

State Vocational Federation of Teachers

General Membership Meeting

May 9, 2018

Agenda

- I. Call To Order & Attendance for Quorum
- II. Approval of Minutes – April Executive Council meeting and November General Membership meeting
- III. Special Presentation:
Guest Speaker: Candidate for Governor, Ned Lamont
- IV. Treasurer’s Report – Emily Lozinak
- V. Executive Union Representative’s Report – Bob Riccitelli
- VI. Executive Council’s Report – Ed Leavy
- VII. Committee Reports – Paul Angelucci
- VIII. Old Business
- IX. New Business
 - a. Approval of the 2018-2019 Budget
 - b. Constitution & Bylaws
- X. Good and Welfare
- XI. Adjourn

SVFT General Membership and Executive Council Meeting

Wednesday, November 8, 2017

President Ed Leavy called the meeting to order at 5:00 P. M.

APPROVAL OF MEETING MINUTES

May 2017 GM M/S/V

October 2017 Ex. Council M/S/V

Emily Lozinak's Treasurer's Report:

Emily shared the following during the GM portion of the Meeting:

o Total Income for the previous fiscal year (2016-2017) was \$1,237,407.96

Line items of note:

· Item 4200 Rebate Income \$103,794.72

Currently under budget: The May and June Rebate check that usually goes towards the 2016-2017 fiscal year was received and deposited in our current fiscal year. This will be adjusted by the accountant.

o Total Expenses for the year were \$1,204,505.32

Line items of note included

§ Item 6055 Office Insurance \$3,873.00

Over budget, our office insurance and workers compensation are billed together and paid out of the line item and not Item 6065 which is why that line item has no balance. Overall these are under budget.

§ Item 6070 Mileage Reimbursement \$67,996.69

\$7,996.69 over budget. Member were extremely active during last year's elections. Their mileage was reimbursed.

§ Item 6085 Meeting Expenses \$36,494.47

\$6,494.47 over budget. Increased member engagement on various committees.

§ Item 6145 Conventions \$18,529.31

\$7,029.31 over budget. Awaiting reimbursement from AFT National and CT for some of these charges. We sent delegates to 3 conventions this year and will be reviewing our delegate policies going forward.

o **Net operating income for the year to date is \$32,902.64**

Treasurer's GM meeting Report (pending audit) M/S/V

For the Executive Council portion of the meeting, Emily reviewed the Income & Expense

HR questioning our use of Union Release Time. One was toward the ALEKS preparation issue.

Current Investigations

3 teachers are under investigation for Poor Judgement.

Grievances

15 Grievances have been filed. 8 Grievances have been in our favor, 3 grievances are active, 1 resulting in a Memorandum of Understanding, 3 Grievances were in favor of Administration

Dispute-Resolution

0

Topics

Tardiness – Tardy Policy on the ELR – Many principals are looking, Could be a system initiative.

Certification – Not a contractual issue. We can assist and help you get answers, but it is the members responsibility to update and maintain.

Bob also answered a question about when our next furlough day is (May 8th)

Paul Angelucci's Vice -President's Report:

Paul discussed the following:

Labor Management will be held on December 5 th at our office. Any issue's that arise from your building meetings you'd like discussed forward them to me before the Thanksgiving break.

UTAC will have a meeting November 30 th at our office at 4:00pm concerns will be brought forward to Labor Management.

Health & Safety was at Vinal last month and will be at Eli Whitney on the 16 th of this month, to

coincide with our last school visit

December 13th our Holiday gathering/meeting will be at BACI Grill 134 Berlin Rd. in Cromwell start time 5 pm. This is a change from the original date of December 6th.

Thank everyone for your effort on the sick bank we had a lot of enrollments as well as some existing qualified members that were not enrolled are now.

Card campaign is going well, we are entering them in-house

Paul also recapped the school tour he did with Mr. Wihbey. There are plans for another in the spring.

Tuition reimbursement is currently being paid, but not necessarily in chronological order. Any questions, call Paul.

Ed Leavy's President's Report

Ed shared the following:

- We started the year with over 100 open teaching positions, but many have been filled. We still have far more to go. As everyone knows, it can be a very slow process.
- Contract books will hopefully be printed by early February. We need to have Karen

State Vocational Federation of Teachers Local 4200

BUDGET VS. ACTUALS: 2017-2018 - FY18 P&L

September 2017 - August 2018

| | TOTAL | | | |
|-----------------------------------|---------------------|-----------------------|---------------------|----------------|
| | ACTUAL | BUDGET | REMAINING | % OF BUDGET |
| Income | | | | |
| 4000 Member Dues Income | 730,881.11 | 1,065,820.00 | 334,938.89 | 68.57 % |
| 4050 Agency Fees Full Time Income | 7,226.91 | 18,435.00 | 11,208.09 | 39.20 % |
| 4200 Rebate Income | 89,548.19 | 106,523.00 | 16,974.81 | 84.06 % |
| 4300 Interest Income | 101.44 | 100.00 | -1.44 | 101.44 % |
| 4350 Miscellaneous Income | 525.00 | 500.00 | -25.00 | 105.00 % |
| 4355 Rental Income | 6,800.00 | 10,200.00 | 3,400.00 | 66.67 % |
| Total Income | \$835,082.65 | \$1,201,578.00 | \$366,495.35 | 69.50 % |
| GROSS PROFIT | \$835,082.65 | \$1,201,578.00 | \$366,495.35 | 69.50 % |
| Expenses | | | | |
| 5000 AFT Per Capita | 175,608.47 | 265,999.00 | 90,390.53 | 66.02 % |
| 5100 Aft-CT Per Caps | 198,333.63 | 294,601.00 | 96,267.37 | 67.32 % |
| 5200 AFL-CIO PER CAPS | 8,435.95 | 12,939.00 | 4,503.05 | 65.20 % |
| 5300 Local Labor Council | 429.20 | 950.00 | 520.80 | 45.18 % |
| 6000 Office Clerk | 20,530.90 | 26,586.00 | 6,055.10 | 77.22 % |
| 6005 President | 8,994.30 | 11,993.00 | 2,998.70 | 75.00 % |
| 6010 Vice President | 7,520.70 | 10,027.00 | 2,506.30 | 75.00 % |
| 6015 Treasurer | 7,520.70 | 10,027.00 | 2,506.30 | 75.00 % |
| 6020 Executive Building Rep | 7,520.70 | 10,027.00 | 2,506.30 | 75.00 % |
| 6025 Secretary | 4,497.15 | 5,996.00 | 1,498.85 | 75.00 % |
| 6030 Salary Reimbursement | 159,501.16 | 228,267.00 | 68,765.84 | 69.87 % |
| 6037 Payroll Taxes | 6,505.95 | 11,378.00 | 4,872.05 | 57.18 % |
| 6045 property tax | 3,549.62 | 6,500.00 | 2,950.38 | 54.61 % |
| 6050 Group Health Insurance | 8,432.64 | 13,000.00 | 4,567.36 | 64.87 % |
| 6055 Office Insurance | 3,360.00 | 600.00 | -2,760.00 | 560.00 % |
| 6060 Union Membership Insurance | 3,788.80 | 6,000.00 | 2,211.20 | 63.15 % |
| 6065 workers compensation | 328.00 | 3,556.00 | 3,228.00 | 9.22 % |
| 6070 Mileage Reimbursement | 39,238.72 | 60,000.00 | 20,761.28 | 65.40 % |
| 6080 Dues Reimbursement | | 21,798.00 | 21,798.00 | |
| 6085 Meeting Expenses | 11,873.63 | 29,900.00 | 18,026.37 | 39.71 % |
| 6095 Grievances | 861.69 | 12,000.00 | 11,138.31 | 7.18 % |
| 6097 Negotiations | | 13,000.00 | 13,000.00 | |
| 6105 Leased Equipment | 5,903.72 | 9,000.00 | 3,096.28 | 65.60 % |
| 6110 Electronic Communications | 6,080.96 | 7,000.00 | 919.04 | 86.87 % |
| 6112 Utilities | 4,561.17 | 6,000.00 | 1,438.83 | 76.02 % |
| 6115 Postage | 967.91 | 1,500.00 | 532.09 | 64.53 % |
| 6120 Office Supplies | 4,379.26 | 5,500.00 | 1,120.74 | 79.62 % |
| 6125 Printing | 2,529.65 | 6,000.00 | 3,470.35 | 42.16 % |
| 6135 Donations | 250.00 | 1,000.00 | 750.00 | 25.00 % |
| 6145 Conventions | 1,842.20 | 15,000.00 | 13,157.80 | 12.28 % |
| 6150 Seminars & Meetings | | 500.00 | 500.00 | |
| 6155 Legal | 12,375.00 | 35,500.00 | 23,125.00 | 34.86 % |
| 6159 Accounting | 7,000.00 | 7,500.00 | 500.00 | 93.33 % |

| | TOTAL | | | |
|------------------------------------|---------------------|-----------------------|-----------------------|------------------------|
| | ACTUAL | BUDGET | REMAINING | % OF BUDGET |
| 6160 Training & Education | 696.67 | 2,060.00 | 1,363.33 | 33.82 % |
| 6165 Miscellaneous General Account | -156.11 | 5,500.00 | 5,656.11 | -2.84 % |
| 6170 scholarship | | 9,000.00 | 9,000.00 | |
| 6171 teacher of the year | 681.35 | 5,000.00 | 4,318.65 | 13.63 % |
| 6173 service and recognition | 85.08 | 21,000.00 | 20,914.92 | 0.41 % |
| 6182 IRA | 1,584.00 | 2,355.00 | 771.00 | 67.26 % |
| 6200 Office Maintenance | 2,515.16 | 3,000.00 | 484.84 | 83.84 % |
| 6205 New Building Repairs | 46.77 | 2,022.00 | 1,975.23 | 2.31 % |
| 6250 Network Support Agreement | 296.71 | 2,000.00 | 1,703.29 | 14.84 % |
| Total Expenses | \$728,471.41 | \$1,201,581.00 | \$473,109.59 | 60.63 % |
| NET OPERATING INCOME | \$106,611.24 | \$ -3.00 | \$ -106,614.24 | -3,553,708.00 % |
| NET INCOME | \$106,611.24 | \$ -3.00 | \$ -106,614.24 | -3,553,708.00 % |

Paul Angelucci, Vice President's report

General Membership Report

Committee Reports:

May 9th, 2018

- **Grievance & Arbitration** – Met once in the fall and two times since this year. G & A only meets as needed.
- **Trade Advisory Committee** – Met this Fall and will meet one more time in June just prior to the last Labor Management meeting.
- **Labor Management Committee** – Has met three times to date and will meet for the last time this year in June.
- **Scholarship Committee** – Will be meeting the end of May to choose our Mini Grant and Scholarship recipients.
- **Teacher of the Year Committee** - We will be holding our award banquet on the 17th of May at Baci Grill in Cromwell. Congratulations to all our winners!
- **Health & Safety** – Has met and toured eight schools to date this year, our final inspection will be at Bristol on the 16th of this month.

Committee's that meet as needed are; Constitution & By-Laws, Budget Committee, and Political Action Committee which will have a meeting in early September.

Presidents' Report

It's been quite a year.

Last year at this time, we were still negotiating the 2017 SEBAC agreement. When it finally went to a vote school had already ended, and we had to use electronic voting. Thanks to the work of many people – especially Bob Riccitelli and our office manager Lindsay Hochadel – we were able to get our database more accurate than it has ever been. We had a group of volunteers phone bank our members, and when the voting ended over 94% of our members had participated, a total that other local presidents found astonishing. While we had a larger “no” vote than most locals, it is because our “no” votes believed their union wanted to hear their voice.

I start this report with the SEBAC vote because it marks the two themes we have had this year – dealing with the contractual issues related to the SEBAC agreement and membership engagement. First, implementing the contract and the SEBAC agreement has been a nightmare. The furlough days had to move twice, once to move it away from the Skills USA date, and a second time when snow days pushed the furlough savings into the next fiscal year. An even larger problem was a disagreement over the tuition reimbursement language. What should have been a reasonably easy discussion became – because of illnesses in the Department of Education and poor communication within the State – a several month's process. I am happy to announce tuition reimbursement payments will begin again in the May 10th check.

Other issues have included getting final agreement on the contract language, which has held up publication and printing. Thanks to Greg Beyer, the 2016-2021 contract is now on line, and we should have printed copies for the start of school. Overall, we are very proud of the contract we signed. We preserved the language we needed to protect, and we extended the transfer window until June 15. We improved part-time rights for ancillary positions and made it much easier for them to transfer into full-time positions.

These problems and others such as getting the extra 1.25% extra TRB contributions reimbursed for people who paid them from 2009-2011 – the reimbursement will also begin in the May 10th check – have taken up a great deal of time. We also have dealt with a legislature in which the incredibly narrow margins have created real problems. We were able to push back on the 2% “Teacher Tax” that appeared in the vetoed budget this past autumn, but more problems remained. This session we were able to convince the Senate and House leadership to introduce an amendment that would delay implementation of the bill making us our own line item, which will save the system millions next year. We also have seemingly fought off a bill which would reduce the years of experience needed to teach from eight years to five. This was a dangerous dilution of teaching requirements, and its insistent support from CBIA created real suspicion. As we meet, there are still dozens of bad amendments that would gut collective bargaining swirling around the LOB.

Despite all these issues, the SVFT has thrived. The 94% SEBAC vote was just a start. When the 2% teacher tax was introduced, over 200 members emailed their legislators. We had almost 50% of the total AFT membership at the Legislative Breakfasts, so legislators and candidates understand our issues; candidates want to work with us,

because they know we will work with people who support us. We had a dozen people sign up for member organizer training, and they have knocked on doors of our members and helped with AFT organizing drives. Most importantly, our recommitment card drive has been an incredible success. Over 99% of our membership has recommitted to the union, thanks in large part to the indefatigable efforts of Paul Angelucci and the work of Lindsay Hochadel to keep our records accurate. Dozens of substitutes have joined the union. With the Janus decision about to be handed down, turning us into a Right to Work nation for public employees, we are poised to meet the challenge. Our members understand that we need to stand together to protect our system, to protect collective bargaining, to protect our working conditions, and to protect our students. This has been a constantly challenging and occasionally frustrating year, but I stand before you today confident and optimistic. We will continue to move forward, because we will do so together.

Budget Worksheet 2018-2019

| | 14-15 Bdggt | 14-15 Actl | 15-16 Bdggt | 15-16 Actl | 16-17 Bdggt | 16-17 Actl | 17-18 Bdggt | 17-18 As of 2/1 | Propose 18-19 | 921.74 |
|-----------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|--------------------|------------------|
| Income | | | | | | | | | | 35.45 |
| 4000 Member Dues Income | 1,006,629 | 988,346 | 1,065,734 | 1,107,773 | 1,041,562 | 1,068,900 | 1,065,820 | 482,680 | 1,041,562 | formula |
| 4050 Agency Fees Full Time Income | 19,851 | 16,379 | 22,050 | 16,783 | 18,435 | 22,300 | 0 | 5,757 | 0 | formula |
| 4000 Member Dues Part Time | 23,852 | 29,026 | 23,852 | | 19,650 | | 19,650 | | 19,650 | formula |
| 4100 Agency Fees Part Time | | | | 31,523 | | 30,578 | | 14,835 | | |
| 4200 Rebate Income | 113,992 | 121,742 | 111,390 | 108,760 | 105,550 | 103,795 | 103,603 | 46,688 | 105,550 | see Rebate sheet |
| 4300 Interest Income | 100 | 84 | 100 | 100 | 100 | 82 | 100 | 38 | 100 | |
| 4350 Miscellaneous Income | | 10,522 | | 8,268 | 500 | 1,853 | 500 | 525 | 500 | |
| Rental Income | | | 7,200 | 6,250 | 8,160 | 9,900 | 10,200 | 4,250 | 10,200 | |
| Total Income | \$1,151,867 | \$1,166,099 | \$1,164,424 | \$1,279,457 | \$1,193,957 | \$1,237,408 | \$1,199,874 | \$554,773 | \$1,177,562 | |
| Expenses | | | | | | | | | | |
| Per cap Expenses | | | | | | | | | | |
| 5000 AFT Per Capita | 269,882 | 272,463 | 261,418 | 275,191 | 261,437 | 268,364 | 265,843 | 108,812 | 268,217 | formula |
| 5100 AFT-CT Per Caps | 308,583 | 306,131 | 301,090 | 315,344 | 293,303 | 309,031 | 290,707 | 123,048 | 293,303 | formula |
| 5200 AFL-CIO Per Caps | 13,874 | 12,315 | 13,224 | 12,392 | 12,882 | 12,056 | 12,768 | 5,383 | 12,882 | formula |
| 5300 Local Labor Council | 950 | 388 | 950 | 403 | 950 | 429 | 950 | 79 | 950 | |
| Sub Total | 580,428 | 591,297 | 593,288 | 603,330 | 576,681 | 589,881 | 570,268 | 237,322 | 575,352 | |
| 6000 Office Clerk | 30,480 | 30,488 | 31,394 | 30,184 | 25,812 | 27,547 | 26,586 | 13,285 | 26,455 | formula |
| 6005 President | 11,643 | 10,371 | 11,993 | 11,648 | 11,993 | 11,992 | 11,993 | 5,996 | 11,993 | formula |
| 6010 Vice President | 9,735 | 9,452 | 10,027 | 12,247 | 10,027 | 10,028 | 10,027 | 5,014 | 10,027 | formula |
| 6015 Treasurer | 9,735 | 9,452 | 10,027 | 11,316 | 10,027 | 10,028 | 10,027 | 5,014 | 10,027 | formula |
| 6020 Executive Building Rep | 9,735 | 9,452 | 10,027 | 6,573 | 10,027 | 10,027 | 10,027 | 5,014 | 10,027 | formula |
| 6025 Secretary | 5,822 | 5,652 | 5,996 | 5,824 | 5,996 | 5,996 | 5,996 | 2,998 | 5,996 | formula |
| 6030 Salary Reimbursement | 193,400 | 189,566 | 214,938 | 213,321 | 215,543 | 232,486 | 228,267 | 97,997 | 228,267 | see sheet |
| 6037 Payroll Taxes | 11,000 | 11,815 | 12,244 | 10,956 | 13,415 | 7,865 | 11,378 | 4,307 | 8,167 | formula |
| 6040 Unemployment Tax | 300 | 16 | 150 | 150 | 150 | 0 | 0 | 0 | 0 | Office Manager |
| 6045 property tax | 5,000 | 6,257 | 6,500 | 6,623 | 6,500 | 7,038 | 6,500 | 3,550 | 7,500 | |
| 6050 Group Health Insurance | 13,000 | 13,219 | 13,000 | 13,880 | 13,000 | 12,193 | 13,000 | 5,270 | 13,000 | Office Manager |
| 6055 Office Insurance | 4,000 | 5,089 | 4,000 | 555 | 6,000 | 3,873 | 600 | 2,344 | 600 | pd annually |
| 6060 Union Membership Insurance | 6,000 | 5,795 | 6,000 | 5,832 | 6,000 | 5,862 | 6,000 | 3,556 | 6,000 | |
| 6065 Workers compensation | 800 | 0 | 800 | 3,556 | 0 | 0 | 3,556 | | 3,556 | |
| 6070 Mileage Reimbursement | 65,000 | 61,868 | 65,000 | 59,811 | 60,000 | 67,997 | 60,000 | 23,808 | 65,000 | |
| 6075 Meals | 500 | 60 | 500 | 329 | 0 | 0 | 0 | 0 | 0 | |
| 6080 Dues Reimbursement | 22,000 | 20,962 | 21,279 | 22,079 | 21,798 | 24,757 | 21,798 | 9,757 | 21,550 | (938.74-400)*40 |
| 6085 Meeting Expenses | 31,000 | 39,014 | 35,000 | 30,440 | 30,000 | 36,494 | 29,900 | 430 | 29,900 | |
| 6095 Grievances | 5,000 | 2,516 | 15,000 | 9,082 | 15,000 | 1,192 | 12,000 | | 25,000 | |
| 6097 Negotiations | 0 | 357 | 18,000 | 18,000 | 0 | 0 | 13,000 | | 0 | |
| 6100 Rent Expense | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | |
| 6105 Leased Equipment | 10,000 | 7,802 | 10,000 | 8,917 | 8,000 | 9,110 | 9,000 | 3,645 | 9,000 | copier & postage |
| 6110 Electronic Communications | 8,000 | 6,789 | 7,000 | 6,832 | 7,000 | 6,872 | 7,000 | 3,249 | 7,000 | comcast |

Budget Worksheet 2018-2019

| | 14-15 Bdgt | 14-15 Actl | 15-16 Bdgt | 15-16 Actl | 16-17 Bdgt | 16-17 Actl | 17-18 Bdgt | 17-18 As of 2/1 | Propose 18-19 | 921.74 |
|------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|------------------|------------------|
| 6112 Utilities | 5,000 | 5,678 | 6,000 | 5,525 | 6,500 | 5,978 | 6,000 | 2,673 | 7,000 | gas, elect, dump |
| 6115 Postage | 2,000 | 1,349 | 1,500 | 1,479 | 1,500 | 1,322 | 1,500 | 718 | 1,500 | |
| 6120 Office Supplies | 6,000 | 6,823 | 6,000 | 5,277 | 5,500 | 5,827 | 5,500 | 1,476 | 8,500 | |
| 6125 Printing | 6,000 | 5,106 | 6,000 | 4,894 | 7,000 | 2,899 | 6,000 | 1,583 | 6,000 | newsletter |
| 6130 Communications Committee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 6135 Donations | 1,000 | 500 | 1,000 | 90 | 1,000 | 1,149 | 1,000 | | 1,000 | |
| 6140 SEBAC | 0 | 0 | 0 | 0 | 0 | 3,161 | 0 | | 0 | CPEF |
| 6145 Conventions | 10,436 | 19,855 | 15,000 | 20,241 | 11,500 | 18,529 | 15,000 | 1,377 | 18,000 | AFT Teach |
| 6150 Seminars & Meetings | 0 | 11 | 500 | 217 | 500 | 0 | 500 | | 500 | retirement |
| 6155 Legal | 35,500 | 35,500 | 35,500 | 35,808 | 35,500 | 35,500 | 35,500 | 12,375 | 0 | |
| 6157 Newsletter Lay-Out Editor | 0 | 0 | 0 | 600 | 0 | 0 | 0 | | 0 | |
| 6158 Communications Coordinator | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | |
| 6159 Accounting | 7,250 | 7,065 | 7,000 | 6,160 | 7,500 | 7,000 | 7,500 | 7,000 | 7,500 | |
| 6160 Training & Education | 1,000 | 1,531 | 2,000 | 2,293 | 2,060 | 516 | 2,060 | 322 | 2,060 | reps leadership |
| 6161 Training/Education/Retirees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | |
| 6165 Miscellaneous General Account | 5,000 | 4,990 | 5,500 | 7,341 | 5,500 | 5,709 | 5,500 | -156 | 5,500 | Skills USA |
| 6170 scholarship | 10,000 | 9,000 | 10,000 | 9,000 | 9,000 | 9,000 | 9,000 | | 5,000 | |
| 6171 teacher of the year | 5,000 | 4,679 | 5,000 | 6,859 | 5,000 | 6,828 | 5,000 | | 5,000 | & \$5000 teacher |
| 6173 service and recognition | 15,500 | 17,033 | 20,000 | 20,350 | 21,000 | 14,811 | 21,000 | 85 | 21,000 | |
| 6182 IRA | 2,300 | 2,219 | 2,355 | 1,611 | 2,355 | 2,112 | 2,355 | 1,056 | 2,355 | cleaning |
| 6200 Office Maintenance | 4,000 | 3,900 | 4,000 | 3,194 | 4,000 | 3,714 | 3,000 | 1,244 | 4,000 | |
| 6205 New Building Repairs | 3,000 | 769 | 1,000 | 3,881 | 3,500 | 400 | 2,022 | | 3,231 | |
| 6250 Network Support Agreement | | 1,319 | 3,000 | 1,979 | 3,000 | 766 | 2,000 | | 2,000 | computers |
| 7000 Payroll Expenses | | | 0 | 0 | 0 | 3,057 | 0 | 1,490 | 3,000 | |
| Equipment | | | | | | | | | | |
| Building Improvements | | | | | | | | | | |
| Sub total | 571,135 | 573,318 | 640,229 | 606,475 | 640,229 | 619,634 | 627,091 | 222,919 | 602,210 | |
| Total Expenses | 1,151,563 | 1,164,615 | 1,233,617 | 1,209,805 | 1,230,325 | 1,209,515 | 1,197,359 | 460,242 | 1,177,562 | |
| Total Income | 1,151,867 | 1,166,099 | 1,164,424 | 1,279,457 | 1,230,325 | 1,237,408 | 1,199,874 | 554,773 | 1,177,562 | |
| Difference | 304 | 1,484 | | 69,652 | 0 | | 2,515 | 94,532 | 0 | |

2018 – 2019 Budget Assumptions

1. DUES CALCULATED ON:

| | |
|--|------|
| a. General Wage Increase | 0% |
| b. Anticipated number of Full-time members (-2%) | 1130 |
| Anticipated number of Agency Fees Full-time Income | 0 |
| Anticipated number of Member Dues Part Time | 145 |

2. PER CAPS:

| | |
|---------------------------|---------|
| a. AFT National increase | \$0.25 |
| Cost per member per month | \$19.78 |
| b. AFT-CT increase | \$0.00 |
| Cost per member per month | \$21.63 |
| c. AFL-CIO increase | \$0.10 |
| Cost per member per month | \$0.95 |

3. PROFESSIONAL SERVICES:

- a. Current retainer agreement with accountant
- b. Current agreement with attorney
- c. Leased Equipment agreement renegotiated copier/fax and service agreement for computers
- d. Replaced AOS with cloud service

4. REIMBURSEMENTS:

| | |
|---|---------|
| a. Mileage reimbursement rate increase to | \$0.555 |
| b. Building Reps dues refund reflected in dues change | |

5. LOCAL EXPENSES:

| | |
|---|------------|
| a. Continue to align with actual recent past spending | |
| b. 6095 Increase in Grievance allotment | |
| c. 6097 Negotiations Expense Expected | + \$15,000 |
| d. 6125 Continue in Printing newsletters at Prince | |
| e. 6140 SEBAC eliminated, funded by CPEF | |
| f. 6157 Newsletter Lay-Out Editor eliminated | |

Proposed Change to Constitution and By-Laws 2018

Existing:

BY-Laws Article IV -- Committees

Section Three

SPECIAL COMMITTEES SHALL BE:

- (A) CRISIS
- (B) NOMINATIONS & ELECTIONS NECESSARY BY THE ORGANIZATION
- (C) ANY OTHER AS DEEMED

Proposed:

Section Three

SPECIAL COMMITTEES SHALL BE:

- (A) CRISIS
- (B) NOMINATIONS & ELECTIONS NECESSARY BY THE ORGANIZATION
- (C) MINORITY TEACHER RECRUITMENT AND RETENTION
- (D) OPIOD CRISIS
- (E) DACA SUPPORT FOR STUDENTS
- (C) ANY OTHER AS DEEMED

Constitution and By-Laws Committee:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

Executive Council:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

Membership:

Constitution and By-Laws Recommendation: ACCEPT or DECLINE

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 CTHSS~~ belief that we are stronger together. ~~We work to guarantee that the contract is followed and positive working conditions are maintained.~~ This organization shall be dedicated to provide-guaranteeing a safe and positive teaching environment for all by our members' voices are heard in the workplace and in the education of their students by:

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1. handling all member interactions with fairness and integrity;

2. ~~1. m~~Maintaining the integrity of the contract, the Vocational Technical High School System Connecticut Technical High Schools, and the solidarity of the union;

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3. protecting the jobs of our members and strengthening our system;

4. participating in labor and political activities in accordance with the interests and values of our members;

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~~— 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~~

5. 4. Pproviding members opportunities to further their education and receive quality professional development through AFT CT;

6. building and improving relationships with our union affiliates and local labor councils;

7. striving for productive, open communication between the SVFT leadership and our membership;

8. 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~~

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