



From the President

It was great to visit Novato High this month. I really enjoy site visits and getting to see and hear members in person! It's great to be able to address concerns, take notes on ideas and priorities, and meet members I have emailed and talked to. We have such amazing teachers in Novato! I look forward to continuing site visits into the spring and I can't wait for our end of the year celebration in May!

On this eve of our next round of negotiations I ask that you take some time before Tuesday to watch the latest board meeting. Again, our board members have spoken in a manner that is unprofessional and inappropriate. The comments were made during the budget presentation starting around 50 minutes in. [Link to the 3/14 board meeting](#). [Link to the budget cuts presentation from 1/25](#). The budget conversation begins around 2:30 and there are multiple comments made throughout the budget conversation.

On 3/14 President Knell said, "there is a 131% increase in our retirement funding and that MOST people would consider that a significant raise in income." Although this is an increase in costs to NUSD this is not an increase to our income. It is not helping our members pay their bills. Do you agree? If you are tired of this board disrespecting teachers and our worth to this district, please come to the next board meeting and share your point of view. Please talk to your site rep if you are interested in getting involved. We need to start holding this board more accountable for their actions and their words.

Shifting gears to the next school year. As we begin the master schedule work, it is important that we remember our contractual rights. With declining enrollment and layoffs, we need to make sure these moves do not put even more work on the teachers. Nice try, but NUSD cannot reduce the workforce and increase the workload.

Elementary - when your sites are talking about 4th and 5th grade, please make sure they are using the number 28 and not 30. They should be filling to 28, with those additional 2 seats left for new students, not current ones. The district office has told me they are using 28, please make sure your site is. Watch the combo creation and advocate for balanced combos and class size to be at the smaller of the two, if the two grades vary in class size. Third graders should NOT be in a class of 28! They should be in a class of 24, as outlined in the class size section of the contract.

Secondary - two contractual items to remember as we talk about sections. As we deal with the pinch of layoffs and declining enrollment, sites are going to want to continue to offer as many different classes as they can. You are allowed to hold your sites to the language in the contract!

8:8.1a Secondary teachers (grades 6-12) shall not be assigned classes in more than two (2) departments or more than three (3) preparations per semester unless the teacher has the opportunity to consult with his/her NFT representative and agrees in writing on the appropriate waiver form. (Exhibit F)

Spring break is in a week and a half, we are almost there!!!

Be safe, be strong, be heard.

Nominations are Open!

All one-year officer positions of NFT's Executive Board are open for the 2022/23 school year. The positions are Vice Presidents for Elementary, Middle School, and High School, Treasurer, Secretary for Site Reps, and Secretary for the Executive Board.

The following members have volunteered to serve on NFT's Nominating Committee:

Nancy Overson	ANISEOVERSON@GMAIL.COM
Tanis Tubach	TANISTUBACH@GMAIL.COM
Erin Chase	ERIN.CHASE@GMAIL.COM

To place your name or another member's name on the ballot please email one of the Nominating Committee members **before April 8, 2022**. Provide full name, worksite, and the office interested in.

End of Year Celebration – Honoring NFT Retirees!

Join your NFT friends on Wednesday May 25, 2022, at Las Guitarras, 1017 Reichert Avenue, Novato. Fun, food and beverages are on the menu! It all begins at 4:00 p.m. **RSVP is a MUST!** [Reserve your spot via Sign-up Genius](#) before May 20.



Scholarship for High School Seniors

Please encourage your graduating high school senior to apply for NFT's scholarship. Find it [here](#) or email novatonft@gmail.com to receive a copy of the application. Deadline to apply is April 22. Good luck!

Got Sick Leave?

If you have 25 days or more of sick leave you may contribute 1-3 days of leave per year to NFT's Catastrophic Leave Bank. The leave balance is currently low. Please consider donating if you can. Click the link to find out who may apply for Catastrophic Leave and how to contribute. [Contribute to Catastrophic Leave.pdf](#)

COVID-19 Cases in NUSD

Check here to see COVID-19 [positive cases at school sites in NUSD](#).

Compassion fatigue is real.
Get the help you deserve.



The AFT provides **free counseling** for this incident-based* secondary trauma for all working and on-leave members.



*An incident-based claim must be submitted and approved to receive the Trauma Counseling benefit.



A Union of Professionals

**Novato Federation
of Teachers**

Local 1986
AFL-CIO
