

**SVFT General Membership Meeting  
Monday November 17, 2021**

**Zoom Poll opened at 4:55 for members to take the poll for our membership quorum.**

**5:10 Meeting called to order by Paul Angellucci  
We have a quorum.**

**Introduction of James Demetriades the parliamentarium.**

**Vote to accept the Special Rules of Order:**

At the beginning of the meeting we will vote on the following special rules of order that are necessary for an online format.

1. Questions on reports will be sent through chat. The Zoom host will read questions at the end of each report.
2. If time runs out, officers will respond to questions through email.
3. If a member wishes to speak on a debatable issue, they will use the “raise your hand” feature.
4. Members will speak in the order they click the “raise your hand” feature. Zoom is able to track this for accuracy.  
(You can unclick, if you decide you no longer wish to speak.)
5. Members may speak twice on any debatable issue for no more than 2 minutes.

M/P/V by majority.

Motion for Building Reps to accept the Executive Council minutes from September 2021 and October 2021

John Pascone 1st, Robert Herdlien 2nd

M/P/V

No Discussion

Motion to accept the minutes from the General Membership meeting in May 2021

1st Robert Herdlien 2nd Jamie Lamete M/P/V

Discussion none

Questions none

Poll open to all members

Moved by majority.

Old Business- Tabled motion from May General Membership Meeting.

McKenzie Hurtado made a motion to remove from the table the motion from the May 2021 General Membership Meeting which was to add the chairperson of the Minority Teacher Committee to the Executive Committee.

2nd Darlene

No discussion allowed.

Vote: Do we want to take the motion from May off the table?

A yes would take it off the table a no would leave it on the table and no discussion.

- A Point of Order- Can we set a limit to how long we are willing to hold any vote open?
  - It would require that we revise the Special Rules. Someone could make a motion to revise the Special Rules. It could only happen after the current motion is voted on.

*Original motion : The Executive Committee shall be the elected officers and the chairperson of the Minority Teacher Committee.*

**Passed by majority.**

*Discussion-*

- Latrice James made a motion to reconsider our action to revisit the adoption of the Special Rules and 2nd by Brian Moore
- Debate: Jess Mongeau: In the interest of time we should move on to the original issues.

Withdraing the 2nd- Brian Moore

Latrice James withdrew the motion.

**Debate on the original motion:** *Original motion : The Executive Committee shall be the elected officers and the chairperson of the Minority Teacher Committee.*

- Robert Roache: Is there a way we can have the Minority Teacher Committee member be a non-voting member?
- Latrice James: Can a friendly ammendment be made at this time on the original motion?
  - The original person that made the motion can ammend the motion Adding a Minority Teacher commiittee adds a perspective to the table.
- Melanie Perry: can the minority chair member be a non voting member of the Executive Committee?
- Bob Herdlein: No other chairs of committees are on the Executive Committee.
- John Pascone: agrees with Bob Herdlein.
- Latrice James-can a friendly amendment be done?

- The original motion was by Latrice James and was tabled at that time. The person that made the motion can make a friendly ammendment.

Nadine Mills: I think a member from the Minority Teacher Committee can bring a perspective to the Executive Coucil even if they are not a voting member.

Henry McMillion: The Executive Committee always brings everything to the Executive Council so there really isnt any voting on the Executive Committee anyway.

Latrice James revised her motion as a friendly ammendment to state that The Executive Committee shall be the elected officers and the chairperson of the Minority Teacher Committee as a non voting member.

2nd Bob Brooks

Debate on whether to ammend the original motion. Passed by majority.

**Latrice James called the vote.** Vote is whether you agree to have a friendly ammendment made to the original motion. 2nd Nadine Mills

Vote wins by a majority vote.

Debate

The new ammended motion: *The Executive Committee shall be the elected officers and the chairperson of the Minority Teacher Committee as a non-voting member.*

Dan Delpiano:

There is currently no committeee with a chair on the Executive Committe.

How does the membership find out about what happens at the Executive Coucil currently?

- By the VP report.

What would be the cost:?

- Ten release days a year

Can they be invited to the Exexecutive Committee?

- Yes.

Is the VP a member of all our committeees

- Yes.

Patrice Granatosky: Point of Order: Should we be voting instead of discussing? We are discuccising for motion as ammended.

Mellany Perry

In our district in 2019 42.5% of our students were white and 88% of our educators were white. This helps not only our minority teachers but also our minority students. Minority representation is important.

John Pascone

This would be the only committee to have representation at the Executive Committee. The Executive Committee is voted on by the entire membership. How can other committees be denied to have representation on the Executive Committee going forward? It is a matter of equity.

Latrice James

When the committee was meeting over the MT invited to an Executive Committee meeting. Times change, we should evolve and become stronger and things can be changed. **Call the vote.**

2nd Felicia Williams

$\frac{2}{3}$  majority required to pass

**Motion to call the vote on the amended motion,** “*The Executive Committee shall consist of the elected officers and the chairperson of the Minority Teacher as a non voting member.*”

**Vote passed by a  $\frac{2}{3}$  majority.**

**Motion that the Executive Committee shall be the elected officers and the chairperson of the Minority Teacher Committee as a non voting member.**

2nd Bob Brooks

The vote amends our Constitution and requires a majority vote to pass.

Vote passed by a majority.

The results of the vote

52% Yes

42% No

### **Emily DelPianos Treasurer’s Report for The month of October:**

- **Emily reviewed the Income & Expense Report from October 2021. Items discussed were as follows:**
  - Total Income for the month was \$97,972.21

- Item 4200 Rebate Income \$9,878.83  
AFT CT rebate for September
  - Item 4355 Rental Income \$0  
Rental payment for October was deposited in Sept.
- **Total Expenses for the month were \$79,838.86**

Line items of note included

- Item 6000 Office Clerk \$0  
Billed under Payroll Expenses – will be adjusted by accountant
  - Item 6097 Negotiations \$3,456.25  
Legal Fees from July – October for contract negotiations
  - Item 6120 Office Supplies \$2,144.18  
Purchase of new office chairs for conference room
  - Item 6145 Conventions \$1,399.46  
Attendance at Labor Arbitration Institute Conference
  - Item 6182 IRA (\$105.60)  
Reimbursement from Ferguson, Doyle & Chester, P.C. for their portion of quarterly payment for office clerk
- Net operating income for the year to date is \$18,133.35
- Treasurer's Report (pending audit) M/S/V
- Vote 100 % Yes

**Treasurer's Report by Emily DelPiano for the General Membership**

Total Income for the previous fiscal year (2020-2021) was \$1,250,533.34

Line items of note:

- **Item 4355 Rental Income \$9,650.00**
- Under budget: August rent for \$550 was deposited in September under next Fiscal year

Total Expenses for the year were \$1,168,448.97

**Line items of note included**

- **Item 6000 Office Clerk \$23,872.94**
- Under budget

- **Item 6037 Payroll Taxes \$6,760.17**  
Under budget
- **Item 7000 Payroll Expenses \$8,972.32**  
Over budget  
Changed how we bill the office clerk's personal/sick time. Overall the 3 items are under budget.
- **Item 6010 Vice President \$8,055.60**  
Did not have a VP for last quarter of fiscal year
- **Item 6055 Office Insurance \$4,497.00**
- **Item 6065 Workers Compensation \$314.00**  
our office insurance and workers compensation are billed together. Cost has increased over the last year.
- **Item 6097 Negotiations \$9,056.25**  
Under budget but remaining funds will be used this Fiscal Year as we continue to negotiate
- **Item 6110 Electronic Communications \$8,247.45**  
over budget. Increased cost of phone and internet services from Comcast
- **Item 6115 Postage \$712.60**
- **Under budget/virtual newsletters**
- **Item 6125 Printing \$1,221,80**  
Both under budget since more newsletters have been done electronically
- **Item 6135 Donations \$108.50**  
under budget.
- **Item 6140 SEBAC \$7,141,43**  
New cost, will be budgeted moving forward
- **Item 6145 Conventions \$300.00**  
under budget. Virtual conventions, minimal cost.
- **Item 6170 Scholarship \$10,000.00**  
Over budget. Voted on one additional scholarship this year.
- **Item 6171 Teacher of the Year \$11,292.85**  
Over budget. Two years worth billed on 2020-2021
- **Item 6173 Service & Recognition \$25,175.32**  
Over budget. Cost to replace TOY plaques in schools
- **Item 6200 Office Maintenance \$5,827.96**  
Over budget. Lawn mowing was not factored into budget
- **Item 6205 New Building Repairs \$5,457.70**  
Over budget. Needed repairs and upgrades to office

Net operating income for the year to date is \$82,084.37

GM meeting Treasurer's Report (pending audit) M/S/V 1st Dan Delpiano 2nd Jess Mongeau

Vote results: 99 Yes 1 No

Questions:

Robert Herdlein- Can you explain where this came from. What is the SEBAC item?  
Negotiates for all unions. They retain their own lawyer.

Latrice James- Is SEBAC by all equally or seperated.  
It is based on membership size.

**Robert Riccitelli, SVFT, Executive Union Rep.**

### **Administrative Leave**

1 for the 2021-2022 school year

- Two presently

### **Arbitrations**

0 for the 2021-2022 school year

- None pending

### **Grievances**

4 Level 1 grievances, 2 were resolved at school level 2 forwarded to Level 2 to HR

6 level 2 Grievances

- CTECS Level 2 Grievance for violations of direct dealing for Retreats, UCONN ECE, AP, Marzano, Curriculum. If the Stipend is not covered in Appendix B or D, the Central office should not be talking with our members. On the same token, our members MUST refuse to do this work unless they pay you your hourly per diem rate as stated in Article 6. This issue has a due date of November 19. We have consulted with our attorney.
- Grasso Level 2 Grievance for working outside of Certification.
- Grasso Level 2 Grievance for too many preparations and class load
- Academi DH over preperations due to prepping for subs

### **Complaints**

2 Complaints filed for the 2021-2022

- 1 active complaint for unprofessional behavior of a Principal.

### **Fact-Findings**

- Still receiving many verbal complaints about unprofessional behavior at Eli Whitney's Principal.

- Actively talking with an Auditor of Public Accounts about the potential misconduct from last year's incident at Cheney Tech and the process of the appointment of the temporary AP's.

### Loudermills (A disciplinary hearing)

- Possible termination for off duty misconduct

### Resolved Issues

- Wolcott Level 1 Grievance for reducing hours on a summer school supervisor.
- Wolcott Level 1 Grievance for failure to pay summer school instructors.
- Met with the head of HR for the state about SERS to TRB issues. It looks like we will finally get this resolved.

### Union issues

- Extreme violent student behaviors – Should be reported to SRO and local police.
- DCF referrals – YOU have 12 hours to report. There is an online version.
- Off duty misconduct and the effect on the systems. Teachers are held to a higher standard.

### **Questions:**

## **Makenzi Hurtado's Vice President Report – November 17, 2021** **General Membership**

### **Committee Reports**

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

We are at the beginning of a two-year term for committee members.

This year, I will be highlighting different committees in each newsletter to provide members with information.

- **Budget Committee:**  
Scheduled to meet in February.
- **Constitution & By-Laws Committee:**  
Met October 7<sup>th</sup>.  
They do not have another meeting scheduled yet.
- **Contract Negotiations Committee:**  
Met in September.  
Just a reminder: Tuition reimbursement and PD reimbursement are frozen while we are in contract negotiations. Please continue to submit your tuition reimbursement forms because they will be paid in the order they are submitted. Paul will discuss particulars of contract negotiations during his report.



- **Grievance & Arbitration Committee:**  
Met in May, June, and October.  
Scheduled to meet in December.
- **Health & Safety Committee:**  
Tours one school per month.  
Toured Wright Tech on October 14<sup>th</sup>.  
Will be touring Prince Tech on November 18<sup>th</sup>.
- **Labor/Management Committee:**  
Met in September.  
Scheduled to meet December 7<sup>th</sup> and then again in January.  
If there are any issues that arise in your building, please let your building rep know and they can forward them to me.
- **Minority Teacher Committee:**  
Met June 6<sup>th</sup>.  
Scheduled to meet November 23<sup>rd</sup>.
- **Political Action Committee:**  
Has not met.
- **Scholarship Committee:**  
Met in late May.  
Awarded nine \$1000 scholarships and one \$1000 mini-grant.  
Members, please keep an eye out in the spring for the scholarship information.  
We share information in the newsletter and on our website.
- **Teacher of the Year Committee:**  
Will not meet until a little later in the year.  
There was a breakfast at Goodwin before the September Board Meeting to honor the 2020 TOYs and the 2021 TOYs.
- **Trade Advisory Committee:**  
Has not met. They usually communicate through email.

### **Communication:**

I am going to be working on our social media accounts. Please keep an eye out for invitations.

I will also be working on updating our website.

We do not post committee minutes because there is confidential information discussed in many meetings. However, we do post all our Meeting minutes on the website. These minutes always have committee meeting reports.

### **For Reps:**

Our holiday gathering/Executive Council Meeting will be December 8<sup>th</sup> at 5pm. We will be at Café Fiore (formerly Baci's) located at 134 Berlin Road in Cromwell.

Questions: none

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

- Executive Order 13F, and 13G (COVID vaccination), they are in place until January when the legislature will vote on the Governor's Emergency powers, we

have two members out on unpaid furlough as of now due to non compliance. (they have 30 days to notify them in writing that they will comply- after 45 days they will be terminated. New hires do not have this option)

- Political update, AFT, CT had 20 members run for office 12 won, also AFT, CT, LPAC endorsed 112 candidates 64% won their elections. I also explained our position to Dr. Solek regarding the FAFSA initiative. I gave testimony on Bill 588 last year that gave us a carve out exemption. She was just passing on from the deputy commissioner and understands our position. Also, if anyone is interested in joining a labor council in their area let me know, I want to thank Henry McMillan for his years on the Hartford labor council which meets once a month, along with being a building rep for 20 plus years. Makenzie Hurtado will now be on the labor council.
- Labor Management update, our next meeting will be December 7th. At the top of the list is the social emotional wellbeing of the staff. This year has been taking a toll on some of our members and we look to the district for support on this issue. We also have SPED issues that are not sustainable as well as many others. It will be Dr. Solek's first time, and we look forward to working with her.
- Hiring Update, there have been 71 hires in our district as of 8/25/21, 54 of them being instructional the rest being made up of the other 6 unions in our buildings. OPM approved 40 positions, 26 are academic 16 are shop instruction, there are 15 red lined positions in maintenance and security. There are 277 teachers eligible to retire as of July 1<sup>st</sup>, the district estimates 150 will do so, historically our district turns over 80 to 90 new employees a year.
- Agency separation from State Department of Education update , still on track for 07/01/22 I do see it being a plus for us regarding hiring issues etc., shorter wait times on many issues, we'll see.
- SEBAC Update, SEBAC and the governor met on November 5<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, and the counteroffer meeting will take place on the 17<sup>th</sup> for coalition bargaining for wages for all 37 unions. I will give you an update when I have more information. Since 1997 SEBAC has negotiated our salaries. The legislature has to vote on them.
- Changing of the guard, I've only met with Dr. Solek twice and I look forward to working with her. Her first act of a hiring freeze at Central Office and weekly staff meetings are a breath of fresh air. I asked for a meeting with Bob and I and the HR Dept. Head to speed up the process. It went well, she also agreed to meet monthly and sent an invite later that night for December.
- Negotiations update, our last time with their side at the table was at Prince in October, I've asked Dr. Solek to meet with us regarding the path forward. I want to thank the committee for their two years of work on this, at times it has not been easy, but the product reflects their hard work. We are still negotiating on

proposals. We have decreased the number of proposals on the table. Paul is hopeful about the new superintendent's input.

### **Questions:**

- In terms of contract negotiations can you tell us what we have gained or lost?
  - No because we are not at impasse. But, if SEBAC comes back with a financial package and tell the to move on the language. COVID hazard pay needs to be worked out.

Bob Herlein: AP temporary positions. Bob Riccitelli discussed how there may be a labor law to neutralize the situation. Could be avoided with a memorandum of understanding.

Yavanna Horbal discussed how by pulling the temporary APs from our teaching pool the kids have ended up without teachers. It is unfair to the kids.

Nadine Mills is concerned about the way the AP positions were applied through the district with a lack of equity. It posed individuals with advantages.

- ASFA needs to grieve the employees not the SVFT. AFSA is not fighting it.

Inara Ramos how is the district going to handle so many openings- the students have no consistent teacher; they have a sub and not necessarily the same sub.

- Paul says it is on the superintendent's radar.

Siobahn Jerczyk when you are talking with Labor Management- what does it entail?

- Email McKenzie Hurtado any questions you would like brought before Labor Management.

Connie Duffy agrees with McKenzie that we should take a strong stance with the district about people leaving due to the stress and limitations of teaching in the district

Latrice James would like to know if it would be beneficial to have a midyear meeting. She proposes to amend Article 10 Section 2 to add a virtual midyear meeting in November.

### **New Business**

Nadine Mills- What is the path to moving forward with equity in our system?

There needs to be a plan for equity in hiring and promotion.

Kelley Benzing nominated Jamie Lametie for secretary Jill Baronowski the salary schedule has been wrong on the website. We have many people retiring. The focus of our SLOs should be collaboration and self care.

Latrice James would like to know if the President can call a special meeting in November since it won't be voted on

Dan DelPiano- Have we done agenda 9A? We are out of order. Dan would like to nominate John Pascone as a Vice President,

John Pascone would like to nominate Dan DelPiano as secretary.

Latrice James- can you run for upcoming elections if you are not nominated from the floor?

- Yes you have 30 days prior to the May election.
- The letter of intent would be directed to- [ataddei04@comcast.net](mailto:ataddei04@comcast.net)

Alfredo Torres nominated Tamara Connors to continue as secretary.

### **Good & Welfare**

- none

Motion to adjourn 1st John Pascone and 2nd Jess Mongeau 7:31pm

Adjourn at 7:31pm by Paul Angellucci

Minutes respectfully submitted by the SVFT secretary, Tamara Connors