

“The important thing is not so much that every child should be taught, as that every child should be given the wish to learn.”
John Lubbock

F.O.N.T.

Focus on New Teachers

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MOTIVATION

Our focus this month is on motivating students to think for themselves. We all have that student who seems completely unmotivated, a student that may be very bright, but just puts no effort into his or her work. You may think that there is no chance of improvement for this student, but it is important for you not to ever completely give up on a student.

Advise your students that success requires goal setting. Certainly, students need some intelligence, knowledge base, study skills, and time management skills, but, without motivation, you will not get very far. Having students realize where they are and where they can be if they put in extra study time is very important. They need to reflect upon the amount of effort they exercise and the results they achieve from that effort. Remind them that even the best athletes must practice their skills.

Also, try to keep your students interested in the lesson. Interest and the desire to learn are important motivators for students. When you combine these two factors, you can create success. Vary your activities and lessons, have them watch instructional videos on YouTube at home, take notes, and then discuss the material in class. Try something new-flip your classroom, rearrange the desks-shake things up! Your creativity is limitless.

INSIDE THIS ISSUE:

Motivation	Front
Did you Know?	Front
Flu Season...Watch	Front
Janus Versus AFSCME Supreme Court Case	Back
Posting on Social Media	Back

DID YOU KNOW?

- The Farmingdale Community Summit will take place on Wednesday, April 11 from 6:00-8:30 in the HS gym
- The FFT will have a table
- There will be food tasting, tricycle races, and health and wellness information

It's Flu Season...Watch Out!

Are many of your students sick? It's flu season and you should be concerned, so here are some helpful ideas to control the spread of illness.

- Cough into your shoulder or the crook of your arm rather than your hand. The virus is less likely to come into contact with others.
- Wash your hands! Use soap and water! Wash them often! Use hand sanitizer!
- Practice good nutrition, get adequate sleep and drink plenty of water. The flu attacks unhealthy people first. Take your vitamins.
- Go home. If you are sick, do not come to work and infect others.
- Have tissues, antibacterial wipes and hand sanitizer in your room.
- Remember to share these tips with your students.



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[http://
www.farmingdaleteachers.org](http://www.farmingdaleteachers.org)



**WE NEED
YOUR HELP**
BECOME A
**UNION
MEMBER**

Janus v. AFSCME Case



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This very important case will be heard by the US Supreme Court on February 26. The case deals with the right of unions to collect dues from individuals in their bargaining unit who do not wish to become union members, but want union representation and benefits identical to dues-paying union members.

Currently, the feeling is that the SCOTUS will rule in favor of Janus, a social worker who brought this case before the courts. However, this case was funded by large anti-union coalitions who seek to destroy unions and the protections they offer workers. If this unfavorable ruling does happen, unions must ask members to re-commit to their membership and paying of union dues.

If fifty percent of employees elect to become "free riders" (people who do not pay dues and are not members, but reap the benefits of union membership), employers can decertify the union and its contract. Essentially, this means that the bargaining agreement between the union and employer becomes void, and all contract language regarding working conditions, salary schedule, and benefits, is discarded.

It is vitally important that all members pledge their commitment to the FFT and pay their monthly dues, even if the school district does not allow for automatic payroll deduction. Your livelihood and future depend on it.

CAN WE COUNT ON YOU ?

Posting on Social Media

A situation about posting on social media was heard at an arbitration conference in Los Angeles. The conference procedure was that a case is presented to a panel of arbitrators and they explained to the conference attendees how they would rule if the case were presented to them during arbitration. The situation was as follows:

An employee is a frequent social media user. She writes about her supervisor in derogatory terms, but does not identify her supervisor or employer by name. Her co-workers know who she is referring to. Her supervisor reported the posts to HR and HR ordered her to stop posting about her employment. She did not, so HR issued a written warning for insubordination. The union argues that the conduct is off-duty and off-premises.

Five arbitrators listened to the scenario and three out of the five said they would overturn the discipline. However, most stated that they did not have all the facts; they did not see the posts to determine just how derogatory they were, nor did they not see HR's written cessation order. Therefore, depending on the arbitrator hearing the case, a decision could go either way.

It is best to refrain from posting about the school district where you are employed, your director or principal, and colleagues. The comments can be seen as defamation and could lead to termination for an untenured teacher or disciplinary action for a teacher with tenure. Once a post is out there on social media, even if you delete it, it is never truly gone, especially if it has been shared by others. It is better to be safe than sorry!



Linda McCoskey

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