



New Britain Federation of Teachers

# Spotlight

February 2017

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## Union Elections set for March 7

NBFT elections will be held Tuesday, March 7<sup>th</sup>. The membership will vote on the office of President only. All other incumbent officers are unopposed.

Voting will take place **in person** at Gaffney and will begin subject to individual school release time. More information to follow on voting specifics. Voting cannot take place at either candidate's school so a neutral location was chosen.

Per the Union's Constitution, elections for offices of President, the four vice-presidents (two from the elementary schools one from the middle schools and one from the high school), Treasurer, Executive Secretary and Recording Secretary are held every two years in March.

The following incumbent officers are unopposed: NBHS Vice-President – Sue Humanick, Middle School Vice-President - Charles Carey (Pulaski), Elementary Vice President – Jacqueline Escales (Holmes), Elementary Vice President – Stephen Gray (Smalley), Treasurer – Bill Sanford (NBHS), Recording Secretary – Basia Maselek (NBHS) and Executive Secretary – Dan Blanchard (NBHS).

Election guidelines and complete descriptions of all the offices can be found in the Union's constitutions copies of which were distributed to all members. A PDF copy of the **revised May 2012 Constitution** was recently sent out as an attachment to the membership.

Remember to get out and **VOTE!!**

# Candidates for President

## Sue Truglio



**School/Position:** 7th grade science teacher at Slade Middle School

**Years taught:** 33 years plus long-term subbing for 5 Years - **all** in New Britain

**Current/past Union involvement:** Scholarship chairperson - 6 years; Middle School VP - 4 years; Executive Board member - 14 years; President - 4 years; Negotiation team - 4 times (twice as president); Co-chair of the Teacher Evaluation Committee (I -DRIVE); member of the district wide Substitute Focus Group – presently; Co-chair of the Union's 60th Anniversary Celebration; Union Rep for Slade Middle School - 10 years; Jurisdictional VP of AFTCT - 4 years; member of AFT-CT PreK-12 committee 4 years ; member of AFT-CT Executive Committee 4 years ; committee member of Urban Voices Rallies. She is also a TEAM mentor.

### **Top Priorities for NBFT Local 871:**

Note: They are not ranked because they are all very important.

Contract negotiations - this will be the 5th contract that I would be negotiating- our priority has to be sure that we do not give up any contractual language - we need to be sure we keep teacher work day, planning time, personal days, sick days , sick day payout and especially salary advancement language. Last contract was a battle - but we won and did not lose any contract language despite administration push for us to be "more flexible ".

Our last contract resulted in salary increases of 2.26% with step advancement mid-year the first year, this year our increase was 2.96% with no step increase. Next year our increase will be 2.2% with step advancement mid-way through the 2017-2018 year. At the end of the present contract a new teacher will make no less than \$45,016 and the salary for those on the top step with MS +60 will be \$102,992. And again we lost no language at all.

Evaluation is another priority - When we first wrote I DRIVE, under the state mandate, we knew there would be glitches...As President it is important that Teacher Evaluation be monitored closely at the state and more importantly at the local level. Interpretation is one of the biggest problems ...Parameters must be set and monitored closely so that each administrator is not allowed to use their own interpretation. It is important that the playing field be level. One additional concern I do see is that since we began I DRIVE administration at Central office and within schools has changed several times, however that does not make it alright when administrators fail to do what is expected of him/her and/or he/she does not adhere to the timeline as outlined in IDRIVE. Union leadership must work with administration to be sure that the evaluation process is followed as it is written and was intended.

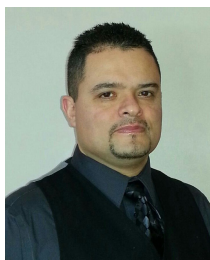
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NBFT Members- a top priority has to be the members - working with them and being there for them when they need you. Our union, New Britain Federation of Teachers, is our members whether they be newbies, veterans or retirees - they are what makes our union and they are what is most important. Their concerns; evaluation, class size, administration's actions, retirement, contract questions or state and local policies, are all very important. Everything comes back to membership.

**Additional Information:** Sue is a life-long resident of New Britain, an active member of New Britain League of Women Voters, an Alpha Delta Kappa, ETA chapter member (A teacher's sorority), and a TEAM mentor.

### Sal Escobales



**School/position:** NBHS Science Teacher

**Years taught:** 17 (Years taught in New Britain: 13)

**Current/past Union involvement:** Current NBFT Local 871 President-2 years, Union Representative - 5 years, AFT-CT PreK-12 committee 2 years, AROS(Alliance to Reclaim Our Schools) member and local organizer, AFT-CT Legislative Advocacy representative, State of Connecticut Minority Recruitment Taskforce

**Other info:** New Britain "Lifer", TEAM mentor, Advisory/SSP committee member, Gulf War veteran-344<sup>th</sup> M.P Co, Graduate of New Britain schools, Masters in Biology-CCSU, Masters in Educational Technology-University of St. Joseph, Father of two children in school New Britain Schools, Strong advocate for Urban schools and Urban education

#### **Top Priorities for NBFT Local 871:**

1. The Union will CONTINUE to maintain research-based dialogue in order to combat ineffective/inefficient/unscrupulous administrative practices as they pertain to evaluation. The Union IS TAKING an active role in developing a standardized evaluation cycle that is reliable, efficient, valid, and fair via the PDEC committee. This is a top priority in the district currently, as questionable administrative practices have put many of our members at risk. Any evaluation instrument should provide feedback that can be used to improve teacher practice at all levels of experience. In addition the evaluation instrument should provide for a fair and efficient pathway for intervention and remediation for teachers identified as in need of improvement. The current

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evaluation process is riddled with inconsistency at many levels and does not universally serve its intended purpose. IDRIVE as it currently exists does not fulfill its intended purpose (under SEED); which is to put in place a continuous coaching cycle that drives future teacher collaboration and PD. Any and all questionable evaluative practices (have been) and shall continue to be challenged via the grievance procedure. It is imperative that the Union President intervenes at the first sign of misconduct or improper practice.

2. In addition to a strong labor organization, the Union will be an advocacy organization that champions public education at the city, state and national level. The Union leadership will continue to support, represent, and champion **all** of its members and showcase their many contributions to the New Britain community as a whole. In addition the Union leadership will use its influence to promote policies that allow for increased levels of shared decision making. The Union leadership will also continue to serve, defend, and support New Britain's children and their families.

3. THE NBFT TEAM CONTINUES TO MONITOR the contract and protect the teachers' right to work in a workplace that is free from fear, harassment, denigration, and abuse of the contract. In addition the NBFT leadership team will fight for a fair contract that financially honors the great work (and sacrifice) that our members perform on a daily basis. Despite the current economic climate, we will push to improve on the gains made in the previous contract. Our goal once again is to maintain the current language in the contract while leveraging the increased demands on our jobs to promote fair practices for all of our members. The negotiations team remains primarily intact and will fight to protect the gains made in previous contract cycles, while seeking all opportunities to improve language for our collective benefit.

**Additional information:** Please visit the election forum for more open and honest communication -<http://forum.nbft.net/User/Discussion.aspx?id=412884>

## After Holiday Party a Success

On Friday, January 20<sup>th</sup> the Union had its annual After Holiday Party at the Lincoln Room in New Britain. A night of dinner, dancing, camaraderie and good fun was had by all. Raffles were well received and a separate collection netted \$500 donation for Leeanna Toro, an NBHS student that is currently battling cancer. The event was so well attended, we will be looking for a new larger venue for next year!







## Contract Corner

Dear Fed,

I was called in for an attendance meeting with my principal because I have used seven sick days since the beginning of the year. When I attended the meeting I was asked to sign a statement verifying my days absent. Isn't my sick time mine to use? Can they force me to sign the statement?

It's My Time

Dear It's My Time,

Your sick time is yours to use and the union is actively investigating the way these meetings and statement letters are being used with staff. Updates on this issue are coming soon. State of Connecticut guidance pertaining to this issue can be found [here](#) on pages 10-11. Please remember to keep your own records apart from what is on Kelly Services should any issues arise and if you would like union representation in any meeting never hesitate to ask!

## Welfare

Compiled by [Jennifer Meister](#)

### Deaths

**The Union extends its condolences to the following staff members:**

Sandy Fraioli (NBHS) father in law passed; Margarita Manrique (Slade) father passed; Colleen Fitzgerald (Lincoln) loss of her sister.

### Well Wishes

**The Union extends its well wishes to the following staff members who are recovering from surgery:**

Judy Boccia (Gaffney); Deb Barnicle (Gaffney); Chuck Carey (Pulaski); Wendy Novajasky (Lincoln); Jennifer Zangrandi, Jacquelyn Carta and Marlene Calandra (Smith); and Wendy Laporta (Pulaski).

*Please forward any welfare news to Jennifer Meister at [meister@csdnb.org](mailto:meister@csdnb.org).*

## Retiree Corner

This is a returning feature to the Spotlight so please forward any information you would like added to Joan Cromwell at the NBFT Headquarters.

- The union wishes to extend their condolences to the family of John Macensky, a retired NBPS teacher who recently passed away. The union also wishes to extend their condolences to Laurie Schoenfield (retired) her Mom passed away.

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- Save the Date! The AFT CT will be running a **conference for retired teachers** in Meriden on **April 18th**. More information to follow.
- Also save the date for the event to **honor this year's district retirees!** It will be held at Angelico's on **May 19th**

### Please Report Name Changes !!

If you have been hired for the 2016-17 school year or had a recent name change, you are asked to contact Human Resources and NBFT Recording Secretary [Basia Maselek](#) so that the Union rolls are correct. This is important information that must be shared with AFT-National to correctly calculate local, state and national dues.

## It's your Spotlight!!

If you have any suggestions, additions or features you would like to see added please do not hesitate to e-mail the Spotlight Editor, [Sara Natrillo](#).

### Union Directory

**President**

Sal Escobales

**V.P, High School**

Sue Humanick

**V.P. Middle School**

Charles Carey

**V.P's Elementary Schools**

Jackie Escales and Stephen Gray

**Recording Secretary**

Basia Maselek

**Spotlight Editor**

Sara Natrillo

**Executive Secretary**

Dan Blanchard

**Treasurer**

William Sanford



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Click here: [NBFT](#) to check out the our website!