



## Message From the Co-Presidents!

Mariah and I hope that everyone has had a fantastic start to the new school year! We're excited about our upcoming Welcome Back Coffee visits at each school site over the next couple of months. We look forward to personally greeting all of you and hearing any comments or concerns you may have.

We want to welcome our new Executive Director, Julie DeRuvo to our NFT team. Julie will be working alongside Bev for the next year overseeing the Board and organizational duties. You can reach Julie at [Julie.NovatoNFT@gmail.com](mailto:Julie.NovatoNFT@gmail.com).

This week, we'll be at the negotiations table discussing important matters such as employee and federation rights, class sizes, professional responsibilities, as well as compensation and benefits. We will share updates at our next Site Rep meeting.

Just a quick reminder regarding our chain of communication. 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](mailto:irmamanion@gmail.com)

For middle school issues please contact, Grace Cosentino, VP-Middle School at [gracecosentino215@gmail.com](mailto:gracecosentino215@gmail.com)

For high school issues please contact Tim Block, VP-High School at [tblock@earthlink.net](mailto:tblock@earthlink.net)

For Special Ed issues please contact Lindley Perez Ross VP-SPED at [l.anneross@gmail.com](mailto: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.

We look forward to a great year ahead!

*Liz Nelson and Mariah Fisher, Co-Presidents*

[Liz.PresidentNFT@gmail.com](mailto:Liz.PresidentNFT@gmail.com) [Mariah.PresidentNFT@gmail.com](mailto:Mariah.PresidentNFT@gmail.com)

## NFT WELCOME BACK COFFEE DATES

### BAGELS & COFFEE



Date	School	Visiting President	Site Rep.
9/7	Pleasant Valley	Liz	Erin Chase / Lori Marston
9/14	Olive	Liz	Vicki Breen
9/19	Novato High	Mariah	Nancy Overson / Laura Roberts
9/21	San Marin	Liz	Ben Philpot
9/26	San Jose	Mariah	Grace Cosentino
9/28	Lu Sutton	Liz	Danielle Miller
10/3	Loma Verde	Mariah	Dayla Greenfield / Leslie Robertson
10/10	Hamilton	Mariah	Stacey Beltran
10/12	Sinaloa	Liz	Vivian Lee
10/17	Lynwood	Mariah	Abbey Fuelle
10/19	Rancho	Liz	Debbie Robles
10/24	Hill	Mariah	
10/26	San Ramon	Liz	Lisa Raymond

### CFT / AFT Union News

During the month of September, CFT's Training Director Christopher Arellano will be coming to NFT to conduct two Leadership Trainings. One will be with the Executive Board which will provide informative Leadership & Negotiations training. And the second training will be with all of our Site Reps. We have no doubt that the knowledge we receive will only better help us as we serve our members and negotiate with NUSD. A huge thank you to Chris and CFT for providing these comprehensive trainings.

*The  
Power  
of Unity*

Together we have many voices  
but share one mission.  
Membership means you never  
stand alone.



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## Helpful Tips for Teachers!

Hello fellow educators!

Not gonna lie, it's been a fast, rocky, beginning of the year - but I know that we have such a capable SPED staff at NUSD that things will start to smooth out soon. All of us in NFT are here to support you so please don't hesitate to reach out to your Elementary or Secondary SPED reps, or to me.

Here are a few pieces of information and tips with you to hopefully clear things up around scheduling IEP meetings:

- The district strongly encourages meetings to be held during the school day. However, they understand that sometimes that is not possible and meetings must be held at a different time.
- One General Education teacher needs to be at each IEP meeting, and stay for the duration of the meeting.
- Each individual meeting should last no longer than one hour. If at the end of one hour there is still more to discuss, stop the meeting, and schedule a follow up meeting for as soon as possible.
- Start each meeting with going over Norms. This will help meetings stay respectful and on topic (I have attached a Norm template for you to use or that you can use to help guide your own Norms).

Continue to lean on each other and know that you are valued!

– Lindley Perez Ross - VP Special Ed

### IEP Meeting Norms

- Be fully present, engaged, and focused
  - Be positive and solution focused
  - Keep student at center of focus and decision making
  - Respect one another
  - Respect scheduled meeting time
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**Congratulations to NFT Member Christina Hawkins ...**

**MARIN COUNTY TEACHER OF THE YEAR!**

[Marin IJ Article on Christina Hawkins](#)

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## 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](#) .

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



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



Novato NFT



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## SEEKING A SECRETARY FOR SITE REP. MEETINGS!

Meetings will be held: 10/16, 12/4, 1/22/24, 2/12, 3/18, 4/22, 5/20  
at 4:00 in the Novato High Cafeteria. If you are interested please contact Julie at [Julie.NovatoNFT@gmail.com](mailto:Julie.NovatoNFT@gmail.com)

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**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.

