

SVFT Executive Council Meeting

Wednesday, September 11, 2019

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

Ed called for a moment of silence to remember the lives lost on 9-11-2001.

Introductions and welcome of new reps

Acceptance of June 2019 minutes M/S/V

Emily Lozinak's Treasurer's Report:

Emily reviewed the Monthly Income & Expense Report for August. Items discussed were as follows:

Total Income for the month was \$124,002.46

- **Total Expenses for the month were \$104,560.27**

Line items of note included

- **Item 6005, 6010, 6015, 6020, 6025 Officer Stipends**

Quarterly Payment made August 1

- **Item 6145 Conventions \$1,307.51**

Reimbursements for members attendance at the AFT Convention

- Net operating income for the year to date is \$47,528.23

Reminders:

Mileage Reimbursements \$0.58 per mile. Reps are reminded to use reimbursement form when requesting reimbursement for mileage and expenditures.

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

Bob Riccitelli EUR Report:

Bob shared the following:

Administrative Leave

1 member is accused of unprofessional behavior.

Arbitrations

Discrimination of ADA Accommodations and the inappropriate and aggressive behavior of Brian Mignault, Principal at Ellis Tech.

Inappropriate use of an Administrative Transfer

Grievances

Level 2 – PL Denials

Level 2 – Not allowing a member to return to work after illness

Level 2 – Evening School Supervisor – Resolved – (Co-Supervisor for 1 year)

Level 2 – Not allowing a member to negotiate pay upon permanent hire

Level 2 – Having a teacher teach outside of her subject area (Dropped)

Fact Findings

Unprofessional Behavior toward students

Discrimination investigation – On Hold

Unprofessional Behavior of a coach – Pending Investigation

Union issues

PL and Sick time policy.

Posting (as of 8/31/19)

26 Active

72 Not Posted

32 Filled in the Months of June, July, and August

Paul Angelucci's Vice -President's Report:

Paul discussed the following:

- Sick Bank: Reminder November 1st is the deadline, must have completed three school years for full timers and for part-timers its three years and 66 days.
- Health & Safety will start on the 19th at Prince and I'd like to welcome all new committee members and thank those who have served.
- Our UTAC will meet before our second Labor Management meeting in December, there is not sufficient time before our first Labor Management meeting to hold one.
- Tuition reimbursement, Paul was told should start being paid out late September early October on a first filed first paid bases.
- PD reimbursement not paid last year can be sent to Paul for follow-up
- My overview of the Back to School building tour that Mr. Wihbey is underway and has invited us as well as sitting down with our reps in the building.
- Monthly building rep/Principal meetings need to be scheduled now for the entire year
- Overview of signing up new members to date.
- Degree scale payment coming in December

Ed Leavy's President's Report

Ed shared the following:

1. After telling us that administrative transfers would be used to resolve staffing inequities, a number seemed to be made to make principals less unhappy. There were several "trades," in which department heads were simply swapped. Fortunately, many of these were rescinded by HR, and Mr. Wihbey agreed to a couple on his own. Many of these caused untold stress on many members.
2. Ellis Tech Principal, Brian Mignault, with funding from ASFSA, hired an attorney to issue a cease and desist order to us for making inflammatory comments about him that could hurt his reputation in our online union meeting minutes. Through AFT-CT's lawyers, we answered by saying a) none of the comments were inflammatory, b) all of the comments were factually correct, and c) it is legally protected speech. Ed received an apology from the AFSA president about funding it. (The letter from Mignault's attorney is in the rep packet.) The council voted to cover Ed's legal expenses in the event he is sued personally and requires representation. **MOTION: Brian Malota/SECOND: Bob Roche/VOTE: Unanimous with one abstention (J. Mongeau)**
3. We have SVFT members running for elected office: Joe DeLucia in Windham and Chris Mongeau in Killingly. LPAC interviewed both and have recommended endorsement. If you know of any other members running, have them contact Ed to discuss the possibility of AFT-CT endorsement interviews.
4. HR has been erratic to the point of randomness in screening part-timers for full-time positions. We are continually running into members who have applied for positions and then get screened out from the exact same position. We are working on a solution.

Old Business:

Choice of TRB membership for those who served as subs prior to FT hire should be solved by Jan 1.

The 3% healthcare contribution is going to end soon for some members. (Hired 2009-2011)
Check your pay stub in CORE for your beginning contribution date.

New Business:

Athletic Directors promise of summer per diem days (some used them but did not get paid) is being investigated. Also, coaches who are not full-time employees have been denied keys and swipe cards. This, in our opinion, creates a safety issue.

Question about Deans/WBL coordinators doing background checks on employers. This will be discussed at Labor/Management.

AFT-CT is discussing an intern program to develop future teachers with a goal being to increase teacher diversity.

Good and Welfare

Reps are reminded to submit important member milestones/illnesses to the office.

Meeting adjourned at 6:19 P.M.

Respectfully submitted by Greg Beyer, SVFT Secretary