



Message From the Co-Presidents!

We hope this message finds you in good health and high spirits. As we approach the end of November, we wanted to take a moment to provide you with an update on the latest developments regarding our ongoing negotiations and other important matters affecting our members.

Salary and Benefits Negotiations:

Our negotiation team has been working hard to secure the best possible salary and benefits package for all members. We understand the significance of fair compensation and are committed to advocating for your rights in this regard. While we are making progress, there are still some discussions to be had. Rest assured, we will keep you informed every step of the way.

Class Size Concerns:

We continue to address class size issues, advocating for smaller, more manageable classes to enhance both the learning experience for students and the working conditions for our dedicated educators. Our goal is to ensure that you have the resources and support needed to provide the highest quality education to our students.

Delta Dental Matters:

We are aware of the concerns surrounding Delta Dental and are actively engaged in conversations that have arisen surrounding the topic. Your dental coverage is of utmost importance, and we are working to ensure that we have access to the quality care you deserve. This is a tough issue to figure out but we are working on it.

Heating and Air Conditioning Challenges:

As we approach the colder months, we are addressing any heating concerns in our facilities. Additionally, we are working to ensure that air conditioning systems are functioning optimally to provide a comfortable and conducive working environment for all members. Hopefully the kinks will be resolved with the new systems soon and all classrooms will be up and running.

Proper Overage Compensation

We are committed to ensuring that all members receive the appropriate compensation for any overages while working over contract. Our team is diligently reviewing and advocating for proper pay to acknowledge the extra effort put forth.

We understand that these matters are of great importance to you, and we are dedicated to advocating for your rights and well-being. Please know that your voice and input are invaluable to us, and we encourage you to reach out with any concerns, suggestions, or feedback you may have.

In the coming weeks, we will continue to keep you updated on our progress.

Wishing you and your families a Healthy & Happy Holiday Season!

Liz Nelson and Mariah Fisher, Co-Presidents

Liz.PresidentNFT@gmail.com Mariah.PresidentNFT@gmail.com



COFFEE & BAGEL SCHOOL SITE VISITS

Mariah, Liz and Julie enjoyed visiting each school site for morning breakfast visits over the last couple of months. It was wonderful to connect with our members and hear your concerns as well as the positives that are happening at your site.

We wanted to give a HUGE shout out to [Marin Coffee Roasters](#) for providing the delicious coffee for every site meeting. They went above and beyond to provide exceptional service for these early morning meetings! If you loved their coffee, please show them your support!

They have three Marin County locations

- Novato Blvd. @ Center Road
- Ignacio in the Pacheco Plaza Center
- San Anselmo on San Anselmo Avenue

CFT / AFT Union News

Student Debt Clinic

November 29, 2023 - 3:30pm - 5:00pm

AFT's Student Debt Clinic familiarizes members with two programs – income-driven repayment and Public Service Loan Forgiveness – that work together to help reduce monthly payments and lead to loan forgiveness after 10 years of those payments. Join us to learn more about these programs and how to apply for them! [Register here](#)

Presenter: Chris Goff is an associate director in AFT's Higher Education Division and has coordinated their student debt member outreach for 7 years.



Site Rep. Meeting Dates:

12/4, 1/22/24, 2/12, 3/18, 4/22, 5/20
at 4:00 in the Lu Sutton Library.



Helpful Tips for Teachers!

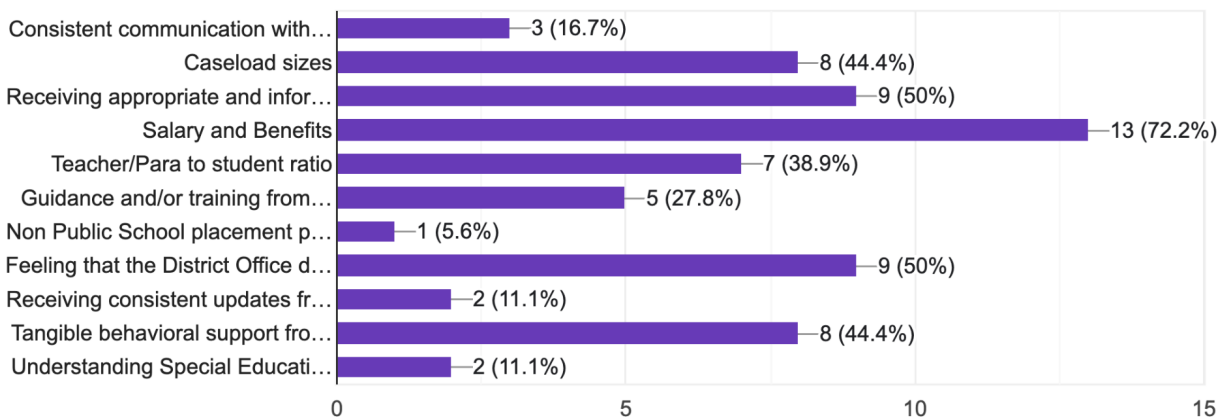
It's fall ya'll! I hope you all enjoyed well needed time off with your family and friends.

I know that we have all been working hard and probably feel like you're stuck on a hamster wheel. Please know that your efforts and work are appreciated by the people around you more than you know.

I wanted to share the results of the SPED PRIORITIES Google Form I sent out at the beginning of the year. The top three priorities were:

1. Salary and Benefits
2. Receiving appropriate support in a timely manner (tied with) Feeling that the district office doesn't fully understand their role in supporting SPED staff
3. Caseload size (tied with) Tangible support from district office

18 responses



Thank you to everyone that responded to this google form. Your union team is working hard to support you on these issues. Several of these priorities have already been discussed at union meetings as well as with the negotiation team at the district office.

A few updates:

* Initial IEP meetings may be scheduled after school and for one hour and 30 minutes

* If you have concerns or questions about grading with PBE, please send them to me as I am compiling a document of concerns and questions to discuss with the DO.

* Remember to keep up with your SEIS Service Tracking and Paradigm each week.

– Lindley Perez Ross - VP Special Ed



If you have a concern and require union support, please don't hesitate to reach out to your school's site representative. If your site rep or you feel that additional support is needed, please contact the following individuals:

For elementary issues please contact Irma Manion, VP-Elementary at irmamanion@gmail.com

For middle school issues please contact, Grace Cosentino, VP-Middle School at gracecosentino215@gmail.com

For high school issues please contact Tim Blok, VP-High School at tblok@earthlink.net

For Special Ed issues please contact Lindley Perez Ross VP-SPED at l.anneross@gmail.com

If you have a private matter that you would like to discuss, please contact either Mariah Fisher or Liz Nelson, NFT Co-Presidents.

Got Sick Leave? Contribute to the Catastrophic Leave Bank!

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](#) .



STAY UPDATED! Check out our Website & Social Media Pages!



<http://novatonft.ca.aft.org/>



Novato NFT



NovatoNFT