

SVFT Executive Council Meeting

March 08, 2023

Wilcox Tech

President Paul Angelucci called the meeting to order.

Motion to approve September's minutes. M/S/V

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from February 2023. Items discussed were as follows:
 - Total Income for the month was \$120,915.50
 - **Item 4200 Rebate Income \$27,034.14**
AFT CT Rebate for Oct, Nov. & Dec 2022
 - **Item 4355 Rental Income \$1,240.00**
Rent for both tenants for Feb. & one for Jan.
 - Total Expenses for the month were \$110,154.51
Line items of note included
 - **Items 6005 through 6025**
Quarterly stipend for officers
 - **Item 6105 Leased Equipment \$1,616.30**
Copier
 - **Item 6112 Utilities \$1,074.38**
Two months for Electric and Gas
 - **Item 6120 Office Supplies \$2,443.22**
New laptop for secretary
 - **Item 6140 SEBAC \$5,108.90**
2021 Assessment Fund
 - **Item 6200 Office Maintenance \$2,441.52**
Yard clean
 - Net operating income for the year to date is \$80,261.41

Reminders:

Mileage reimbursement \$0.625

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

Motion to approve Treasurer's Report, pending audit. M/S/V

Questions for Treasurer: None

Bob Riccitelli's Executive Union Rep Report:

Administrative Leave

- Accused of inappropriate contact with a student.
- Accused of not meeting Special Ed Requirements.
- Accused of unprofessional conduct outside of work.

Arbitrations

- LMS DH added technology – May 9th

Stipulated Agreements

- Special Education- distribute Tier 3 equitably.
- Academic DH Stipulated Agreement – Breaking down into 2 stipulated agreements. Finally making progress.

Grievances

- Administrative Transfer approved and not implemented.
- Not Following Transfer language for Promotion.

Complaints

- Windham – Administrative Unprofessional Behavior.
- Cheney – Administrative Unprofessional Behavior.

Fact-Findings

- None Pending.

Loudermills

- Alleged harassment.
- Alleged FERPA Violation.

Union issues

- Update TRB and OSC issues.
- Tuition Reimbursement.
- Mileage Reimbursement for AD.
- Working Physically or Virtually in 2 schools. This needs to stop ASAP.
- Working in 2 Certifications.

Questions for EUR:

- Q - Question about being on Admin leave for conduct outside of work. What would constitute inappropriate behavior? Can an Administrator file a complaint?
A - I can't speak to this case but I can give you an example. If a parent comes in and files a complaint about a teacher's conduct outside of work, and it is something that has to be reported to DCF, then the Administrator would have to file the DCF referral. That teacher would be put out on administrative leave to allow the investigation to happen, even though the behavior was outside of the work day.
MH - Because we are under the Professional Code of Ethics as teachers, our behavior outside the workplace can affect our job.
- Q - Does a teacher have to report an arrest or conviction on outside behavior?
A - Only a conviction.
- Q - 20 kids in Electrical
A - Yes, I am trying to get Doc to return a phone call. I already spoke to HR and we are trying to resolve this at the lowest level. We have a little bit of time before we have to file the grievance.
- Q - Retro payments
A - Mackenzie will talk about it in her report. There have been a lot of problems.
- Q - What is the new transfer window? Have the jobs been posted? What happens if they delay the posting with regards to the transfer window?
A – The transfer window ends March 15th unless it is a retirement it extends to June 15th. Any new position that becomes available now is outside the transfer window. When the job is posted we will look back to see if it should have been posted during the transfer window. If it was, we will file a grievance. We have to wait for the violation before we can do anything.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee:**

Met on February 22 to create a budget for approval.

- **Constitution & By-Laws Committee:**

We had a meeting scheduled for March 14th. However, we have not received any proposals for C&B. This meeting is canceled.

- **Grievance & Arbitration Committee:**

Meeting was postponed due to a snow day.

- **Health & Safety Committee:**

Last month we visited Goodwin.

This month we will be visiting Grasso.

We also met with Don Poulin, John Woodmansee, and Brian Barrington on February 24th to discuss the issue of Science Lab sizes. The issue is our contract requires one station for each student in a lab. Most of our labs are designed for 24 students and our class sizes range from 24 to 30.

We are going to develop a stipulated agreement for any new buildings being designed. This does not include Bullard. Bullard is already past the design phase. We will then have to create an individual plan for every existing school that is out of compliance.

This is a very complicated issue and we are going to proceed carefully. Changing language has effects on class sizes, schedules, staffing, and physical space. We don't want to make any changes that will negatively affect our science teachers.

- **Labor/Management Committee:**

We were supposed to meet on March 7th. Meeting was canceled due to Central Office staff needing to attend another meeting.

- **Minority Teacher Committee:**

Met on March 7th. We discussed a committee that was formed to improve recruitment and hiring to increase workforce diversity. We also discussed professional development plans for next school year.

- **Scholarship Committee:**

Information for our scholarship will be posted in our newsletter and on our website on Friday. I also shared the application in your packets.

- **Teacher of the Year Committee:**

All schools should be voting for the TOY this week and getting results by Friday. After that, the district will begin their timeline for district TOY.

Other Issues:

- **Pay Issues**

We still have many unresolved issues. In the last week, we have seen some movement, but we are not going to stop applying pressure until every issue is resolved.

Just a reminder we need members to reach out to their business managers first, preferably in writing, to have an issue resolved.

- We had a meeting with the Special Ed teachers. The State put out grant money for all districts for CT SEDS. We are working on an MOU with the district.

- We are considering a different approach to teacher appreciation gifts. We are considering purchasing items for the staff lounges instead of \$2-\$3 gifts for each teacher. If anyone has any ideas please let me know.

- The new seniority list is posted. There are errors on the list. There are less errors, but there are still errors. Carla gets a list from various agencies. The list is under key documents on the webpage.

- Tuition reimbursement - When you search for Lillian Rivera-Hicks her email address is listed wrong in some locations. Her correct email is Lillian.Rivera-Hicks@ct.gov. On March 24th, her email address will switch to Lillian.riverahicks@cttech.org
- This year Committee members and Delegates are up. If anyone is interested please let me know.
- Rep elections are happening this year. We will have fliers for the reps to hand out. Rep elections happen the week of the General Membership meeting.

Questions for VP:

- Q - When someone leaves the district do they lose their seniority?
A - It depends on how long you were employed and how long you were gone. In order to keep your seniority your leave of absence must be less than the length of employment.
- Q - A teacher was told that they are not paying tuition reimbursement anymore?
A - No that is not true. Please have that person contact me.
- Q - How many schools have Special Education teachers changing students schedules and removing them from core classes?
A - Based on the meeting we had, it is extremely difficult to meet the needs of the IEPs due to our schedule. We legally have to follow the IEP. This is difficult on both sides. Also, no Special Education teacher can change the schedule without an administrator approving it.
- Q - Is anyone looking at the incoming students? We are getting students that need 1 on 1 support and we can't support this.
A - Yes, it is late and dribbling in. Our CREC budget went from 3 million to 12 million. CREC also doesn't have the bodies to give us. This has become a big problem.
- Q - Is there a list for Certified subs?
A - No, it doesn't exist yet. The agreement hasn't been written yet. We are handling the DH part first and then the subs to try to get them more money.
- Q - Is there any way we could get certified subs tuition reimbursement?
A - No, since we already run out of money, we wouldn't give it to someone that could disappear in a day.

Paul Angelucci's President's Report:

- Superintendent Appointment – In the meeting with Dr. Solek the search for a permanent superintendent will begin after this month's board meeting which is March 15th. Dr. Solek is in the running for the Executive Director position.
- Public Hearing at Vinal – On February 15th at 6pm with very little notice the state board of education held a meeting regarding the concerns from local residents regarding the granting of a charter school. I spoke opposed to the idea in front of 4 busloads of Capital Prep students and supporters.
- Connecticut State Board of Education meeting on March 1st – I gave testimony opposing the granting of a Charter School in Middletown. Vinal Tech needs to be replaced at 61 years old. The greater Middletown area doesn't have the census to support another K-12 school.
- Senate Bill 1096 An Act concerning fast tracking funding for Charter Schools without legislative approval, I gave testimony on March 1st. Connecticut must fully fund and support our existing schools.
- Windham Tech Construction Update – The property is just being turned over to CTEC this month, which has 5 years to build on it or it reverts back to UCONN, more to follow when it becomes available.
- Hiring update – The district is up to 163 new hires this year, Goodwin, Prince, Kaynor, Bullard, Platt will all have a new instructor this Friday and Eli will have 2 new hires!
- Giving Testimony – As I said last month when AFT CT was offering a class on how to do so, we still need members who want to testify. Pass the word at building meetings we can walk you through the process.
- Pandemic Pay - There is a decision from SEBC this week. We should see something soon and it is by the hour.

- General Membership Meeting - Our General Membership meeting in May we are going to do a hybrid format. If you have 5 members that log on you will get the \$200 and if you have 10 members log on you will get the \$300. It will be live stream only. If they want to interact they will have to attend in person.

Questions for President:

- Q - How does someone give testimony?
A - Testimony can be done in person or on Zoom.

Old Business: None

New Business: Budget - We reviewed the biggest changes. The union dues percentage has not changed.
pending audit. M/S/V and passed

School Calendar - Central Office has proposed to take the give back ½ days for the whole district on the following dates. The day before Good Friday, the day before the second long weekend in February, and the Friday before Memorial Day. My ask would be that they put on the district calendar that there are no night events on the 2 General Membership days. **M/S/V and passed**

Good and Welfare: None

Motion to adjourn. M/S/V