden who served as president of the NBFT from 1979 to 1985 could be called the transitional leader of our union.

When he began his tenure, our office was the trunk of his car and executive board meetings were held in the homes of board members. When he retired, the NBFT had its own phone number, executive board members sat around a big table, and the union's files were in file cabinets in the NBFT office in the Leonard Building on Main Street.

He replaced the First, Second, and Third Vice President offices with a vice president for each of the three levels: Elementary, Middle School, and High School because he wanted to increase communication between teachers and the union to better identify problems. He also wanted to insure that if anything happened to the president, the union could continue to fight for teachers. Finally he laid the ground work for the current halftime teaching assignment for the NBFT president.

During his tenure, the state passed the binding arbitration law designed to put an end to teacher strikes; tax reevaluation in New Britain promoted many budget battles that included cuts in teaching staff, threats of school closings, and our first time in binding contract arbitration in 1984. The institution of Agency Fee led to an unsuccessful challenge by the NEA to be the bargaining agent of the New Britain teachers. He engaged many teachers in the development of Teacher Evaluation Guidelines in order to reduce teachers' fears of unfair treatment.

Rest in peace, Alden Graham.

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**List is compiled by hire date of 1/1/2020*

NBFT Welfare Report

by Nicole Solimine

On behalf of the entire Membership the NBFT congratulates its members for these happy occasions: Annaliese Schulster (Smith) married, Krystyna Haught (Smith) birth of twins. Elizabeth Hrubiec (NBHS) birth of son.

Our sympathy to the family and friends of the following members for their recent losses: Jackie Escales (Holmes) brother passed, Danielle Mederos (Gaffney) aunt passed and Karen Bajek (Gaffney) father passed.

Presidents Message

Hello Union Brothers and Sisters,

I hope you are off to a good start. Despite the recent roll outs, several members have once again expressed concerns about how the Social/Emotional SLO. Seeing that the SEL, SLO will be the only SLO officially evaluated this year, it's easy to understand the anxiety.

Superintendent Sarra has stated in previous Central Labor Management Meetings (CLMM) that the intent of the SLO is to open up dialogue and enhance professional practice around non-academic factors that contribute to student growth. The Connecticut State Department of Education has indeed stated the need to focus on factors other than academics given the inequities that exist within districts with regards to remote learning. Given our current synchronous/asynchronous teaching environment in New Britain, it makes good sense to follow the state guidelines. The Connecticut State Department of Education has suggested that districts keep it simple, given the challenges of a remote/hybrid teaching environment.. It certainly does not mean that we do not strive to keep academic expectations high as best as conditions allow.

The real issues that come up, will inevitably be tied to finding a sensible SLO that is applicable in the current environment, agreement with the evaluator on how it will be applied, and ultimately what the measure of success will be. This year more than ever will require good communication between member and evaluator. There must be nothing that is left unclear once the process begins. We have a district PDEC committee made up of members, administrators, and district personnel. They are in essence a steering committee that helps vet the process and monitor it as it goes along. As issues come up they should be passed onto a union representative, a Union VP, or to myself. We can then get it to the appropriate PDEC committee member. It is important to note that the responsibility of maintaining a plan ultimately lies with the member. It is their responsibility to outline their plan, tie it to appropriate indicators on the CCT rubric, and connect the indicators to their IAGD's. In contrast, it is the administrator's job to provide the teacher with a clear outline of the look fors, areas of improvement, and sensible data acquisition. As the educational leader that is their duty, so if that is not occurring a meeting should be convened immediately so that clarity can be achieved. Given the uncertainty of how this year will play out it is important to make sure that evaluation doesn't become yet another source of high anxiety.

Teachers, counselors, Social workers, etc. are encouraged to initiate and maintain meaningful conversations without their administrators around the Social/Emotional SLO in order to develop their personal SLO. At the CLMM meeting both the Superintendent and the Assistant Superintendent expressed that their own evaluations are tied to improvements associated with SLO #2. AS always the Union leadership will continue to monitor SLO practices. If any member has questions or concerns they should first try and initiate a conversation with their immediate supervisor. If concerns continue they can contact their Union rep or the Union leadership. Take care, and as always, look after yourselves and each other.

Sal Escobales

Retiree Corner



VOTING BY ABSENTEE BALLOT



You must fill out your absentee ballot correctly and return it by Nov. 3 if you do not plan to vote in person on election day. To be sure your vote is counted, do the following with your absentee ballot:

1. **Read the directions and fill out the ballot.** Be sure to darken the oval by your candidates' names with a black pen or pencil. Do NOT write your name on the ballot itself as ballots remain anonymous.
2. **Place the absentee ballot in the provided inner envelope and SEAL IT.** It will not be counted if the inner envelope is not sealed.
3. **Date and sign your name on the signature line on the inner envelope.** IMPORTANT: Your ballot will not be counted if you do not sign this inner envelope.
4. **Place the inner envelope in the outer envelope and seal it.** You have now completed the process for correctly filling out the ballot.
5. **Return your sealed outer envelope to your Town Clerk's Office in order for your vote to be counted.** It is strongly recommended that you drop off your completed ballot, which is now sealed in the inner and outer envelopes, in the safe and secure BALLOT DROP BOXES by your Town Hall or you can mail it at the Post Office. (Call your Town Clerk if you do not know your town's drop off box locations.)

Note:

- **November 3:** Whether you drop off your completed ballot envelope in a town ballot box or mail it in, it must be received before 8pm on November 3 or it will not be counted.
- You may **check if your ballot has been received:** If you wish, after 4 or more business days have passed after you delivered your ballot envelope (allowing time for the Town to record), you can check that your ballot has been received by:
 - 1) going on line to the Secretary of State's website: portaldir.ct.gov and then
 - 2) clicking on **Voter Registration Lookup.** You will need to supply your name and birthdate to verify who you are.

2020-2021 NBFT Membership Meetings

- October 20
- December 15
- February 9 (Election announcements for candidates)
- March 16 (Election)
- May 12



"BOXES TO BOOTS" (AKA HERO BOXES)



Dress Down Day on October 27th. Funds raised will be used to purchase items for "Boxes to Boots"(aka Hero Boxes), which will be packed in November for our overseas military.



Veteran/Union president
Sal Escobales



2019 Hero Box volunteers

AFT Plus Benefit Corner

Find the right home for your family's needs

Maybe quarantine has highlighted what your existing home is missing. You may even want to put your family in a new home before the holiday season.

Don't wait for interest rates to climb. Let the Union Plus Mortgage Company help you find the right loan for you.

Get exclusive benefits including:

- \$500 gift card after closing
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THE SCHOOL DAY 2020:



WHEN'S IT HOMETIME?



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THE
MOMENT
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TEACHER
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IT'S
ONLY
TUESDAY.

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If you would like to have something added to the spotlight for your union brothers and sisters please email local871president@gmail.com