

SVFT Executive Committee Meeting

Wednesday, September 7, 2016

President Ed Leavy called the meeting to order at 4:56 P.M.

Ed welcomed everyone back and greeted the new members of the council. Introductions all around.

Accept minutes of June 8, 2016 Ex Council meeting: **M/S/V APPROVED**

**Emily Lozinak's Treasurer's Report:**

Emily reported the following:

\* Income & Expense Report. Items discussed were as follows:

o Total Income for the month was \$85,170.09

\* Item 4200 Rebate Income – a little low for YTD.

Total Income is \$1,278,566.52 We are short one Rebate Check from AFT.

Accountant will adjust once received.

o Total Expenses for the month were \$98,942.79

Line items of note included

\* Item 6070 Mileage Reimbursement - high for this month due to the high volume of reimbursement forms for months prior. Might consider to submit quarterly.

\* Item 6120 Offices Supplies – August is much higher than normal. We recently switched from a monthly subscription for Office 365 to a yearly subscription which was paid out in full.

\* Item 6160 Training and Education (-\$100) Credit for an expense account. We get reimbursed for supplies and books.

o Net operating income for the year to date is \$67,492.04

**Treasurer's Report (pending audit) M/S/V**

**Bob Riccitelli EUR Report:**

Bob shared the following with the reps:

0 members on Administrative Leave

0 pending Arbitrations

**4 Current Grievances**

\* Health Tech – G&A meeting scheduled for Thursday, September 8th. An Instructor was a DH for 120 days out of the last school year. When she was demoted in lieu of a layoff. She received Instructor pay for the entire summer. The contract states if you're promoted you get the higher salary over the summer but doesn't state the opposite.

- \* Carpentry DH– Letter of Reprimand. This letter was given after a transfer. Filed Level 2
- \* SAIL/ISS – Use of a teacher during the day to cover a classes. The instructor will have a Level 2 hearing. It is scheduled for Thursday, Sept 8th. This grievance was filed by the Instructor.
- \* An instructor was issued a Letter of Reprimand for sticking up for another teacher. The Principal completely misquoted the teacher in the letter, which drastically changed the content. A Level 2 hearing is scheduled for the 14th of September.

### **1 Letter of Counseling**

- \* A department head / athletic director was cutting down trees and brush that were on the field. Rep was able to talk with the principal and settled on a letter of counseling.

### **2 Pending Fact Findings**

- \* Instructor – Teacher not reporting for work the first 2 days.
- \* A Guidance Counselor had a conversation with parent about a partnership program with a local community college and a language requirement at some colleges. The parent states that the counselor didn't file the 504 with the college and stated that the counselor told her "speak with Torres" The counselor denies saying this and stated that it seems that there is a lot of confusion with the 504 and who's responsible for it. Again this Principal is taking the word of others over a professional.

### **1 Resolved Issues**

- \* Member (Should have been but was not chosen as PD Chair) Paid full stipend and the position was reposted.

### **Other Topics**

- \* Some ancillary positions now have position requirements to define "Qualified Candidate". This is a change in working conditions. Once a member is denied a position based on these qualifications, we will grieve it. This issue came to light at Prince. We are waiting to see what happens.
- \* Inequitable Distribution of Classes at several schools – This is not a contract violation. This is being confused with class size. However, we will bring this issue to light at Labor-Management and discuss with school principals.
- \* Prince Safety concerns - Over the summer a Discipline Committee was formed with the input from the school staff and is being overseen by Dr. Torres. We have set a meeting with the principal to support the implementation of this plan.
- \* The Ellis Principal is consulting with HR on Sign-in and use of PL.
- \* The Ellis Principal is asking for Daily Lesson Plans to be submitted to DH's for review. In a worst-case a DH could have to review up to 30 lesson plans a day.
- \* The Ellis principal has assigned locker rooms of 37 boys to be supervised by 1 instructor. This is a safety concern and class size issue.
- \* New DH Evaluation – There is a poorly written rubric that makes it very difficult to be successful.

\* State Email – Be careful with what you’re sending through state email. Must be school business only. Nothing personal, political, and Union business (excluding school issues like discipline).

### **Paul Angelucci’s Vice -President’s Report:**

Paul discussed the following and will share with reps tonight:

- The election cycle is upon us, and we have begun the process of setting up canvasses and phone banks. It is very important that we work to elect labor-friendly candidates. During the special session this past year, a proposal to eliminate collective bargaining was defeated by only five votes. We cannot allow that to happen. The schedule of September’s walks are included in the packet.
- PRC committee is getting off the ground. Will meet for the first time on the 13th. Up to 9 members but we need more.
- Paul announced officer fall school visit schedule
- Need PL days donated for member (Doug Clarke at Wilcox) Members at Wilcox have already donated 44 days. Contact Paul to donate. Reps should copy forms and pass out at schools.
- G & A meets tomorrow night
- UTAC and Labor Mgmt will be scheduled soon
- Paul will update rep contact info
- Tuition Reimbursement: Apps still coming to Paul for approval. Ed will discuss payment in his report. Keep members filling out their paperwork!
- Thanks to Abbott rep Brian Malota for attending political advocacy training with Paul at AFT-CT.
- Rowland PL time expires at the end of 2016. Remind members to use it prior to Christmas break.

### **Ed Leavy’s President’s Report**

Ed shared the following:

\*A judge ruled on the CCJEF case today (School funding violates state constitution). The decision took 5 hours to read and it is not clear who won. The judge claimed that the state constitution was not violated but that “logic, reason, and decency were.” The ramifications are not known but will be monitored very closely. More news will be shared during school visits.

\* Contract negotiations are stalled, and there is no hope of any real movement until after the election. We signed an extension agreement for the contract that is similar to all the other agreements signed by the State, which allows for contract language protection but does not refill “pools of money.” We will have to negotiate retroactivity for these pools of money – degree scale, top step bonus, and tuition reimbursement.

\* The LPN program seems to be under attack again, despite denials from Central Office. We are working with the LPN instructors and AFT-CT's legislative advocates to try to keep the program intact as it is currently constituted, even if it is moved to the community colleges. One problem is that teachers are leaving the program for other positions, which is completely understandable.

\* SEBAC continues to meet. Clearly, the administration and the legislature would like to begin another round of concession talks, but it seems unlikely. After in effect imposing a 0% raise this year, laying off over 1000 workers, perp walking laid off members as though they had done something wrong, and spending hundreds of thousands on private law firms for negotiations, it is not likely any union is anxious to start fresh and reach an agreement.

\* There will be AFT-CT/SVFT sponsored "Walk-Ins" at Kaynor, Wilcox, and Prince on October 6th

\* I spent two weeks in Georgia doing organizing work for AFT to stop a Constitutional amendment that would in effect privatize many of Georgia's schools. This movement is being supported by education companies from throughout the country, and if successful will continue to spread. Working on these issues is very important for us as a union. We develop skills and connections that help us with our work here, and we participate in the larger labor movement throughout the country.

\* November 1 is last day to join the sick bank. If a member has worked 3 full-time years, he/she may join. Reminder: PL donations are not allowed for members eligible to be in the sick bank and who have not joined.

### **Rep Q and A**

**Teacher Eval:** Teachscape is no more. Moving to a new platform, but it should remain similar.

Tier 3 is 15 years to be vested? Yes

**Payroll problems?** Contact business mgr. If no response, contact Ed.

**HR demanding explanations for PL use?** NO! Contract is clear. Court, religious, or personal business that can not be conducted any other time. No other explanation needed.

Ed discussed the SVFT Member Engagement Plan. It has been adopted as an exemplar by AFT National and reps will be sharing details as the year goes along.

### **Old Business:**

None

### **New Business:**

Executive Council meeting dates included in the packet.

Ed shared details about the "Take Back CT" rally tomorrow night at 6:30 at CCSU.

**Good and Welfare**

Reps are asked to fill out forms that are in the packet when applicable.

Congrats to former officer manager, Nicole Conti, on the birth of her son.

Meeting adjourned at 6:22 P.M.

Respectfully submitted by Greg Beyer, SVFT Secretary