

SVFT Executive Council Meeting

March 13th, 2024

Vinal Tech

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Executive Council Report:

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 \$100,381.40**
 - **Item 4355 Rental Income \$0.00**
February rent was deposited in March
 - **Total Expenses for the month were \$115,855.89**
Line items of note included
 - **Items 6005 through 6025**
Quarterly stipend for officers
 - **Item 6095 Grievances \$725.00**
Filing fee for grievances
 - **Item 6125 Printing \$983.74**
Cost for January newsletter printing
 - **Item 6159 Accounting \$8,000**
Fee for audit and tax completion
 - **Item 6200 Office Maintenance \$2,531.89**
Snow removal and office cleaning
 - Net operating income for the year to date is \$96,086.98

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:

Administrative Leave

- 5 Members are currently out

Arbitrations

- LMS Technology – almost settled with the District's attorney.
- Preference over Outside Hires – Still Negotiating.
- Open Position not being filled in the contractual 90 day limit – Still Negotiating.
- Unjust discipline – Will go to Arbitration.

Stipulated Agreements

- Athletic Directors working conditions - No movement.
- A Long Term Substitute Stipulated Agreement – No movement.
- School Counselor Night Presentation Stipulated Agreement – No Movement.

Grievances

- Summer Pay Issues – Ongoing
- 3 – Team 2 Mentee Stipends
- Repayment for Overpayment

Complaints

- Member on Members – Harassment Complaint.
- Unprofessional Behavior and retaliation from an Administrator

Fact-Findings

- Accused of sexual misconduct
- Accused of racial comments to another staff member
- Accused of pulling a student by their arm
- Accused of inappropriate behavior with a student
- Accused of leaving a special ed student unsupervised
- Accused of making racial comments to a student

Loudermills

- Endangering a student

Union issues

- Scheduling “Mandates” are not a contractual issue unless it violates the CBA.
- Trade Honor Society
- Grasso / Three Rivers Welding Program

Resolved

- Unfair Labor Practice for closing Kaynor when there were more than enough subs and teachers to cover.
- Not using the contract language for coverage.

Questions for EUR:

- Q – We have trade teachers in my school getting pressured to pass some 10th grade students that are failing. He is concerned that he will either get in trouble for not passing them and/or putting the students in a position where they could get hurt
A – He has to follow the IEP/504, grading is our policy unless directed from Special Ed. He will not be disciplined for failing a student.
- Q - Scheduling mandates DH's and such
A - The scheduling issue wasn't their prep periods, it was how many preparations they were teaching each cycle.
- Q - We are told that we must make 3 contacts with parents before we can fail a kid and 2 of them must be a phone call.
A - I am not sure how you prove that you made a phone call. Most of the time the parents aren't home when we make the phone calls. They can tell us we have to make a phone call, but it would have to be done during our work day.
- Q - Our administration team has now decided to evaluate our winter coaches even though they haven't attended any games or practices. We are curious how they could possibly evaluate them if they have never seen them coach.

A - We are too. They have 30 days from when the season ends to remove a coach. Let us know and we will grieve it if they don't follow the contract.

- Q - We ended up closing school at Goodwin yesterday under interesting circumstances. Is there anything we can do to see if they are following the contract?

A - I was told 10 teachers called out and they only had 4 subs. There is language on this in our contract to address this. Sometimes they make decisions because they consider it unsafe. Sometimes we feel the decision is to retaliate against our teachers. We will have discussions with Justin about this and each one will be a case by case basis.

- Q - CDL Physicals, is there a new process on that?

A - There was a member that never got the code and they didn't want to reimburse him for the amount that he had to pay. We got that resolved and they did pay for it.

- Q - Payment form for sub coverage or loss of prep. We have to get it signed by the DH, administration and then turn it in.

A - Please share the form with us. We want to make sure everyone is using the same form.

- Q - Where are we at with the sub stipulated agreement? What will the details be?

A - We can't discuss the specifics of the agreement as we are still negotiating and nothing is signed at this time.

- Q - CDL License reimbursement. Will the State reimburse the license cost? I have an email about them actually paying for it.

A - Please forward that email to me.

- Q - What is considered random for the CDL drug tests.

A - This is done through a federal clearing house. It does seem inconsistent. This gets brought up all the time, but I can assure you it is oddly random.

- Q - What is the administration timeline to respond to an ELR?

A - Right now there is no timeline, but we are on this and we have brought it up to CO. We are asking for 5 days.

- Q - I had my random drug test today and I was told they only had a sub for 1 period and I had to "make it happen" to get there and back. It took a total of 2.5 hours in total and it was completely out of my control.

A - You can't control how long it takes and it is their call if they only get a sub for 1 period.

- Q - We are being told that the union is responsible for our schools going to 7 periods a day. This was told to us at a DH meeting

A - We were told what they were going to do. There is nothing in our contract where we could argue how many periods are in a day.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee:**

Met on February 22 and the proposed budget will be presented under new business.

- **Health & Safety Committee:**

We visited Eli Whitney last month and will be at Oliver Wolcott on March 14.

- **Labor/Management Committee:**

Labor Management met on March 5. Minutes will be in the April newsletter.

Topics covered included: professional development, Title I funding, teacher burnout, and we asked for any movement on our prior concerns.

- **MTC Committee:**

The committee met with Linda Leyhow on March 1 at Kaynor. We discussed the IED plan and developed strategies for retaining our BIPOC teachers, both at the building level and district level. Dr. Lowe also came to the meeting and addressed the committee.

We will be hosting a BIPOC Teacher Meet & Greet on April 4th at Sliders in Middletown. There is a flier in your packet.

I also spoke at the CTECS Board Meeting on the need for the district to prioritize the plan that is being developed.

- **Scholarship Committee:**

Scholarship and Mini-Grant information is in your packet.

The due date is May 14th at 3pm. Recipients will be notified in June.

The information will also be on our website.

There are now twelve \$1000 scholarships available for high school seniors.

There is \$1000 in mini-grant funds that will be awarded in whole or parts to teachers that apply.

- **Teacher of the Year Committee:**

Elections are this week. After this week, the district TOY timeline begins. School winners will receive a questionnaire and should complete it if they would like to be in the running for District Teacher of the Year.

- **Trade Advisory Committee:**

We met on February 27th. Committee members brought forth issues that were then brought to Labor Management.

Miscellaneous:

- We have begun scheduling our Spring Building Meetings. I have reached out to all principals and will email the reps when I hear back.
- Team Mentor Stipend: The past practice is that the stipend listed in the contract book is a two-year stipend for mentors of academic teachers and mentors of trade teachers receive 3/5 of the stipend over one year. HR has realized that they paid people incorrectly for the last two years and are auditing those payments. We are grieving the amount that mentors of trade teachers were paid this year because it was under the correct amount.
- Overpayments: If you notice you have been overpaid, you have an obligation to notify payroll. If you do not notice that you were overpaid, eventually payroll will audit your account and notify you that you have been overpaid.

Questions for Vice President:

- Q – Sometimes the stipend puts you in a different tax bracket. Is that something we can try to go after them for?
A - The only thing we can do is set up a payment plan to pay them back over time. The taxes will work themselves out when you file your taxes.
- Q - Academic teachers have up to 3 years to finish their modules. How does that work with payments?
A - If you start in the middle of the year you are only supposed to get a ¼ of the stipend. That is what is supposed to happen. The amount of work is the same so you would get paid the same stipend.
- Q - The payment is very confusing in the contract.
A - Yes it is, we are going to fix that in the next contract.

Paul Angelucci's President's Report:

- AFT CT Legislative Meetings – There are six remaining over the next two weekends in March, we have been sending out targeted emails for the districts affected. This is a great way to meet your elected officials and have your voice heard.
- Superintendent Search - The deadline has closed for applications and there was a meeting to screen applicants, at the board meeting Dr. Solek said it should be wrapped up by June to select a permanent superintendent.

- State Employee Breakfast Update –
- SEBAC March Meeting Update –
- District CFO – This position still has yet to be posted, we've been told it would have been by now, many of the issues for vendors, contractors, etc. continue to be an issue due to the lack of a budget. Dr. Solek, who said a budget would be ready by the start of the 23' -24' school year has now told me it will be ready by this summer hopefully.
- Legislative Update – I gave testimony on February 15th in Appropriations regarding the Governor's Proposed FY 25' Budget Adjustments for Elementary and Secondary Education Agencies. I also gave testimony on SB 153 AN Act Concerning Technical Revisions to CTECS statues on Feb. 21st.
- TRB Issue – The Teacher Retirement Board no longer will let members who oversee detention contribute, we have a number of members who do. We'll be looking to have that amended with the help of SEBAC.
- Hiring Update – The district is up to 138 new hires joining us this school year

Questions for President:

- Q - We have a new Electrical teacher starting and his onboard is scheduled for 3/22 which is the SkillsUSA competition day which is a holiday.
A - We will get him paid. There are 3 teachers getting on boarded that day.
- Q - During the onboarding process can you check if they are going over some time sensitive material such as the disability long term and short term benefits.
A - Yes, we will look into that.
- Q - Graphics position at Prince. We were told someone was supposed to fill that position, but we haven't seen anyone.
A - The problem is they filled the position incorrectly twice. We can ask why it is still open.
- Q - Durational position. What are the rights with tenure, dismissal and transfer?
A - When the durational position ends, they have no transfer rights into another position. They do get tenured after 4 years, but can be non-renewed before then.
- Q - When do we have to have the vote for the raise?
A - This Tuesday.

Old Business: None

New Business: Budget discussion. **Motion to accept the Budget. M/S/V**

Good and Welfare: Cheney Tech Basketball will play for the State Championship.

Motion to adjourn M/S/V