



SPECIAL POINT

Please update your name and school changes with FCFT. Also list a current private phone number and e-mail address. We never give out your contact information to anyone else. You can e-mail the office at www.fcft.org or call the office at 703-451-6840.

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- Call FCFT if you have questions about your mid-year evaluation. 1
- FCFT will help you write a rebuttal if you need one. Call us, not your friends. 2
- FCFT is here to help you, so call us first about school issues.
- FCFT-703-451-6840

PROPOSED 2021 SCHOOL BUDGET

Earlier this month FCPS Superintendent Brabrand presented the FY 2021 Proposed Budget to the School Board. The Budget represents an increase of 5.8 % over the FY 2020 Approved Budget. The Superintendent said, "My goal is to have FCPS leading the way in teacher compensation in our region." He is concerned with teachers' compensation and proposes step increases for eligible employees and a one percent market-scale adjustment. He also urges more resources for special education students, more counselors for students and greater attention to middle schools. The Budget is many pages long and will be examined thoroughly in the coming months. The presentation of the Proposed Budget is just the beginning of many months of meetings with the County Executive, The School Board, The County Board of Supervisors and community members. FCFT members attended a public hearing on January 27 to demand the county prioritize public schools and "fund our future." FCFT released a policy priorities paper, which called on the School Board to improve resources for student behavior and discipline, improve the school counselor ratio to 1:250, take steps to increase teacher planning time, fix the substitute shortage, increase the pay for retired teachers that work as substitutes and increase educators wages. Fairfax County educators make less than their counterparts in neighboring counties while Fairfax County is one of the wealthiest counties in the country. At the hearing, FCFT also released the results of a survey on educator planning time, which found only 5.1% of elementary teachers and 12.1% of secondary teachers report that they can consistently complete the required duties of their jobs within the current amount of planning time built into their schedule. You can view the policy priorities paper and planning time survey results here: <https://www.fcft.org/fy21-budget>

YOUR MID-YEAR ASSESSMENT

Many of you are undergoing an evaluation and will receive your mid-year assessment in January or February. This is to remind you that if you receive a "Developing/Needs Improvement" or "Ineffective," you need to call the FCFT office at 703-451-6840 immediately. Ask for a Member Specialist. Do not delay.

If you are called into your administrator's office, presented with a scenario, and asked to resign immediately, **Do Not Resign**. FCPS will allow time for you to consider such an important decision, so do not be rushed into anything without consulting your union and your family.

VIRGINIA LEGISLATURE MEETS



The Virginia General Assembly started the 2020 session on January 8, 2020. It has been a very busy session with the possibility of many new laws being enacted. FCFT is working on a number of bills including a bill to grant public employees collective bargaining rights, a bill to reverse Virginia's right to work law, a bill to increase the minimum wage to \$15 per hour, a bill to improve educator planning time and legislation to fully fund public education in Virginia. HB 582, a bill to give public employees collective bargaining rights is significant for educators. Virginia is one of only three states in the country that explicitly bans collective bargaining for public employees. This puts educators in Virginia at a disadvantage because collective bargaining can help improve public education. With collective bargaining all educators in Virginia would have a seat at the table to negotiate with their employer over all of their working conditions including wages, benefits, class size, hiring, evaluation and resources for their students. The bill has passed the full House and we'll be working to ensure we pass a strong bill in the Senate. If you are interested in coming to Richmond for a day to help advance these bills, please let us know!



RESOURCES FOR FAMILIES

Fairfax County prides itself as being on the cutting edge of new ideas and programs. The County keeps growing and providing for its many citizens. Many wonderful resources are available that you might be unaware of until you need some information and advice. The County has a group of volunteers called Community Ambassadors who meet bi-monthly. They are charged with spreading the word in the community about Fairfax County Resources. They stay informed about adult programs. One special department is the Fairfax County Department of Family Services. The department is committed to helping family caregivers care for their loved ones and care for themselves as well. You can call the Aging, Disability and Caregiver Resource at 703-324-7948. You can speak to an experienced social worker about supportive services for loved ones or yourselves. You can also visit the website at www.fairfaxcounty.gov/familyservices/older-adults. Often difficult family situations or sickness occur suddenly, and you may need help from a social worker to know how to proceed in getting assistance. Keep this department in mind.