



August  
2021

# ATF Action Agenda

## Vote To Ratify Your Contract!

ATF Leadership spent 5 months at the bargaining table with APS negotiating better working conditions for all in our bargaining unit. Now, the 2021-22 APS/ATF Negotiated Agreement is ready to peruse and vote on ratification. All licensed educators, whether members or potential members, can vote electronically from 9:00 am. on Wednesday, August 11<sup>th</sup> through 5:00 pm on Tuesday, August 17<sup>th</sup>. The APS Board of Education will also vote whether or not to accept the more than 30 changes to the Negotiated Agreement at their Wednesday, August 18<sup>th</sup> meeting.

Who gets to vote on the terms of their employment? As a member of the ATF Bargaining Unit, you do. Your vote is your voice in winning better teaching and learning conditions for all APS educators.

What are we voting for?

- After years of advocacy by your union, APS has agreed to partially paid Parental Leave! This is a great start to providing financial security to educators' families while they welcome a new child into their family.
- \$1,000 Supplemental Compensation for COVID-related work in the 2020-2021 School Year.
- All ERSEs are eligible to submit for up to 10 credential differentials for relevant certifications and endorsements.
- ALL licensed experience is now accepted by APS when determining your salary step. It was formerly only 10 years for teachers.
- Nurses can now receive .2 extended contracts for performing additional duties related to vacancies.
- A-3 work salary schedule educators reduced their daily work time from 8 to 6.5 hours making their hourly pay on par with classroom teachers' pay.
- & there's much more.

[Read the full list of agreement changes and vote at our website: atfunion.org.](http://atfunion.org)

## Solidarity: Stability During a Pandemic

From March 2020-present, the ATF leadership conducted over a dozen surveys to ensure our members' voices were heard when we negotiated with APS to protect our rights (and health) in the workplace, set union policy, and provide professional development during remote learning. We sent out scores of email communications to ATF members (and potential members) to gather opinions and keep you informed.

Together, we weathered the 2020-2021 school year and we have come out stronger and ready to push our schools to evolve into the great places to learn and work they should be. ATF secured a \$1,000 supplemental compensation payment for all APS returning employees and recent retirees. This compensation will be automatically deposited on August 20th!

[Take a few minutes to read our end of year history of advocacy on our website, atfunion.org.](http://atfunion.org) When we stick together, we overcome all obstacles and advance our profession..

## APS/ATF Memorandum of Understanding

Your union and APS signed a Memorandum of Understanding (MOU) outlining commitments by the district and terms of employment for SY 21-22.

APS agreed that:

- The district will meet all safety guidelines spelled out by the CDC and NM PED Toolkit including HVAC , respirators, handwashing stations & cleaning supplies, the wearing of face masks indoors, and more
- High-risk staff members will be given reasonable accommodations such as alternate work assignments.
- The use of video cameras in any classroom will be for the exclusive purpose of accomplishing remote learning as defined by the NM PED.

That's just a few points. [Read the entire MOU on our website, atfunion.org.](http://atfunion.org)

Your union will always fight for safe teaching and learning conditions for all students & staff.

## Know A Recent Retiree Who Needs \$1,000?

If you have colleagues who have recently retired, please let them know about the supplemental compensation.

The deadline for retirees to fill out the form is August 31<sup>st</sup>.

[Access form at atfunion.org on the Answers & Docs page.](http://atfunion.org)

## Critical Race Theory As Political Propaganda

Ask your Fed Rep about the motion entitled "Critical Race Theory As Political Propaganda" that we will discuss and vote on at September's Fed Rep Council. We look forward to hearing your input.

### Insurance Premiums Will Rise Again

Until all Americans are covered by universal health care, we will most assuredly see yearly rises in insurance costs. This year all employees covered by APS insurance will see their premiums rise by 4.5-5% from last school year. Below is an explanation of next year's insurance premium increases:

- Individual Plan: \$6.05/check= \$145.38 annually
- Double Plan: \$12.12/check= \$290.82 annually
- Family Plan: \$16.36/check= \$392.64 annually

By contrast, the average licensed educator (making \$50K/yr.) received a 1.5% "raise" from the state legislature which equals about \$28.85/check or \$750/annually.

You can bet that ATF will be lobbying for significant raises for educators in the coming legislative session. Get involved. Get active. [Join COPE at atfunion.org!](https://atfunion.org)

### Join us for our Annual Labor Day Picnic!

Celebrate the contributions of unions! Enjoy free food, music, and fun for the whole family!

**WHERE:** Balloon Fiesta Park  
**WHEN:** Monday, Sept 6, 2021  
**TIME:** 11:00 – 2:00

### ATF – Your Professional, Progressive Union

**[Join your Union Today!!](https://atfunion.org)**

Ask your Fed Rep or go to <https://atfunion.org/join/>

### Sick Leave Bank (SLB) Open Enrollment

SLB is a union-designed and employee-owned program. The SLB's purpose is to provide additional sick leave to employees who exhaust their sick leave due to extended illness/injury. This program has saved families from dire financial consequences..

- Payroll deductions are only \$5.75 per pay period.
- Open enrollment is from August 1, 2021 – October 31, 2021.
- SLB Guidelines can be downloaded from the [APS website at www.aps.edu](https://www.aps.edu),
- You can [download the enrollment here atfunion.org](https://atfunion.org).
- Call a Sick Leave Bank Specialist, at 889-4858, for more information.

### How's Your Instructional Council?

Our Instructional Councils (ICs) are the foundation of democratic decision-making at our schools and across our district. ICs are the vehicle for educator voice in guiding your schools' instruction and discretionary spending. It's important to re-visit your IC protocols each year for a wellness check. Download IC Guidelines at [atfunion.org](https://atfunion.org).

Does your IC need a refresher training? Email us at [act@atfunion.org](mailto:act@atfunion.org).

### Dial-a-Teacher begins after Labor Day!

Students and parents can call **(505)344-3571** Monday-Thursday 5:30-8:00pm for homework help.



### Evaluation Info

Last school year, NM PED billed their evaluation system as a "test drive". This year, there will be summative evaluations. Here are some resources we have been sent so far.

- [Elevate NM on Canvas Teacher Training-- Summer 2021](#) recorded "live" training session from June; 2 hrs)
- [Elevate NM/Canvas Quick Start Guide \(atfunion.org\)](https://atfunion.org)
- [Canvas/Elevate NM Due Dates](#) (atfunion.org)

You can contact [teacherevaluation@aps.edu](mailto:teacherevaluation@aps.edu) with questions and look to the [APS Educator Evaluation Resources](#) Google site (APS login required) for support information as well.

Stay tuned. We will share more information as we get it.

### Join Us for the 2021 Pride Parade!

ATF will join APS and GLSEN (Gay, Lesbian & Straight Education Network) in the Pride Parade on August 21. We will meet at Central and Girard to walk in solidarity with our LGBTQ+ students and community members.

Please join us. Fill out this form to let us know you'll attend.. If you have any questions, email Ben Temkin ([benjamin.temkin@aps.edu](mailto:benjamin.temkin@aps.edu)).

## Calendar of Events

DATE	EVENT	TIME
8/10	ATF Unified COPE Meeting	4:30-5:30pm
8/21	Pride Parade**- Meet at Central/Girard	10am-12pm
8/24	ATF Unified COPE Meeting	4:30-5:30pm
8/26	ATF National Board Informational Meeting	4:30-6:00pm
9/6	Labor Day Picnic @ Balloon Fiesta Park	11am-2pm
9/7	Fed Rep Council	4:15-6:30pm
9/8	Dossier Overview	4:30-7:00pm
9/11	Students in the Center Mini-Conference	8:30am-4:30pm

\*\* All events and classes will be held at the ATF Office unless otherwise noted.