

Vocational Instructor

Local 4200A ~ AFT, AFTCT, & AFL-CIO

"It Pays
To Be Taught
By a Vo-Tech
Teacher"

Volume MMXXII Issue 11

April 2023

Looking Towards The Future

by Paul Angelucci, President



CALENDAR

4/28 Deadline to
Announce Interest in
Running for Building Rep

5/8 - 5/12 Building Rep
Elections

5/10 General Membership
Meeting

5/11 Deadline to Submit
SVFT Scholarships and
Mini-Grants

5/12 Deadline to Notify
Makenzi to be a Delegate
or Committee Member

6/7 Executive Council
Vote on Committee
Members & Delegates

On March 17th, I toured Aviation High School in Long Island City NY with AFT-CT President Senator Jan Hochadel, CTECS Consultant Lou Camacho, and a Pratt & Whitney representative. On this tour we saw firsthand an innovated partnership that can be replicated here in Connecticut. This school has been graduating students since 1937. They have many working relationships with Delta, Jetblue and other airlines at LaGuardia and Kennedy Airport that is similar to our Work Based Learning. Many of the graduates of this school find work at Pratt in Middletown. We also have an instructor who is an alum.

That leads me to what we are working towards: a new Vinal Tech that has aviation and maybe nursing with the relationship with Pratt & Whitney that is like what we have in Groton with Electric Boat and our Grasso Tech. On our car ride down to the city, Senator Hochadel had her assistant research the last appropriation of funds for our remaining schools to be replaced/renovated. In 2016 the Appropriations Committee voted on and approved 156 million dollars combined for both Windham and Vinal. Due to a number of reasons, neither have been started and with new laws, regulations etc. it will be back to the drawing board on proposals for both, unfortunately. But we're headed in the right direction. On April 10th the CTECS Outreach Sub-committee will see a presentation regarding what can be done in the aviation field with a working partnership with Pratt. Windham Tech was and is held up for a number of reasons, some political some geographical. At this time, the land was not in CTECS name. CTECS' Don Poulin oversees construction amongst other things, and he has been a great addition with his background and knowledge. I feel more confident than ever that these projects are getting off the ground. I will continue to advocate for these projects, both within the district and outside of the district. Just a quick note if you have any thoughts, concerns, questions please reach out to us. We are here for you. We don't when something is going wrong or an idea for the future unless you tell us. My cell is 203-627-0710. Call me if you'd like to talk. Lastly have a great April break! Do what makes you happy and take care of yourself first!

Time for Spring Cleaning *by Makenzi Hurtado, Vice President*

Throughout this year, problems have been accumulating, but spring is here and it is time to clean house. We have made some great progress on some issues. While they took a while to resolve, through the process, we learned a great deal about how different state agencies affect our district. I hope that this new knowledge will help us be more efficient in helping members in the future.

Tuition Reimbursement: We have resolved all but one tuition reimbursement dispute. We have dates for pending reimbursements that were before Spring 2022. We have also demanded that all payments from Spring 2022 on be paid in the order they were received. As of today, we have not heard that the fund is empty. We will inform our members when we do. The next deposit into the fund will be \$650,000 on July 1, 2023.

Payroll: There are still many payroll issues that need to be resolved. We have involved the lawyer for SEBAC. We are working with payroll and have now included labor relations on some of these issues. We are working on developing better processes for reporting issues and having them resolved. We are hopeful that after July 1, we will see a drop in payroll issues and an increase in efficiency in addressing them.

Evaluations: The State has been working on a new framework for evaluations. All districts will have to adopt new evaluation systems. Next year we can expect to see our PDEC members trained and developing a new evaluation model. We will not see changes to our evaluations until the 24-25SY. This year, PDEC has been working on new evaluations for all department heads. March saw the nomination and voting process of all of our school level Teachers of the Year. Next month's newsletter will feature information on all of these winners. It was wonderful to see so many nominations. We are lucky to have so many amazing teachers to choose from. Congratulations to all of the nominees and winners. Lastly, I wish you all a restful and rejuvenating spring break. It is well deserved and absolutely needed. In the words of Anita Krizzan "Spring will come and so will happiness. Hold on. Life will get warmer!"



What should happen at a Fact Findings? *by Bob Riccitelli, Executive Union Rep*

Over the years I have had many teachers ask me why I said very little during the fact finding. The main purpose of a fact finding is to gather information to see if there are any violations of policies. About one third of the time no discipline comes from these meeting. Before the meeting I always tell people to tell the truth and be direct in their response; "Yes.", "No.", "Maybe.", and "I don't remember." are perfect responses. Do not elaborate, if you do not have to. If a teacher gets too far off, I will ask to speak to them outside to get them back on track.

We cannot and should not impede on the investigation. This is a time for me or the building rep to take detailed notes. We document what is said and make note of documents they are using to question, such as student statements, teacher statements, policies, and videos.

The reason the building reps or I are in these meeting is to document in case I need to defend the member or the contract. During the new rep training we go over what to do, what to look for, and when to talk to a teacher or administrator. Building reps send me the notes after the meeting, and I keep them in case Labor Relations determines discipline should be considered. At that point Labor Relations will schedule a Loudermill (pre-disciplinary hearing) to give us a chance to mitigate the discipline. If we feel the discipline is excessive, we will file a grievance for unjust discipline. After the grievance is heard, if a suspension is issued and we feel it is unjust we will forward the issue to our Grievance and Arbitration Committee. The committee will listen to your case, ask you any clarifying questions, and vote on forwarding to Arbitration. If we file for Arbitration the fact finding and Loudermill notes are given to our attorneys to defend you. Letters of Counsel are not grievable.

In short, the fact-finding meeting is not the time or place to defend a teacher but rather an opportunity to gather information to defend the member if we need to. Do not expect a fiery battle between the reps and administration.

NEW TUITION REIMBURSEMENT EMAIL

All tuition reimbursement related items should now be sent to:

TUITION.REIMBURSEMENTS@CTTECH.ORG

SVFT 2023 Scholarship Program

The State Vocational Federation of Teachers Local 4200A is pleased to notify you of eight (8) \$1,000 scholarships available to members' children who are currently high school seniors and planning to further their education in the fall of 2023.

Please note: The 2023 scholarships will be awarded on the basis of vocational or academic promise. In order to apply, each candidate must submit the following:

1. A completed application form
2. A letter of intent in 250 words or fewer describing why you are applying for a scholarship and how the funds will be used
3. An official school transcript
4. One letter of recommendation from a teacher or community leader who knows you well enough to attest to your achievements and/or potential
5. A resume listing accomplishments, contributions and achievements in school, your community, and any other extra-curricular activities that are indicative of future success
6. An essay of 250 words or fewer describing what you believe the role of labor unions should be in our state and country today



SVFT 2023 Mini-Grant Program

The SVFT is also pleased to announce that up to \$1,000 in scholarship funds are available in the form of mini-grants to SVFT members for the purpose of professional growth.

To apply, send a typed essay fully explaining how the funds will be used. Make sure to include your name, your school, the amount you are requesting, and any information from the program.

Successful grant recipients will be required to submit a newsletter or website article explaining how the investment was used for professional growth. The purpose of this grant is to enable members to grow professionally, outside of the activities funded by CTS-43 or the tuition reimbursement program.

Applications for scholarships or mini-grants must arrive at the SVFT office
no later than Thursday, May 11, 2023 at 3pm.

439 Main St
Wallingford CT 06492

Announcement of awards will be made on or about June 2, 2023.

Applications are available on our web site, svft.ct.aft.org
Questions may be addressed to SVFT Vice President, Makenzi Hurtado
860-371-9382 or mhurtado@svft.org.

**May General Membership
May 10, 2023 - 5PM
A. I. Prince Technical High School**

Executive Council will be in person.
General Membership is encouraged to attend in person.
All participation will be in person.

We will live-stream for members that cannot attend, but we will not interact virtually.

A link will be sent to RSVP (for planning purposes).

**Interested in Joining a Committee or
Being a Delegate?**

email Makenzi
mhurtado@svft.org by 5/12

Delegate Requirements:

- on two or more committees, or
- member of executive council

Committee Requirements:

- current or past building rep, or
- current or past committee member (of any committee), or
- provides necessary expertise, or
- balances representation



Vocational Instructor

*is the monthly newsletter of the
State Vocational Federation of Teachers*

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Executive Union Rep.....Bob Riccitelli
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svft.ct.aft.org

Any information you need is on our website!
Do you have suggestions for additions to our website?

Email our Secretary, Jamie Lamitie
jlamitie@svft.org

SVFT Mission Statement

The SVFT is an organization of professional educators that promotes excellence through the mutual adherence to policies, documents, and procedures negotiated with the CTEC. We work to guarantee that the contract is followed and positive working conditions are maintained. This organization shall be to provide a safe and positive teaching environment for all by:

1. Maintaining the integrity of the contract, the Vocational Technical High School System, and the solidarity of the union.
2. Ensuring all members are protected by the contract and equipped with the tools and knowledge necessary to make them successful.
3. Protecting the jobs of our members and strengthening our system.
4. Providing members opportunities to further their education and receive quality professional development.
5. Responding quickly to the emerging changes to the workplace and technological challenges
6. Handling all interactions with fairness and integrity.
7. Striving for productive, open communication between the SVFT leadership and our membership
8. Building and improving relationships with our union affiliates and local labor councils.