

## SVFT General Membership Meeting

November 8th, 2023

Prince Tech

President Paul Angelucci called the meeting to order.

**Motion to approve September's Executive Council meeting minutes. M/S/V**

**Motion to approve May's General Membership meeting minutes. M/S/V**

### Emily DelPiano Treasurer's Executive Council Report:

- **Emily reviewed the Income & Expense Report from October 2023. Items discussed were as follows:**
  - **Total Income for the month was \$121,337.90**
    - **Item 4200 Rebate Income \$20,764.57**  
AFT CT rebate for August & September
    - **Item 4355 Rental Income \$1,505.00**  
Rental payment for October for both tenants and one from September.
  - **Total Expenses for the month were \$98,496.35**  
**Line items of note included**
    - **Item 6150 Leased Equipment \$226.52**  
Quarter payment for postage meter
    - **Item 6120 Office Supplies (\$4,722.77)**  
Standing Desk purchased for EUR
    - **Item 6125 Printing (\$877.39)**  
September newsletter
    - **Item 6145 Conventions (\$3,200.00)**  
Registration for 4 attendees at Labor Arbitration Conference
    - **Item 6250 Network Support (\$1,743.00)**  
Computer and network setup
  - Net operating income for the year to date is \$22,841.55

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

### Emily DelPiano Treasurer's General Membership Report:

Total Income for the previous fiscal year (2022-2023) was \$1,319,606.93

Line items of note:

- **Item 4300 Interest Income \$7,987.85**  
Over budget

Total Expenses for the year were \$1,237,393.50

Line items of note included

- **Item 5300 Local Labor Council \$178.20**  
Under budget (do not consistently bill us)
- **Item 6000 Office Clerk \$13,176.50**  
Under budget
- **Item 6037 Payroll Taxes \$3,834.70**  
Over budget
- **Item 7000 Payroll Expenses \$8,922.73**  
Over budget

Changed how we bill the office clerk's personal/sick time. Overall the 3 items are under budget.

- **Item 6065 Workers Compensation \$263.00**

Under budget: Change in policy.

- **Item 6105 Leased Equipment \$4,269.98**

Under budget: no longer lease a copier, purchased an office printer

- **Item 6115 Postage \$394.13**

- **Item 6125 Printing \$1,361.29**

Both under budget since more newsletters have been done electronically

- **Item 6120 Office Supplies \$12,213.57**

Over budget: Purchased a new laptop for secretary

- **Item 6135 Donations \$680.00**

under budget.

- **Item 6140 SEBAC \$6,452.71**

Under budget – received a refund for a payment that was covered by CPEF

- **Item 6145 Conventions \$22,479.89**

Over budget. Cost for 10 members attended the convention in Washington

- **Item 6160 Training and Education \$88.40**

Under budget: most things are done at conventions

- **Item 6200 Office Maintenance \$5,739.35**

Over budget. Lawn mowing not factored into budget

Net operating income for the year to date is \$82,213.43

**Motion to approve Treasurer's GM meeting Report (pending audit) M/S/V**

### **Bob Riccitelli's Executive Union Rep Report:**

#### **Administrative Leave**

- 2 are back. One just came off after a year
- 3 currently out

#### **Arbitrations**

- None

#### **Stipulated Agreements**

- Submitted a Long Term (over 5 days) substitute stipulated Agreement in August
- LMS DH added technology – Tentative Stipulated Agreement – May be going back to Arbitration.
- 2 Just Cause stipulated agreements.

#### **Grievances**

- Removing a member from TEAM mentor
- 180 Day Math issue – Teaching 2 subjects at the same time
- Payroll Issues
- Calling out procedure
- Preference over Outside Hires
- Teaching an ECE class and a regular class at the same time.
- Assigning a School Counselor to detention duty
- Open Positions not being posted
- Inappropriate comment to a student

#### **Complaints**

- CTECS supervisor making discriminating remarks
- Harassment from an Administrator

#### **Fact-Findings**

- 2 Physical Contact with a student
- Inappropriate contact with a Student
- Inappropriate comment during a PD

#### **Loudermills**

- Student Supervisory issues
- Inappropriate behavior with Students and Staff

#### **Union issues**

- Principals not following Grievance Procedure.
- Attendance Policy

#### **Questions for EUR:**

- Q – Do you see a resolution coming this year for the stipulated agreement you wrote for substitutes?  
A – We know that everyone is on agreement on it, but we cannot speak to a date that we will have a resolution. We have all been in agreement since August and we are waiting on Management.
- Q – Under the grievance for preference over outside hires, am I expected to get preference for something I am certified in, but not working in?  
A – No it would have to be something you are currently teaching or a DH position.
- Q – How is preference going to be defined?  
A – This is a grievance and it is currently being negotiated, so we cannot go into the details.

- Q – In regards to setting precedent, are teachers that keep students with them during the teacher lunch set a past practice for everyone else?  
A – It would have to be a directive from a principal and the teacher agreeing to it. It is possible they can use this against us and we would not recommend it.
- Q – Is there a time period when a person can reapply, if they have been demoted?  
A – This is done through a stipulated agreement, usually.

## **Makenzi Hurtado's Vice President Report:**

### **Committee Reports**

Committees meet on varying intervals throughout the year, as needed.

Committee members are on the website.

- **Committees that only meet as needed:**  
Constitution & By-Laws  
Grievance & Arbitration - Bob always reports on this committee.  
Political Action Committee – we will be focusing on Vinal, Windham, and our wage contract negotiations.
- **Budget Committee:** Scheduled to meet in February.
- **Contract Negotiations Committee:** This committee will not meet for a while, but when negotiations begin, it meets very often.
- **Health & Safety Committee:**  
Tours one school per month.  
Toured Windham on October 12<sup>th</sup>.  
Will tour Wright on November 9<sup>th</sup>.
- **Labor/Management Committee:**  
This committee focuses on issues that are district wide.  
Meets four times per year. October, January, March, & May.  
Minutes are always printed in the next newsletter.  
We always keep our issues on the agenda until we see resolution.  
If you have any information to share, please email me.
- **Trade Advisory Committee:**  
This committee is made up of trade teachers across the district and across disciplines.  
We will be meeting the week before all Labor/Management meetings to ensure that we are addressing all shop issues.
- **Minority Teacher Committee:**  
This committee will work at the union level on ways to improve equity, diversity, and support within our union.  
This committee will also be meeting at the district level with the Supervisor of Climate, Equity, & Title IX, Linda Leyhow, on November 21<sup>st</sup>.  
This committee met November 2<sup>nd</sup> to discuss ways the union can support members.  
There is an interest survey out for BIPOC members and all members interested in receiving information about equity.
- **Scholarship Committee:**  
Met in late May.  
Awarded nine \$1000 scholarships and two \$500 mini-grants to two teachers.  
Members, please keep an eye out in the spring for the scholarship information. We share information in the newsletter and on our website. In this year's budget, we approved twelve \$1000 scholarships.
- **Teacher of the Year Committee:** Will not meet until a little later in the year. The process starts in February/March.
- **PDEC:** Dr. Menounos is the chair of this committee and I am on the committee. We will start being trained on developing the new evaluation in December. AFT and CEA do not agree with the evaluation model that was sent out by the State. We are anticipating this will take some time.

### **Communication:**

We post newsletters, Executive Council minutes, and events on our website.

We use our Facebook page to share general information and celebrations.

All emails are being sent through Action Network.

**Tuition Reimbursement:** Reimbursements are being made every pay period.

**Pay Issues:** Many changes in CO since we became our own agency. There are now three regional business managers and the goal was to phase out business managers in the buildings and only have two FAAs. FAAs were not trained in business manager work and have their own work already.

Payroll has an entirely new staff. They are responding to new issues, but there are still issues that are years old that take longer to resolve.

**Event:**

Connecticut for All is hosting a summit on November 18<sup>th</sup> called Protect & Transform Public Education. This is a great opportunity for educators to convene with community organizations and community members. It will be held in New Haven; childcare is available and lunch is provided. There will be teachers from all over the state. We would love to see more teachers from our district there.

**Questions for Vice President:**

- Q – If the Health and Safety Committee is not scheduled to come to your school, but you have a concern, what should you do?  
A – First bring your concern to your Building Rep and see if it can be resolved at the building level. If it cannot be, let Makenzi know and they can schedule a special Health and Safety visit or she can visit.
- Q – Not a question, but a recommendation for the policy and procedures for committee appointments. The recommendation is we have an initial standing meeting at the start of the year.

**Paul Angelucci's President's Report:**

- SEBAC Wage Opener – The 24'-25' wage package will be negotiated starting on January 1<sup>st</sup>, 2024, hopefully a package is ready to be voted for the short session which runs from February 3<sup>rd</sup> to May 15<sup>th</sup>. Some unions have started due to their language being up.
- Labor Charge – Sept. 15<sup>th</sup> we won a Labor charge regarding CREC employees doing our work, it was disclosed that 19 CREC employees were in our buildings, most of these positions will be posted by Jan 1<sup>st</sup>.
  - Tier 4 – There have been meetings regarding the member contribution, but there's no progress to report, I will let you know if there is. By law it must be reviewed yearly.
  - Board Meeting update – The October Board meeting was canceled the day of, due to the Chair being out of town, all other members were asked but declined to Chair the meeting. When CTECS became their own agency, the board became advisory to the district.
  - PMT Training – I've received many calls about this regarding our role, we've met with Dr. Lowe and told him the following. We will attend the training we can pass on the hands-on portion of it which will not get you certified and that's fine. If you would like to get certified that's fine as well, but you can still decline if asked to restrain a student. I've seen far too many good teachers put out on Administrative Leave and have their reputations dragged through the mud for as much as putting a hand on a student's shoulder. Our Contract clearly states we don't do security work, on a side note the security officers have asked why they're not in the training.
  - CDL Compliance – The regulations for us changed regarding acquiring a CDL when the district had to become a federally recognized school to teach our own members. A number of new hires who must get one in the first year received letters from HR spelling out the classes they must attend. None of those classes can be missed or rescheduled, if they have any questions, have them call me.
  - Prioritizing yourself first – Don't do extra work that you don't have time for or you don't get compensated for. We've had a number of teachers ask why we don't ask for additional funds to take on more classes etc. It's a receipt for burn out and there's enough of that without the additional work!

**Questions for President:**

- Q – Members, like coaches, are wondering if they will get pandemic pay for their coaching time.  
A – We have reached out to our SEBAC lawyers about this and they are in agreement that stipend positions that worked hours in person other than the school day should be paid for that time because all time in person was supposed to be covered.
- Q – Are CREC employees done as of now?  
A – The cease and desist did not have an actual date. The only date we required was that all positions are posted on January 1, 2024.
- Q – I am expressing a concern that there is a misalignment between union leadership and members, especially with negotiations coming. I have several questions to illustrate this misalignment.  
A – Makenzi communicates everything that is being done by union leadership on a regular basis. All information can be found on our website or in emails we send. We are available by phone and email almost 24/7.

- Q – Why did it take until April to discover that there were CREC employees in our positions when Article 1 Section 1 says the Board is supposed to provide a monthly update and we did know that the CREC budget had increased in our Labor Management Meeting in January 2023?

A – We only receive a monthly update on people hired into our bargaining unit, not outside contracts. We also were told that the increases in services from CREC were the same services that had always been in our district and paras. We were not told they were hiring full-time people.

- Q – What measures are in place to ensure timely and thorough monitoring of staffing changes, especially when it is evident that the need for services and paras has increased?

A – That is a question for management.

- Q – Can you explain the steps the union is taking to address the growing need for services, including paras, and how we plan to advocate for the rights and needs of our members?

A – The first half of that question is for management. The second half is for us. We are constantly advocating for our members on the timeliness of job postings. We agree it is horrendous. This is an outgoing conversation every time we meet with the superintendent.

- Q – How does the union plan to ensure that our contract is upheld in the future and members interest are protected when it comes to hiring and employment practices?

A – We need our members to tell us when things are happening.

Makenzi – I think sometimes people misunderstand how things work. We cannot force management to follow our contract proactively. They have 200 copies of our contract and they know what they are supposed to do. They know how to follow the rules. We can't make them do the right thing in the first place. The power we have is that when they do the wrong thing we can file the grievances and file the board charges, as soon as we hear about it.

- Q – Makenzi already answered this but, what proactive strategies are being considered to prevent similar situations in the future?

Makenzi – The district should be embarrassed that we had two labor charges in the past year where the district was slapped in the face with being told they had no argument or defense for what they did. But we cannot force them and they are never embarrassed.

Bob – I cannot file a grievance until someone makes me aware of the problem. We voice your concerns and grievances, but we need you to tell us what they are.

- Q – With all of the back log on CDLs and the people that already have their CDL, what are you seeing in terms of a timeline for our current members to get their new CDLs for the new busses that require a Class B. Also, if we have to redo our CDL for the Class B over the summer, will that be a stipend or our regular per diem pay?

A – As far as summer work, first they cannot tell you to come in the summer. If you come in the summer they have to pay you your per diem rate. The initial CDL is a requirement of your job, but this is a retraining. They cannot require it. This is on them. We do not have a timeline on when this will start. This will come from management.

- Q – Only three of our busses are registered right now and it is affecting our production and climate because teachers have to fight for the busses.

A – Paul is calling for a meeting on the CDL stuff. This was also brought up at Labor Management. It will stay on the agenda until it is addressed. We also bring this up at our biweekly meeting with the superintendent.

- Q – If a teacher is asked to run a PD, is there a discussion about monetary compensation or release of time to collaborate?

A – Right now there is no compensation for running professional development. This was a conversation last year with Dr. Solek that we hope to continue. People should not be volunteering to work outside the school day without compensation. They will never pay you for work that you volunteer to do. There is also no obligation for a teacher to do professional development.

- Q – The question that was answered “that is a question for central office”, will you bring it to central office or does the member?

A – We will bring it to central office, but the issue is that there are many questions they are not obligated to give us an answers to and they don't. Our privy is our contract and our members. How central office manages is their prerogative. They have a job to do and they need to do their part.

- Q – Are we actively working to have central office and HR improve their processes?

A – Yes, we harp on them all the time.

- Q – If a member was approved for a leadership professional development by the principal and they were suddenly told no, what is the policy?  
A – If we are talking about the fellowship PD, the directive that they could not go came from the superintendent and the superintendent trumps the principal.
- Q – When there is a vacancy in a building, is there any policy for the timeliness of reporting and positing?  
A – There is not an HR policy requiring it and they all blame each other for the delays. But we do have a grievance right now because our contract says that they need to show a good faith effort complete the selection process in 90 days.
- Bob made a clarification that we asked that people that have questions need to be in person. It is not fair to the people online who are not able to ask questions.
  - Is that point of procedure something that can be voted on by general membership?  
This was explained in all fliers.  
Parliamentarian James Demetriades explained that if the constitution and by-laws is silent on meeting procedures, the chairperson of the meeting can establish the meeting procedures.

**Old Business:** None

**New Business:** None

**Good and Welfare:** None

**Motion to adjourn M/S/V**