

JEFFERSON FEDERATION OF TEACHERS



November, 2023



LFT 2023 Convention JFT RECEIVES PPI GRANT

The 59th Annual Louisiana Federation of Teachers and School Employees Convention will take place on Saturday, November 18, 2023. It will be held at the Hilton Baton Rouge Capital Center In Baton Rouge, Louisiana. JFT voted on nominations for delegates at the October general membership meeting. A total of twenty delegates will be attending the convention and serving on various committees to review/revise and adopt resolutions. We want to thank all the members who confirmed and will be attending. The JFT staff truly appreciate the support and strength of our dedicated members.

JFT General Membership Meeting

JFT's first general membership meeting of the 2023-24 school year was held on Wednesday, October 18, 2023. The meeting was well attended as JFT President Sandra Hauer recapped her presentations during the September and October JP Schools board meetings. Sandra also informed members of a 1st reading regarding the 23/24 Legislative teacher stipend payout scheduled for November 17th. A 2nd reading at the November 1st board meeting was approved by the board. Members, your voices were heard! Yvette Smith, JFT's newest organizer, introduced the "BLUE IN YOU" Campaign aimed at strengthening our union members' engagement, displaying solidarity, and promoting a positive presence on social media. Sandra reminded members that the current Collective Bargaining Agreement (CBA) expires in June of 2024. JFT will begin negotiations soon to secure a new contract. All members are urged to complete the CBA survey cards presented during the JFT organizer school visits. If you missed your school's visit, please contact your building representative or call the JFT office. Your input and concerns will drive the changes that are needed in the new CBA.

JFT has established a working relationship with the school district and will continue to advocate for the well being of teachers and school employees district wide.

JFT is thankful for many things, but most of all we are thankful for you, our members. Thank you for your hard work and commitment! You are greatly appreciated!

May you and your family have a wonderful Thanksgiving Break!

AFT has announced a second round of funding from its [Powerful Partnerships Institute](#). The funding, totaling \$1 million, will support projects designed by and for the community to seed, scale, and sustain real solutions for public schools. PPI funding will create more opportunities to work together on the things kids need, whether that's schoolwork, emotional support, career services, nutrition assistance or something broader. JFT received a **\$20,000** grant to address the needs of food insecure students in JP Schools. We have partnered with Second Harvest Food Bank to implement their 'Backpack' program. This program is designed to reduce childhood hunger by bridging the gap between school day meals, weekends, and school holidays. Healthy meals will be provided directly to at-risk students. Hats-off to JFT staff members Mona Icamina and Bonnetta Franklin who submitted the grant proposal!



This year JFT is partnering with WGNO's Coats for Kids to provide coats to children's charities and schools around the area. This tradition has spanned 27 years. WGNO and its community partners have collected, cleaned and donated over 77,000 Coats for Kids in New Orleans and surrounding areas. Now through Jan 12, 2024, you can donate a new or gently used coat at our office 2540 Severn Ave. Suite 301 to help those in need in our community.

KAREN'S PSRP NEWS CORNER



Why become a JFT Para?

- We advocate for better salaries, benefits, and work conditions.
- We represent you at the school board and committee meetings.
- We are available to answer any questions or concerns you might have before and after school.
- We will give you guidance and confidential assistance during a hearing if you must go to HR.

Karen attended the Policy and Procedure Conference held in Washington D.C. November 4th-8th, 2023. Sen. Markey from Massachusetts, and the AFT Policy and Procedure Council proposed to the Legislators a "Paraprofessional Bill of Rights". Karen serves as a member of the AFT Council and advocated for our JFT PSRP members. Let's hope it passes!



From The Lawyer's Desk

By: Larry Samuel, JFT General Counsel

What are your rights if you are injured during the course of employment?

Louisiana laws grant rights and protection to educators who suffer injuries during the course of employment. Your pay and benefits will depend upon whether you were injured (1) due to an assault/battery, or (2) due to physical contact while providing physical assistance to a student, or (3) from other causes. That's why it's particularly important to clearly state how you were injured when you complete the "First Report of Injury" form.

Important: JFT will only assist persons who are current members and who were members at the time of the injury.

Here are some frequently asked questions:

IF I AM INJURED IN THE COURSE OF EMPLOYMENT, WILL I CONTINUE TO RECEIVE FULL SALARY? WILL I BE REQUIRED TO USE SICK LEAVE DAYS? This will depend on the cause of your injury:

- If your injury was caused by an **assault (threat) or battery** by a student or any other person, you are entitled to receive full salary for the duration of your disability, without any loss of sick leave days.

- If your injury was caused by **physical contact with a student while assisting a student to prevent injury to the student**, you are entitled to receive full salary for up to one year (teacher) or ninety days (non-teacher) during your disability, without loss of sick leave days.

IF I AM INJURED ON DUTY, WHAT PROCEDURE AM I REQUIRED TO FOLLOW IN ORDER TO REPORT THE INJURY TO JPPS?

Immediately report the injury to your department head or supervisor. Next, complete a "First Report of Injury" form as quickly as possible, preferably within 24-72 hours of the injury. If your injury was caused by an assault, battery, or physical contact while assisting a student, you should clearly state that on the form. Examples: "I was hit . . ." "I was assaulted . . ." "I hurt my back separating students who were fighting . . ." Be sure to keep a copy of what you submit! If someone else completes and submits the form, be sure to get a copy as quickly as you can.

AM I REQUIRED TO PRODUCE A DOCTOR'S CERTIFICATE? Yes. You are required to present a certificate from a physician certifying your injury and disability. You must also comply with your school board's policies.

IF I AM THE VICTIM OF AN ASSAULT OR BATTERY, SHOULD I PRESS CRIMINAL CHARGES AGAINST THE PERSON WHO COMMITTED THE ASSAULT OR BATTERY? This is entirely up to you. We strongly recommend that you contact JFT because the circumstances will vary from case to case.

Please click [here](#) to continue reading the article.

General Membership Meeting Set For December 13th

The next JFT General Membership Meeting is scheduled for Wednesday, December 13, 2023, 6:00 p.m., at the Seafarers' Hall, 3911 Lapalco Boulevard, Harvey. All JFT members are encouraged to attend to hear the latest updates. Please make plans to attend!



Solidarity Day - December 6th

The next JFT Solidarity Day, is Wednesday, December 6, 2023. Wear your JFT blue on December 6th and send us photos at info@jft.org so we can highlight your workplace solidarity; then attend the school board meeting with your colleagues.

The December meeting will be held at 501 Manhattan for 6PM. JFT is inviting all union members who are able to attend this meeting.



Know Your Contract: Evaluations

Article VII– Prior to the first cycle of observations, and as needed during the school year, an in-service will be provided to teachers regarding classroom walk-throughs, the NIET rubric, Student Learning Targets (SLTs) and evaluations for the purpose of ensuring that teachers understand the performance evaluation process and the criteria upon which their performance will be evaluated. For purposes of Article VII, "in-service" shall mean a virtual or in-person meeting with teachers conducted by administrators at the District or school level that includes discussion of the topics described in this section.