

Chelmsford AFT Newsletter

February 2021

Dear Members,

Welcome to this month's newsletter!

Here are the topics and information shared at February's Executive Board meeting:

Labor Management and EBoard Discussion

- a. Sprinkling continues to be an issue as the central office has a different interpretation of the MOU. The EB recently met with Dr. Lang regarding the remote students in classes. It was Dr. Lang's understanding (and according to his take on DESE's interpretation of Hybrid versus remote classes), teachers would either have fully remote classes or fully hybrid classes. Classes that were hybrid would also have remote students in them. This is where the misunderstanding occurred. EBoard will hopefully be meeting with those people who were on the original MOU negotiating team to get a clearer understanding of how this misinterpretation happened. This grievance may be proceeding.
- b. Remote classes: The EB presented to the central office they believed there were enough remote students to make additional remote classroom(s). There was not much response from central office (or school committee) regarding this.
- c. The E Board is in discussion with central office to confirm all remote staff will stay remote for the remainder of the school year in spite of scheduling changes that may take place after February and April vacations.
- d. Snow Days - guidelines on when a remote snow day will be called vs. cancelling school. If Chelmsford loses power we will have a traditional snow day. Central Admin will look at each storm individually to determine if it will be a remote snow day or not.
- e. Covid Vaccine - 710 employees signed up for the vaccine. All staff (remote/hybrid) who registered will receive the vaccine. Waiting for BOH to receive the vaccine. Carewell in Billerica did indeed give out vaccines to educators. We believe this was because they had extra doses they needed to administer. There are a few staff members who received their first shot. (this was posted on the facebook Chelmsford Federation of Teachers). Please join Chelmsford Federation of Teachers on Facebook for weekly updates and other Union news.

[Pool testing](#)

Weekly pool testing will begin soon;a start date has not been determined. Information will be provided when details have been finalized by Central Admin.

Seniority Adjustment Date

The Central office adjusted faculty seniority dates based on parental leaves. This is still being investigated. We will keep you posted when we have more information to share.

Middle School SBRC

Standards Based Report Cards are still being planned for September. Despite many requests to postpone them due to COVID, we have not been successful. Recently Dr. Hirsch sent out a survey to gather information from teachers about SBRC. Although it is not anonymous, we encourage you to answer it honestly.

Committee Updates

- a. **Substitute Pay Committee** - proposal sent to central office in November 2020. EBoard will ask for an update at the next labor management meeting.
- b. **Sick Bank** - at the last contract negotiation, a sick bank study committee needs to be established. If you are interested in being a part of this committee, please contact an E Board member.
- c. **Activity Stipend Committee** - at the last contract negotiation, it was agreed to create a sub committee to look at activity stipends. The sub committee met and is in the process of gathering comparables.
- d. **Reduction In Force (RIF) Language for teachers** - at the last contract negotiation, the Union believed it was agreed to create a committee to review the RIF language. Central office believed that no committee was agreed upon so currently there will be no change. The executive board is in discussion with AFT field rep regarding this subject.

Membership Cards

All members will be receiving a new membership card from your building rep(s). Keep an eye open and if you don't receive yours in the next week, please touch base with them.

Take advantage of all the discounts AFT has to offer by using your membership number on your card.

Need for Childcare

Prior to the start of the school year, the E board worked with the administration to identify child care alternatives for staff in need of before/after school care while working in-person this school year. A few options were explored, including one that would have resulted in a contracted childcare provider licensing a location in town to primarily serve CPS staff this school year. The timing of getting such a center up and running with all that was going on in September, coupled with not being able to quickly confirm a demand and commitment for the year, resulted in not moving forward with such a model. Since the holiday break, we have heard from members that they may be interested/in need of childcare and would like us to explore the option again at this

time. Working with the administration we are willing to explore such an option if we are able to quantify how many staff are interested/would commit to paying a licensed childcare provider if they were contracted. For us to explore this matter further, we need to know 1) if you would be interested in a childcare provider for your child(ren), 2) the age of your child(ren) and 3) how many days a week you would be interested in paying for childcare services (i.e. 1, 2 ... 5 days per week). If you are in need of childcare services at this time and are interested in exploring this option, please respond to Lauren Cochran at laurencochran358@gmail.com by February 10. After we identify the demand for contracted childcare services, we'll work with the administration to identify solutions and get back to you.

What's Coming Up

February 5th - Comedy Night (7pm - 8pm)

Devin Siebold is a nationally touring comedian who has been named iHeartMedia Monster's in the Morning Comedian of the Year, won the Boston World Series of Comedy

* Register here: <http://bit.ly/AFTCOMEDY2021>

February 23rd - Member Benefits Workshop (4pm - 5pm)

Whether you're looking to purchase insurance, buy or refinance a home, or plan for retirement, you can find experienced and dedicated professionals who will work with you every step of the way to fulfill your goals.

* Register here: <http://bit.ly/Benefitsworkshop>

February 23rd - next School Committee meeting (6pm)

February 24th - next Building Rep meeting

New! Coffee with eBoard members!

We are starting a new initiative to have a zoom on Saturday mornings. Our first one will be on Saturday, February 27 at 9:00 a.m. Zoom link will be sent out on the Chelmsford Federation of Teachers facebook group. Hope to see you there.

Stay Safe and Well,

Lauren, Katy, Kathy, Catie, Shelley and Ben

Chelmsford's AFT Building Representatives

Byam - Michael Goff, Catherine Burgess and Marie O'Donnell

Center - Kim Hill and Darleen Joos

Chips - Lori Kulis and Abby Berry

Harrington - Kathy Abbott, Barbara DeFreitas and Steve Wurtzier

McCarthy - Shelley Bethel and Catie Lanouette

High School - Ian Van Blarcom, Renee McLaughlin, Kelley Driscoll, Kathy Peluso, Aamina Mian

Parker - Jen Bartleman and Sandy Day

South Row - Lisa Tice and Cathleen Lopez