

NBFT SPOTLIGHT



Wishing All Union Brothers and Sisters a Happy New Year 2025



2024-2025 NBFT Membership Meetings

- February 11
- March 18
- May 13

*All membership meetings are on zoom.



Union Directory
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PreK-12 Pupil Services/Special
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Leah Clark
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Treasurer
William Sanford
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Recording Secretary
Maciej Fornal
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President's Message

Dear Colleagues,

Happy 2025! I hope you had a wonderful and restful holiday break. I hope you could dedicate time to self-care, family, friends, and anything that brings you joy. As this year is flying by, a lot has been happening across the district.

We ended last year and begin this year with GREAT NEWS!! After years of hard work and effort, the Social Security Fairness Act has been approved! This bill eliminated the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) which have reduced an educator's Social Security benefit (WEP) and/or ability to collect on any spousal benefits (GPO). The President is set to sign this bill on January 6th. Beyond what has been reported in the news, I have no other information. Stay tuned to keep yourself well informed regarding the details of the bill and how it will impact you. This is a HUGE VICTORY for educators! Unity, collective action, and persistence pay off!

We have had some issues with the new rollout of TEVAL. Most concerns that have come to the Executive Board and building reps are Formal observations vs. informal, certification level and tenure, and the cohorts. The PDEC Committee met in mid-December to document these concerns and we are working together to address them and rectify problems. One thing that will have to be amended is the certification language, as the state has changed certifications. Once that is formalized, it will be changed in the document and messaged out to members. Another issue is the TEVAL platform is incorrectly stating Cohort 2 teachers need Formal observations. This is not true. If yours is showing this error, please memorialize it in an email to your administrator, and feel free to include a link to the TEVAL document so there is no confusion. If you still are met with resistance, please reach out to your level VP right away. We will continue to monitor the progress and bring any issues to the PDEC team for discussion and tweaks.

January 15th is days away, so if you are in grievance territory, you know what to do. Maintaining timelines and accurate record-keeping is imperative with grievances. Please make sure you have copies of everything, as many times we have relied on those communications to help clear up discrepancies between what Payroll has and what our members have regarding numbers. Help us help you.

Let's have a great 2025. Please remember to take time for yourself and check in on those around you who may be struggling. Let's continue to support each other and be proud of the work we do. Have a wonderful month and I hope to see you in our February Membership meeting.

In solidarity,

Sue

Election

ARTICLE X – ELECTIONS

Section 1

Officers shall be elected in the 3rd month of odd numbered years. Terms of office shall be two years. The organization will elect the following officers:

- President
- Five (5) Vice-Presidents (one for the high schools, one for the middle school, two for the elementary schools and one for Pupil Services/Special Education)
- Recording Secretary
- Treasurer

Section 2

To be eligible for office, a person must be a member of the organization for a period of six months prior to the date of the election.

- An elected officer must also be currently employed as an educator in New Britain Public Schools.
- If an elected officer retires from a teaching position before the end of their term, they may finish their term in office but cannot be re-elected.

Section 3

The Election Committee shall conduct all general and special elections of the organization.

- The Election Committee shall consist of three members, one from each level (elementary, middle, high), appointed by the President with the consent of the Executive Board.
- Any member of the Election Committee nominated for or seeking office must vacate his/her position and be replaced by a substitute appointed by the President with the consent of the Executive Board.

Section 4

Sixty days prior to the date of the election the Election Committee shall:

- notify all members of the procedure for making nominations for offices to be filled, and of the date of the election electronically or by written notice in the Union newsletter, distributed to the Membership in each building.

Section 5

To be nominated a candidate must submit to the Election Committee a petition containing the signatures of thirty (30) members of the NBFT. Said petitions must be submitted prior to the February membership meeting. No officer nomination shall be made from the floor at any time.

Section 6

Prior to the February meeting, incumbents must notify the Election Committee in writing that they wish to continue in their same office. Incumbents do not need a petition.

Fidelity



Fidelity has been reinstated as a 403(b) vendor for pre-tax and ROTH contributions. If you choose to use Fidelity as your 403(b) vendor then you will need to include a printed copy of the New Enrollment confirmation with the attached Salary Reduction Agreement (SRA) for the initial 403(b) set up.

Employees that wish to set up an account with Fidelity may call the toll free number listed on the attached 403b TSA Companies list or visit their website at Note that the plan number is needed to set up an account (see the attached vendor list). If you have an existing account with Fidelity you may use your current log in credentials after you click the “Start now” and “Get started” buttons. If you do not have an existing account then you will need to click on “Start now”, “Get started”, and “Register as a new user” buttons. Please call the toll free number listed on the attached 403b TSA Companies if you need assistance.

[CLICK HERE FOR LIST OF 403B COMPANIES](#)

[CLICK HERE SALARY REDUCTION AGREEMENT](#)



Scholarships



1. **AFT Connecticut Scholarships** *Application Deadline: Not yet set*

- The AFT Connecticut Scholarship Selection Committee awards two \$2,500.00 scholarships each year:
- The first scholarship is the George C. Springer Scholarship is for AFT Connecticut members
- The AFT Connecticut Scholarship is for members' spouses or domestic partners or children of members.\

2. **AFT Porter Scholars Program** - *Application Deadline: March 31, 2025*

This program offers four-year, \$8,000.00 post-secondary scholarships to students who are dependents of AFT members, as well as one-time \$1,000.00 grants to AFT members.

3. **Union Plus Scholarships** - *Application Deadline: January 31, 2025*

Amounts range from \$500.00 to \$4,000.00, and these one-time cash awards are for study beginning in the Fall each year.

[Click here for more information and how to apply.](#)



CHILDREN'S ENRICHMENT FUND

- Do you want to support the children of New Britain in times of need?
- Please consider donating as little as the cost of a cup of coffee a week. The children's enrichment fund last year for example helped one of our student's family who lost everything in a house

How to sign up

- Click on the link below.
- Print the application.
- Fill out the form.
- Scan using copier and email it to yourself.
- Forward scanned PDF attachment from your district email account and email it to payroll@csdnb.org

[Click here to sign up to support the Children's Enrichment Fund](#)

NBFT Welfare Report

By Ethan Wendehack

On behalf of the entire membership, the NBFT congratulates it's members for these happy occasions:

Meghan Lacey (Lincoln) engagement

Our deepest sympathy to the family and friends of the following members for their recent losses:

Carol Barbieri (SCA) Loss of father

James Barbieri (Pulaski) Loss of Father In Law

John Collura (Holmes) Loss of Mother-in-Law

Our healing thoughts are with:

Hilary Bristol (NBHS) surgery



If you would like to have something added to the spotlight for your union brothers and sisters please email local871president@gmail.com