

## **SVFT Executive Council Meeting**

February 09, 2022  
via Zoom

President Paul Angelucci called the meeting to order at 5:06 P.M.

### **Motion to table January's minutes. M/S/V**

#### **Treasurer's Report (Emily DelPiano)**

Emily reviewed the Income & Expense Report from January 2022. Items discussed were as follows:

- Total Income for the month was \$98,375.99
  - **Item 4200 Rebate Income \$9,497.09**  
AFT CT Rebate for December 2021
  - **Item 4355 Rental Income \$550.00**  
January Rent from 1 tenant, other paid end of December
- Total Expenses for the month were \$80,070.22  
Line items of note included
  - **Item 6250 Network Support \$647.50**  
Bill from summer work
- Net operating income for the year to date is \$117,352.74

#### **Reminders:**

Submit any outstanding reimbursements

Mileage \$0.575 per mile for in person meetings

\$25.00 per meeting for meal allowance for virtual meetings

### **Treasurer's Report (pending audit) M/S/V**

#### **Executive Union Representative's Report (Bob Riccitelli)**

##### **Administrative Leave**

- Accusations of Inappropriate Contract
- Accusation of Unprofessional Behavior

##### **Arbitrations**

- Unlisted Positions
- Grasso – Class Load and Preparations
- Grasso – Class Load and teaching out of Certification
- Wolcott – Preparations
- Aero – Forced to perform work outside of our Bargaining Unit
- Wolcott Librarian Covering Classes

##### **Grievances**

- CTECS – Level 2 - Our member being placed as Temporary AP – We should have an agreement by week's end.
- Whitney – Level 1 – A department Head had 2 preps taken in the same day.
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- Whitney – Level 1 – AP's covering classes
- Whitney – Level 2 – Principal Changing a teacher's schedule mid-year for no reason.
- Ellis – Level 2 – Assist Principal told many teachers they need to get out of teaching and find a new job. This time it was in front of another teacher making it public discipline.

##### **Complaints**

- Filed a complaint for Unprofessional behavior and DCF neglect on the Ellis Administration
- Filed a retaliation complaint on the Whitney Principal.

## **Fact-Findings**

- Inappropriate comments – Students accused a teacher of picking on a student for her ethnicity. Fact finding interview was conducted and waiting for report.

## **Loudermills**

- None scheduled

## **Resolved Issues**

- Coaching Dual Employment

## **Union issues**

- DCF Reporting
- April Vacation

## **Questions from Building Reps**

- Darlene Marks asked if the dates taken from vacation at some schools could be the end of the week rather than the beginning, as the beginning of the week is after the Good Friday long weekend. Riccitelli and Angelucci both said they would ask the Superintendent.
- Bob Herdlein shared the concern and confusion that members are feeling with the DCF Mandated Reporting information. Riccitelli explained that this is not something that is new, but it is how the Attorney General interpreted the statute in 2002. Riccitelli shared that we are working with our lawyer to schedule dates for training for our members. Angelucci shared that he emailed the superintendent and asked for more training for members, as there were people in administration and Central Office who were also clearly confused. Hurtado shared that if people are nervous, they can see the written report online and it gives an idea of the questions that will be asked. Even if you do not have all the information, just file the report. For the consequences you could face, it is in your best interest to just do it. Hurtado also shared that if there is more than one teacher who witnesses something, do the report together. Don't assume one person is going to do it and walk away, but you can sit together and do it.
- Royal Allard asked if there are job descriptions for coaches. Riccitelli answered that there are not job descriptions but there are evaluations at the end of the season. It is important to remember that JV coaches do not work for Varsity coaches.
- Dawn asked if where we find the minimum number of days to grade after a quarter ends. Riccitelli answered that many people thought there was a stipulated agreement that said five days but there was not. There is an agreement now that teachers have at least three school days or the past practice of the school if more than three school days.
- Jerome Grant asked if you report to DCF for any fight or only if someone gets hurt. Riccitelli explained that if someone is trying to hurt a child, you report. It doesn't matter if it is another child or an adult. Riccitelli explained that there is going to be gray area, but if you see a student being hurt or hear about a student being hurt, whether it's abused, harassment, sexual, just report it. Let DCF decide whether or not it is actionable.
- Jerome Grant asked if there are guidelines for when to discipline a teacher for sending students out of class (i.e. for sending too many or for sending too often). Riccitelli answered that student discipline is always at the discretion of the administration. The teacher has the right to have a private conversation with administration and their building rep. Riccitelli recommended documenting, especially when the teacher doesn't have support, in case they try to put something in the teacher's evaluation. But student discipline is not in our contract.
- Christian Haight asked if the superintendent would rescind her email about PL days or if the union leadership would send out an email. Angelucci said he would ask the superintendent at our Friday meeting.
- Christian asked about making up days that are not for COVID absences or snow days. Riccitelli explained that the days are Emergency Closings and can be for any reason the school cannot run. The superintendent is overseeing school closures. We don't know exactly what information principals are giving her. Riccitelli also clarified that administrators and secretaries cannot cover classes. They are not in our bargaining unit and cannot take our work.

- Brian Shepard asked if we get paid for covering during our preps. Riccitelli answered that yes we do, but they are still only allowed to take one prep from you a week.
- Dawn Murphy asked what will happen if we keep having emergency closures but we go through our April vacation and June days. Angelucci explained that “Emergency Closing” is the administration’s prerogative. Angelucci clarified that we are contracted to work 188 days and we do not work July 1<sup>st</sup> – August 24<sup>th</sup>. If we run out of time, they will have to ask for a waiver of the 180 school day requirement.
- John Pascone asked if they have been using guidance counselors in case of an emergency. Riccitelli explained that that is not allowed. School counselors always need to be able to self activate. If a child has an emergency, a counselor needs to be able to self activate.

## **Vice-President’s Report (Makenzi Hurtado)**

### **Committee Reports**

- **Budget Committee:**  
Scheduled to meet February 23<sup>rd</sup>.
- **Contract Negotiations Committee:**  
We have negotiations on February 14<sup>th</sup>.  
Paul will discuss particulars during his report.
- **Grievance & Arbitration Committee:**  
Met on January 27<sup>th</sup>.  
From Bob’s report, it is clear there is a lot going on.
- **Health & Safety Committee:**  
Toured Eli Whitney on January 13<sup>th</sup>.  
It was the first time John Woodmansee came on a tour in a very long time.  
Will be touring Oliver Wolcott on February 10<sup>th</sup>.
- **Labor/Management Committee:**  
Met on January 18<sup>th</sup>.  
Our committee members did a great job representing the issues in our district.  
We were joined by Dr. Solek, Dr. Menounos, Rafael Palacio, and Jenna Fusco.  
We addressed many issues, including: curriculum roll out, shop teachers being asked to “find” new credentials, issues for instructors when DH positions are vacant or absent, lack of administrative intervention to student behavior (including, but not limited to COVID protocol), social emotional well-being of staff, role of managers/chain of command, dual employment. We also followed up on special education concerns.  
The minutes are in the newsletter.  
Scheduled to meet on March 1<sup>st</sup>.  
If there are any issues that arise in your building, please let your building rep know and they can forward them to me.
- **Teacher of the Year Committee:**  
Thank you to the reps that sent me their TOY committee members. If you have not done that yet, please let me know who they are.  
The period for nominations should have started on Monday, February 7<sup>th</sup>.  
Please make sure that you are following the timeline.  
If you need any help, please let me know.

### **Communication:**

Thank you to everyone who responded to my emails about members without emails.

Member Spotlight

School Spotlight

### **Meetings:**

We have been getting great turn out.

Shout out to Mel and Royal who had over 70% of their staff at their meeting.

### **Questions from Building Reps**

- Bob Herdlein asked who is responsible for what on the TOY committee. Hurtado explained that anyone on the committee can do any of the work. The only rules are at least one building rep must be on the committee, committee members cannot be nominated, and the build rep must be present at vote counting.
- Inara Ramos asked when Minority Teacher Committee will have a meeting. Hurtado answered that there will be one soon.

### **President's Report (Paul Angelucci)**

- Superintendent Update, we continue to meet weekly, topics discussed where grading timelines, the need for science and math consultants, district wide committee on various topics with an officer on that committee.
- Hiring update, the district is up to 89 new hires as of today, discussed with the super is the inconsistencies of the posting of vacated positions.
- Executive Orders 13F and 13G are set to expire on the 15<sup>th</sup> of this month as well as the mask mandate for schools, these will be on the docket this week in the legislature.
- Negotiations Update, all unions are set to wrap open proposals no later than the 16<sup>th</sup> of this month or a speed dating round from the 19<sup>th</sup> to the 21<sup>st</sup> will take place.
- SEBAC Update, there is a framework in which to proceed a tentative deal has been reached, once it is final we will vote on the financial package as well as our language changes. I will send another test e-mail to ensure all members are able to vote.

### **Questions from Building Reps**

- Brian Shepard asked if there are caps on Special Education caseloads. Angelucci explained that there are not. Part of the reason they haven't gotten this in writing is because different caseloads have different hours. We don't want to ask for something and then have it be used to hurt our members.
- Melanie Perry asked why don't we set a cap in hours rather than number of students. Hurtado shared that Krista Miller from Eli Whitney did make that recommendation at the Labor/Management meeting.
- John Pascone shared that it is not just the Special Education teachers who are struggling with the number of new students. Regular education teachers are also overloaded with paperwork to complete. Hurtado reminded everyone that there should be no classes with more than 50% special education students. If this is happening, it is illegal and it needs to be addressed. Angela also shared the concern of our liability when we are out of compliance because we do not have the resources to meet the IEPs of some students.
- Connie Duffy asked if Paul could give an estimate on when the contract presentation and vote will happen. Angelucci said he can't guarantee, but he thinks it will be in the ballpark of March 7<sup>th</sup>.

### **Old Business**

- No Old Business

### **New Business**

- Tamara Connors stepped down as SVFT Secretary.  
As President, Paul can appoint an interim secretary because the vacancy is less than six months. Because the election is only four months away and we have two candidates, he will not appoint anyone. The current officers will share the work until we have a new secretary.
- General Membership in May will be a hybrid model with Executive Council in person and members online.
- Paul called for a motion to accept Tommy Viola as Chairperson on the Grievance & Arbitration Committee. The position was made vacant when Henry McMillan retired.

**M/S/V**

- Sue Mias brought up that members are having issues with CDLs. They cannot apply for their exam now that their medical has gone through. They are now required to take a specific course (not ours). This changed at the beginning of February. Angelucci will check with Ray Tanguay.

### **Good & Welfare**

- Tommy D'Amico will be a grandfather soon! Congratulations Tommy!

### **Adjourn**

Minutes respectfully submitted by SVFT Vice-President, Makenzi Hurtado