



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

Sal Escobales **Sue Humanick** **Charles Carey**
 President Vice-President Vice-President

David Devost **Stephen Gray**
 Vice-President Vice-President

William Sanford **Basia Maselek** **Daniel Blanchard**
 Treasurer Recording Secretary Executive Secretary

238 South Main Street, P.O. Box 1521, New Britain, CT 06050-1521 Telephone (860) 225-2808

**MEMBERSHIP MEETING MINUTES
May 26, 2020
Make-Up via Zoom**

- I. Minutes of Previous Meeting- accepted**
- II. Membership**

NBFT approx 814 Non-Members 2 RETIREES 154

III. Treasurer's report

<u>INCOME</u>		<u>EXPENSES</u>	
February	\$64,532.28	February	\$43,992.36
March	\$65,080.76	March	\$67,625.65
April	\$66,548.65	April	\$80,828.84

IV. OLD Business

1. OT/PT's have been onboarded and are now official members of Local 871. Sal asked if anyone wanted to say hello and welcomed the new members.
2. Charles Carey arbitration-result was no award. Administrators will have authority to designate 6th grade orientation versus open house. Moving forward, admin have a right to assign what they want the member to go to. questions about the timing of when the admins will be telling members which to go to.
3. Community Event-NBHS School Safety outreach NBFT will be partnering with The Peace Center of Greater Hartford. Budget for this action which includes consultation and site support for three forums will be \$2000.00. Funds will come from AFT local assistance funds, not NBFT local budget. When we return to normal we will proceed with this.

V. NEW Business

1. End of the 2019-2020 school year closeout.
 - a. closing up classrooms- has started in all schools, the superintendent has made good plans for this, and there were some problems, but Sal is working on it. Teachers were not required to break down their

whole rooms yet. You were just getting your personal stuff and teaching materials. The summer custodians are coming in and will be cleaning the rooms soon.

b. grades- mostly at the high school there were questions. You have to give the student a grade based on their participation. Sue said the guideline is to use your professional judgement.

c. Maintenance and Painting

2. Next school year, 2020-2021 will most likely start online. Recommendations from state committee support distance learning for summer school and early fall. Sal explained what the alliance recommendations are, and that they are planning on opening online and safety is the utmost importance.

3. Returning to school plans and the future impact to labor- 3 choices for fall return. K-5 most likely to be the first to go back to school, and that would be most likely right now in November.

a. Continuing with CEO model

b. Half day Instruction- will be very hard with our resources, especially with busing.

c. Blocked day schedule

Some questions from the members about pre-K, yes. Will we keep the same students or get new ones? not sure. Will new K students get computers? Sal said they would probably have to?

Some teachers who are moving are told to pack up their classrooms now

should this be happening? Sal said that they have to move, but not now. If a teacher has to move, and can't, they need to contact Sal.

What will happen to those teachers who have been granted new positions through postings? Same thing Sal said they do not have to do it now.

4. As of right now, contract negotiations will be moving forward. Co-committee chairs will be Kim Gionfriddo and Laura Skinner. Statement from AFT...“locals will be negotiating in a very tough economic environment” It looked like they were going to be held off by the governor for all labor unions. Sal explained the process, the governor is NOT going to delay negotiations. WE are waiting for a start date right now, we might be delayed, but we do not know 100%. It does look like it will move ahead. Sal said he knows that it will be tricky and not the best time to negotiate, but we have no choice. Sal will send out a survey monkey about issues members want to be brought up in negotiations. Sal mentioned time, wednesday meetings. Laura Skinner and Kim gionfriddo introduced themselves. Sal told members he will make a survey and check their emails during the summer. Sal mentioned HSA and cost share is always on our minds. We will just try to get through these negotiations as expeditiously as possible. Sal spoke about questions he has received about layoffs and furloughs, and he said that is not going to happen because all teachers are needed and will be used. Not sure how things will look like, but our expectation is that we will not lose anyone. Sal explained what it might look like when we get back, it won't be business as usual at first. Question about para's and Sal said that the superintendent doesn't want to lose any. According to the governor's orders no one can be laid off right now. Another question on retention, Sal said that the superintendent wants as many students to move to the next grade as possible. Question on retirement, Sal said some of our members actually rescinded their retirements. Sal said that if anyone has any more questions they can call him and he gave members his number.

5. Senior adoption process.-Charles Carey spoke about what he is working on, we already received a few emails. There are still some seniors that need adopting, so please adopt more.

6. Retirees- Sal regrets that we can't have a retirement party, but next year we can celebrate with everyone, including this year's retirees. Sal asked retirees to speak, Lynne Day, Linda Molnar, Loreen Boscarino. Sal thanks everyone for their service to our schools.

Joseph Geisler	Art Teacher
Patricia Minges	Spanish Teacher
Diane Botti	Music Teacher
Sandra Roche	Nursing Instructor Teacher
Elizabeth Bachmann	Special Education Teacher
Loreen Boscarino	STEAM Enrichment Teacher
Margaret Coates	Physical Education Teacher
Denise Raducha	Grade 1 Teacher
Eugene Russo	IT Teacher
Linda Molnar	Science Teacher/Union Rep.
Donna Jones	Grade 6 Math/Science Teacher
Lynne Day	Special Education Teacher

Minges- I will miss our early morning meeting in the hallway or copy room talking about travel. Congratulations on our retirement! “Oh, the places you’ll go”~Carolyn Ganley

Roche- You have certified over 400 CNA students at NBHS! What an accomplishment and amazing opportunity you have given our students at NBHS and New Britain in general. You truly made our community better! I will miss you as my colleague but I know we will remain friends. Enjoy time with your family and floating! Love, Carolyn Ganley

Molnar- Who would have known all those years ago when we piloted CMP for the district that we would have become such good friends. You were an amazing Algebra teacher and truly prepared your students for high school! Congratulations on your retirement GF! Love, Carolyn Ganley

Jones- My years teaching with you were the best. We formed close friendships, had many laughs and many good times! Oh, the memories we have! Best of all our families became connected through football. You are an amazing teacher and gave your all to the students of NB. Enjoy retirement! Love, Carolyn Ganley

Day- You are an angel on earth and helped our most special students! I will miss you so much at work but I know our friendship will continue. Congratulations on your retirement! It is well deserved. Love, Carolyn Ganley

VI. Officer and Committee reports

Elementary- Steve spoke about Elementary being the guinea pigs. Evaluation may be put on hold? Sal said that might not happen because it wouldn't be equitable. Steve spoke about money that they received and higher expectations, but that wouldn't be possible now with the COVIS situation.

Middle- PD schedule from downtown. New MS schedule for next year, but might be on hold because of COVID

High School- same concerns about PD the last week of school.

Sal asked questions- member had questions on grading in elementary. Steve and Dave spoke about the grading, they are pushing for all the kids to pass. Another question about grading, do the kids get a grade for each subject? or overall? Steve said that there will be only main grades, Social Studies, Math, ELA, Science, the 4 core...but not sure? Dave said he wasn't sure either, nothing definitive. Dave asked Sal to get clarification from Nancy. Question about people that are covering for pregnancy leave, is there a plan? Sal is not sure? He will ask Nancy. Another question about swapping students out for instruction for specials, Sal explained what might happen in the CEO instruction, but no plan yet.

Sal hopes that everyone is healthy and sends prayers out to everyone to stay healthy and safe.

Adjourned 5:26