

SVFT Executive Council Meeting

February 7th, 2024

Wilcox Tech

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Executive Council Report:

- Emily reviewed the Income & Expense Report from January 2024. Items discussed were as follows:
 - Total Income for the month was \$111,131.33
 - Item 4200 Rebate Income \$9,816.47
Rebate for December 2023 from AFT-CT
 - Total Expenses for the month were \$91,224.39
Line items of note included
 - Item 6045 Property Tax \$3,809.22
2nd payment for office property
 - Item 6105 Leased Equipment \$226.52
Postage Meter lease
 - Item 6200 Office Maintenance \$882.71
Snow removal
 - Net operating income for the year to date is \$113,329.53

Reminders:

Submit any outstanding reimbursements

Mileage \$0.625 per mile for in person meetings

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

Bob Riccitelli's Executive Union Rep Report:

1 teacher on Administrative Leave

Arbitrations

- LMS Technology.
- Preference over Outside Hires.
- Open Position not being filled in the contractual 90 day limit
- Unjust discipline

Stipulated Agreements

- Athletic Directors working conditions.
- A Long Term Substitute Stipulated Agreement.
- School Counselor night presentation Stipulated Agreement

Grievances

- Summer Pay Issues
- Insubordination for not listening to an AP to put a Special Education student in harm's way.
- Kaynor is not using the correct process to cover classes.

Complaints

- 1 Member on Member – Harassment Complaint

Fact-Findings

- 1 Unprofessional Behavior with Students
- 1 Sexual misconduct
- 1 Racial Comments
- 1 Unfair Labor Practice for closing Kaynor when there was more than enough subs and teachers to cover

Loudermills

- Endangering a student
- Insubordination – Religion and Content Area

Union issues

- None

Resolved

- Arbitration - Scheduled teachers for 2 classes at the same time
- Arbitration - CDL Physical reimbursement
- Arbitration - 180 Day Math teaching 2 or more math classes at the same time
- Level 2 Grievance - PL time error
- Abbott, Bullard & Whitney – Harassment by Administration – Complainants interviews are completed.
- SLP between 2 schools and regionalization.
- Letter of Reprimand for inappropriate comments to a student. Just Cause
- Travel Reimbursement
- Substitute Termination
- Eliminated ½ way through a Team Mentor Position
- Summer School Supervisor

Questions for EUR:

- Q – Still have not disseminated the Kaynor ELR process
A – We wrote his attendance policy for him and he has yet to disseminate it to the staff. I will talk to him on Friday.
- Q - Can you explain the counselors working at night?
A - Our counselors are attending night events for our sending schools because they won't allow us in there during the day. They need to be compensated for that.
- Q - Can you explain the stipulated agreement about Math?
A - In some schools the 180 days of Math were putting multiple math classes in one class for a teacher. We finalized the stipulated agreement where this will not be allowed to happen anymore. We decided to allow them to finish this school year the way it is instead of changing everyone's schedule mid year.
- Q - We used to have a stipulated agreement for lack of coverage and move it to a half day.
A - C.O. refused to entertain this idea. They decided it was best to close schools instead.
- Q - We are being asked to use 1 of 3 Marzano strategies and provide evidence of the teacher using that strategies.
A - Can you send me an email with the particulars, this sounds like it should be brought up at Labor Management
- Q - What is the appropriate amount of time an ELR should be approved or denied?
A - This seems to come up quite a bit. We will give them 1 week. If you don't hear anything please let me know.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee**
Will meet on February 15th.
- **Health & Safety Committee**
Visited Vinal in January and will be at Eli Whitney on 2/8.
- **MTC**
Met on 1/22.

- **Scholarship Committee**

Information will be in the March newsletter.

- **Teacher of the Year Committee**

Reviewed TOY timeline and nomination form. Form is also available in the February Newsletter.

- **Increasing Educator Diversity**

This is a district task force that I am part of. The State Department of Education is requiring that all school districts submit a 3-year plan to increase educator diversity. We have four SVFT members on the taskforce, including me. They represent trades, academics, and support staff. This task force will be developing short- and long-term goals to address recruitment, hiring/selection, and retention.

- **UTAC**

Will be meeting on February 27th. Please reach out to committee members if you have any issues or concerns.

- **Labor Management**

Will be meeting on March 5th. Please reach out to committee members or Makenzi if you have any issues or concerns.

Miscellaneous

- **Pay Issues**

- We have put the example deductions in our newsletter again this month. We are still hearing from people that have issues. Please let me know if you have any questions.
- Top Step Bonus – some people were left out of the populated list and will be paid in the 2/8 paycheck.
- Stipends – we are aware that payroll took the contract language “payments in January” to mean in a January pay period. The 2/8 paycheck is still considered a January pay period. We are working with payroll on the past practice of it being paid in a January paycheck, not pay period. Stipends will be in 2/8 paycheck.
- TRB annual statements. If teachers have not received theirs please go to the TRB website. If they get an error please reach out to Demaris.

- **Retirement Seminars – Email invitations will be sent via ActionNetwork**

- SERS Informational Session on 3/6
- TRB Informational Session through AFTCT on 4/20

- **Updated Information on Website**

- Updated Seniority List
- AFTCT Scholarships and Unionist Nomination Forms

Questions for Vice President:

- Q – A group of teachers at Goodwin have not received their TRB Statements and couldn't log onto the website.
A - You have to make sure you select “State” as an option and there is a possibility that the account is under the ct.gov email address. I will ask the woman at TRB to see if we can look into this.
- Q - The Educator Diversity Task Force. Is Bob Sartoris part of this task force? If so we really shouldn't expect any work to get done if he is.
A - Yes, he was the chair of this task force. He realized it was going to be a decent amount of work so he appointed Linda Lehow as the chair. We feel she is the person who should be the chair for this committee and she isn't afraid to put the work in. This is a State mandate and a plan has been put in place by March 15th.
- Q - Can you tell me who is on the Task Force? Can we ask them questions if we have them?
A - Please direct any questions to me. I am not sure how much they can share right now if the plan is not finalized.
- Q - We keep getting items added to Vector Training and we don't have enough time to complete them.
A - This is a State level problem as well. AFT CT is also working on this.
- Q - We have questions about buses. Some are on sight and have not been used in about a year. Also, the Diesel buses that we have left it seems like the DEF fluid is not being added to the buses. Do we know whose responsibility it is?
A - I will reach out to Lou to see if I can get an answer.

Paul Angelucci's President's Report:

- AFT CT Regional Legislative Meetings – There are six scheduled in March on Saturdays that cover **Southeastern, Greater New Haven, Eastern, Middletown, Greater Hartford, and Central**. Please encourage our members and yourselves to get out and meet their elected officials, our voice needs to be heard in every corner of Connecticut as often as possible and these are a great way to do so. It's free, they serve food, it's usually set up like a speed dating but here the politicians move from table to table to discuss what's on your mind.
- District CFO – This position has yet to be posted but we've been told it will be this month. A lot of the payment issues for Vendors, contractors, etc. have been compounded without our district having one since the separation.
- State Employee Breakfast update
- SEBAC February Meeting Update
- Hiring Update – The district is up to 123 new teachers this year, we've also been told positions can be posted once we know the person is leaving. Also reach out to new members when they start, moving forward I'll supply names when the date gets close.

Questions for President:

- Q - Is there any offer in the Governors new budget for the State workers
A - The offer previously discussed would have to be figured in.
- Q - What is the Google Form going out for in June?
A - That is for the language recommendations from all of our members for the next contract book. This would be for the 2025/2026 school year.
- Q - There are some teachers that feel there should be another level to the top step. The top step bonus has not changed in quite a while.
A - That is a good point and we will pull comparables for the next contract book.
- Q - There seems to be a problem keeping some of these younger teachers, especially shop teachers that are having a hard time acquiring material and tools for their shop and can't get a consultant to respond to repeated emails. . The benefits have gotten worse and the conditions and money is very achievable outside of our system.
A - There isn't much I can say right now, but I am working on that right now.
- Q - I have a new teacher in my building with a fairly new program and he has sent multiple emails to his consultant and just can't get a response. His shop started with nothing and is really struggling to get the needed equipment and material for his shop.
A - Yes, we are consistently hearing these complaints district wide. One shop has been trying to purchase a plane for 6 years.
- Q - I spent an hour and a half trying to figure out the problem our shop was having district wide with a vendor. Come to find out it was a \$5 late fee that wasn't addressed. I shouldn't have to be taking time out of my day on my prep to figure this out. This is what the people at C.O. should be doing. Unfortunately, if I didn't do it, nothing would have been done by my consultant.
A - Can you email me the parameters on that?
- Q - Where is the stipulated agreement with the subs?
A - We all sat down and agreed, Bob wrote the agreement and sent it up and it is currently sitting up there waiting to be signed.

Old Business: None

New Business: Our Lit Lab teacher came back with a bunch of notes saying they will have to enter items into CT SEDS. They were told that they were going to put in the scheduling framework for more time to do this. Some of these teachers have over 50 students to enter. I wanted to make sure it was on your radar.

Good and Welfare: None

Motion to adjourn M/S/V