

SVFT Combined Executive Council/General Membership Meeting

Wednesday, November 13, 2019

President Ed Leavy called the meeting to order at 5:02 P. M.

Special thanks to Cheney Tech Culinary Arts Department Head, Roxanne Ballachino, and Instructor, Mike Tutko, and their students for preparing and serving an EXCELLENT dinner buffet for our meeting!

Acceptance of October 2019 minutes M/S/V

Acceptance of May 2019 Membership Meeting minutes M/S/V

Emily Lozinak's monthly Treasurer's Report:

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

- Total Income for the month was \$96,408.83
 - Item 4355 Rental Income \$1,400.00
Rental payment for one tenant was for Sept & Oct
- Total Expenses for the month were \$82,209.29

Line items of note included

- Item 6110 Electronic Communication \$1,509.24

Payment includes 3 months

- Net operating income for the year to date is \$38,285.97

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

Emily's report for General membership:

Total Income for the previous fiscal year (2018-2019) was \$1,207,165.67

Line items of note:

- **Item 4200 Rebate Income \$92,143.79**

Under budget: The rebate checks for the last two months arrived in our new fiscal year, accountant will adjust for the end of year audit which is presented at the December meeting.

Total Expenses for the year were \$1,159,289.78

Line items of note included

- **Item 6055 Office Insurance \$3,622.00**

Over budget, our office insurance and workers compensation are billed together and paid out of this line item and not Item 6065 which is why that line item is under budget. These line items balance each other out.

- **Item 6095 Grievance \$3,489.85**

Significantly under budget. We plan for the worst case and hope for the best.

- **Item 6110 Electronic Communications \$7,981.14**

\$981.14 over budget. Increased cost of phone and internet services

- **Item 6125 Printing \$3,419.94**

\$2,580.06 under budget. Have switched to a cheaper (and union!) company in New Haven.

- **Item 6155 Legal \$3,475.00**

Was not budgeted for. Corrected for with our current 19-20 budget.

- **Item 6170 Scholarship \$8,500.00**

\$3,500.00 over budget. Planned to offer 5 scholarships but printed in newsletter that it was 8, so we awarded that amount.

Net operating income for the year to date is \$47,875.89

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

QUORUM REPORT- Secretary, Greg Beyer, reported the following:

Excess of 3% of members (60+)

More than 50% of schools (all but Prince and Norwich in attendance)

Majority of Officers (all in attendance)

QUORUM ACHIEVED

Bob Riccitelli EUR Report:

Bob shared the following:

Administrative Leave

No Members are on Administrative leave

Arbitrations

9/2019 – Inappropriate use of an Administrative Transfer

9/2019 – Negotiating Pay

Grievances

8 – Level 1 – 1 was resolved in school, all others were forwarded to level 2

7 – Level 2 – 2 are active – 2 were denied and forwarded to Arbitration – 3 favorable

Most violations are in Articles 6 – Working Conditions, and Article 13 - Discipline

Fact Findings

Discrimination Investigation on hold

Unprofessional Behavior

Union issues

Teacher evaluation – 5 days to file for Dispute Resolution (after acknowledging receipt)

Resolved

3 Stipulated agreements reducing the level of discipline

ADA Accommodations met for member at Ellis Tech.

Postings (as of 10/31/19)

15 Active

72 Not Posted

9 Filled in the Month of October

Q and A for Bob:

- Is attendance policy update being followed the same way at all schools? Clearly not.
- Rep meetings with Principals: Brian Mignault, Principal at Ellis, is refusing to meet with reps unless they provide a detailed agenda in advance of the meeting. These meetings are supposed to be informal/informational in nature and have, in fact, been just that in many schools. Let Bob know if this is an issue at any other schools.

Paul Angelucci's Vice -President's Report:

Paul discussed the following:

Paul has been joined by our new commissioner on several school visits so far.

There are concerns about shop closures around the system, some seemingly for no reason. Discussions about this will be continued at upcoming Labor/Management meetings.

V. P. Committee Reports:

- Labor/Management – Has met once this year and will be meeting again on December 12th at Central Office to discuss issues brought forward by members.
- Grievance & Arbitration – Has met twice in person this year and only meets as needed.
- Trade Advisory Committee – Has not met to date this year but will in the spring to discuss items brought forward by Shop Instructors to present at Labor Management.
- Scholarship Committee – Will be meeting at the end of May to choose our Mini Grants and Scholarship recipients.
- Health & Safety – Has met and inspected three schools to date this year, they will be at Wolcott on December 12th and six more to close out the year.
- Teacher of the Year – Will meet later this month to set up the banquet which will be held in late May for the 2020 recipients.
- Contract Negotiation Committee – Met last week on the 6th to start the process and will continue until the end of next year
- Committees that meet as needed are: Constitution & By-Laws, Budget Committee, Political Action Committee
- PL drive for Jeffery Miller is underway, there is a copy of the donation form in the rep packet

Ed Leavy's President's Report

Ed shared the following:

Ed discussed our successful PL donation campaigns of the past and encouraged folks to spread the word about donations for Vinal's Jeff Miller.

Administrative Transfers last summer: many overturned by HR. Hopefully this destructive trend ceases since massive and seemingly pointless transfers destroy school climate and morale.

Ed reminded everyone that our Core CT homepage lists the date we began paying our retiree healthcare deduction. Some members will stop that payment soon.

We held our first contract meeting on November 6th. We looked at proposals from the last negotiations that did not make it into the contract, and we discussed possible new proposals. We will be sending an email out soon asking for ideas for changes in the contract. A survey of

proposals will be sent out in late February. We will begin bargaining the contract in the fall of 2020. Anyone interested in being on the committee should contact the office.

After two years (!), we finally have a process for people who were not given an option to join TRS because they substituted before becoming a regular teacher – even if it was only a week or so before their hiring became official. Our substitutes are automatically put in Tier 4 by the State; once they become regular employees, they should have a one-time irrevocable choice of retirements. For some of our members, this is an important issue; a person who taught 17 years under TRS in another district wants to remain in TRS to avoid vesting penalties.

AFT-CT continues to push for the recruitment and retention of teachers of color. While all evidence points to the educational improvements students of color make when they see themselves reflected in their teachers, Connecticut continues to have one of the lowest rates of minority teachers in the country. The SVFT has joined this effort. Zyretha Myers-Lang is doing a terrific job organizing this group.

Two of our members who ran for office – Joe DeLucia and Patrice Granatosky – won their races; the other two – Chris Mongeau and Paul Lucuk – did not.

Ed briefly discussed the 2022 changes to retirement benefits, specifically the COLA change. He mentioned that the conventional wisdom that anyone eligible should definitely retire may not be accurate, especially if it means missing out on high paying salary years.

Ed asked reps to continue to ask substitute teachers to join the union. There is a fear that CO may try to pull sub language out of future contracts.

Chris S from EOB asked about getting an SRO there. Ed will add to L/M agenda.

A question about using WBL numbers for SLOs will also be added to L/M agenda.

Old Business:

None

New Business:

None

Good and Welfare

Reps are reminded to submit info about staff milestones to union office.

Meeting adjourned at 6:17 P. M.

Respectfully submitted by Greg Beyer, SVFT Secretary