

SVFT Combined Executive Council/General Membership Meeting

Wednesday, May 9, 2018

President Ed Leavy called the meeting to order at 5:03 P.M.

Approval of minutes of November GM meeting. **M/S/V**

Approval of minutes of April Executive Council meeting **M/S/V**

Special Presentation

Democratic Gubernatorial candidate Ned Lamont addressed the meeting and outlined his plan for our state's future. Notably, he said that organized labor and collective bargaining are part of the solution, not the problem.

Emily Lozinak's Treasurer's Report:

Emily reviewed the Income & Expense Report for April 2018. Items discussed were as follows:

- **Total Income for the month was \$104,366.30**
Line items of note included
 - **Item 4200 Rebate Income \$17,137.45**
Received the Rebate check for the months of Jan. & Feb.
- **Total Expenses for the month were \$86,312.20**
Line items of note included
 - **Item 6055 Office Insurance \$3,360.00**

◦ **Item 6095 Grievances (-\$262.00)**

Refunded a payment for an arbitration
 - **Items 6110 Electronic Communications \$2,332.29**

Mix-Up with Comcast Bill, over payment, will be applied as a credit for future months
 - **Items 6120 Office Supplies \$1,563.95**
A new laptop was purchased for our secretary
 - **Items 6160 Training & Education (-\$202.64)**
Received payments for CPR/AED books that were already purchased
- Net operating income for the year to date is \$141,999.26

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

2017 - 2018 Treasurer's General Membership Report

Emily shared the following during the GM portion of the Meeting:

- Total Income for the 2017-2018 fiscal year to date is \$835,082.65
This represents 69.5% of what we anticipated in our budget, which means we are on track as we are two-thirds 67% through the fiscal year.

- Total Expense for the 2017-2018 fiscal year to date is \$728,471.41
Line items of note included
 - **Items 6055 Office Insurance and 6065 Workers Compensation** \$3,360 and \$328
are budgets separately but paid as a single bill, so even though office insurance exceeds the budgeted amount, the total between the two accounts is under budget
 - **Items 6110 Electronic Communications**
\$6,080.96 (87% of budgeted amount)
Mix-up with Comcast, currently have a credit on our account for the next two month, so we are not over budget.
 - **Items 6155 Legal**
\$12,375 (35% of budgeted amount)
Effective January 1 2018 we no longer pay to retain a lawyer
 - **Item 6159 Accounting** – Currently over the 75% budgeted but no more expenses are expected under this line item for the remainder of the year
- Net operating income for the year to date is \$106,611.24

Please note, the following will still need to be paid for this fiscal year

- Item 6145 Conventions
- Item 6171 Teacher of the Year & Teacher Appreciation breakfast
- Item 6070 Mileage Reimbursement
- Item 6080 Dues Reimbursement
- Item 6085 Meeting expenses for End of Year Parties
- Item 6170 Scholarship
- Item 6173 Service and Recognition

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

Bob Riccitelli EUR Report:

Settled Arbitrations

- The Grievance and Arbitration Committee has met 5 times this year.
 - Union Release time
 - ALEKS

Stipulated Agreements

- 32 signed stipulated agreements to date.
 - 17 of the agreements addressed discipline issues.
 - 4 for Seniority issues
 - 7 Contractual issues
 - 4 Memorandum of Understanding

Settled Grievances

- 13 Level 1 grievances
- 19 Level 2 grievances have been filed.
 - 9 grievances have been in our favor
 - 4 grievances are active

Dispute-Resolution

- 3 Disputes
 - 1 on SLO's
 - 2 on Evaluations

Current Issues

- 1 Arbitration
- 3 Administrative Leaves
- 4 Open Level 2 Grievances
- 1 Open Level 1 Grievances
- 2 Harassment Complaints
- 11 Investigations
- 2 ADA Compliance issues

Paul Angelucci's Vice -President's Report:

Paul is unable to attend the Council/GM meeting. Ed summarized his report.

General Membership Report

Committee Reports:

May 9th, 2018

- **Grievance & Arbitration** – Met once in the fall and two times since this year. G & A only meets as needed.

- **Trade Advisory Committee** – Met this Fall and will meet one more time in June just prior to the last Labor Management meeting.
- **Labor Management Committee** – Has met three times to date and will meet for the last time this year in June.
- **Scholarship Committee** – Will be meeting the end of May to choose our Mini Grant and Scholarship recipients.
- **Teacher of the Year Committee** - We will be holding our award banquet on the 17th of May at Baci Grill in Cromwell. Congratulations to all our winners!
- **Health & Safety** – Has met and toured eight schools to date this year, our final inspection will be at Bristol on the 16th of this month.

Committee's that meet as needed are; Constitution & By-Laws, Budget Committee, and Political Action Committee which will have a meeting in early September.

Ed Leavy (President's Report)

Ed delivered the following President's Report:

It's been quite a year.

Last year at this time, we were still negotiating the 2017 SEBAC agreement. When it finally went to a vote school had already ended, and we had to use electronic voting. Thanks to the work of many people – especially Bob Riccitelli and our office manager Lindsay Hochadel – we were able to get our database more accurate than it has ever been. We had a group of volunteers phone bank our members, and when the voting ended over 94% of our members had participated, a total that other local presidents found astonishing. While we had a larger “no” vote than most locals, it is because our “no” votes believed their union wanted to hear their voice.

I start this report with the SEBAC vote because it marks the two themes we have had this year – dealing with the contractual issues related to the SEBAC agreement and membership engagement. First, implementing the contract and the SEBAC agreement has been a nightmare. The furlough days had to move twice, once to move it away from the Skills USA date, and a second time when snow days pushed the furlough savings into the next fiscal year. An even larger problem was a disagreement over the tuition reimbursement language. What should have been a reasonably easy discussion became – because of illnesses in the Department of Education and poor communication within the State – a several month’s

process. I am happy to announce tuition reimbursement payments will begin again in the May 10th check.

Other issues have included getting final agreement on the contract language, which has held up publication and printing. Thanks to Greg Beyer, the 2016-2021 contract is now on line, and we should have printed copies for the start of school. Overall, we are very proud of the contract we signed. We preserved the language we needed to protect, and we extended the transfer window until June 15. We improved part-time rights for ancillary positions and made it much easier for them to transfer into full-time positions.

These problems and others such as getting the extra 1.25% extra TRB contributions reimbursed for people who paid them from 2009-2011 – the reimbursement will also begin in the May 10th check – have taken up a great deal of time. We also have dealt with a legislature in which the incredibly narrow margins have created real problems. We were able to push back on the 2% “Teacher Tax” that appeared in the vetoed budget this past autumn, but more problems remained. This session we were able to convince the Senate and House leadership to introduce an amendment that would delay implementation of the bill making us our own line item, which will save the system millions next year. We also have seemingly fought off a bill which would reduce the years of experience needed to teach from eight years to five. This was a dangerous dilution of teaching requirements, and its insistent support from CBIA created real suspicion. As we meet, there are still dozens of bad amendments that would gut collective bargaining swirling around the LOB.

Despite all these issues, the SVFT has thrived. The 94% SEBAC vote was just a start. When the 2% teacher tax was introduced, over 200 members emailed their legislators. We had almost 50% of the total AFT membership at the Legislative Breakfasts, so legislators and candidates understand our issues; candidates want to work with us, because they know we will work with people who support us. We had a dozen people sign up for member organizer training, and they have knocked on doors of our members and helped with AFT organizing drives. Most importantly, our recommitment card drive has been an incredible success. Over 99% of our membership has recommitted to the union, thanks in large part to the indefatigable efforts of Paul Angelucci and the work of Lindsay Hochadel to keep our records accurate. Dozens of substitutes have joined the union. With the Janus decision about to be handed down, turning us into a Right to Work nation for public employees, we are poised to meet the challenge. Our members understand that we need to stand together to protect our system, to protect collective bargaining, to protect our working conditions, and to

protect our students. This has been a constantly challenging and occasionally frustrating year, but I stand before you today confident and optimistic. We will continue to move forward, because we will do so together.

Old Business:

None

Quorum Report: **QUORUM MET** All 20 schools were represented, a majority of officers were in attendance, and in excess of 5% of membership attended the meeting.

New Business:

Discussion of 2018-2019 budget

Budget Proposal Report

Income Items- based on formulas on assumptions page

Expense Items of Note:

- 6045 Property Tax – reflect Wallingford increased rate
- 6070 Mileage Reimbursement – increased because of the overages from the last two years as a result of increased member involvement
- 6095 Grievances – reallocated some of the legal costs to this line item to cover any costs
- 6120 Office Supplies – budgeted for updates to office computers
- 6145 Conventions – increased because of increased member participation
- 6155 Legal – no longer a monthly retainer fee, added money to various line items that would utilize a lawyer
- 6170 Scholarship – reduce the number of scholarships offered to high school seniors from 8 to 4
- 6200 Office Maintenance – increased to reflect the current rate of spending
- 6205 New Building Repairs – increased to make needed office repair

Motion (Ray Simmons)/Second (Dave Bauchiero)/Vote to approve Unanimous

Constitution and Bylaws proposals:

- Update of SVFT Mission Statement
 - **Motion (Dan Delpiano) Second (Brian Kelleher) Vote to approve Unanimous**
- Addition of three special committees (Minority Teacher Recruitment and Retention, Opioid Crisis, DACA Support for Students)
 - **Motion (Bob Herdlein), Second (Jamie Lamitie) Vote to approve Unanimous**

Good and Welfare:

Meeting adjourned at 6:55 P.M.

Respectfully submitted by Greg Beyer, SVFT Secretary