



FCFT's Year in Review 2021-2022

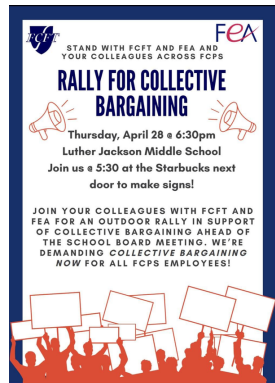


The Fairfax County Federation of Teachers is your union comprised of all non-administrative FCPS employees. Our membership includes teachers, IAs, PHTAs, specialists, office staff, bus drivers, cafeteria workers, and more. FCFT is committed to organizing around better working conditions for all FCPS staff and winning a collective bargaining agreement.

Collective Bargaining



Collective bargaining gives employees a voice in their working conditions and a seat at the table where decisions are being made. Public sector workers have been denied this right in Virginia for over 40 years, but years of advocacy from FCFT members and union members across the commonwealth have led to a new state law removing this ban. This year, representatives from FCFT have participated in a workgroup providing feedback on draft language for an FCPS School Board resolution that would bring this right to FCPS employees. FCFT has been educating members through webinars, building strength through committees and worksite teams, giving public testimony, and hosting rallies to grow our union's power in preparation for winning this right.



Introducing AFEU

FCFT and FEA, the two labor unions representing FCPS employees have decided to come together for the purposes of collective bargaining. We have formed a joint bargaining agent: The Alliance of Fairfax Education Unions, AFEU. While we remain separate unions, we are coordinating our efforts to win collective bargaining together. We hosted a joint Rally for Collective Bargaining in April and have hosted several joint informational webinars on collective bargaining. After the School Board passes the collective bargaining resolution, we plan to appear together on the ballot when we call for a union election. When we get to the bargaining table our bargaining committee will have equal representation from FCFT and FEA.



Welcome to
our new
president,
David Walrod!



Thank you to
Tina Williams
for 5 years
of dedicated
service as FCFT
president.



Elevating Member Voices

Member meetings with all 12
School Board members, 8
Board of Supervisors
members. and 2 state
legislators

Member-led committees
advocating around:

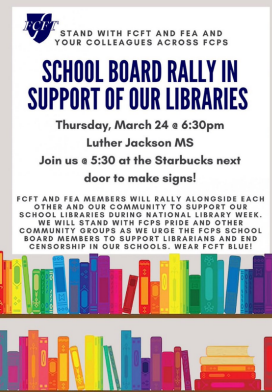
- pay and benefits
- workload and planning time
- the substitute shortage
- state legislation
- special education issues
- COVID response and safety

Member representation in:

- Human Resource Advisory Committee (HRAC)
- 2022-2023 Calendar Committee
- Substitute Shortage Workgroup
- Collective Bargaining Resolution Workgroup

Standing Up for Inclusive Books and Teaching Truth

This year has seen unprecedented attacks on public education. Educators across the country have seen backlash against promoting equity in education, using inclusive books, supporting LGBTQIA+ students and staff, and teaching the complete history of our country. FCFT firmly backs our members in the face of these attacks. We have issued statements in support of LGBTQIA+ students and staff, have spoken at School Board meetings, and attended, spoken at, and co-sponsored rallies in support of teaching honest history and supporting librarians and inclusive books.



Committee Highlights

Pay and Benefits Committee: 2 years of strong advocacy from our Pay and Benefits committee has secured a step increase for all employees plus a 4% MSA in the FY23 budget totaling an average of around a 7% pay raise for all employees. An extra step was added to all pay scales so that those at the top of their scale would receive the full raise. We also secured a bonus of \$1000 for contracted employees and \$500 for temporary hourly employees in August 2021 with another expected in the 2022-2023 school year.

Instruction and Student Success (ISS) Committee: Due to our advocacy around increasing planning time, Dr. Brabrand made a commitment to increase elementary planning time to match that of secondary teachers through the use of classroom monitor coverage. Our committee has also worked on strategies to alleviate the substitute shortage. Language our committee drafted was added to FCPS Policy 4310 to allow for multiple pathways beyond college credits for a substitute to be eligible to cover a teacher absence.

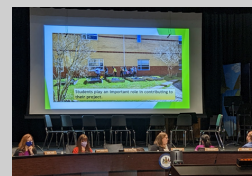
Legislative Committee: Our legislative committee met weekly during the Virginia General Assembly session. We tracked education bills, met with legislators, and provided written and video public comments. Our advocacy successfully blocked dozens of harmful bills involving redirecting public school funding and limiting educators' ability to teach honest history and use inclusive classroom materials.

Member Benefits

- 2 King's Dominion tickets offered to each member
- Up to \$500 scholarship for a college level course for 1 teacher member and 1 support staff member
- Up to \$250 member Excellence in Education Grant
- Reimbursement for state licensure renewal
- Support from member specialists and legal representation in employment issues
- Plus extensive member benefits from AFT!

Community Involvement

- AFT All In Grant to build outdoor learning spaces in 5 FCPS schools
- Sponsorship of the spelling bee
- Partnership with community groups including FCPS Pride, Fairfax NAACP, 4 Public Education, Stand And Deliver Virginia, FABSE, FCCPTA and more.



Presentation of All In Grant progress to School Board

Get Involved!



If you have not yet joined FCFT, you can become a member at www.fcft.org/join-now. We have staff organizers ready to get you plugged in and involved in your worksite team. Organizing around collective bargaining and negotiating a contract is our top priority this year. We are excited to continue our organizing and advocacy work as the 2022-2023 school year begins.



SCAN ME