



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version

**November/December 2004 - Volume 8 - Number 2**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

I attended the AFT Convention this past July along with Jane Sherman, Allen Avenue building representative and negotiating team member. It was a very busy day with our days on the convention floor beginning at 9:00 a.m. and lasting through the evening. We were on the convention floor while both Ted Kennedy and John Kerry spoke. The entire Massachusetts delegation was invited for a photo opportunity with Mr. Kerry. While in D.C., I was elected assistant treasurer of the Progressive Caucus. I look forward to playing a part in union activities at the national level.

During the first weekend in November, the NAFT sent a delegation to a conference on No Child Left Behind. I attended the conference with Michael Englander, treasurer, Nancy Driscoll, negotiating team member, and Jane Sherman. David Driscoll, Commissioner of Education, addressed the MFT members in attendance along with Joan Devlin, Assistant Director of AFT Educational Issues.

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### **Albert Shanker Scholarship**

The MFT Executive Board has established five \$1,000 scholarship awards named in honor of Albert Shanker, former President of the American Federation of Teachers. High school seniors who are

dependents of MFT members are eligible to apply for the MFT Shanker Scholarships. Students must fill out an application form and return it to the MFT office by Friday, January 14, 2005. Applications are available from building representatives on online at [www.mfteducator.org](http://www.mfteducator.org).

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## Teacher Mediation

The teacher negotiating team met with the North Attleboro School Committee and a state-appointed mediator for the first mediation session on November 17, 2004. Additional dates have been scheduled for Wednesday, December 15 and Tuesday, January 5.

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## NAFT Scholarship

We give two \$500 scholarships. Applicants must be dependents of NAFT members. One scholarship is given to a North Attleboro High School senior, and the otehr is given to a senior attending another **public** school. Applications are available from your building representative.

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## Cafeteria Negotiations

Submitted by Carol Hichborn

The highlights of the Cafeteria Unit Tentative Agreement 2004, subject to ratification by the School Committee, are as follows:

- The parties agreed to add an informal step to the grievance procedure as an attempt to resolve any differences prior to entering the formal steps.
- Effective 9/1/04 the sick leave accumulation shall increase 5 days to 95.
- Effective 9/1/05 the sick leave accumulation shall increase 5 days to 100.
- Effective 9/1/06 the sick leave accumulation shall increase 5 days to 105.
- Up to five sick leave days may be used to care for immediate family members in need (son, daughter, spouse, mother, and father).
- Increase from 20 the number of sick leave bank days that may be initially applied for then from 40 (maximum days in a year) as follows:
  - Effective 9/1/04 22 days and 44 days
  - Effective 9/1/05 23 days and 46 days
  - Effective 9/1/06 24 days and 48 days
- Longevity increased by \$100 at each step in the 4-step schedule. Representing 100% increase at Step one at ten years and 57% at Step four at 25 years.
- Employees not currently on the longevity schedule will receive a \$50 one-time payment.

- Salary increases as follows:
  - Effective 9/1/04: 1.5% across the board. Satellite Heads and Head Cashiers hourly differential 65 cents above the step of helpers (with as little as 21 cents / hour).
  - Effective 9/1/05: 2% across the board.
  - Effective 9/1/06: 2% across the board.

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## **Paraprofessional Contract**

Submitted by Diana Schoop

On October 27, 2004, paraprofessionals ratified a new three-year contract. The Agreement, effective September 1, 2004 through August 31, 2007, has a salary increase of 1.5% the first year, 2% the second, and 1.5% plus the addition of Step 9 the third year. On August 31, 2007, Step 10 is added. In addition to the salary increases, the new contract includes:

- A "just cause" provision.
- The day after Thanksgiving as a holiday.
- Additional professional development days in each of the two last years of the agreement.
- Increase in the number of sick days that can be used for family members.
- Cumulative sick leave days increased in the third year.
- Increased available sick bank days in each of the last two years of the agreement.

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## **Secretarial Contract**

Submitted by Anne Thompson

The secretarial contract was ratified on October 29, 2004. Highlights include:

- Three-year contract 2004-2007 (1.5%, 1.5%, 2.0% with additional 3% or Step 10+ effective at the end of work day June 30, 2007).
- Three positions to be upgraded to Secretary in the 2005-06 year.
- Two positions to be upgraded to Secretary / Assistant Secretary in the 2006-07 year.
- Members of the unit are not required to perform nursing duties unless they have been voluntarily trained to do so. This does not preclude a unit member from assisting in an emergency situation.
- All extra hours of bargaining unit work shall be posted for consideration by all members of the unit.
- A Just Cause clause was negotiated.

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## **Robert G. Porter Scholarship**

American Federation of Teachers Robert G. Porter Scholars Program offers four-year, \$8,000 post-secondary scholarships to students who are dependents of AFT members, as well as one-time \$1,000 grants to AFT members. Please visit the AFT website for applications: [www.aft.org](http://www.aft.org)



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version

**June 2004 - Volume 7 - Number 4**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

The North Attleboro Federation of Teachers sent 10 delegates to the Massachusetts Federation of Teachers Convention which was held on Saturday, May 1, 2004. This year's convention was held at the Sea Crest in Falmouth.

Congressman Barney Frank, AFT Treasurer Edward McElroy, and Massachusetts AFL-CIO President Robert Haynes were the featured guest speakers. All spoke of being politically active in the upcoming election.

NAFT delegates voted on the following resolutions:

- Charter School Moratorium
- Professional Status and Just Cause Dismissal for School Nurses
- Professional Status and Just Cause Dismissal for Collaborative Teachers
- Early Childhood Education
- Discipline, Safety, and Protection in Public Schools
- Full Funding for Public Education
- Full Funding for Public Libraries.

AFT member, Vincent Baldassarro, offered a friendly amendment to the resolution on

full funding for public education. The amendment was very well received by the convention delegates, and the resolution passed with Vinny's amendment included.

Delegates to the MFT Convention supported a dues increase of \$1.00 per full-time member per month. This increase will not go into effect until September.

Kathy Kelley was elected to another term as MFT President and Tom Gosnell was elected to another term as MFT Secretary/Treasurer.

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## **Leadership Changes**

NAFT Secretary, Shannon Blake, has resigned her post to start a new life with her future husband in New Hampshire. We wish Shannon the very best and appreciate her many years of service to the local as building rep for Community School and secretary.

Patty Coogan was appointed to finish the one-year left in Shannon's term as secretary. Patty can be reached at the Falls School. Alice Paulhus will be the new building rep at Community School

After many years of service, Sally Garrott is resigning from her position of Professional Improvement Chairperson. Anne Oberti will be taking Sally's place effective immediately. Please send all correspondence to Anne at Community School. During the summer months, please send professional improvement to the NAFT Office located at 322 East Washington Street, North Attleboro, MA 0276

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## **Vacancy Pool Reminder**

Please watch for important dates listed in Article X, Vacancy. Remember, if the date falls on a non-workday (weekend/holiday) then the date moves to the next workday. Any questions regarding the vacancy language, please contact your building rep.

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## **MFT Website Update**

Please check out the newly designed MFT Website at [www.mfteducator.org](http://www.mfteducator.org). Among the new features is a link to sign up to be on the MFT e-mailing list. MFT promises to update you on important issues that affect you. If political action is needed, you will receive an e-mail explaining what you can do.

With a click of the mouse, a letter is waiting for you to sign and send to your state representative and/or senator. This is a wonderful feature that allows union members to be heard on important issues that affect our working conditions.

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## **Volunteers Needed Democratic National Convention**

The Democratic National Convention will be held at the Fleet Center in Boston from July 26 through July 29, 2004. It will be an exciting time for Democrats in Boston. If you are interested in getting involved as a volunteer at the convention contact Cathy Dwyer, Political Director, at the MFT Office 617-423-3342 or 1-800- 279-2523.

The AFT website provides access to the questionnaires that candidates for President filled out, and you can review the candidates' comments by visiting the AFT website at: <http://www.aft.org/legislation/questionnaires.html>.

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## **Professional Improvement Reminder**

All college courses need to be pre-approved in order to receive reimbursement. Please send white pre-approval cards to Anne Oberti before taking a course. The white cards can be found in your school office.

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## **Before You Plan Your Vacation, Check This Out!**

MFT members can enjoy state-wide discounts on parks, museums, entertainment and more. Visit the New England Aquarium, the Museum of Science, the Higgins Armory, and other attractions for FREE! Check out your benefits at <http://www.mfteducator.org/DiscountBook.htm>

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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The  
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## *Newsletter*

Electronic Version  
**May 2004 - Volume 7 - Number 3**  
*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President The High Price of Doing Math**

*Lee Anne Todd*

The North Attleboro School Committee recently adopted a new math program for grades K-5 based on recommendations from the School Committee Curriculum Sub-Committee. The new program, *Everyday Mathematics*, has many teachers asking, "**Why?**" and "**Is it worth the price?**" Currently, K-5 uses a Scott-Foresman Series.

The first thing that many teachers noticed was the dramatic increased cost for the new math program. Under the current series, there is little cost to the district since there is one workbook for the lower grades and a hard cover text for the upper grades. As an example, the district spends \$0.00 for math consumables and texts for my fifth grade classroom. To implement the new series, the district will spend:

- 28 workbooks (\$14.79 for 2) \$207.06 (needs to be replaced each year)

- 28 hard copies of reference text (\$18.30) \$512.40
- 28 study links book (\$5.31) \$148.68 (needs to be replaced each year)
- Templates (50.94 for 10) \$152.82 (needs to be replaced every other year)
- TI-15 calculators (\$27.00) \$756

*One fifth grade classroom \$1,776.96 (not including the manipulative kit)*

While the District may be getting a discount due to a system-wide purchase, the new program has a tremendous cost when compared to our current series.

About six years ago, teachers met in groups with the grade-level below and above in an attempt to align skills that each grade taught. Three years ago, math mapping was the way that the District going to improve student math scores. Each grade level at every school prepared a map and then administration would take the school maps and come up with a District map. The mapping process would bring uniformity to skills taught throughout the District. To this date, the administration has not provided the schools with a school or district map. In the 3<sup>rd</sup> change in six years, the district has a new math series.

I asked, "Why a new series now?" The answer given was that our sixth grade scores need to be better. Yet, Grade 6 wasn't even included in the series revision. So I researched North Attleboro's MCAS scores against two districts who use the *Everyday Mathematics* series. I picked towns that were comparable in size, Canton and Whitman Hanson. I used the *NCLB* school report card for data. The results are as follows:

**Grade 4 Regular Education**

	<b>Advanced</b>	<b>Proficient</b>	<b>Needs Improv</b>	<b>Failing</b>
<b>North Attleboro</b>	18%	38%	39%	5%
<b>Whit/Hanson</b>	23%	34%	38%	5%
<b>Canton</b>	18%	37%	40%	5%

**Grade 6 Regular Education**

	<b>Advanced</b>	<b>Proficient</b>	<b>Needs Improv</b>	<b>Failing</b>
<b>North Attleboro</b>	14%	44%	30%	12%
<b>Whit/Hanson</b>	10%	37%	36%	17%
<b>Canton</b>	27%	38%	23%	12%

#### Grade 4 Special Needs

	<b>Advanced</b>	<b>Proficient</b>	<b>Needs Improv</b>	<b>Failing</b>
<b>North Attleboro</b>	0%	26%	55%	18%
<b>Whit/Hanson</b>	6%	24%	51%	19%
<b>Canton</b>	2%	17%	59%	22%

#### Grade 6 Special Needs

	<b>Advanced</b>	<b>Proficient</b>	<b>Needs Improv</b>	<b>Failing</b>
<b>North Attleboro</b>	1%	14%	38%	47%
<b>Whit/Hanson</b>	0%	9%	29%	62%
<b>Canton</b>	0%	0%	41%	59%

Clearly the data shows that students using *Everyday Mathematics* did not perform any better than students in North Attleboro. In fact, the data indicates, North Attleboro's special needs population was better served in sixth grade, under our current math series.

North Attleboro is fortunate to have many highly qualified teachers who know what they need to do to help students succeed. A scripted math series, such as *Everyday Mathematics*, does not allow teachers to use other "best practices" for teaching of math skills. The series consists *scripted* lessons that do not allow individual teachers to accommodate based on the student population. I am sure that this series did work in Chicago where there were people teaching without teaching certificates. This is not the case in North Attleboro. North Attleboro's NCLB report card shows 96% of its staff is highly qualified. The talented teaching staff needs an adopted curriculum designed to meet North Attleboro's students' needs. Teachers need continuous grade-level meetings to discuss best practices that are currently in practice throughout the district. We need continued dialogue between the grade levels to assess the job that we are doing in preparing students for the next grade level.

As the North Attleboro School Department looks at a 1.2 million dollar shortfall, it has adopted a costly math series. Even if the new series is phased in, the cost of consumables to continue to implement the series is tremendous. North Attleboro's best resource is its teachers. The District needs to invest in us to improve student achievement.

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### **Scholarships Winners**

The North Attleboro Federation of Teachers awarded two \$500 scholarships to dependents of local members. Each candidate needed write about their community service and public education.

The winners of this year's scholarships are Brooke Lenehan, daughter of Karen Lenehan, and Joseph DeLage, son of Nancy Delage. Congratulations to both Brooke and Joseph.

Gina Angelosanto, daughter of Janet Angelosanto, won two scholarships at the state level. Gina was honored at an awards luncheon that was held on May 1, 2004 by the Massachusetts Federation of Teachers as an Albert Shanker Scholarship winner. Gina was presented with a \$1,000 scholarship from the MFT. Gina also is receiving a \$3,000 scholarship from the Massachusetts AFL-CIO. Congratulations Gina!!!

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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The  
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## *Newsletter*

Electronic Version  
**February 2004 - Volume 7 - Number 2**

*Newsletter prepared by Lori-Jeanne Veit*

### **N. Attleboro-Plainville Rotary Awards**

The NAFT is proud to report that two members, Beth Blackburn of Falls School, and Holly Fritzsche of Roosevelt Ave. School, have both received Distinguished Service Awards from the Rotary. Beth received the Outstanding Educator Award. A veteran teacher of 23 years, Beth currently teaches 4th grade at Falls. Her peers cited her "dedication, selflessness," and "love for children" as an inspiration for fellow teachers. Holly received the Outstanding Public Employee Award. She has served as Roosevelt Ave. School's secretary for the past ten years. The staff, students, and parents describe Holly as "caring, dedicated, and sincere," demonstrating daily the Rotary motto of "Service above self." Congratulations to both!

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### **NAFT Scholarships**

The NAFT will award two (2) \$500 scholarships to graduating seniors. Seniors must be a dependent of an NAFT member who attends a public high school. One scholarship will be awarded to a graduating senior from North Attleboro High

School, and the other will be awarded to a senior graduating from a high school other than North Attleboro High School.

Building Reps have applications. Applications must be received by March 31, 2004.

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## **Retirement Seminar**

The Massachusetts Teacher Retirement Board will be sending a representative to provide a retirement seminar for teachers. The seminar will be held on Tuesday, April 6, 2003 beginning at 3:30 pm. in the Middle School Cafetorium. The seminar will last approximately 2 hours.

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## **Online Recertification Process**

Open Explorer and go to: [www.doe.mass.edu](http://www.doe.mass.edu)  
Click on EDUCATOR SERVICES on the menu bar  
Click on RENEW LICENSE on menu bar  
Choose RENEW LICENSE PREK-12 on drop down menu  
Click OK on Security Alert

This will bring you to the Security Portal. If you do not have an account, you will need to CREATE NEW ELAR Account (most everyone will need to do this). After getting an account and setting your password, you can log on through the security portal. The online application tool then walks you through a six step process to complete an application for licensure renewal in accordance with the regulations for licensure in the Commonwealth of Massachusetts.

The steps to complete the application process are:  
Step 1 - Review and/or update your profile information  
Step 2 - Select the licenses you wish to renew, indicating your Primary Area if one has not already been renewed  
Step 3 - Confirm your Professional Development Plan activities and points  
Step 4 - Review and/or update your Affidavit  
Step 5 - Confirm and submit your Application  
Step 6 - Enter Payment

This information was provided by NAFT member, Emily Nicodemus

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## **MFT Makes Push for Literacy**

The MFT will work with locals to develop literacy initiatives to increase student achievement. These initiatives will build on extensive research on how children learn to read. A copy of the AFT publication "Teaching Reading is Rocket Science," is available on-line at :

<http://aft.org/edissues/rocketscience.htm>

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## **Negotiating Teams**

### **Teacher/Nurse Negotiating Team**

Lee Anne Todd , Kathy Ayers , Jane Sherman , Dominique Jaques , Nancy Driscoll , Rod Cavedon

Negotiating sessions are scheduled for March 3, 24, and April 26

### **Paraprofessional Negotiating Team**

Diana Shoop , Gwen Sinclair , Jaye Alexander , Patty Coogan , Bob Hefron , Chris Haggerty

### **Secretarial Bargaining Team**

Anne Thompson , Janet Angelosanto , Jackie Korbas , Diane Blais , Holly Fritsche

### **Cafeteria Negotiating Team**

Carol Hichborn , Diane Aussant , Karen LeBeau , Evelyn Johnson

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## **Did You Know . . .**

**that MFT members enjoy free admission to Plymouth Plantation, the Museum of Science, the Salem Witch Museum, and other local attractions?**

**Check out your member benefits at:**

<http://www.mfteducator.org/DiscountBook.htm>





The  
North Attleborough Federation of Teachers  
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## *Newsletter*

Electronic Version  
**January 2004 - Volume 7 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

### **Fellowships & Awards**

**A Teacher's Guide to Fellowships and Awards** presents alternatives to traditional in-service training for prekindergarten through grade 12 teachers and supports and celebrates the professional development of those who work with young people. The awards recognize and honor teaching excellence, innovative classroom practice, and exceptional leadership. The guide is intended to help teachers find a combination of educational and personal experiences that contribute to increased competence and satisfaction. In addition, it provides a rich array of opportunities from which Massachusetts teachers may draw when designing their individual professional development plans for recertification.

Source: [www.doe.mass.edu/tgfa](http://www.doe.mass.edu/tgfa)

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## Leaves of Absence

When requesting an extended leave of absence, please make sure that all correspondence is addressed to the Superintendent of Schools. If you are requesting an extended medical leave and/or sick bank leave and you are receiving phone calls or literature from Human Resources to provide **additional** medical documentation, please contact NAFT President, Lee Anne Todd, or your Chapter Chairperson.

Also, a new form is being used this year for personal days. Other days, such as sick days, are listed on this form. You are under no obligation to use this form for sick days or to provide a reason for sick time usage. Documentation of sick time is not necessary unless requested by your administrator under the terms and conditions outlined in your contract.

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## Union Plus Scholarship Program

Since 1992, the Union Plus Scholarship Program has awarded more than \$1.8 million to students of working families who want to begin or continue their secondary education. Over 1,100 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

The deadline for the 2004 awards is January 31, 2004. Visit [www.aft.org](http://www.aft.org) for more information.

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## Contract Settlements

The Paraprofessionals, Cafeteria Workers and Secretaries have all reached one-year deals for a new contract. The groups ratified the new contracts on Wednesday, December 3, 2003.

Pay increases should be reflected in upcoming checks. Retroactive checks will be issued during the last weeks in January. Remember pay increases are retroactive to the first day of the new contract.

A **BIG** thank you to all the negotiating team members who represented their respective units at the bargaining table.

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## NAFT Scholarships

The NAFT awards two scholarships yearly. Eligible students must be dependents of an NAFT member who attends a public school. One scholarship is awarded to an eligible student attending North Attleboro High School. The second is awarded to an eligible student attending a public high school other than North Attleboro High School.

Applications will be available in late February or early March.

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## AFT Robert G. Porter Scholars Program

### Program Eligibility Requirements: One-time \$1,000 Grant

- Must be an AFT member in good standing for at least one year
- Pursuing courses in labor relations or course in your field of work
- No full- or part-time AFT staff, state or local, may apply.

### Four-year \$8,000 Postsecondary Scholarship

- Must be an AFT member's dependent
- Graduating high school senior
- Pursuing a career in labor, education, health care or government
- Parent or guardian must be an AFT member for at least one year.

Scholarship Applications may be obtained by visiting the American Federation of Teachers website at [www.aft.org](http://www.aft.org).

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## MFT Website

Please visit the new and improved Massachusetts Teachers' website at [www.mfteducator.org](http://www.mfteducator.org).

Information is updated on a regular basis. The new site includes legislative information as well as very useful information for union members.

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## Teacher Contracts

Teacher contracts have been printed. If you have not received a contract, please see your building representative.

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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The  
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## *Newsletter*

Electronic Version

**September 2003 - Volume 6 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

### **Paraprofessional Tuition Program**

As you are aware, the MFT was successful in earmarking \$2.5 million for paraprofessional tuition costs for those seeking degrees in teaching.

The Board of Higher Education has issued a letter and the Program guidelines, the 2002-2003 application, and the Grant Program Terms and Conditions. (All of these may be found on the Massachusetts Federation of Teachers' Website at *mfteducator.org*) The completed application, as well as, the Federal Financial Assistance Form must be completed by the individual applicant and sent to the Board of Higher Education.

As an added precaution the MFT urges paraprofessionals to send their completed application materials to the Board of Higher Education by registered mail and to keep a copy of all materials that are submitted.

*(Reprinted from MFT website).*

### **Member Info Update**

Money was appropriated for the purchase of a new computer for the NAFT Office

during the March 13 General Membership Meeting. The new computer is needed to continue to update our membership lists with the American Federation of Teachers. All membership updates are now done through the computer transmissions.

## **NAFT Membership Update**

Please update any name, address, or phone number changes with the NAFT. It is extremely important that we keep our database up-to-date. Both the MFT and AFT use our database for union mailings.

If you need to update information or need to report that you are not receiving MFT and AFT mailings, please send a note to Kathy Ayers at the High School. **Every member should be receiving the AFT publication, "American Teacher", as well as the MFT publication, "The Federation Paper."** Both publications keep members informed on national and state issues.

## **Course Reimbursement Salary Changes**

College course reimbursement requests should be sent to Sally Garrot at the Community School. Please remember that all courses must be pre-approved. The cost of the course should be written on the back of the pre-approval card. Cards are located in your school's main office. All requests for salary schedule changes should also be sent to Sally with the appropriate paperwork.

## **No Child Left Behind**

The American Federation of Teachers has an extensive explanation of NCLB on their website: [www.aft.org](http://www.aft.org).

When visiting the homepage, link to AFT on Issues. Then link to No Child Left Behind. There are sections which include questions and answers for both teachers and paraprofessionals.

Our affiliates, AFT and MFT, will be keeping the local leadership up-to-date on the implementation of NCLB.

## **Let Us Know!**

Remember that the NAFT is here to protect and represent you on issues of

wages, hours, and working conditions. If there are any changes in your job, please bring them to the attention of the NAFT Leadership Team. There is no change too small to bring to our attention. Small changes over time will amount to a big change in your position.

## **Teachers Contracts**

Proofreading of the Teachers' Collective Bargaining Agreement occurred over the summer. Upon a last reading, the final copy will be sent to the printers. Teacher contract should be ready within the next 6 weeks. ***A special thank you to Rod Cavedon, negotiating team member, for his diligence in reviewing Appendix A and Appendix B.***

## **Members in Service Negotiation Dates**

### **Building Reps**

Mike Stetkiewicz—NAMS  
Shelia Chisholm—Martin  
Sharon Pelletier—Falls  
Cathy Gaudreau—ELC  
Shannon Blake—Community  
Gail Lumnah—Amvet  
Marianne Eagleston—Roosevelt  
Jane Sherman—Allen Ave.  
Sue Janson—NAHS

### **Paraprofessional Chapter Chair**

Diana Shoop

### **Secretarial Chapter Chair**

Anne Thompson

### **Cafeteria Chapter Chair**

Carol Hichborn

### **Grievance Chair**

Anne Oberti

### **Professional Improvement Chair**

Sally Garrott

## ***Negotiation Dates***

**Secretaries** : Tuesday, Sept. 23

**Paraprofessionals:** Thursday, Sept. 25

**Cafeteria Workers :** Wednesday, Oct. 8

## **MEMBERSHIP MEETING**

**There will be a general membership meeting at the North Attleboro Middle School on Tuesday, September 23, 2003 beginning at 3:30 p.m.**

Joseph Twarog, MFT Rep, will be in attendance to update the membership on paraprofessional, secretarial, and cafeteria worker negotiations.

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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## *Newsletter*

Electronic Version  
**March 2003 - Volume 5 - Number 4**

*Newsletter prepared by Lori-Jeanne Veit*

### **A Unique Approach: Teachers Helping Teachers Fight AIDS**

For many years, a culture of silence has surrounded the spread of HIV/AIDS in Africa. Effective education and prevention campaigns have not been implemented to the extent required by the crisis. In too many African countries, teachers have been unable to break through the stigma associated with the disease. Now, more than ever, effective prevention programs are needed to help teachers in Africa understand how the HIV virus is transmitted, and how behavioral changes can reduce the growing rates of infection.

The AFT-Africa AIDS Campaign -- a multi-year, multi-country project -- provides African teachers with the resources and support they need to develop effective peer-education programs to combat the spread of HIV/AIDS, along with counseling and care for those who are sick. Building on a long tradition of international professional and union collaboration, African teachers' unions and the AFT are acting as catalysts to create a self-sustaining network of trained HIV/AIDS peer-educators and counselors in African schools.

The AFT-AFRICA AIDS Campaign pin is a powerful symbol of our efforts to assist the teachers of Africa in their ongoing efforts to combat the HIV/AIDS epidemic.

Your contribution to the campaign will go directly for union initiatives to provide resources for HIV/AIDS education, teaching materials and supplies. The AFT, U.S. government agencies and private foundations are providing funding for other program expenses.

Make your tax-deductible contributions to the AFT Educational Foundation, or AFTEF. Checks should be sent to AFTEF, 555 New Jersey Avenue, N.W., Washington, DC 20001, or at [www.aft.org](http://www.aft.org)

BUILDING REPS HAVE LIMITED NUMBER OF PINS TO PURCHASE FOR \$10.00.

*Reprinted from American Federation of Teachers*

## **New Office Computer**

Money was appropriated for the purchase of a new computer for the NAFT Office during the March 13 General Membership Meeting. The new computer is needed to continue to update our membership lists with the American Federation of Teachers. All membership updates are now done through the computer transmissions.

## **Nomination of Officers**

Nominations for constitutional officers, chapter chairpersons and convention delegates took place at the general membership meeting on Tuesday, March 13, 2002. The slate is as follows:

President: Lee Anne Todd  
V-President: Kathleen Ayers  
Secretary: Shannon Blake  
Treasurer: Michael Englander  
Para Chapter Chair: Diana Shoop  
Secretarial Chair: Anne Thompson  
Cafeteria Chair: Carol Hichborn

Elections will take place during the May general membership meeting.

## **Legislative Budget Committee Hears Romney Education Plans**

Although the Romney/Bulger showdown took most of the press' attention, the Joint Ways and Means Committee traveled to Bridgewater to hear all of the Romney Administration's education budget plans. It took eleven hours to do so. MFT President Kathy Kelley testified ten hours after the hearing started but the wait did not lessen her passion as she called on the legislature's budget writers to protect education reform as they struggle to solve the state's fiscal crisis. And it will be a struggle. As more analysis is done of the budget's provisions, its shortfalls are more evident. Speaker of the House Thomas Finneran took the Romney Administration to task on Wednesday, March 12, 2003 for unsubstantiated claims and lack of detail.

The MA Municipal Association declared the cuts in local aid to be deeper than the governor announced.

*This article is reprinted from the MFT State Budget Update written by MFT Legislative Rep, Michael Canavan*

### **Richards Memorial Library Sponsor**

The NAFT will be one of the sponsors for the Richard's Memorial Library fundraiser "A Taster's Dream, Chocolate, Cheese, and Wine." The monies raised from this event will be used to buy updated computers for the library. The NAFT is pleased to play a role in helping to provide improved access to educational databases at the town's library. Updated technology will allow local students better access to information they need for schoolwork.

The event will take place on Wednesday, April 9, 2003 at the Highland Country Club in Attleboro, Massachusetts. Tickets may be purchased for the event at a cost of \$25.00. The event will run from 5:00 - 8:30 PM.

### **A Big Thank You!**

Thanks to Bob Hefron, a paraprofessional at the Middle School, and Marianne Eagleston, a teacher at Roosevelt Ave., for their organizing efforts to elect members of the NAFT to North Attleboro's Representative Town Meeting. If you have any questions about running for RTM, please contact Bob or Marianne.

### **Boston Area Briefing on Romney's State Budget**

When: **Tuesday, April 9, 2003**

Where: Boston Teacher's Union, 180 Mt. Vernon Street (next to Bayside Exposition Center-Columbia/UMass stop on the Red Line) Plenty of parking is available!  
Union members should arrive promptly at 6:00 p.m.

Directions may be found at: [www.btu.org/btudirections.htm](http://www.btu.org/btudirections.htm)

For more information and to RSVP, contact Michael Canavan at the Mass Federation of Teachers at (617) 423-3342

### **SE Mass/South Shore Briefing on Romney's State Budget**

When: **Thursday, April 10, 2003**

Where: Holiday Inn, off Route 495 in Taunton: (508) 823-0430  
Union members should arrive promptly at 6:30 p.m.

Off of Route I-495, take exit 9 onto Bay Street. If you're traveling north, exit left to the 1st set of lights. Turn right onto Myles Standish Blvd. Go 1 mile, and hotel is on

the right. If you're traveling south, exit right to 1st set of lights. Turn right onto Myles Standish Blvd. Go 1 mile, and hotel is on the right. Further information can be found at: [www.sixcontinentshotels.com/h/d/HI/hd/tauma](http://www.sixcontinentshotels.com/h/d/HI/hd/tauma)

For more information and to RSVP, contact Charlie Stefanini at the Mass Nurses Association at (781) 830-5716.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**September 2002 - Volume 5 - Number 3**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the President**

I would like to thank all members who supported Shannon O'Brien in the November election. The NAFT worked with the MFT to support Shannon. Several members helped by serving on the committee and phone banking to encourage members to vote. Thank you to Cindy Ouellette, Bob Hefron, Marianne Eagleston, Alice Paulhus, Paula Murphy, Donna Hall, Sue Janson.

This issue is devoted to scholarships that are available to dependents of our members. I encourage all to take full advantage of this union benefit.

### **Teacher's Guide to Fellowships & Awards**

The Massachusetts **Teacher's Guide to Fellowships and Awards** presents alternatives to traditional in-service training for pre-kindergarten through grade 12 teachers and supports and celebrates the professional development of those who work with young people.

The awards recognize and honor teaching excellence, innovative classroom practice, and exceptional leadership. The guide is intended to help teachers find a combination of educational and personal experiences that contribute to increased competence and satisfaction. In addition, it provides a rich array of opportunities from which Massachusetts teachers may draw when designing their individual professional development plans for recertification.

Source: [www.doe.mass.edu/tgfa](http://www.doe.mass.edu/tgfa)

## **MFT Scholarship**

The MFT will be awarding five \$1,000 scholarships in honor of Albert Shanker, former President of the A.F.T. High school seniors who are dependent members of MFT members are eligible to apply. Students must fill out an application form and return it to the MFT office c/o Jennifer Daniel by January 10, 2003.

The dependent student must also arrange with their high school guidance office to take the Mass. AFL-CIO Scholarship exam. The exam will be given on Wednesday, February 5, 2003. Students attending school outside Massachusetts should have their guidance office notify the Massachusetts AFL-CIO of their wish to participate in the exam in sufficient time to allow delivery of exam materials.

Application forms may be obtained from your building representatives.

## **The Union Plus Scholarship Program**

The Union Plus Scholarship Program, sponsored by the Union Plus Education Foundation, is open to students attending or planning to attend a four-year college or university, a community college or a technical college or trade school.

Currently in its twelfth year, the Union Plus Scholarship Program has awarded more than \$1.65 million to deserving students. The program is open to members, spouses and dependent children of unions participating in any of the Union Plus programs. Members are not required to purchase any Union Plus products or participate in any Union Plus program to apply.

The amount of the award ranges from \$500 to \$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year.

Winners are chosen based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. Applications are judged by a committee of impartial post-secondary educators.

Additional details explaining the program as well as a list of the 2002 winners can be found on the Union Privilege Web site at <http://www.unionprivilege.org/benefits/education/scholarships/up.cfm>

## **AFT Robert G. Porter Scholars Program**

With input from AFT leaders, members and staff, and with the wholehearted

approval and direction of the Porter family, the Robert G. Porter Scholars Program was established through a resolution passed by the AFT executive council in 1992.

There could be no finer way "to recognize the contributions and memory of Robert G. Porter, \* in perpetuity" than to foster the education of AFT members and their families, reasoned the drafters of the resolution.

A mix of national AFT contributions and voluntary contributions from AFT affiliates, members and friends make the scholars program possible for two purposes: to encourage members in good standing to learn more about labor or further their own career, and to support members' dependents who wish to pursue a career in labor, education, health care or government service.

Vice President Paul Cole oversees the program in his capacity as a member of the AFT Executive Council. Processing of the applications is coordinated by Bernadette Bailey, prior to final review by the Porter Scholars Program Blue Ribbon Panel. This panel, led by Pat Porter Connoley, reviews and selects award recipients.

### **Program Eligibility Requirements:**

#### **One-time \$1,000 Grant**

- Must be an AFT member in good standing for at least one year
- Pursuing courses in labor relations or course in your field of work
- No full- or part-time AFT staff, state or local, may apply.

#### **Four-year \$8,000**

#### **Postsecondary Scholarship**

- Must be an AFT member's dependent
- Graduating high school senior
- Pursuing a career in labor, education, health care or government
- Parent or guardian must be an AFT member for at least one year.

Scholarship Applications may be obtained by visiting the American Federation of Teachers website at [www.aft.org](http://www.aft.org).

## **NAFT Scholarship**

The application deadline for the NAFT Scholarship is March 31, 2003. More information will follow as the application deadline approaches.

## **Class Size Update**

Superintendent Richard Smith has denied the Federation's grievance

claiming that the District violated class size language since classes at the elementary level are above 25. MFT General Counsel, Jeffrey Jacobsen, has submitted the case for arbitration.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**September 2002 - Volume 5 - Number 2**

*Newsletter prepared by Lori-Jeanne Veit*

### **MFT Endorses O'Brien for Governor and Gabrieli for Lieutenant Governor**

The Executive Board of the MFT voted overwhelmingly to endorse Shannon O'Brien for Governor at its meeting on September 21, 2002. Shannon's victory in the Primary Election over her three very tough competitors proves that she has the leadership ability and independence to achieve her goals for Massachusetts.

The O'Brien-Gabrieli education plan, "KEEPING OUR EYES ON THE PRIZE: Excellent Public Schools For All Of Our Children", focuses on four key areas: achieving high standards and requiring accountability, helping teachers succeed by providing them with the resources and training they need, reducing class sizes in the early grades, and promoting innovation in public education through after-school programs and smaller learning communities.

The O'Brien/Gabrieli team is also adamantly opposed to the Unz initiative that would eliminate bilingual education & replace it with sheltered immersion instruction. (Question # 2 on the November ballot)

The MFT feels strongly that Shannon O'Brien is the only choice for Governor of the Commonwealth of Massachusetts.

For more info on Shannon O'Brien and Christopher Gabrieli please visit their website

at: [www.obriengabrieli.com](http://www.obriengabrieli.com)

*(Reprinted from MFT website).*

## **Vote No on Question 2**

AFT delegates voted overwhelmingly to approve a "Solidarity Fund" to counter the wave of anti-union/anti-worker ballot initiatives that are sweeping the nation. The special fund which was

The MFT has been working with the MTA and the Committee on Fairness to Children and Teachers (FACT) to help defeat the Unz initiative which is Question #2 on the November 5th ballot.

If passed, the Unz initiative will:

1. Do away with bilingual education and replace it with a "one size fits all" English immersion program.
2. Allow teachers, school committee members, and other school officials to be personally sued for helping a child in their native language.
3. Ignore the fact that there is more than one successful approach to effectively teach English to non-English speaking students.
4. Will cost taxpayers millions of dollars to implement.

**The MFT urges its members to vote  
NO  
on Question #2**

## **Reception**

There will be a reception and general membership meeting on Tuesday, Sept. 24 at 3:30 in the North Attleboro Middle School cafetorium. Hors d'oeuvres and desserts will be served. Kindly RSVP to your building rep by Tuesday, Sept 10.

## **Negotiating Team Dates**

**Negotiating teams will be meeting in preparation for the upcoming rounds of negotiations for successor agreements to unit contracts. The following dates have been scheduled:\**

*Teachers:* **Monday Nov. 4, Thursday Dec. 5**

*Cafeteria Workers:* **Monday, Nov. 4**

*Secretaries:* **Tuesday Oct. 29**

*Paraprofessionals:* **Thursday, Nov. 7**

## **Educational Research & Dissemination**

North Attleboro is participating in AFT's ER&D program. Shannon Blake, a teacher at Community School, is currently being trained as a site coordinator. The North Attleboro Federation of Teachers hopes to bring you professional development opportunities in this program as early as this spring.

### **What is ER&D?**

The American Federation of Teachers Educational Research and Dissemination (ER&D) Program is a union-sponsored, research-based professional development program. It was created by the AFT through collaboration between practitioners and researchers to encourage classroom educators to improve their practice and their students' achievement by becoming users of research.

The AFT has long recognized that a research-grounded knowledge base is essential to professional practice. Through the creation of the ER&D Program in 1981, the AFT began a systematic process to translate, codify, and disseminate quality educational research findings about teaching and learning to classroom teachers. As a professional development program, the ER&D process is very different from traditional in-service, because it affords preK-12 and postsecondary classroom educators the opportunity to gain access to research on teaching and learning in a form that gives them the ability to apply those findings effectively. It also helps practitioners understand the value of using research findings to guide classroom practice.

In 1990, ER&D expanded its reach to include classroom paraprofessionals. Further recognizing the invaluable contributions non-classroom staff make to maintaining safe and orderly learning environments, and realizing the lack of training and support for such staff, ER&D in 1997 introduced a research-based course on managing student behavior in non-classroom settings for all school-related personnel.

The ER&D Program has come to represent one of the union's major efforts to

improve student achievement by making a difference in teacher, paraprofessional and school-related personnel performance and professional growth. Through its focus on providing educators with instructional tools to change practice and promote student achievement, it has enhanced the union's organizing efforts and been the source of a new kind of union activism.

*(Reprinted from the AFT website).*

## **Negotiating Teams**

<b><u>Teacher Negotiating Team</u></b>	<b><u>Secretarial Negotiating Team</u></b>
Kathy Ayers - Chairperson Lee Anne Todd Rod Cavedon Jane Sherman Nancy Driscoll Dominique Jacques Sue Milewski	Anne Thompson - Chairperson Holly Fritzsche Betty Hebert Janet Angelosanto Jackie Korbas
<b><u>Paraprofessional Negotiating Team</u></b>	<b><u>Cafeteria Negotiating Team</u></b>
Diana Shoop - Chairperson Bob Hefron Gwen Sinclair Patty Coogan Jay Alexander	Carol Hichborn, chairperson Cathy Verge Evelyn Johnson Diane Aussant Karen LeBeau

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**September 2002 - Volume 5 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the President**

Kathy Ayers, NAFT vice president, and I attended the AFT's 77th Annual Convention from July 14-July18. The convention was held at the Las Vegas Hilton. This was the first national convention that North Attleboro Federation of Teachers attended.

Every day was filled with a variety of activities. Our day started at 9:00 AM and finished around 5:00 PM. Both Kathy and I were on the convention floor for every general session.

Kathy attended the Divisional Meeting of PreK-12 teachers. During this meeting, she was briefed on the major components of the law, the No Child Left Behind Act of 2001. Sandra Feldman, AFT President, spoke to this group about educational issues including her "Kindergarten Plus" initiative.

The AFT delegation overwhelmingly supported a dues increase of \$1.00 per full-time member per month. \$0.66 of this increase will go toward a special "Solidarity fund."

Senator Tom Daschle, Senate Majority Leader, addressed the convention via satellite. Senator Daschle urged President Bush to provide real help to school districts. "While President Bush continues to talk about leaving no child behind, his

underfunded education budget will do just that, and we aren't going to let him get away with it."

As delegates, Kathy and I saw a video outlining the monumental scope of the HIV/AIDS crisis in Africa and how our members can help. Nat LaCour, AFT executive vice president, outlined the AFT-Africa AIDS Campaign. The campaign's goal is to help unions in Africa deal with an epidemic that has killed or sickened thousands of teachers, left millions of children orphaned and that threatens the very future of the continent. More information on this campaign is available at the AFT website.

AFT officers and council members were elected for a two-year term. AFT president Sandra Feldman, secretary-treasurer Edward J. McElroy, and executive vice president Nat LaCour were re-elected. 39 council members were elected. Edward Doherty, Boston Teachers Union president, was among the council members elected.

There were many resolutions that were acted upon and other activities that were attended. Daily summaries of the convention are available at the NAFT Office for your review.

### **AFT Delegates Vote To Create Special Fund**

AFT delegates voted overwhelmingly to approve a "Solidarity Fund" to counter the wave of anti-union/anti-worker ballot initiatives that are sweeping the nation. The special fund which was established at the AFT's 77th Annual Convention is meant to:

*provide affiliates that are facing very substantial attacks through activities such as initiatives and referenda and harmful and regressive legislation with additional funds to protect AFT members, and further support affiliates' political and legislative needs in situations where they face extreme and urgent challenges to AFT members.*

The North Attleboro Federation of Teachers voted in support of this very important fund. More information on this fund will be available at the NAFT reception/general membership meeting.

### **Reception**

There will be a reception and general membership meeting on Tuesday, Sept. 24 at 3:30 in the North Attleboro Middle School cafetorium. Hors d'oeuvres and desserts will be served. Kindly RSVP to your building rep by Tuesday, Sept 10.

## Literature Available

Information is now available at the NAFT Office that was obtained from the AFT Convention. The following is a list of publications may be loaned out to members. Please contact Debbie Sienko at Community School if you wish to borrow any of the materials:

***Questions and Answers for Teachers about National Board Certification***

***IDEA Requirements for Preschoolers with Disabilities***

***The Instructional Demands of Standards-Based Reform***

***Guide to Special Education Resources***

***Do Charter Schools Measure Up? The Charter School Experiment After 10Years***

## Attention All Members

If you have had any changes in personal information over the past two years, please forward these changes to Kathy Ayers at the high school. The NAFT is in the process of updating its data base and needs any changes in address, phone number etc... Please take a minute to notify us of any changes.

## Democratic Primary

The MFT Executive Board has endorsed many candidates for the upcoming Primary Election to be held on Tuesday, September 17, 2002. Among them are:

Thomas Birmingham  
*Governor*

John Slattery  
*Lieutenant Governor*

Cheryl Jacques  
*Senate*

*(Norfolk, Bristol, Middlesex)*

A complete listing is available from your building representative.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

# *Newsletter*

Electronic Version  
**May/June 2002 - Volume 4 - Number 5**

*Newsletter prepared by Lori-Jeanne Veit*

## **From the President**

All members should remain involved in the state budget process. While the budget may not be formalized for weeks, your active involvement is critically important for restoration of funds to schools. Please contact your state legislators to voice your opinion. Critical areas that need to be restored are:

Chapter 70 Education Aid

Early Childhood

MCAS Remediation

Class Size Reduction

Regional School Transportation

Full Funding for Libraries

## Higher Education Funds

A list of legislators along with contact information can be obtained through the NAFT website at: [www.naft.org](http://www.naft.org) or through the MFT website at [www.mfteducator.org](http://www.mfteducator.org).

### **MFT Distinguished Service Award**

Ted Duluk was awarded the MFT Distinguished Service Award for K-12 educator at the MFT Convention held on Friday, April 26, 2002 at the Cape Codder Resort in Hyannis. During the presentation MFT President Kathy Kelley recognized Ted's many contributions to the NAFT. Congratulations to Ted for winning this award which recognized his achievements.

### **MFT Convention**

The NAFT was represented with eleven delegates at this year's convention. Kathy Ayers, Anne Oberti, Lee Anne Todd, Rod Cavedon, Vinny Baldassaro, Mary Miconi, Karen LeBeau, Anne Thompson, Diana Shoop, Carol Hichborn, and Patricia Coogan attended. MFT President Kathy Kelley was elected to another 2-year term along with Secretary/Treasurer Tom Gosnell. There was also an election for the 27 Vice-Presidents of the MFT.

The delegation voted on many resolutions including one dealing with school nurses. The resolution dealt with advocating for professional status and just cause dismissal for nurses. The MFT will file legislation to amend M.G.L. Chapter 71, Section 41 and Section 42 to include school nurses. A vote to increase state dues from \$16.50 to \$18.25 per full-time member per month passed overwhelmingly.

### **MFT Legislation**

Today, the state Supreme Judicial Court (SJC) issued its opinion in the Math Teacher Testing case. The case was before the court on an appeal of the MFT and MTA's joint lawsuit challenging the Board of Education's (BOE) regulations that require the testing of mathematics teachers in middle and high schools where

more than 30 % of the students fail the mathematics portion of the MCAS. The MFT/MTA had filed a lawsuit asserting that the BOE had exceeded its statutory authority, that the regulations, on their face, violated the due process and equal protection clauses of the federal and state constitutions, and that they conflicted with the public employee collective bargaining law. These contentions were rejected by a Superior Court judge, which resulted in the appeal to the SJC. In its opinion, the SJC found that the regulations were within the BOE's authority, did not conflict with the collective bargaining law, and were constitutional on their face. In response to the decision, MFT President Kathleen A. Kelley and MTA President Stephen E. Gorrie issue the following statement: "We are disappointed in today's decision by the Massachusetts Supreme Judicial Court, which rejected MFT/MTA arguments challenging Board of Education regulations governing the testing of mathematics teachers in schools deemed 'under performing.' "However, it is important to emphasize that the SJC decision affects a narrow testing program involving very specific circumstances. "Also, although the court confirmed the authority of the BOE to issue such regulations and rejected the MFT/MTA "facial challenge" to the regulations' constitutionality (i.e., that they were unconstitutional on their face), it also left open the door to further challenges, including an 'as applied' challenge. Such a challenge could be brought on behalf of teachers who have been treated unjustly under the regulations. "We reiterate our opposition to such teacher testing schemes, which ignore the complex and multiple factors that contribute to student performance. And we underscore the continual professional development efforts being made by teachers statewide. "Educators were instrumental in crafting the education reform efforts in this state, and they are the absolutely essential component in ensuring the success of these efforts. They need to be treated with dignity and respect, and their expertise must be recognized and appreciated. "Teachers have always engaged in professional development activities and have pursued advanced degrees to improve their teaching skills. They continue those activities now, and will in the future, because of their own commitment to assist their students to meet the goals of education reform."

This article was reprinted from the MFT website.

## **NAFT Scholarship**

The NAFT awards a \$500.00 scholarship to a dependent of a member who is a senior at North Attleboro High School. Consideration for the scholarship is based on community service and a 250 word essay on public education. The NAFT Executive Board selects the recipient based on applicants' responses. All responses are judged blindly (names are withheld).

The Executive Board voted on May 1, 2002 to award the NAFT \$500 scholarship to Andrea Bellisimo, daughter of John Bellisimo. Andrea was chosen out of a field of ten other applicants.

## **Vacancy Pool Dates**

For this year only, the dates listed in Article X have been changed. The dates are:

May 22 to May 24,

May 29 to May 31,

June 8 to June 7,

June 9 to June 10, and

June 12, the date of the vacancy pool, remains unchanged.

*The leadership team  
of the  
**North Attleboro Federation of Teachers**  
wishes all members and their families  
a safe and restful summer vacation!*

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**February/March 2002 - Volume 4 - Number 4**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the President**

The NAFT Executive Board unanimously approved nominating Ted Duluk for the 2002 MFT Distinguished Service Award.

The MFT honors award recipients who have given of themselves to further the union. Ted Duluk, a High School science teacher, meets this criteria.

Ted has served as vice-president of the local. During his tenure, he was editor of the NAFT Newsletter. He was instrumental in the development of the NAFT's membership cards. The NAFT logo was also one of Ted's creations. Ted has also served as building rep and action committee member and coordinator. He currently serves as a grievance committee member.

Ted's commitment to the betterment of the local makes him a deserving recipient of this award.

## Paraprofessional Arbitration

The NAFT has an arbitration scheduled on April 3, 2002 for a paraprofessional grievance. The NAFT contends that the District must pay paraprofessionals for a full week's pay when the work week contains only three days based upon Article IX of the Paraprofessional Contract which states, "In weeks in which the school calendar schedules only three (3) school days, employees who actually work all three (3) days shall be paid for five (5) days (not double paid for holidays)."

The Federation will be represented by General Counsel, Jeffrey Jacobsen during the proceedings.

## MFT Convention

The Massachusetts Federation of Teachers will hold their annual convention during the last weekend in April at the Cape Codder Resort in Hyannis. North Attleboro will be sending delegates that were elected to represent the local to this event. Conventions delegates are Lee Anne Todd, Kathy Ayers, Diana Shoop, Carol Hichborn, Rod Cavedon, Patti Coogan, Anne Thompson, Vincent Baldassaro, Karen Labeau, Anne Oberti, and Mary Miconi. The delegation will report back to you on the happenings at the convention.

## MFT Legislation

With the 2002 legislative year hurtling towards its July 31 election year finish, our State House spotlight focuses on the MFT bills favorably reported out of committee. These bills need another push to make it over their next legislative hurdle, the Ways and Means Committees in each chamber.

**Please ask your Senator to contact Chairman Mark Montigny and urge a favorable report for the following bills in the Senate Ways and Means Committee:**

### **S 2029 Relating to creditable service for vocational education teachers.**

Retirement system members with ten years' service may purchase up to three years creditable service for work experience required for employment as a vocational education teacher.

### **S 1361 Relating to school nurses' retirement options.**

Allows school nurses to count years of school service before their inclusion in the Teacher Retirement System toward pension benefits under the Retirement Plus program.

**S 2028 Relating to extending creditable service for Peace Corps, Corps, National Teacher Corps Americorps and Vista service.**

A retirement system member who served as a volunteer to the Peace Corps, Volunteers in Service to America (VISTA), National Teacher Corps, or AmeriCorps and completes 10 or more years of membership service shall receive full credit for the period of such volunteer service up to, but not exceeding three years.

**H 3426 Relating to creditable service for Boston employees.**

Permits employees of the city of Boston who were terminated due to a reduction in force between 1981 and 1982, and who were subsequently rehired on or before July 1, 1984, to purchase creditable service towards retirement for said period of unemployment.

**Please ask your state Representative to contact Chairman John Rogers and urge a favorable report for the following bills in the House Ways and Means Committee:**

**H 4702 An Act to establish a paraprofessional incentive program.**

Directs the board of higher education to establish a paraprofessional incentive program that provides grants to current paraprofessionals seeking to become certified teachers.

**H 4763 Funding for the University of Massachusetts at Dartmouth collective bargaining agreements.** The governor submitted these contracts with our fellow union members for funding last November.

Please let Mike Canavan, MFT Field Representative for Legislation, know (telephone 1 (800) 279-2523 or by email at [mcanavan@mfteducator.org](mailto:mcanavan@mfteducator.org)) what your legislators hear back from their Ways and Means chairmen. Thank you.

This article was reproduced from the MFT website.

**NAFT Scholarship**

The NAFT awards a \$500.00 scholarship to a dependent of a member who is a

senior at North Attleboro High School. Consideration for the scholarship is based on community service and a 250 word essay on public education. The NAFT Executive Board selects the recipient based on applicants' responses. All responses are judged blindly (names are withheld).

Applications may be obtained from your building representative. All applications must be returned to the NAFT office by March 31, 2002.

**Notice:**  
**General Membership**  
**Meeting of the**  
**North Attleboro Federation of Teachers**  
*Tuesday, March 12, 2002 3:30 p.m.*  
**Middle School**  
**Cafetorium**

In addition to a regular meeting, the NAFT  
Teacher Bargaining Team will present the negotiated  
Memorandum of Agreement dealing with retirement options.

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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**December 2001 - Volume 4 - Number 3**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the President**

As a member of the North Attleboro Federation of Teachers, you are also affiliated with the Massachusetts Federation of Teachers, the American Federation of Teachers and the AFL-CIO. All of our affiliates offer scholarship programs for our members. We also offer a local scholarship to a North Attleboro High School senior who is a dependent of an NAFT member. This newsletter focuses on the many scholarship opportunities that are available to you and your family. Building representatives have scholarship forms that have been available to the local.

### **MFT Scholarship**

The M.F.T. Albert Shanker Scholarship program will be awarding five (5) scholarships of \$1,000.00 each to eligible high school seniors, who are dependents of M.F.T. members.

The program uses an exam administered by the Massachusetts AFL-CIO, in cooperation with the Massachusetts Department of Education. High School principals and/or guidance counselors will be sent all the information regarding the

exam in December, 2001 and will administer the exam on Wednesday, February 6, 2002.

M.F.T. members with high school dependents wishing to apply:

- 1. Must fill out an eligibility form and return the form to the M.F.T. by January 7, 2002. Forms may be obtained from your building representative or by calling Jennifer at the M.F.T. at 1-800-279-2523.**
- 2. Each High School senior must also take the exam scheduled to be given on Wednesday, February 6, 2002 in his/her school according to the school's established practice.**

### **Massachusetts AFL-CIO Scholarships**

The Mass AFL-CIO Annual Scholarship Program, a coordinated effort between the state federation and affiliated unions, awards more than \$500,000 in college aid to high school seniors every spring.

The program presents scholarships based on the results of a labor history exam and essay administered each year in February to thousands of high school students across the Commonwealth. The scholarship program serves two purposes: It offers financial assistance to prospective college students and exposes them to the labor movement's history. The future of the labor movement is closely tied to current activists' ability to educate and pass on labor's principles and beliefs to future generations. The state federation brings together scholarship recipients, parents and local labor leaders annually to celebrate the honorees' accomplishments at a gala banquet

Applications may be obtained from your building representative.

### **Union Plus Scholarship**

The Union Plus Credit Card Scholarship Program is open to students attending or planning to attend a four-year college or university, a community college or a technical college/trade school.

The scholarship program, part of the union-endorsed Union Plus Credit Card Program, is funded and administered by Union Privilege and Household Credit Services. Currently in its eleventh year, the Union Plus Credit Card Scholarship

Program has awarded more than \$1.5 million to deserving students. The program is open to members of participating unions and their spouses, as well as to their dependent sons and daughters, regardless of whether they carry a Union Plus Credit Card.

The amount of the award ranges from \$500 to \$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year. Winners are chosen based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. Applications will be judged by a committee of impartial post-secondary educators. Deadline is January 31, 2002. Additional details explaining the program can be found on the Union Privilege Web site.

NAFT building reps do not have these applications. To receive an application by mail, **clearly print your name, return address, telephone number and international union affiliation on a postcard**, and send it to: Union Plus Scholarship Program, P.O. Box 34800, Washington, DC 20043-4800.

### **MFT and AFT Websites**

The Massachusetts Federation of Teachers maintains an informative web site for union members. The MFT web site address is [www.mfteducator.org](http://www.mfteducator.org). Members can also access this site through the MFT page on the NAFT web site, [www.naft.org](http://www.naft.org). The MFT site is updated regularly so please visit often for the latest information from our parent organization. The AFT Union Privilege website can be accessed at [www.unionprivilege.org/benefits/scholarship/scholarship.htm](http://www.unionprivilege.org/benefits/scholarship/scholarship.htm).

### **Robert G. Porter Scholar's Program**

With input from AFT leaders, members and staff, and with the wholehearted approval and direction of the Porter family, the Robert G. Porter Scholars Program was established through a resolution passed by the AFT executive council in 1992.

There could be no finer way "to recognize the contributions and memory of Robert G. Porter, in perpetuity" than to foster the education of AFT members and their families, reasoned the drafters of the resolution.

A mix of national AFT contributions and voluntary contributions from AFT affiliates, members and friends make the scholars program possible for two purposes: to

encourage members in good standing to learn more about labor or further their own career, and to support members' dependents who wish to pursue a career in labor, education, health care or government service.

Vice President Paul Cole oversees the program in his capacity as a member of the AFT Executive Council. Processing of the applications is coordinated by Bernadette Bailey, prior to final review by the Porter Scholars Program Blue Ribbon Panel. This panel, led by Pat Porter Connoley, reviews and selects award recipients.

NAFT building reps do not have these applications. Applications for the Robert G. Porter Scholars Program may be downloaded from <http://www.aft.org/scholarships/porter/apps.html>, requested in writing from: Porter Scholars Program, 555 New Jersey Ave., N.W., Washington, DC 20001-2079, or via e-mail at [porterscholars@aft.org](mailto:porterscholars@aft.org).

### **Program Eligibility Requirements**

#### ***One-time 4-year \$8,000***

Must be an AFT member in good standing for at least one year.  
Pursuing courses in labor relations or courses in your field of work.  
No full- or part-time AFT staff, state or local, may apply.

#### ***\$1,000 Grant Postsecondary Scholarship***

Must be an AFT member's dependent.  
Graduating high school senior.  
Pursuing a career in labor, education, health care or government service  
Parent or guardian must be an AFT member for at least one year.

### **North Attleboro Federation of Teachers Scholarship**

The N.A.F.T. awards a \$500.00 scholarship to a dependent of a member who is a senior at North Attleboro High School. Consideration for the scholarship is based on community service and a 250 word essay on public education. The N.A.F.T. Executive Board selects the recipient based on applicants' responses. All responses are judged blindly (names are withheld).

Applications may be obtained from your building representative. All applications must be returned to the N.A.F.T office by March 31, 2002.

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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Last modified: January 16, 2002



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**October/November 2001 - Volume 4 - Number 2**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the AFT Leadership AFT Recovery Fund**

The Sept. 11 attack on our nation and our values has taken a terrible toll on all Americans and on AFT members throughout the country. Thirty-four members of the AFT-affiliated New York State Public Employees Federation (PEF) who worked in the World Trade Center are missing. Three Washington Teachers Union/AFT members, along with three of their students, were aboard the airliner that was used as a missile to attack the Pentagon. Throughout New York and Washington, hundreds of our members have lost spouses, partners, family members and dear friends.

Throughout the country, AFT members in every division within the union have volunteered their services to help the victims and their families and to support all those we serve in this time of national tragedy. Educational employees are addressing the concerns of students and parents alike. Our healthcare members were in the front lines of the relief effort, and AFT's state and municipal workers continued in dogged determination to keep government functioning. Whenever AFT members have experienced tragedies, we have always reacted with speed and

significant support for our brothers and sisters and their families.

Because of the need for immediate help, the AFT has created the AFT Recovery Fund to provide assistance. The fund will be used primarily to assist AFT members and their families by sharing in their unbearable burden. In addition, we will support efforts that are under way to assist victims, rescue personnel and others in need.

Meanwhile, the AFT and the NEA have joined together to create a mechanism to address the long-term needs of families in both unions--especially the children. The NEAFT September 11 Fund is a new fundraising program sponsored by the AFT and NEA's partnership and is separate from the AFT's Recovery Fund. The AFT Recovery Fund is supporting the immediate needs of AFT members and their families who have been directly affected by the terrorist attacks. At some point in the future, any unused funds from the AFT Recovery Fund will be delivered to the NEAFT September 11 Fund. Please make checks payable to AFT Recovery Fund and send contributions to AFT Recovery Fund, 555 New Jersey Ave., N.W., Washington, DC 20001.

*This article was reprinted from AFT.org.*

### **Health Insurance Bills and Reimbursement**

The NAFT leadership has been in contact with town officials regarding the recent health insurance bills that some members received from the Town. Communication between the parties continues as we attempt to resolve issues so that members have the correct amount for health insurance deducted from their pay therefore making the need for billing less likely. Included in the discussions are MFT Director of Organization, AnneMarie DuBois, and North Attleboro Town Counsel, Paul Mulkern.

It is the Federation's understanding that the Town will be contacting the union in November to discuss possible solutions.

The Town will be issuing reimbursement checks to those employees who paid too much toward health insurance premiums.

If you have questions regarding the bill that you receive from the Town, it is very important that you contact the Town Accountant's office. Questions regarding the

status of health insurance premiums may also be addressed to Lee Anne Todd. It is estimated that over 120 members are affected by this recent issuing of bills and reimbursements.

## Union Plus Scholarship

As reported on the AFT Privilege website, the Union Plus Credit Card Scholarship Program is open to students attending or planning to attend a four-year college or university, a community college or a technical college/trade school.

The scholarship program, part of the union-endorsed Union Plus Credit Card Program, is funded and administered by Union Privilege and Household Credit Services. Currently in its eleventh year, the Union Plus Credit Card Scholarship Program has awarded more than \$1.5 million to deserving students. The program is open to members of participating unions and their spouses, as well as to their dependent sons and daughters, regardless of whether they carry a Union Plus Credit Card.

The amount of the award ranges from \$500 to \$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year. Winners are chosen based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. Applications will be judged by a committee of impartial post-secondary educators.

To receive an application by mail, **clearly print your name, return address, telephone number and international union affiliation on a postcard**, and send it to Union Plus Scholarship Program, P.O. Box 34800, Washington, DC 20043-4800.

Additional details explaining the program can be found on the AFT Union Privilege Web site.

## In-House Curriculum Survey

Recently members were asked to fill out a survey titled, "In House Curriculum Survey." The NAFT raised concerns with administration regarding the nature of some of the questions and the fact that the survey did not protect against anonymity.

The NAFT has received assurances that the survey will not be used for evaluation



of employees. We also received further assurance that if future surveys were needed to be conducted that the surveys would contain only questions that focus on the school district and would not have a component in which employees could be readily identifiable.

If any members believe that their evaluation reflects information that was provided on the "In-House Survey", please contact a member of the NAFT leadership team immediately.

### **MFT and AFT Websites**

The Massachusetts Federation of Teachers maintains an informative web site for union members. The MFT web site address is *www.mfteducator.org*. Members can also access this site through the MFT page on the NAFT web site, *www.naft.org*. The MFT site is updated regularly so please visit often for the latest information from our parent organization. The AFT Union Privilege website can be accessed at *www.unionprivilege.org/benefits/scholarship/scholarship.htm*.

### **Paraprofessional and Secretarial Bargaining**

Both the paraprofessional and secretarial bargaining teams met with administration to bargain a new evaluation instrument.

The paraprofessional team met with administration on October 17. The secretarial team met on October 18. Talks between the parties continue.

When the teams reach a mutually satisfactory evaluation instrument, they will bring the new performance evaluation instrument back to the unit membership for a vote.

[Back](#)

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Last modified: November 22, 2001



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**September 2001 - Volume4 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

I welcome all members back for the 2001-2002 school year. All NAFT bargaining units have ratified collective bargaining agreements through August 2003.

Improved communication with members will be a focus for the NAFT leadership. We are planning to set up an e-mailing list so that members can be reached through this vehicle. However, verbal interactions remain an instantaneous way to relay problems and concerns between members and union officials.

Following is a list of Federation officials that members can turn to for assistance; please feel free to call on your building representative or any of the union officials below with your questions and concerns.

**President** - Lee Anne Todd - Falls School  
**Vice President** - Kathy Ayers - High School  
**Secretary** - Debbie Sienko - Community  
**Treasurer** - Michael Englander -High School  
**Grievance Chair** - Anne Oberti - Community

**Secretarial Chair** - Anne Thompson - Falls  
**Cafeteria Chair** - Carol Hichborn - High School  
**Para Chair** - Diana Shoop - Technology

### **MFT Legislation**

The Massachusetts Federation of Teachers has filed over 25 bills with the state legislature for the upcoming session. Several bills focus on pension benefits. A list of bills and their descriptions may be viewed on the MFT website at [www.mfteducator.org](http://www.mfteducator.org). The legislative page contains all bills submitted and may be reached from the home page by linking to MFT news and issues.

### **NAFT Union Dues**

NAFT union dues for the 2001-2002 school year have been set. Dues are based on members' income. Members earning \$29,925 or more pay full dues. Members earning between \$10,000 and \$29,925 pay half dues. Quarters dues are paid by members who earn less than \$10,000.

Dues will be deducted from members pay checks over 40 weeks. Dues amounts are as follows:

Full time \$ 498.61  
Part time \$ 259.45  
Quarter time \$ 139.87

### **Membership Update**

Any members who have changed address or phone number over the past school year, please notify Kathy Ayers (High School) of your new information. It is extremely important that information is correct so mailings from the NAFT, AFT, and MFT are received.

### **Websites**

Just a reminder that the North Attleboro Federation of Teachers' website is at [www.naft.org](http://www.naft.org). The site has email addresses for NAFT union officers; these are listed on the federation officers' page. The NAFT website also has links to the Massachusetts

Federation of Teachers' site at [www.mfteducator.org](http://www.mfteducator.org). Both sites are updated regularly so visit often for the latest information.

**Notice:**

**General Membership  
Meeting**

*Tuesday, October 16, 2001 3:30 p.m.*

Middle School  
Cafetorium

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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Last modified: September 21, 2001



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**June 2001 - Volume 3 - Number 5**  
*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

I would like to extend my thanks to Lynda Guimond, Carole Canali, Joseph Ionta and Betty Lee for their service to the NAFT for the past several years.

Lynda Guimond has served as the NAFT treasurer since the mid-1990s. She has served as treasurer under 4 different NAFT Presidents. She has remained committed to increasing union membership during her tenure as treasurer. In addition, Lynda has served on many bargaining teams. Her years of faithful service are continually acknowledged by members of the NAFT. Michael Englander was elected as NAFT Treasurer during the May Membership Meeting.

Carole Canali has left her position of secretarial chapter chairperson. Carole has held that position for many years. Her efforts to secure improved working conditions for the secretaries in North Attleboro School System should be commended. Anne Thompson was elected to replace Carole as Chapter Chair.

Professional Improvement Chairperson, Joseph Ionta, leaves his position. Joe has held the position of chairperson for the past two years. He has worked with staff

to facilitate course reimbursement and to help them with movement within the salary schedule. Sally Garrott has been appointed as Professional Improvement Chairperson.

Betty Lee has resigned as building rep of Community School. This position is one that she held at the School Street School. Betty's years as a building representative and member of the Executive Board are truly appreciated. Shannon Blake is now the building representative at Community.

### **Summer Contact**

Members who have union questions or concerns over the summer can reach the NAFT in the following ways:

Mail to NAFT- 322 East Washington Street, North Attleboro, MA 02760

Call the NAFT cell phone- 508-259-8653

E-mail through the NAFT web site at <http://www.naft.org>.

### **Class Size Arbitration**

The NAFT and the North Attleboro School Committee met on May 7, 2001 for the last hearing day on the Middle School class size arbitration case. Arbitrator James Cooper's decision is due to the American Arbitration Association on June 7, 2001. MFT Attorney, Jeffrey Jacobsen, will be receiving the decision shortly after that date. The NAFT will notify the membership of the decision from the arbitrator.

### **NAFT Scholarship**

The Executive Board voted to award the NAFT Scholarship to Sean Lenehan during its April E-Board Meeting. Applications for consideration were submitted to the E-Board. The Board made its decision based upon a "blind" reading of all essays/applications that were submitted. The \$500 scholarship was awarded to Sean during High School Graduation. Sean is the son of Karen Lenehan who is a teacher at Allen Avenue. Congratulations, Sean!

### **Professional Development**

Sally Garrott is assuming the position of Professional Improvement Chairperson. My thanks to Sally for accepting the position and to Joe Ionta who has held the position for the past two years.

All correspondence regarding course reimbursement and approval or salary schedule changes should be forwarded to *Sally at Community School*. During the summer months, please send correspondence to *Sally Garrott c/o the NAFT 322 East Washington Street, North Attleboro, MA 02760*. Please remember that teaching staff wishing to move to different columns on the salary schedule will need to submit proof of degrees/credits before the end of September, 2001. If your materials are ready, please send them during the summer months. **Please remember to submit a cover sheet outlining the credits/degrees that are enclosed.**

### **Announcement of Officers**

Election of officers and chapter chairpersons took place on Tuesday, May 8, 2001. The following people were elected to represent the NAFT for the next two years:

*President*

**Lee Anne Todd**

*Vice-President*

**Kathleen Ayers**

*Secretary*

**Debbie Sienko**

*Treasurer*

**Michael Englander**

*Secretarial Chapter Chair*

**Anne Thompson**

*Paraprofessional Chapter Chair*

**Diana Shoop**

*Cafeteria Chapter Chair*

# Carol Hichborn

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Last modified: July 05, 2001





The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**April 2001 - Volume 3 - Number 4**  
*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

I am pleased to announce that two of our members have received the Massachusetts Federation of Teachers Distinguished Service Award. The NAFT nominated Anne Oberti and Diana Shoop for consideration of this honor. Both were chosen as recipients. Anne and Diana will be honored on Friday, April 28th at the MFT Convention. Both Anne and Diana will stay at the Sheraton Ferncroft as guest of the MFT.

We are fortunate to have such wonderful, hard-working individuals as part of our organization. Anne Oberti has been involved in the NAFT since the mid 1980s. She currently holds the appointed position of grievance chairperson. Diana Shoop is currently the paraprofessional chapter chairperson. She is running for this position again in May. It is fantastic when our members are recognized on the state level for their hard work and dedication.

### **Convention Delegates**

The Massachusetts Federation of Teachers will be holding its annual convention on April 27 and 28. The NAFT will be sending four delegates to this year's convention: Lee Anne Todd, Kathleen Ayers, Cynthia Ouellette, and Vincent Baldassaro. The convention will be held at the Sheraton Ferncroft in Danvers, MA. This year's convention will feature Acting Governor Jane Swift, AFT President Sandra Feldman, and Congressman John Tierney as speakers.

### **Thank You**

Thank you to all NAFT members who worked on the debt exclusion campaign. Members were active phone banking, mailing letters and postcards, working the polls and other visibility sights leading up to the election.

Members were able to organize their efforts with the assistance of the NAFT leadership and Action Team. A big thank you to all who helped.

### **Change of Information**

Have you changed your address or phone number?? Do you work in a different building than you did at the beginning of the year???

The NAFT updated member information at the beginning of the school year. Please send any changes in your information to Vice President Kathleen Ayers, at the high school. It is important that we have the most updated information so that we may contact you in the summer.

There will be a  
**General Membership Meeting**  
on  
**on Tuesday, May 8th**

beginning at 3:30 PM in the  
**Middle School Cafetorium.**

Election of NAFT officials, approval of the NAFT 2001-2002 budget, will be on the agenda.

**Please plan to attend.**

## **Paraprofessional Agreement**

The new paraprofessional collective bargaining agreement has been ratified by both sides. The three year pact includes a salary schedule adjustment in year one with an additional 3.5% increase across all categories and steps. In each of the next two years there is an additional step along with a 3.5% increase across all categories and steps.

The contract also includes new longevity payments, extra compensation when a para works as a substitute teacher, and a separate hourly rate for providing Applied Behavioral Analysis (ABA) techniques in students' homes.

Other issues addressed in the contract include physical restraint training, the use of joint compression techniques, and the work year of some members of the bargaining unit.

### **Paraprofessional Meeting**

**on**

**Thursday, April 26, 2001**

**Community School Auditorium**

**3:30 pm**

**Class Size**

The NAFT and the North Attleboro School Committee have three additional hearing dates for the Middle School class size arbitration. The NAFT attended an arbitration session on Thursday, March 8, 2001. Members of the Middle School staff testified on behalf of the Federation. The additional hearing dates are scheduled for May 7, 8, and 9.

### **EF Educational Tours**

*International Travel for Educators and Students*

**Travel Free with just 6 students!**

Expand your classroom and discover just how rewarding educational travel can be. Whether it's Europe, the South Pacific, Africa, Latin America, or Asia, we can help you and your students learn about the world firsthand. Lead the educational adventure of a lifetime.

**Special Offer! Travel free with just 5 students on your first educational tour.**

**For More Information:**

**Visit the AFT PLUS Online Marketplace at [www.aftmarketplace.com](http://www.aftmarketplace.com) and select "EF Educational Tours" under the shopping category "Travel & Leisure."**

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**February 2001 - Volume 3 - Number 3**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

The NAFT has nominated two members for consideration for the MFT Distinguished Service Award. MFT awards six members for their outstanding service on behalf of the union at their annual convention.

The NAFT has nominated Anne Oberti for the category of K-12 educator. Anne has served as vice-president, president, and currently serves as grievance chairperson and action team member. Anne's commitment to upholding members' rights makes her deserving of this honor.

Diana Shoop was nominated in the category of school support staff. Diana currently serves as paraprofessional chairperson, a position that she has held for two years. During this two year period, the paraprofessional unit has grown from 50 members to 84 members. Her commitment to the members in her unit make her deserving of this nomination. Good luck to both Anne and Diana!! The MFT Executive Board will be voting in March on these nominations.

## Outstanding Educator

The North Attleboro/Plainville Rotary Club has named Mary Duggan, an instructional aide in special needs at Falls Elementary School, as the recipient of the Distinguished Service Award for Outstanding Educator. Mary was nominated by her co-workers and will be honored at the annual Distinguished Service awards banquet on Monday evening, March 19, 2001 at the Highland Country Club. The general public is invited to attend the banquet which will honor five individuals who have demonstrated the ideal of "service above self" through their service to our community. Congratulations Mary!

## Nominating Committee

Gail Lumnah and Michelle Paton will be serving on the nominating committee for the May elections. The committee will be soliciting nominations for the following elected positions: president, vice-president, secretary, treasurer, paraprofessional chapter chairperson, secretarial chapter chairperson, cafeteria chapter chairperson, delegates and alternates to the MFT and AFT conventions. Elected officials will hold office for two years beginning May 2001 with their term ending May 2003. Nominations will take place during the March General Membership Meeting. Nominations and the election will be conducted in accordance with the Landrum-Griffin Act.

## RTM Seats Available

North Attleboro Representative Town Meeting has seats available for the April 2nd election. Thursday, February 22 is the last day to take out papers for nomination. Nomination papers must be returned to the Board of Elections by Monday, February 26. Members who live in North Attleboro are encouraged to run for seats on the RTM. The Board of Elections is located in Town Hall.

There will be a

## **General Membership Meeting**

on

**Tuesday, March 13, 2001**

The meeting will be held at 3:30

## **Middle School Cafetorium**

### **Please plan to attend!**

The purpose of this meeting is to nominate officers and chapter chairpeople for the term 2001-2003. This meeting will also be an organizational meeting for the debt exclusion ballot question that will be on North Attleboro's April 2nd ballot.

### **NAFT Scholarship**

Applications for the NAFT scholarship are available through building representatives. Eligible students must be a dependent of an active/active retired member of the NAFT. Eligible candidates must be graduating from North Attleboro High School. Deadline for the return of applications is March 31st. The Executive Board will vote on the applications during their April meeting.

### **NAFT Website**

Have you visited NAFT.org lately?? The site has been expanded to include links to additional member benefits. Also included in Teacher Resources are sites to the Massachusetts Department of Education and to an MCAS analysis site. **Please visit us!!**

[HOME](#)

Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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Last modified: April 07, 2001



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**November 2000 - Volume 3 - Number 2**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

Election day is Tuesday, November 7, 2000. Please vote!!!

The presidential election has much at stake for public educators. Please consider voting for Vice President Albert Gore. Al Gore has been a strong advocate for public education. Information about Mr Gore's positions on important issues such as vouchers, school modernization, and class size & reform can be found at [www.aft.org](http://www.aft.org).

The NAFT is urging all members to vote NO on Question 4 and Question 6 on election day. Question 4 is a proposal to roll back the state income tax, and Question 6 is a proposal to rebate highway tolls and eliminate the automobile excise tax.

If these proposals pass, the lost revenues would have dramatic impact on school budgets. So please encourage family and friends to join you in voting NO on Question 4 and Question 6.



## **Class Size**

NAFT met with school administration on August 30 to review class size numbers for all classes in the district. Representing the NAFT was MFT Attorney Jeffrey Jacobsen, MFT Director of Organization Annemarie DuBois, Lee Anne Todd, Anne Oberti and Bob Sandstrom. The NAFT will receive updated class numbers from administration in October. Another meeting has been scheduled for October 12 to meet with school administration in an attempt to resolve class size issues short of arbitration. Arbitration dates have been set for November 2 and 3 in the event that they are needed.

## **Phone Banking**

I would like to thank the following people for volunteering to phone bank on October 17 and October 18, at the NAFT Office:

Betty Lee, Patricia Lush, Marsha Goldstein, Steve Nadel and his wife, Lauren Armell, Mary Ellen Smith, Debbie Smith, Debbie Dailey, Melanie Walker, Jim Frutchey, Martha Frutchey, Al Elwood, Judy Lewis, and Laurie Lawes.

Phone banking was coordinated by Debbie Sienko, NAFT Secretary. Thanks to Debbie's efforts, calls were made to members who reside in Massachusetts to encourage NO votes on both Question 4 and Question 6.

## **MFT Scholarship**

The Massachusetts Federation of Teachers will be awarding five scholarships of \$1,000 each to dependents of MFT members. Eligible seniors need to fill out the scholarship eligibility form and mail it to the Massachusetts Federation of Teachers by January 7, 2001.

A scholarship exam will be conducted in high school on Wednesday, February 7, 2001.

The scholarships will be awarded at the MFT convention on April 29, 2001.

Eligibility forms can be obtained through building representatives.

There will be a

**General Membership Meeting**

on

**Thursday, November 30, 2000**

The meeting will be held at 3:30

**Site to be determined.  
Please plan to attend!**

**Membership Update**

The NAFT database has been updated. Building representatives collected information sheets from members beginning in September. Vice President, Kathy Ayers, updated the information in the database. We now have the capability to communicate with members via e-mail since e-mail addresses are now part of the database.

With the information now complete, we have 504 members and 29 retiree members. This puts our total membership at over 530 members!!!

**NAFT Website**

Have you visited NAFT.org lately?? The site has been expanded to include links to additional member benefits. Also included in Teacher Resources are sites to the Massachusetts Department of Education and to an MCAS analysis site. **Please visit us!!**

**Secretaries' Negotiations**

The secretaries ratified a tentative contract agreement on Monday, October 30.

Details of the contract deal will be forthcoming after the school committee has ratified the agreement.

### **Class Size**

Class size remains an unresolved issue between the NAFT and the North Attleboro School Committee. A meeting was held between the NAFT and the District on Thursday, October 12, in an attempt to resolve the issue short of arbitration. Jeffrey Jacobsen, MFT General Counsel, and Annemarie DuBois, MFT Director of Organization, attending this meeting along with Anne Oberti, NAFT Grievance Chairperson, and Lee Anne Todd, NAFT President.

The NAFT, along with Jeffrey Jacobsen and Annemarie DuBois, also met on October 25, with the teachers at the Middle School, the building with the greatest number of class size infractions. Based on the information gained through these two meetings, the NAFT is proceeding to arbitration. Tentative arbitration dates have been scheduled for early March, 2001. Arbitrator James Cooper has retained jurisdiction and will be returning to hear the class size case.

### **Teacher Mediation Sessions**

Mediation sessions have been scheduled for Thursday, November 9 and Monday, November 27 for the purpose of trying to secure a contract for the teachers' bargaining unit. A state mediator has been assigned to meet with the teachers' negotiating team and the school committee subcommittee in an attempt to resolve issues that are now separating the parties.

### **Paraprofessional Negotiations Dates**

Negotiations on a successor agreement continue. The Paraprofessional Negotiating Team will meet on the following dates:

*Tuesday, November 14*

*Tuesday, December 12*

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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version

**September 2000 - Volume 3 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

The I hope that everyone had a wonderful summer. I would like to welcome all the new employees to the school district and encourage both new and veteran staff members to take an active role in the union. Membership meetings are designed to disseminate information from the leadership team to the membership. The more members that attend these meetings the better informed the membership will be. I look forward to seeing everyone at our first membership meeting on Thursday, October 12.

I now have a wireless phone to use for union business. Instead of using the Falls School phone number or my home number, members are encouraged to use the wireless number.

The wireless phone has voice mail and I will return calls as expediently as possible. In the event of an emergency, please call the Falls School phone number instead of leaving a message.

## Class Size

NAFT met with school administration on August 30 to review class size numbers for all classes in the district. Representing the NAFT was MFT Attorney Jeffrey Jacobsen, MFT Director of Organization Annemarie DuBois, Lee Anne Todd, Anne Oberti and Bob Sandstrom. The NAFT will receive updated class numbers from administration in October. Another meeting has been scheduled for October 12 to meet with school administration in an attempt to resolve class size issues short of arbitration. Arbitration dates have been set for November 2 and 3 in the event that they are needed.

## Retirement Chapter

The NAFT has started a retirement chapter for its members. Dues are \$1.00 per member per year. This allows retired members to take advantage of union benefits. There are currently 24 members in the chapter. Members will receive NAFT newsletters and mailings. They are also encouraged to join us at membership meetings.

The NAFT leadership did its best to do a complete mailing of retired NAFT members. If however, some retired members did not receive an application, they may call Lee Anne Todd to get one.

There will be a  
**Retirement Board Meeting**  
on  
**Tuesday, September 19th**

and

**General Membership Meeting**  
on  
**Thursday, October 12th**

Both meetings will be held at 3:30

## **Please plan to attend!**

### **Teacher Negotiation Dates**

The teacher negotiating committee met with the school committee on August 30, 2000 for contract negotiations. The negotiating team has additional dates scheduled with the school committee for September 25, October 4, and October 25.

### **Membership Update**

All members should receive a letter from Kathy Ayers, vice president, detailing information that is currently contained in the NAFT database. It is critically important that the information in the letter is complete and accurate. Please make corrections to the information and return it to your building rep. Thank you in advance for your prompt response.

### **Sick Bank**

Last spring teaching and nursing members donated a day to their sick bank to replenish days. If you did not have an opportunity to donate a day or you wish to become a member of the sick bank, you must do so before October 1st. Please contact Lynda Guimond at the Superintendent's Office to apply.

### **Paraprofessional Negotiations Dates**

Negotiations on a successor agreement continue. The Paraprofessional Negotiating Team will meet on the following dates:

*Tuesday, October 10<sup>th</sup>*

*Tuesday, October 17<sup>th</sup>*

## **MTRB Meeting**

The Massachusetts Teachers' Retirement Board will conduct an informational meeting on Tuesday, September 19, 2000 for interested members of the NAFT. This meeting will begin promptly at 3:30 PM in the High School Auditorium. Members will be given an overview of the teachers' retirement system.

## **Secretaries' Negotiating Team**

The negotiating team for the secretaries' bargaining unit has the following dates scheduled for negotiations: Thursday, September 21 at 7:30 pm and Tuesday, October 3 at 7:00 pm. At the conclusion of negotiations, a chapter meeting will be scheduled to go over the new contract. A warm welcome to all new members of the secretarial staff. Any questions concerning the secretarial contract or negotiations should be directed to Carole Canali, Chairperson (Martin School, 643-2140).

## **NAFT Scholarship**

Sarah Fritzsche was awarded the NAFT Scholarship of \$500.00 this past June. Each year the scholarship is awarded to a member's child who is graduating from North Attleboro High School. Essays submitted by eligible seniors were judged by the NAFT Executive Board to determine the winner of the scholarship.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**June 2000 - Volume 2 - Number 7**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

The North Attleboro Federation of Teachers met with Administration regarding class size violations on May 11, 2000. Arbitrator James Cooper presided over the hearing. As a result of this meeting, both parties agreed to a stipulated agreement in an attempt to resolve this ongoing issue of class size.

On or before the last day of school in June, the School Committee will provide to the Federation President and MFT General Counsel class rosters for all classes in all schools in the District for the 2000-2001 school year.

On or before August 28, 2000, updated lists will be provided to the NAFT President and MFT General Counsel.

The School Committee and the NAFT will meet on August 30, 2000 to review class lists.

The School Committee will provide updated class lists on or before

October 6, 2000.

The NAFT and the District will meet on October 12, 2000 to review the October 6, 2000 list if there are any questions.

In the event that the Federation contends that there are any violations of the collective bargaining agreement relative to the October 6, 2000 lists then the parties will enter into arbitration on November 2 and 3, 2000.

The NAFT will now be reviewing class size lists that the District provides for ALL grade levels. Mr. James Cooper will arbitrate the class size case if violations continue in the 2000-2001 school year.

I want thank Jeffrey Jacobsen and Annemarie DuBois for their continuous commitment to this case which has been ongoing since 1997. Also thank you to Elaine Davieau and Chuck Opdycke for volunteering to testify at the hearing on May 11, 2000. Additional thanks to Anne Oberti, grievance chairperson, and Ted Duluk, grievance committee member, for their work on this issue. Both Anne and Ted met with Richard Hoffmann and School Committee Attorney, Charles McGuire, during July 1999, in an attempt to resolve this issue short of arbitration.

### **Sick Bank Sign-up**

Building Representatives collected signatures during the week of May 22, 2000 for the donation of one day to replenish the Sick Bank. The last time that members donated a day was in April 1996.

New employees of the school system donate a day upon initial employment to the system if they wish to belong to the Sick Bank. Staff members only donate days when the Bank is depleted. It has taken four years to deplete the Sick Bank since the last time that we donated as a whole staff in April 1996.

Sick Bank language is clearly outlined in the collective bargaining agreement. If you have any questions regarding the use of the Sick Bank, please refer to your contract.

If for some reason you did not have the opportunity to give a day to the Bank, you have until October 1, 2000 to sign-up.

## **Teacher Negotiations**

Teacher negotiations are ongoing. The two teams have set three dates for negotiations: June 13, June 21 and July 24. The negotiating team will keep you updated on any developments over the summer. Please make sure that you have addressed an envelope in the event that there is a need to contact you.

## **Summer Mailing**

Before you leave school for summer vacation, please make sure that you have addressed an envelope for the NAFT. In the event that a general membership mailing is needed, the envelopes will be used. Building representatives have envelopes available for members. Please see your building rep as soon as possible.

## **Paraprofessional Negotiations**

Negotiations on a successor agreement for the Paraprofessional unit are progressing. We have met with administration six times and have additional sessions scheduled for June 1st, 8th, and 13th.

## **2000 Pride of the Union Award**

The North Attleboro Federation of Teachers will be recognized at the AFT Convention in Philadelphia, Pennsylvania. On July 2, 2000, the NAFT will be presented a "Pride of the Union Award" in recognition of our commitment to membership recruitment. 94% of all school employees are union members of NAFT. With such an impressive percentage, the American Federation of Teachers will recognize us.

This accomplishment would not have been possible without the diligent efforts of the constitutional officers and the building reps. These individuals have personally approached each newly-hired member to encourage them to join NAFT.

## **MFT Website**

The Massachusetts Federation of Teachers has entered the 21st century with an informative web site for union members. The MFT web site address is [www.mfteducator.org](http://www.mfteducator.org). Members can also access this site through the MFT page on the NAFT web site, [www.naft.org](http://www.naft.org). The MFT site is updated regularly so please visit often for the latest information from our parent organization.

## **Cafeteria Workers Settle**

The cafeteria workers have settled a 4-year contract agreement. On May 31, 2000, the cafeteria staff voted to accept the deal that is one-year retroactive and three years forward. The contract duration is from September 1, 1999 through August 31, 2003.

Steven Asadoorian, MFT Rep, was the chief negotiator for this bargain. Our congratulations to Steve and the cafeteria negotiating sub-committee for their hard work.

## **Secretarial Negotiations**

Secretarial Negotiations have commenced. The Secretarial Negotiating Team has had three meetings and both sides have exchanged proposals. Things are moving along. We have two more dates set: June 8 and June 19. A representative from the Superintendent's office and School Committee members James McKenna and Brian Geoghegan represent the School Committee.

An informational end of year meeting will be held on Monday, June 12 at Sue Dieterle's house at 4:00 p.m. More details to follow.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**April 2000 - Volume 2 - Number 6**  
*Newsletter prepared by Lori-Jeanne Veit*

*Newsletter prepared by Lori-Jeanne Veit*

### **National Board Certification**

The 1999-2000 version of the *National Board for Professional Teaching Standards Candidate Guide*, developed by both the AFT and NEA is available at the NAFT office. National Board Certification is a voluntary assessment of teaching ability. It is an advanced teaching credential and a challenging professional development experience. A National Board Certificate (NBC) attests that a teacher was judged by his or her peers as one who is accomplished, makes sound professional judgments about students' learning, and acts effectively on those judgements. The AFT and NEA strongly support National Board Certification and are working together to encourage member participation. Members of the AFT are also welcome to view the guide on the following web site: <http://www.aft.org>.

### **Class Size Arbitration**

Arbitrator James Cooper will be hearing the case of class size on May 11, 2000. This date has been scheduled so that the NAFT may seek a remedy for teachers at

the Middle School and the Martin School who are teaching classes over the contractual limit of 25. Grievance chairperson, Anne Oberti, and MFT Attorney, Jeffrey Jacobsen, met with school administration in December in an attempt to settle this matter short of arbitration.

### **NAFT On Record**

The NAFT has met with school administration to discuss the performance of joint compression on children by unlicensed people. The NAFT holds the position that only licensed personnel, occupational therapists, physical therapists, physical therapist assistants and certified occupational therapist assistants should be performing joint compression techniques on children. The Commonwealth of Massachusetts licenses people to perform such techniques, therefore, unlicensed personnel should not be performing techniques for which they are not certified.

### **Teacher Negotiation Dates**

The negotiating team for the teachers bargaining unit has the following dates scheduled for negotiations: April 11, May 8, and May 25, 2000. The team continues to work on your behalf to secure a successor agreement to the September 1997- August 2000 contract.

### **MFT Convention**

The NAFT will be sending 9 delegates to this year's MFT convention to be held at the SeaCrest Hotel in Falmouth. The convention will be held on April 28 and 29. Lee Anne Todd, Kathy Ayers, Debbie Sienko, Cindy Ouellette, Duncan Gray, MaryEllen Palenchar, Vinny Baldassaro, Noreen Kiff and Lori Veit will be representing the NAFT as delegates.

### **NAFT Auto Insurance Discount**

Interested in automobile insurance rates for union members? Contact Charlie O'Connell of Willis-McKinnon Insurance in Attleboro. Mr. O'Connell is prepared to offer a discount to NAFT members.

### **NAFT Website**

Have you visited NAFT.org lately?? The site has been expanded to include links to additional member benefits. Also included in Teacher Resources are sites to the Massachusetts Department of Education and to an MCAS analysis site. **Please visit us!!**

## **Paraprofessional Negotiations Dates**

Negotiations on a successor agreement continue. The Paraprofessional Negotiating Team will meet on the following dates:

*Wednesday, April 12*

*Wednesday, April 26*

*Thursday, May 18*

*Wednesday, May 24*

## **Secretaries' Negotiating Team**

The negotiating team for the secretaries' bargaining unit has the following dates scheduled for negotiations: May 2, May 9, May 17, May 31, and June 7. Sessions have been scheduled for 7:00 p.m

## **Cafeteria Negotiations**

Cafeteria Negotiations have been scheduled for April 25, May 3, and May 16. Steve Asadoorian, along with the negotiating sub-committee for the cafeteria workers, continue to work toward a successor agreement.

There will be a  
**General Membership Meeting**  
on  
**Tuesday, May 9, 2000**

The meeting will be held at 3:30 in the  
**North Attleboro  
High School Auditorium**

**Please plan to attend**

vote on the 2000-2001 budget & receive negotiation updates



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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**March 2000 - Volume 2 - Number 5**

*Newsletter prepared by Lori-Jeanne Veit*

### **Class Size Arbitration**

The American Arbitration Association has scheduled a hearing for May 11, 2000, with Arbitrator James Cooper. The NAFT, represented by Attorney Jeffrey Jacobsen, will seek a resolution for classes in the district that remain above the contractual limit of 25.

Anne Oberti and Jeffrey Jacobsen met with school administration in an attempt to resolve this issue short of arbitration. However, they were unsuccessful. School administration did respond to the grievance in writing denying the grievance at Level Two of the grievance procedure. Quoting from the administration's grievance response dated January 3, 2000, "Finally, with an average daily attendance rate of about 94%, any class with a membership of 26 or 27 students rarely has more than 25 students in attendance." The grievance committee did not find this to be an acceptable response to the class size issue since the teacher is ultimately responsible for all students in the class as well as make-up work and instruction for those who are absent.

### **Recertification Lawsuit**

According to MFT President, Kathleen Kelley, the MFT and the MTA have filed a joint lawsuit in Suffolk Superior Court. The unions are working together to strike the supervisor sign-off provision from the DOE's new recertification regulations. Both unions hold the positions that the new regulations violate the law. The primary issue is that a teaching certification is a license issued by the state, under state laws and based on state rules; therefore, only the state not a local school administrator, has the authority to determine if an educator has fulfilled the recertification requirements.

### **NAFT Scholarship**

Applications for the NAFT Scholarship may be obtained from building reps. High School seniors attending North Attleboro High School whose parents are active or active-retired members of the local may apply. The application deadline is March 31st. The award recipient will receive \$500.00. The scholarship will be awarded based upon community service and an essay on the meaning of public education.

This is a new application procedure for the NAFT scholarship. The NAFT Executive Board voted to set criteria based on the recommendation of the Scholarship Committee. Sharon Pelletier and Cathy LaFratta served on the Scholarship Committee.

***There will be a General Membership Meeting on Tuesday, March 14, 2000.  
The meeting will be held in the North Attleboro High School Auditorium.  
Please plan to attend to receive updates on negotiations.***

### **Teacher Negotiation Dates**

The negotiating team for the teachers bargaining unit has the following dates scheduled for negotiations: March 14, March 22, and April 11, 2000. The team continues to work on your behalf to secure a successor agreement to the September 1997- August 2000 contract.

### **Retirement Reform Legislation**

Speaker Thomas Finneran has indicated that he would work with legislators to draft a retirement bill. His stated intention is to complete work on a bill before

House budget deliberations in late April or May. MFT will be working with legislators to help draft the bill. Assistance will be needed to win passage once the bill has been drafted. MFT will continue to keep us posted on this important issue.

### **NAFT Website**

Have you visited NAFT.org lately?? The site has been expanded to include links to additional member benefits. Also included in Teacher Resources are sites to the Massachusetts Department of Education and to an MCAS analysis site. Please visit us!!

### **Paraprofessional Negotiations**

Negotiations on a successor agreement have begun. The Paraprofessional Negotiating Team has met with the School Committee twice. Ground rules for negotiations have been agreed to and proposals are on the table. Additional sessions have been scheduled for March 15, March 29, April 12, and April 26.

### **Secretaries' Negotiating Team**

A first meeting date is set to meet with the Superintendent and Mark Williamson on March 20 at 6:30. The first meeting is usually just to set guidelines and dates. We are still refining our proposals. If anyone has any suggestions, please do not hesitate to contact a member of our negotiating team with your questions, concerns or suggestions. We are hopeful that negotiations will move more quickly and smoothly.

### **Cafeteria Negotiations**

Cafeteria Negotiations have been scheduled for March 20, March 27, and April 5. Steve Asadoorian, along with the negotiating sub-committee for the cafeteria workers, continue to work toward a successor agreement.

### **Super Tuesday**

On Tuesday, March 7, MFT members will help decide on our next president by voting in the Massachusetts presidential primary. Please consider the following when you cast your ballot:

Al Gore is the only candidate that has opposed vouchers, tuition tax credits, as well as other gimmicks that divert public tax dollars to private schools. He has

championed the need for smaller class sizes. He supports the setting aside of federal funds to repair, modernize, and build schools. Al Gore fought to provide federal funding that enabled local school districts to hire thousands of new teachers.

For these, and other reasons, both the AFT and MFT have voted to endorse Al Gore for President.

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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**January / February 2000 - Volume 2 - Number 4**

*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

If you are reading this newsletter, chances are you are a member of the North Attleboro Federation of Teachers. The NAFT is a labor union. As president, I want to explain what being part of a labor union is all about. I began with Webster's Dictionary On-line. The definition Webster's gives for labor union is "an organization of workers formed for the purpose of advancing its members interests in respect to wages, benefits, and working conditions." While the words are easy to read, the concept of a labor union is not always an easy one to grasp.

Many people believe that the union is there to bargain the next contract and to help if an employee is reprimanded. Yes, the NAFT does bargain successor collective bargaining agreements for our members and does represent members who question their evaluations. However, our job does not stop there.

Protecting working conditions is an important role of the labor union. Items that

fall under "working conditions" include anything from the air you breathe to having enough textbooks and supplies in your classroom. When something is impacting your working conditions, you have a right to contact a union official, whether it be a building representative or a constitutional officer.

We also bargain new positions that are created by management. As a union we not only bargain wages and benefits but also the conditions that establish the parameters of the job. Yes, compensation of new positions is an important thing to bargain, but there are also issues regarding liability and the consequences of the potential liabilities if safeguards are not built in for the members who may hold these new positions.

As a union, we have provided first and second year teachers with support by co-sponsoring the Beginning Teachers' Network and offering the Beginning Teacher Institute. We have also run workshops for members on recertification.




I will close by adding that belonging in a union means being part of a group and acting as one. As president I know that if this local is to continue with strong growth, it is important for each of us to turn to the union when there is any question regarding wages, benefits, or working conditions.

***Please mark your calendar for the next general membership meeting on Tuesday, March 14, 2000. More information to follow.***

## **Unfair Labor Charge**

Massachusetts Federation of Teachers general counsel, Jeffrey Jacobsen, has filed an unfair labor charge on behalf of the NAFT. The Federation contends that the North Attleboro School District violated Collective Bargaining Law, Chapter 150E, when it did not bargain over the newly created afterschool positions for MCAS remediation at the high school, middle school, and elementary level. Positions for both teachers and nurses were posted without the District bargaining the wages, hours, and working conditions with the NAFT. A new position of group counselor has been created by the District and also has not been bargained.

The Federation raises the following questions:

-  Who is responsible if a child in the program gets ill?
-  Who is responsible for a disruptive student?
-  Who is responsible for children whose parents have forgotten to pick them up?

The Federation raises these issues since they impact the teachers' working conditions. The Federation has the right to safeguard potential liability issues for its members through the Collective Bargaining Procedure. In the case of these positions, the administration refused to bargain.

### **Teacher Negotiations**

The Teacher Negotiating Team has met three times with the North Attleboro School Committee as we work toward a successor agreement. The Teams have three additional dates scheduled for negotiations: February 9, February 17, and March 14. Ground rules for negotiations have been set and proposals have been put on the table.

### **Asbestos**

Ted Duluk, grievance committee member, has analyzed the asbestos results that were provided to the Federation from the company that the school department hired, Diversified Environmental. The results of pre and post air quality results that were sent to the NAFT reveal that the asbestos levels are within safe limits. Asbestos was removed during Summer, 1999 at the following buildings: Woodcock, High School, Falls, Amvet and Community School.

### **Curriculum Coordinators' Decision**

Hearing Officer, Ann Moriarty, has issued a decision in regards to the three coordinators' positions held by Paul Cavanaugh, Jim Gambardella and Norm Bergeron. After five days of hearing, Ms. Moriarty ruled that the coordinators belong in the Administrator's Bargaining Unit. Ms. Moriarty based her decision on the supervisory role of the coordinators in district-wide curriculum development, their district-wide budgetary responsibilities, and the absence of direct student instructional or advisory responsibilities.

I wish to thank MFT general counsel, Jeffrey Jacobsen. He did an excellent job preparing for the case and representing the NAFT at the Labor Relations Commission.

### **MFT Distinguished Service Award**

*The Executive Board of the NAFT has nominated Diana Shoop for an MFT Distinguished Service Award. Annually the MFT awards members who have exhibited outstanding union service. Since becoming chairperson of the paraprofessional unit, Diana has seen her membership grow from 50 to 75*



*members. Diana has signed up many of these new members herself. Her commitment to her unit is to be commended. The NAFT wishes Diana the best as she awaits the decision of the MFT Executive Board.*

### **Summer Stipends Arbitration**

The NAFT Grievance Committee filed for Arbitration regarding the case of the District paying members \$125.00 per day for curriculum work. While the NAFT met with the School Committee in May, 1999 in hopes of negotiating this issue. We failed to reach agreement. The District then proceeded to pay members \$125.00 per day for curriculum work. The Federation contends that additional work assigned by the Superintendent should be compensated at the member's per diem rate as is stated in the contract. March 1 and April 10, 2000, have been scheduled for the arbitration hearing.

### **Class Size Issues**

Grievance Chairperson, Anne Oberti, and MFT General Counsel, Jeffrey Jacobsen, met with Superintendent Richard Hoffman and School Committee Attorney Charles McGuire on December 21, 1999, in an attempt to resolve the class size issue.

A resolution could not be reached during this meeting. Therefore, Arbitrator James Cooper will again return to North Attleboro to determine if the school committee has violated the contract language on class size.

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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**November / December 1999 - Volume 2 - Number 3**

*Newsletter prepared by Lori-Jeanne Veit*

*The leadership team  
of the  
North Attleboro Federation of Teachers  
wishes all members and their families  
a happy and safe holiday season!*

### **From the Desk of the President**

November and December have been busy months for the leadership of the NAFT. With the change in health insurance providers, issues and meetings have arisen to deal with the impact of such a change to our members. The NAFT leaders who have dealt with this change have given freely of their time to ensure that our members were protected. My special thanks goes out to Vice President, Kathy Ayers, who attended numerous meetings on this issue so that the NAFT would

have the most current information, and to Diana Shoop who helped design and distribute the NAFT insurance packets that went to members. The negotiating team members that I worked with: Kathy Ayers, Diana Shoop, Carole Canali, and Carol Hichborn met with the Town to bargain the impact. The team's professionalism and commitment are to be commended.

Annemarie DuBois and Steve Asadoorian, our negotiators from the MFT, bargained the impact of the change in health insurance providers. They helped us deal with individual member concerns using the resources from the MFT office in Boston. Both Annemarie and Steve spent a late Friday night with Diana Shoop and myself as we prepared the insurance memo for distribution to members. The support that was provided by both Annemarie and Steve is greatly appreciated.

Finally, I wish to thank Human Resource Director, Mark Williamson, for his commitment to providing the NAFT with health insurance information as soon as it was made available. Mr. Williamson continues to work closely with the NAFT to ensure that all of our members have a smooth transition to their new health plans. The presentations that were provided for our members through the Human Resource Office were informational and much appreciated.

### **Scholarship Application**

The Massachusetts Federation of Teachers is awarding five scholarships of \$1,000 each to eligible high school seniors who are dependents of MFT members. Application forms must be filled out and returned to MFT by **January 1, 2000**. Forms may be obtained through the NAFT by contacting Debbie Sienko at Community School or Jennifer at MFT (1-800-279-2523).

The exam date is scheduled for Wednesday, February 2, 2000. The exam will take place in the student's high school according to the school's established procedure.

This is a wonderful opportunity for dependents of our members. Please take full advantage of this benefit.

### **Cafeteria Staff**

The cafeteria workers of North Attleboro voted to become affiliated with the NAFT on Monday, December 6, 1999. There are 41 cafeteria workers employed in North Attleboro. The NAFT now represents teachers, nurses, secretaries, paraprofessionals, and cafeteria staff. The leadership of the NAFT warmly welcomes the cafeteria staff to our union family.

## **Coordinators**

The hearing at the Labor Relations Commission in Boston regarding the coordinator positions of Norm Bergeron, Jim Gambardella, and Paul Cavanaugh concluded on November 9, 1999.

All parties involved (the NAFT, the North Attleboro Administrators' unit, and the School Administration) now await a ruling from the commission. As soon as a ruling is passed down, the NAFT will notify its members.

## **Negotiating Team Appointment**

Jane Sherman of the Allen Ave. School has been appointed to replace Lucy Paulo on the teacher negotiating team. Due to family commitments, Lucy needed to resign from the committee. Lucy's hard work at the initial stages of the negotiating process is greatly appreciated.

The teacher negotiating team members are: Kathy Ayers, Rod Cavedon, Cindy Ouellette, Bob Sandstrom, Jane Sherman and Lee Anne Todd.

The Team met with the School Committee on Monday, December 13, 1999 for an initial meeting. Additional dates of January 5 & 19 and February 9 & 17 have been set for further negotiations. The school committee subcommittee for negotiations is Matt DiMarco, Katherine Shuman, and Jim McKenna.

## **Recertification Workshops**

The NAFT will be holding two recertification workshops on Wednesday, January 19th. The meeting times will be from 2:30-3:30 P.M. and 3:30-4:30 P.M. Annemarie DuBois, MFT Director of Organization, and Phil Vesey, MFT Director of Educational Policy and Programs, will be conducting the meetings. Annemarie and Phil will outline the requirements for recertification with a focus on the changes for the next round of recertification. A notice will be sent to all members in January with additional details. Mark your calendars!!!

## **Class Size Hearing**

On October 8, 1999, Anne Oberti, Grievance Chairperson, filed a grievance on behalf of teachers with a class size over 25. Twenty-five classes were above the contractual limit. Since the filing, the NAFT had scheduled two meeting times to discuss this grievance, November 16 and November 30. Both of these dates were

cancelled by Dr. Hoffmann's office. The NAFT has a date of December 21 for the Level 2 stage of this grievance.

## **Tax Sheltered Annuity**

***January begins the New Year. It is also the beginning of a new millennium.***

What you may not know is that it is also the beginning of the open enrollment period for payroll deductions. Twice a year, September and January, the payroll department has open enrollment for pre-tax payroll deductions for your 403B and Tax Sheltered Annuity accounts.

If you already have a 403B and would like to change the amount of your payroll deduction, January is the time to make that change.

If you would like to begin a supplementary retirement savings account, January is the only time left in this school year to begin.

If you currently have a Tax Sheltered Annuity and would like to learn more about it and other options available to you through the union call today to set up an appointment with your financial representative before the January deadline for additions and changes passes.

For help with any of the above please contact your financial representative available to you through the union.

**For a no cost, no obligation personal financial audit call (800) 688-8750.**

## **Paraprofessional Survey**

Thank you to all the paraprofessionals who filled out the bargaining survey that was distributed last month. The results of the survey, and the added comments, have been beneficial in helping the team develop our proposals. If you have any additional concerns please send them to Diana Shoop at the Technology Department. The negotiating team met in a work session on December 14th but, as yet, no dates have been scheduled with the school committee.

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The  
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Local 4292, MFT-AFT-AFL/CIO

## *Newsletter*

Electronic Version  
**October 1999 - Volume 2 - Number 2**  
*Newsletter prepared by Lori-Jeanne Veit*

### **From the Desk of the President**

North Attleboro is full of great teachers and support personnel. Many of us write grants and start programs which we believe will be beneficial to the students of North Attleboro. The NAFT supports new and innovative programs and believes in creating strong schools.

When writing such grants or starting new programs, please keep a few things in mind. Members of the NAFT do not have authority to create new positions. So if your proposal calls for the creation of a new position, please notify the Union so that we may bargain the wages, hours, and working conditions with the School Committee. Members of the NAFT also do not have the authority to change job

titles. Titles for our members are outlined in the recognition clauses of our contracts.

Remember that the contract has specific language for the rate of compensation when teachers work beyond the school year. It also contains language for compensation of paraprofessionals and/or secretaries if they are part of your grant proposal. Again, contact the Union if you have a question regarding compensation.

Collective Bargaining Law is specific about negotiating new positions, titles, job descriptions, and compensation. Please contact the NAFT before writing such grants and proposals, so there will not be a delay in your grant. Working together, we can ensure that grant proposals are written in accordance with contract language.

### **Teacher Negotiations**

The teacher negotiating team met on October 14 with MFT Director of Organization, Annemarie DuBois, to prepare for upcoming negotiations with the School Committee. The team will be meeting again on November 4 and November 10. Lucy Paulo's name was inadvertently left off of the Negotiating Team stationery. Lucy is a member of the negotiating team, and her name has been added to the letterhead. The team will inform you when a date has been scheduled with the School Committee.

### **Class Size**

Class Size has once again become an issue for the NAFT. While High School class sizes remain at or under the contractual limit of 25, there are twenty-five classes over the limit at the elementary and middle school level. Anne Oberti, Grievance Chairperson, has filed a grievance at Level Two since this issue affects more than one building. Anne Oberti and Lee Anne Todd will be meeting with the Superintendent to seek a resolution to this contractual violation.

### **State Budget / Teacher Retirement**

On Wednesday, October 13, 1999 an agreement on the state budget was reached. Local education is fully funded at \$245 million and there is \$20 million for remediation programs in districts where a large number of students failed the MCAS.

The teacher retirement reform proposal is contained in the budget agreement.



However, the battle is far from over since the budget will be sent to the Governor. Governor Celluci has indicated he will veto teacher retirement reform. Please contact the Governor at: State House, Suite 360, Boston MA 02133, telephone: 617-727-9173 to urge him not to veto teacher retirement.

## **Coordinators**

The NAFT was again at the Labor Relations Commission on October 12 regarding the coordinators' positions of Norm Bergeron, Jim Gambardella and Paul Cavanaugh. Testifying during the hearing on October 12 were NAFT members Emily Nicodemus, Cindy Ouellette, and MaryEllen Palenchar. The NAFT must prove that the coordinators have more in common with members of the NAFT than with the members of the Administrators' Unit. The next hearing date is scheduled for November 9th.

## **Attention All Secretaries**

This is a negotiating year for the secretarial unit. Our Negotiating Team members are: Sue Dieterle, Betty Hebert, Lynda Guimond, Janet Barber and Carole Canali. A work session for the team has been scheduled for the evening of November 2. Please send your contract proposals to Carole Canali at Martin School.

*This year's dues schedule is as follows:*

### **At or Above First Step Teacher's Salary (\$26,633)**

\$311.14 annually / \$7.78 weekly.

### **Between \$15,000-\$26,633**

\$290.74 annually / \$7.27 weekly

### **Between \$10,000 - \$15,000**

\$238.30 / \$5.96 weekly.

If you have any questions, do not hesitate to call Carole Canali.

## **Paraprofessional Arbitration**

The Federation has an arbitration date of December 8th for the grievance that was filed on behalf of the teachers at the Pre-School Building. Since the grievance was denied at Levels I and II, the Grievance Committee continued with the grievance procedure to Level III, Arbitration. Anne Oberti, Grievance Chairperson, has

processed this grievance based on the fact that Administration did not provide substitute paraprofessionals. By not providing substitute paraprofessionals, the District is out of compliance with the legal ratio of adults to students. This is a change in working conditions, since paraprofessionals substitute were provided in the past. Attorney Jeffrey Jacobsen will be representing the NAFT.

## **Web Site**

Have you checked out the website yet? The NAFT Newsletter is now available online at [www.NAFT.org](http://www.NAFT.org). Suggestions for additional information you would like to see on the site should be sent to Lee Anne Todd through the NAFT site.

## **Paraprofessional Meeting**

There will be a membership meeting of all paraprofessionals on November 2nd at 3:30 in the Middle School Media Center. The agenda will include welcoming our new members as well as introducing the negotiating team.

Steve Asadoorian, our MFT representative, will be present to answer any questions and provide a general update of union matters. All paraprofessionals are strongly encouraged to attend. Any para who has not yet joined the union will be able to do so at this meeting.

## **Reimbursement**

Were you planning to take, or thinking about taking a course this year, but decided not to because Professional Development funds have been depleted? Are you in a course that you now realize you cannot get reimbursed for because there is no money?

*Please send a note to:*

**Noreen Kiff, Falls School**

Include your name, building, course title, and cost. Thanks!

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Send mail to [webmaster@naft.org](mailto:webmaster@naft.org) with questions or comments about this web site.

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The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

# *Newsletter*

Electronic Version  
**September 1999 - Volume 2 - Number 1**

*Newsletter prepared by Lori-Jeanne Veit*

## **From the Desk of the President**

Contract negotiations will begin this Fall. I am pleased to announce the members that will be serving on their respective bargaining teams. The Executive Board has confirmed the appointment of the following negotiating teams.

Bargaining for the teachers' successor agreement will be Kathy Ayers (High School), Rod Cavedon (High School), Cindy Ouellette (Middle School/Community), Bob Sandstrom (Middle School), Lucy Paulo (Martin), and myself (Falls).

The paraprofessional negotiating team is comprised of Diana Shoop (Technology), Bob Hefron (Middle School/SPED), Gwen Sinclair (Preschool), Patty Coogan (Falls), and Jay Alexander (Martin).

The secretaries successor agreement will be bargained by Carole Canali (Martin), Lynda Guimond (Administration), Sue Detierle (Amvet), Betty Hebert (Middle School), and Jan

Barber (High School).

Annemarie DuBois will be the negotiator for the teachers, and Steve Asadorian will be the negotiator for the paraprofessionals and secretaries.

**The negotiating teams are now soliciting proposals for the upcoming round of contract talks.** Please forward any language suggestions to the negotiating chairpersons: Kathy Ayers for the teachers, Diana Shoop for the paraprofessionals, and Carole Canali for the secretaries. When submitting proposals, please identify the contract article that is being rewritten or identify the proposal as new language.

### **Salary Schedule Change**

If you are applying for a salary schedule change, please submit all information as soon as you have your paperwork together to Joe Ionta at Community School. When moving from Bachelor's to Bachelor's +30, Masters, Masters +30, CAGS, or PhD, please make sure that college transcripts have the official college seal on them and are legible. This will insure that your request is processed in a timely manner.

### **General Membership Meeting**

There will be a general membership meeting on Monday, September 27 starting promptly at 3:30 p.m. at the High School. Bob McCormick will give a very brief outline of services that are offered to Federation members such as auto insurance, life insurance, etc... Proposed By-Law and stipend changes will be presented and voted upon.

Members of the Negotiating Teams will be introduced.

### **Course Reimbursement**

According to the Teachers' Collective Bargaining Agreement, teachers who have completed one year of service in North Attleboro are entitled to \$450.00 of college course reimbursement. Please apply for reimbursement using the following guidelines:

1. All courses must be **pre-approved**. Pre-approval is obtained by sending a white course approval card to Joe Ionta at Community School. The white card must have the cost of the course written on the back of the card.
2. Once the course is completed, send in the following: two copies of the grade from the course; a copy of the payment for the course; a reimbursement form (obtained from your school office).

If these guidelines are not followed then reimbursement will not be granted. If there are

any questions, please contact Joe Ionta at Community School.

## **Union Representation**

If an issue arises, it is important to know who to call and where to locate the person. All buildings have a building representative. This should be your first stop if you have a question. Grievance Committee members are also a great source of information. Chapter chairpersons can provide answers to secretaries and paraprofessionals. Constitutional officers are also available for any question that you may have. The following is a list of union representatives and their building locations:

<b><i>President</i></b>	<i>Lee Anne Todd (Falls School)</i>
<b><i>Vice President</i></b>	<i>Kathy Ayers (High School)</i>
<b><i>Secretary</i></b>	<i>Debbie Sienko (Community)</i>
<b><i>Treasurer</i></b>	<i>Lynda Guimond (Admin. Building )</i>
<b><i>Secretarial Chapter Chair</i></b>	<i>Carole Canali (Martin School)</i>
<b><i>Paraprofessional Chapter Chair</i></b>	<i>Diana Shoop (Community)</i>
<b><i>Grievance Chair</i></b>	<i>Anne Oberti</i>
<b><i>Grievance Members</i></b>	<i>Ted Duluk (High School)  Cindy Ouellette (Community)</i>
<b><i>Building Reps</i></b>	<i>Vinny Baldassaro (High School)  Bob Sandstrom (Middle School)  Lee Hakeem (Martin School)  Noreen Kiff (Falls School)  Cathy Gaudreau (Early Learning Center)</i>

*Betty Lee  
(Community)  
Gail Lumnah  
(Amvet)  
Mary Ellen Rickard  
(Roosevelt)  
Jane Sherman/  
Linda Packer ( Allen  
Ave.)*

## **Office Hours**

When volunteers are in place to provide staffing, the Union Office will be open on Tuesdays (2:30-3:30pm) and Thursdays (3:30-4:30pm). If you wish to view your professional improvement folder you must fill out a form provided by your building rep.

## **Web Site**

Visit the North Attleboro Federation of Teachers' Web Site at [www.NAFT.org](http://www.NAFT.org). The site lists important member information, dates of upcoming meetings and links to MFT and AFT sites. For example, did you know that you are entitled to discounts to Disney World and Anheuser-Busch Theme Parks through AFT? Check it out!

A special thanks to Norm Todd, Lee Anne's husband, for designing the site and getting it online.

## **High School Class Size** **Attention High School Teachers**

As part of the High School Class size case, teachers who had classes over 25 students during the 1998-1999 school year would receive monetary compensation for students over the contractual limit of 25. Compensation at the rate of \$90.00 per student per semester was issued to teachers over the summer. If you have not received compensation or if you believe that the compensation is not correct, please gather information, such as class rosters. Duncan Gray and Vinny Baldassarro can help in determining if the correct payment was issued. If there is a discrepancy, please contact Lee Anne Todd.

## **Coordinators**

Attorney Jeffrey Jacobsen represented the NAFT during the second and third days of

hearing at the Labor Relations Commission on July 12 and 13 regarding the coordinator positions held by Norm Bergeron, Paul Cavanaugh, and Jim Gambardella. Additional dates have been schedule for this hearing. The next scheduled hearing date will be October 12. The NAFT will be presenting its witnesses on the 12th. Once the hearing has concluded, it will take at least 6 months for the Commission to issue a ruling in the case.

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