

SVFT Executive Council Meeting

March 09, 2022

via Zoom

President Paul Angelucci called the meeting to order at 5:03 P.M.

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

Emily DelPiano Treasurer's Report:

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

- Total Income for the month was \$98,342.72
 - Item 4200 Rebate Income \$9,414.10
AFT CT Rebate for January 2022
- Total Expenses for the month were \$102,541.54
Line items of note included
 - Items 6005 through 6025
Quarterly stipend for officers
 - Item 6095 Grievances \$1,950.00
Filing fees for 6 grievances
 - Item 6097 Negotiations \$2,318.75
Lawyer costs for negotiations
 - Item 6120 Office Supplies \$1,526.06
Includes survey monkey annual renewal
- Net operating income for the year to date is \$112,772.83

Reminders:

Mileage reimbursement \$0.0575

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

Bob Riccitelli's Executive Union Representative Report

Administrative Leave

- 2 Accusations of inappropriate Contract
- Accusation of Unprofessional Behavior

Arbitrations

- Grasso – Class Load and Preparations
- Grasso – Class Load and teaching out of Certification
- Wolcott – Preparations
- Wolcott Librarian Covering Classes

Grievances

- Whitney – Level 2 – Principal Changing a teachers 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 for Failure to report.
- Filed a retaliation complaint on the Whitney Principal.
- Filed Ethics Compliant again the Whitney Principal for actions at Cheney
- CTECS – Our member being place as Temporary AP.

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. (Clarke)

Loudermills

- None scheduled

Resolved Issues

- Unlisted Positions
- Aero – Forced to perform work outside of our Bargaining Unit
- Minimum End of Marking Period Grades
- Whitney – Level 1 – A department Head had 2 preps taken in the same day.
- Whitney – Level 1 – A department Head had 2 preps taken in the same day.
- Whitney – Level 1 – AP's covering classes

Union issues

- April Vacation

Questions from Building Representatives:

- Paul asked Bob to explain how a situation gets to a Loudermill and what that looks like.
After fact finding, if HR determines there will be disciplinary action (anything from a letter of reprimand to termination), they must hold a Loudermill. This is the last chance for us to explain and try to minimize the amount of discipline they are going to administer.
- Mel Perry shared that the bells are still not accurate at Oliver Wolcott. What can and should be done?
If this is not resolved tomorrow, we will file another grievance. We already almost went to arbitration due to lack of response or action for this same issue.
- Inara Ramos asked about requested PL days during April vacation. Is it still the first 5 people approved?
The Article states that it cannot affect the normal operation of the school. Past practice is what makes that 5 people. We do have a grievance in (just filed) against CTECS for the mandate that was put out that PL would not be approved. Paul added that administration may still argue this, so we just keep cautioning our members to stay away from it.
- Royal Allard asked for clarification on if a teacher puts in for an internal transfer that they are certified in, but not teaching in right now. Is that still seniority?
We cannot apply to transfer to a position that we have not taught in five years. We argue this in reverse. We cannot be administratively transferred into a position that we have not in five years.
- Connie Duffy asked for an update on DCF issues and training. People still don't understand that you can for a child-on-child situation.
Makenzi shared that one AP at Vinal also was telling teachers that they have 24 hours to report when they only have 12 hours.
Bob said that we are sharing the information and we are working on our own presentation with our attorney. If people don't do it, they risk being held responsible for failure to report. It is better to report than not.
Connie repeated that we need clarification.
- Bob Roche asked what happens if someone is legitimately sick during April vacation or before or after a long weekend. If they get a doctor's note, they are covered?
Bob Riccitelli responded yes, they would be covered.
- Bob Roche asked about the surveys used to be able to do for April vacation.
Bob Riccitelli explained that that practice has ended.
- Jake Walsh asked for clarification on bell issues. Cheney also has issues with their clocks and bells and computers matching.
Bob shared that they should try to fix this at the building level and then bring it to us, if their principal will not adjust.
- John Pascone asked a hypothetical DCF question. As Building Rep, if someone brings something to me after the 12-hour window, my only option is to report and put someone in jeopardy.
Bob shared that we spoke with our lawyer about this when we, as officers, had to file a DCF report. We were concerned because our members pay dues to us. He informed us that we are mandated reporters first and are legally obligated to report anything that may be abuse.
Makenzi also reminded everyone that it is DCF who decides whether something is abuse. If it turns out not to be, the person will not be in trouble for not reporting. If it is, they did go against their legal obligations. We will defend them and support them, but we can't avoid reporting to protect potential wrongdoing.

John reiterated that traditionally student-on-student was not something that we reported. This puts a lot of people at jeopardy and they are treating it nonchalantly at Central Office.

Makenzi explained that our district from staff through administrators through central office need more training on this and we have requested it. It is unacceptable that we do not have experts in administration or central office that can give us guidance. Makenzi spoke with Tonya Stoute on this need and she was very receptive and said she would be reaching out to DCF for in-person trainings in the fall.

Paul added that it is true that you get different answers from different DCF workers. Our members are going to make their own call and they are defending their own teaching certification. Err on the side of caution and file. The district may be lax on this, but we are not. We will address this at General Membership.

- Dawn Murphy shared that teachers are now making sub plans for long term subs because DHs are not required to do it. Also teachers are being pulled to cover these classes.
Bob clarified that teachers should not be writing lesson plans. He also explained that there is a difference between “covering” a class and “teaching” a class. If they are asking you to teach a class during your admin period (as opposed to hall duty, for example), that is another prep and a change in schedule. We need to know about this.

Makenzi Hurtado’s Vice President Report

Makenzi thanked all the reps for their efforts in getting her member email addresses. We are working to clean out our database and make sure we are getting information to the people that should have it.

Committee Reports

- **Budget Committee:**
We had to postpone, but we will be meeting March 29th and presenting the budget at the April meeting for approval.
- **Contract Negotiations Committee:**
Our last negotiation was February 14th. We will be presenting the contract vote results tonight. We will also send an email and put the results in our April newsletter.
- **Grievance & Arbitration Committee:**
We are scheduled to meet on March 14th.
- **Health & Safety Committee:**
Toured Oliver Wolcott Tech on February 10th.
We usually only visit shops and science. However Oliver Wolcott has many concerns throughout the rest of the building, so we are scheduling a tour with Don Poulin.
Will be touring Bullard on March 10th.
- **Labor/Management Committee:**
Met on March 1st. Because it was so close to the last meeting (1/18), we only had the mask mandate issue as a new issue. We did ask for more concrete answers to our issues that we had brought up the month before. We are continuing to push when we don’t get answers. Only Dr. Solek and Rafael Palacio were at this month’s meeting. I scheduled a meeting with Dr. Menounos the next day to get clarification on things that we had wanted to address with her that day. We have issues with consistency in how APs are evaluating teachers and DHs across the district, but also in the same building. We will talk more about this at PDEC on March 23rd. We will also be talking about the unfinished curriculums.
We are still pushing for the half day Wednesdays. I am not confident that we will get those, but I will keep trying. However, we did make some headway with getting unmanaged time during PD, so we will see if the superintendent follows through on that.
- **Minority Teacher Committee:**
We are scheduled to meet on March 15th.
- **Scholarship Committee:**
We are getting to the time of year when we start the scholarship process. The information is on our website, but I have also attached it to the agenda. I will have information in the April Newsletter.
- **Teacher of the Year Committee:**

Thank you to everyone for staying on our timeline. We did have some snow days in there, but we are still making good time. We already have ___ TOY winners. We will be posting this on our Facebook page. All elections should be taking place this week. If you have a tie and need a runoff election, please schedule those as quickly as possible.

We need to get those names to Central Office next week. We also need to get those names to Kevin Sliwinski, so that he can make the awards.

Communication:

We are always looking for positive things that are happening with our members.

Please reach out to me if you have any good things to share.

Paul will talk more about the meetings with principals, but please remember that those minutes should come to me. At the least we need what the issues are and if they have been resolved. However, you can share as much information as you would like.

Questions from Building Representatives:

- Royal Allard asked for updates on what the instructor should do when there is no DH. Makenzi spoke about this with Dr. Menounos. One issue is communication between HR and Central Office. It takes a very long time for supervisors and consultants to find out. We asked for a plan for them to find out and support the instructor. The consultant can help with OF95s, WBL, production, etc. Bob asked for documents showing how long the building reps have been asking for help.
- Royal pointed out an error on the Scholarship Application with chairperson name. Makenzi will correct the document and resend it.
- Jerome Grant asked why OSHA training is allowed to happen on a Saturday. Paul explained that this is a partnership with AFT and it is optional to take it through the district.

Paul Angelucci's President Report

- **Superintendent**
We are continuing to meet weekly.
Recent topics covered were:
Relief for teachers: if not Wednesdays, then what?
Continuing issues with special education compliance.
Principals need to be held accountable with handling building level issues. Too many Level 1 Grievances are being completely ignored. This is why the Superintendent sent an email to all principals asking for minutes. We need documentation of how long we have been asking for things.
- **SEBAC**
When this report was written there were two unions out of 37 that had not reached a tentative agreement, but the wage package was complete. We were the first SEBAC union to ratify our contract.
- **Executive Orders**
Both 13F and 13G have expired. There are issues being brought to legislators and I will report when there is a release.
- **Legislative Session**
Makenzi gave testimony last week on a bill concerning the need to get middle schools to educate students and parents on vo-tech options for high school. I will be giving testimony on the need to have redlined positions returned. The testimony I gave in April '20 regarding FAFSA being a graduation requirement helped. The bill remains, but CTECS is exempt.
- **Negotiations**
We had about 500 members attend our presentation on negotiations and about 150 members attend our Q&A. Thank you to Makenzi for putting those presentations together. And prior to Makenzi joining us, we leaned very heavily on Emily, so thank you to her for everything she did.

6pm Results of Contract Ratification Vote:

863 (95%) – Yes

43 (5%) – No

- **Next Steps**

We will send out the voting results. We will send information on how to reach out to your representatives. What happens if some unions don't ratify? Paul thinks that they are all going to ratify.

Questions from Building Representatives:

- Royal Allard asked about what we do with the responses we get from our principals. Paul said we use their responses as evidence.
- Dan Thibault asked about superintendent's live podcast. Paul said we asked for her to do this and give teachers some free time. We are hoping she will at this presentation.
- Bob Herdlein asked about the Covid money. Paul explained that there are millions of dollars of Covid money. They are working on the formula for this. Our lump sums are NOT our Covid money. SEBAC will be dealing with this. They do want it done this session.
- Bob Herdlein asked if SEBAC believes that they are really going to vote on it this session. Paul said he thinks so.
- Inara Ramos asked if there is a way that we can more easily collect member information. Makenzi explained that she will be having a conversation with Lindsay on how she uploads and changes information and then she will come up with a process that works best for Lindsay and reps.
- Brian Malota asked for clarification on retirement information. Bob explained that it is best for most people to retire on July 1. We recommend putting in paperwork as soon as you know. We are holding another information session on Mach 16th at 5pm. Paul explained that it is in the State contract that they can take up to 5 years to audit your pension and get it correct.
- Jamie Lamitie asked about how the bonus works for people that retired mid year. Paul explained that it will be prorated.

Old Business:

New Business:

- Makenzi asked for a motion to add Danielle Jones, Lillie Johnson and Mark Oliver to Minority Teacher Committee.
Motion made, seconded, voted unanimously.
- Paul asked for a motion for a \$125 donation to African American Scholarship Luncheon. Virginia Cann will be receiving the Golden Apple Award. The \$125 goes to an ad and all money goes to scholarship.
Motion made, seconded, voted 32 Aye, 1 Nay.
- Our April and May meetings will be at Wilcox. We will give you the voting box for the May officer elections. All officers are up for election. April 12th is the deadline to put your name in. We will have a hybrid meeting in May. June we will be a Café Fiore.

Good and Welfare:

- Darlene Marks shared that Emily DelPiano won Teacher of the Year at Kaynor.