



October  
2021

# ATF Action Agenda

## Who Gets a Say In Your Working Conditions? YOU DO!

### APS Board of Education Election

You are in control of your own work conditions and the future of this district. Why? Because you have the right to vote in the APS Board and Mill Levy/Bond election. Who is on the Board of Education and how they spend our money affects our working conditions. Read all about your union's Board candidate endorsements and how you can make a difference at [atfunion.org](http://atfunion.org): "[Volunteer Now To Elect a Board That Supports You!](#)"

It is imperative that we support candidates who believe in our public schools and in the rights and dignity of the workers who make them great. Get involved. VOLUNTEER NOW! Email [act@atfunion.org](mailto:act@atfunion.org).

### Vote FOR the APS Mill Levy & Bond!

The APS School Mill Levy & Bond issue is on the ballot for November 2<sup>nd</sup>. All registered voters living within APS boundaries are eligible to vote in this election. The two questions on the ballot will continue the current Public School Capital Improvements Tax. They will help APS improve school facilities and upgrade school equipment and technology from 2022 through 2027, providing a projected \$200 Million for these improvements and equipment over six years.

Neither of the two questions on the ballot raise your property taxes. A "Yes" vote means that you agree to release tax money that is already being collected so that APS can complete overdue repairs and improvements to our schools. It is imperative that we pass the Bond & Mill Levy questions to assure we provide the learning environments and safety our students need and deserve.

Educate your friends, families, and colleagues on this issue and GET THEM OUT TO VOTE!

### Election Timeline

Bernalillo County Voting Timeline: Find all information at <https://www.bernco.gov/clerk/bureau-of-elections-overview/elections/>

- October 5, 2021 – County clerks begin mailing Absentee Ballots & Last Day to Register to Vote in this Election
- October 16-30, 2021- Early Voting and Same Day Registration
- October 28, 2021 – Deadline for Absentee Applications to be received
- October 29, 2021 – Last day county clerks can mail absentee ballots
- November 2, 2021 – Election Day 7am-7pm

[Read about your COPE committee's efforts and get involved at \[atfunion.org/cope/\]\(http://atfunion.org/cope/\).](#)

## Teacher Evaluation News

Being an educator has always been a challenging job, but the past year and a half have been excruciatingly difficult. It's no wonder that the coming of evaluation season and a new process adds stress to our already overloaded coping mechanisms. And, although the current evaluation system does not share the punitive nature of its predecessor under the Martinez administration, teachers are justified in feeling like subjects under a microscope. This is, of course, exacerbated by our commitment to giving our all to every student each day. We all want our evaluation scored to reflect that effort and that dedication.

Many teachers and some administrators are still unable to access the state's evaluation system. As a result of the NMPED announced change to Jan 8th. For APS, Dec. 17 was identified as the internal due date to avoid a backlog of work upon returning from Winter Break.

### APS DUE DATES FOR FALL EVALUATION ELEMENTS

(Date range indicates window for completion)

October 13 – December 17	Walkthrough 1
October 13 – December 17	Teacher Self-Reflection and BOY PDP
October 15 – December 17	BOY PDP – Evaluator Scoring and Feedback
December 17	Observation 1 for Level One Teachers

If you need some help with the Self-Reflection and BOY PDP or writing smart goals, contact Ree Chacon at [chacon\\_am@aps.edu](mailto:chacon_am@aps.edu).

For more information, [read "Teacher Evaluation Questions & Answers" at \[atfunion.org\]\(http://atfunion.org\).](#)

**APS Benefits Open Enrollment**

**Open/Switch Enrollment is October 6 – 15 for benefits effective January 1, 2022.** Open enrollment will be online through Winocular Workspace. This is the same system you use for employment paperwork and to sign your annual contract.

All the information sessions will be recorded and placed on the [APS Employee Wellness YouTube](#) Channel for on-demand viewing.

Visit the [APS Employee Human Resource Benefits](#) page at [aps.edu](#) for 2022 benefit information.

**Cameras in Special Education Classrooms**

Last year, some special education teachers reached out to ATF. Without warning, there were suddenly cameras in their classrooms filming while they taught. This is a condition of their employment and must be negotiated between the district and their union. ATF brought it to the table but could not come to an agreement with APS. We went to impasse over this issue during negotiations this summer. Your union will not acquiesce to capricious changes in your employment conditions.

ATF continued to advocate until APS finally agreed that Special Education teachers must consent to be filmed. Here’s the new language in Article 11 of the Negotiated Agreement.

**11.A.5. Cameras in Special Education District Program Classrooms**

- a) Cameras in the classroom may not be in use for any reason without the express written consent of the educator(s) assigned to that classroom.
  - 1) Consent must be obtained on a yearly basis in writing.
- b) The video and/or audio from the camera may only be used in defense of the educator in legal/employment matters unless the employee acted fraudulently or with actual intentional malice causing the bodily injury, wrongful death or property damage resulting in the settlement or final judgment.
- c) The recordings shall not be used in any way for instructor evaluations or observations and shall only otherwise be disclosed in accordance with and as required by law.
- d) Only the School Police Department and the designated school administrator may have access to the live feed or the recordings and will only disclose recordings in accordance with and as required by applicable law.

**Sick Leave Bank (SLB) Open Enrollment**

SLB is a union-designed and employee-owned program 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](#).
- You can download the enrollment form at [atfunion.org](#).
- Call a Sick Leave Bank Specialist, at 889-4858, for more information.

The SLB is a perfect example of the power of solidarity. If each of us gives a little, we can make a huge difference in families’ ability to weather crises.

Take advantage of this union-created benefit:

**ENROLL NOW!**

**Dial-a-Teacher Is Open!**

Students and parents can call  
**(505)344-3571**  
 Monday-Thursday 5:30-8:00pm  
 For Homework Help In English & Spanish

**ATF – Your Professional,  
 Progressive Union**

**Join your Union Today!!**

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

**Calendar of Events**

DATE	EVENT	TIME
10/2	<a href="#">National Boards Foundations: Component 2</a>	8:30am-12pm
10/5	Fed Rep Council (ATF Office & Online)	4:15-6:30pm
10/7-8	Fall Break	No classes
10/11	Indigenous Peoples’ Day	All Day
10/12	<a href="#">Students in the Center</a>	4:30 pm-5:30pm
10/14	<a href="#">Dossier Overview</a>	4:30-7:00pm
10/15	<a href="#">ATF COPE</a> Fundraiser with US Rep. Melanie Stansbury	5:00-7:00pm
10/16-30	Early Voting	7am-7pm
10/16	<a href="#">National Board Component 2</a>	8:30am-12pm
10/30	<a href="#">National Board Component 3</a>	8:30-12pm
11/2	Election Day	No classes
11/9	Fed Rep Council (ATF Office & online)	4:15-6:30pm

Find PD Sign up information at [atfunion.org/professional-learning](#). All PD sessions are online.