

SVFT General Membership Meeting

December 13th, 2023

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Executive Council Report:

- Emily reviewed the Income & Expense Report from November 2023. Items discussed were as follows:
 - Total Income for the month was \$109,799.28
 - Total Expenses for the month were \$104,380.12Line items of note included
 - Item 6005, 6015, 6020, 6025 Officers Stipend
Officers quarterly stipend paid November 1
 - Item 6145 Conventions \$954.57
AFT Public Employees Conference
 - Item 61382 IRA \$528.00
IRA payment for office manager
- Net operating income for the year to date is \$47,940.35

Reminders:

Mileage Reimbursements \$0.625 per mile

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

Bob Riccitelli's Executive Union Rep Report:

5 teachers on Administrative Leave

Arbitrations

- LMS Technology
- Scheduled teachers for 2 classes at the same time
- CDL Physical reimbursement
- Eliminated ½ way through a Team Mentor Position
- 180 Day Math teaching 2 or more math classes at the same time
- Preference over Outside Hires
- Summer School Supervisor
- Open Position not being filled in the contractual 90 day limit.
- Unjust discipline

Stipulated Agreements

- A Long Term Substitute stipulated agreement.
- SLP between 2 schools and regionalization.

Grievances

- PL time error
- Insubordination – Religion and Content Area
- Discipline for unprofessional conduct outside of work
- Summer Pay Issues
- Letter of Reprimand for inappropriate comments to a student. Just Cause

Complaints

- Member on Member
- Emmett – Disability Discrimination
- Abbott, Bullard & Whitney – Harassment by Administration

Fact-Findings

- 3 Unprofessional Behavior with Students
- Discrimination

Loudermills

- Inappropriate comments
- Unprofessional Behavior
- Poor Judgment

Union issues

- Talks have begun again for Athletic Directors.
- Seal of Bi Literacy
- Tech Connect
- Time for State Mandated Trainings

Resolved Issues

- Unjust discipline

Questions for EUR:

- Q – I have not heard anything about the Kaynor call-out process. There have been no emails or notifications.
A – I will take care of that first thing in the morning. We only have to make 1 call if you are calling out sick.
- Q - Does the State Mandated trainings mean Vector Trainings?
A - Yes

Makenzi Hurtado's Vice President Report:

Committee Reports

Health & Safety Committee:

- We visited Wright in November and will be at Prince on December 14th.
- We have received several concerns about air quality in several buildings. We met with John Woodmansee and have requested testing.

Trade Advisory Committee:

- UTAC will be meeting on January 4th. Please reach out to your trade representatives (can be found under resources – committees on our website and in the September newsletter).

Labor/Management Committee:

- L/M will be meeting on January 9th. Please reach out to Makenzi or the L/M committee members if you have any concerns.

MTC:

- Had their first district meeting with Linda Leyhow.
- We also sent out a survey for anyone BIPOC members interested in building relationships and the survey is also for ALL members who would like to learn more, either through professional development or receiving a newsletter, about Racial Justice, Diversity, Equity, and Inclusion.

PDEC:

- Training for PDEC members was December 11th and December 13th.

Miscellaneous:

PD Debrief

- Makenzi sent out an email request for PD feedback. She compiled all the information and met with Dr. Menounos and Tonya Stoute to discuss issues and trends and positive feedback. The overall feedback was teachers do not want to drive to professional development that can be virtual or emails. Teachers want to be treated like professionals and not micromanaged. Teachers want professional development that inspires them in their discipline. Teachers want choice and not “infomercials”.

Pay Issues

- We are still dealing with a steady flow of pay issues. The most serious is people who are realizing that they have not been paying into their retirement. This is your obligation and affects your retirement. Please look at the bottom left-hand corner of your paystub and be sure that it is correct. If you are not sure, send Makenzi a screenshot. The current payroll team is cleaning up a big mess that has been years in the making. We have noticed that they are responsive to issues and dealing with them in a much timelier manner, but some issues take a very long time to resolve.
- Advanced Degree Stipend will be paid in the 12/29 paycheck.

Questions for Vice President:

- Q – Is it a policy to stay out 5 days for Covid?
A - It is 5 days out and 5 days with a mask on.

Paul Angelucci's President's Report:

- CDL Compliance – A follow up from last month, those who do have theirs do not have to retake it, I've received many inquiries after the General Membership Meeting.

- Contract Negotiations – After the 1st we'll be meeting with our lawyer and then the committee, all this will be addressed in our Newsletter, the membership will have an opportunity to submit proposals with comparables.
- Board Meeting Update – A firm was hired to conduct a search for a permanent Superintendent, they will be mailing out 31,000 letters to Superintendents nationwide for candidates.
- Executive Director meeting – I've called for a meeting and invited Senator Hochadel as well with our Executive Director regarding how we can assist in helping the timely funding of the district. There have been a number of issues of nonpayment and frozen funds.
- CREC Labor Charge – Just a clarification the CREC employees can stay in place until the new member starts, the jobs have been posted.
- Hiring Update – The district on-boarded 103 to date with many postings as well. Please re-visit the list Makenzie gave you regarding unsigned Subs and thank you for the reps who have been sending them in!

Questions for President: NONE

Old Business:

New Business:

1. Accountant's Report
2. Lifetime Award: Linda DeSousa was awarded.

Good and Welfare:

- Q - Does our union do anything for per diem for our members when we go to a NEASC or parking or anything like that?
A - No - We have a daily per diem, but the State reimburses us if they send us somewhere.
- Q - Did the adjusted allotments for the school amounts go out?
A - The only one that needs to be adjusted after the General Membership meeting is Bristol's and I will take care of that.

Motion to adjourn M/S/V