



News & Updates February 4, 2019

2019-2020 Proposed Calendar

The draft calendar for the next school year is available for review and attached to this email. It follows the "traditional form and configuration of previous calendars" as specified in our contract. There are three one week breaks (well actually there are two one week breaks and one **two week** break!), two "built-in" snow days, and eighteen holidays for 12 month SRP staff members.

Besides the two-week holiday recess, members will be happy to see that this year the Wednesday before Thanksgiving is again included as part of the Thanksgiving Recess as a result of the early start date (September 3) and relatively late end date (June 26) for the school year.

The school district will also be sharing its draft for the 2019-2020 school year. The format -- the actual number of days worked, holiday periods, etc. -- remains the same as the FUSE draft, but it will include Conference Days and half days for professional development, parent conferences, etc. Those days -- half days, Conference Days -- affect student attendance, but are considered full work days for staff members.

The calendar will be reviewed next month by the FUSE Board of Reps and the Board of Education. It is expected that the both bodies will approve the calendar without any significant changes.

Contract Q & A: Holiday Periods

Recently, lively discussion took place on Social Media regarding absences prior to "holiday periods." Three of the most asked questions follows:

What is considered a "holiday period"?

Though not spelled out specifically in the contract, the district and the union have mutually agreed that the "holiday periods" are Thanksgiving Recess, the three one breaks during the school year, and the days before the first and last days of school. Personal days are generally not approved for the days immediately before or after these holiday periods and members calling in sick should provide doctor's verification for any absences on those days. Though this is not a new policy, there seemed to be some confusion about whether or not the medical verification is "requested" or "required." As one astute participant in the online discussion observed, it is better to safe than sorry and send the note in immediately upon return to work.

Shouldn't the district notify an employee if she is going to be docked in order to give her a chance to submit the medical verification?

Yes. However, there is no language in our contract that requires such action on the part of the district. That professional courtesy is extended to members who were absent in excess of three days and forget to submit a physician's note, but not for members who are out sick prior to a holiday period. The thinking seems to be that employees know that the rules governing absences due to illness surrounding a "holiday period" are different and doctor's notes are expected.

It is hoped that adding language to our contract regarding notification of members prior to docking their salary will be a part of our contract negotiations in the upcoming months.

What is the formula used to determine how one's salary is "docked"?

The district calculates the daily rate of pay for purposes of docking as 1/200th of an employee's annual gross salary.

Black History Month Celebration

February is Black History Month -- and the seventh annual Black History Celebration, sponsored by the Westchester Alliance of Black School Educators in partnership with the New Rochelle Black History Month Committee is this **Saturday, February 9 from 4:00 to 8:00 at the Whitney Young Auditorium and Rotunda at NRHS.**

This year's theme is "Freedom Through the Arts" and celebrates the life and accomplishments of Aretha Franklin.

The program includes poetry, art, music and dance -- as well as craft and food vendors, face painting and more.

Westchester Alliance of Black School Educators
IN PARTNERSHIP WITH
New Rochelle Black History Month Committee

PRESENTS
**7TH ANNUAL
BLACK HISTORY
CELEBRATION**
Freedom Through the Arts

SATURDAY
FEBRUARY 9, 2019

COMMEMORATING THE LIFE AND
ACCOMPLISHMENTS OF
Aretha Franklin

"Spoken Word and Art Show,
Face Painting, Scavenger Hunt,
and More"
Free 4:00-8:00 pm

African Arts/Crafts Vendors
Book Signing, Food Vendors
Come ready to shop!
(Cash and cards accepted)

PERFORMANCES: \$5 adults-\$3 students
NEW ROCHELLE HIGH SCHOOL, 265 CLOVE RD.
WHITNEY M. YOUNG AUDITORIUM/ROTUNDA

MADE BY

2019 FUSE Scholarships

Each year, the FUSE awards up to ten scholarships of \$1,000 each to the children of FUSE members who are graduating high school in that year.

Applications for 2019 scholarships are available from the FUSE office beginning today! Please call or email our office administrator Rose Colasuonno (914-636-7999 or rcolasuonno@nrfuse.com) to receive one. Completed applications and supporting documentation (transcripts, letter of recommendation, essay) must be received in the FUSE office no later than April 26, 2018.