



From the President

The NFT Negotiations Team has been preparing for a challenging and full negotiations session. With the entire contract open to negotiate, we are proposing changes throughout the contract. The NUSD Negotiations Team and the NFT Negotiations Team have equal interest in many areas and hope to work collaboratively to make portions of the contract more relevant and representative of the challenges and needs of classrooms today. There is an original contract in the NFT office dating back to July 1976, and it has been interesting to read through it, seeing how much of the same language still exists in our contract today. Portions of the proposal being presented in negotiations this week will provide opportunities for us to work across the table to compromise and collaborate, and portions of the proposal will be a struggle. It is with the items that may present struggle, we will look to our members for support and action.

I ask that you please consider attending a board meeting before the end of 2021. I sometimes speak, but mostly listen and I think OUR presence in the room is really important. As the negotiation process will undoubtedly put pressure on the NUSD leadership team, it would be great to see that pressure applied from more than just the bargaining team. The meetings have been much shorter this year, between 1-3 hours in length, plenty of time for some input and energy from the staff.

Upcoming Board Meetings: November 2 @6pm November 16 @6pm December 14 @6pm

Fun Contract Facts! The contract is a great thing to become familiar with. It helps to know what you are contracted to do, and what you have a right to say no to! Did you know that sponsoring a club satisfies your obligation for extracurricular activities? Did you know that attending graduation counts as one of your three supervisory duties (which you DON'T need to do if you sponsor a club)?

8:4 Extracurricular Activities

8:4.1 As part of the obligation, certificated employees shall supervise and/or attend or sponsor extracurricular activities. After discussion with the principal, the employee shall select the activities the employee will take part in for the year from the following list:

8:4.1a Sponsorship of an ongoing club;

8:4.1b Supervision at graduation ceremonies, honor award assemblies, plays, concerts, dances, or athletic events. Certificated employees shall be expected to sign-up and attend no more than three (3) such activities per year.

8:4.2 Activities that involve personal financial expenditures shall be paid for by the District or Student Body;

8:4.3 Scheduling of events of the club shall be as determined by the sponsor;

Please see below for a great resource available to all NFT members. I have had a number of members reach out for support due to trauma caused by student behavior, work conditions, natural disasters (fires), the pandemic, etc. AFT has trauma counseling for members when these situations come up. Counseling services can be extremely hard to find and this resource can hopefully provide some much needed support. Please see below for the information and know that we are here to provide assistance if you need guidance on setting this up.

Be safe, be strong, be heard.

Mariah Fisher, President

Telephone: 415-897-0811

Email: presidentnft@gmail.com

AFT Trauma Counseling Program

A free benefit for all active working AFT members to provide help and healing after facing personal or workplace trauma. To receive this free benefit, AFT members who are actively working or on leave may submit a claim for up to one year after one of the following incidents:

24/7	AT WORK
Aggravated assault	Bullied, harassed, or threatened
Domestic violence	Traumatized by witnessing a violent incident
Sexual assault	Infection by contagious disease
Mass shootings	Secondary trauma
Acts of terror	
Major disaster	

To find out more and how to sign up scan the QR code on the attached flyer. This will lead you to step by step instructions on how to enroll for AFT benefits (such as Dansko, Dell Computers, Office Depot, Southwest, and Trauma Counseling).

Thursday Meet-ups

The next [Mariah's Meet-up](#) will be on October 21 starting at 3:45 p.m. See you there!



NFT T-Shirts!

Attention new members! We have a red NFT t-shirt for you! Email novatonft@gmail.com to request a shirt. State your size, men or women's cut, and your school site in the email. A shirt will be delivered to you soon after. The AFT blue Back-to-School shirt is available to all members in men's sizes XL, 2XL, and 3XL.

Accidental Death and Dismemberment Insurance Provided by AFT

As an active member of an AFT affiliated local you are covered by a \$5,000 Accidental Death and Dismemberment insurance policy (click link below for insurance details). NFT has designation of beneficiary cards for 75 of our members. You can check with NFT to see if you have a form on file. If you do not, click on the link below to designate a beneficiary. Once completed, scan and email the form to novatonft@gmail.com or print and send the form via inter office mail to NFT.

Designation of Beneficiary: [AFT Beneficiary Form](#)

Details about the ADD insurance: <https://www.aft.org/member-benefits/insurance/accidental-death-dismemberment>
