

## SVFT Executive Council Meeting

April 6, 2022

Wilcox Tech

President Paul Angelucci called the meeting to order.

### **Motion to approve March's minutes. M/S/V**

#### **Emily DelPiano Treasurer's Report:**

##### **Income & Expense Report from March 2022.**

Items discussed were as follows:

- Total Income for the month was \$98,371.37
  - **Item 4200 Rebate Income \$9,397.50**  
AFT CT Rebate for February 2022
  - **Item 4350 Miscellaneous Income \$116.97**  
Refund for over payment on Postage Meter
- Total Expenses for the month were \$81,099.58
  - **Item 6050 Group Health Insurance (\$917.61)**  
Ferguson Doyle & Chester payment made for Dec, Jan. Feb
  - **Item 6097 Negotiations \$815.26**  
Payment for EZvote for online contract vote
  - **Item 6182 IRA (316.80)**  
Ferguson Doyle & Chester payment made for Dec, Jan. Feb
- Net operating income for the year to date is \$130,043.62

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

#### **Bob Riccitelli's Executive Union Rep Report:**

##### **Administrative Leave**

- 3 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**

- Vinal – Level 2 – Pay for bus driving on a make-up day.
- O'Brien – Level 2 – Business Manager has charged a member 2 ½ hours of sick time on a make-up day.

##### **Complaints**

- CTECS – Our member being placed as Temporary AP. Stipulated agreement is being countered by Central Office and including the Administrators Union as part of the agreement.

##### **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**

- Whitney – Level 2 – Principal Changing a teachers schedule mid-year for no reason.
- Assist Principal told many teachers they need to get out of teaching and find a new job.
- Filed a complaint for Unprofessional behavior and DCF for Failure to report.
- Filed a retaliation complaint on the Whitney Principal.

- Filed Ethics Compliant against the Whitney Principal for actions at Cheney

### **Union issues**

- None

### **Questions for EUR:**

- Bob Herdlein asked if people were approved for a PL day, can they be rescinded?  
No, they cannot be rescinded.
- Connie Duffy informed that the potholes at Vinal are getting worse. There have been medical claims made. Makenzi said she will email Don Poulin.
- Jerome Grant explained that when he called DCF, DCF asked if the student had an IEP. Do we disclose that information?  
Bob explained that that is a FERPA issue. Refuse to answer that question and refer them to administration. Our members should never disclose that information.
- John Hemenway asked if we have an official translating service. He explained that there is an issue with not having proper translators for parent meetings and PPTs.  
Makenzi explained that this was an issue for a long time at Prince and they now have a translating service that you can call. They did not get a translating service until people who speak more than one language stopped agreeing to translate meetings. We will bring this up at Labor Management. It is not our job to translate meetings and we recommend that members do not translate legal meetings like PPTs. Bob explained that we will file a grievance if members are given directives to translate meetings.

### **Makenzi Hurtado's Vice President Report:**

#### **Committee Reports**

- **Budget Committee:**  
Met on March 29<sup>th</sup> to finalize and vote on the budget. Emily will be presenting under New Business.
- **Health & Safety Committee:**  
Toured Bullard Haven on March 10<sup>th</sup>.  
I also went on another tour of Oliver Wolcott with Don Poulin, Royal Allard, Dave Meehl, and Rich Shellman. There are many issues on the academic side of their building. It was very productive, and we were able to get some concrete solutions to issues.  
We will be touring Platt on April 7<sup>th</sup>. This will be our last visit in their old building.
- **Labor/Management Committee:**  
Our next meeting will be May 3<sup>rd</sup>. Please reach out with any issues.  
I will be reaching out to all the academic DHs to get an idea of how lesson planning is going for long term vacancies.
- **Minority Teacher Committee:**  
Met with Dr. Solek on March 31<sup>st</sup>. It was an introductory meeting where the members were able to share concerns and goals. One thing that the committee asked was that the committee become a district committee. Dr. Solek agreed and made it a committee right at that moment.
- **Scholarship Committee:**  
Will be meeting on Tuesday, May 17<sup>th</sup>.  
The deadline for scholarship applications AND teacher grants is Friday, May 13<sup>th</sup> at 3pm.  
Applications were emailed out and are on our website.
- **Teacher of the Year Committee:**  
All TOY winners have been chosen There are four finalists for District Teacher of the Year:  
Anne Marie Ludwig (Abbott)  
Kristin Pfarr (Norwich)  
Rebecca Reyer (Windham)  
Rachel Smith (Grasso)

#### **Testimony:**

I did testify for two bills this month. One bill was to require middle school counselors to discuss tech schools as

viable options when talking to students and parents. It is important that students see tech schools as equally advantageous to college prep schools. The second bill was to promote recruitment and retention of state employees of color.

### **Communication:**

I have finally had my training on the website and will be cleaning it up this month. There is a lot of outdated information. If you have any ideas of suggestion on what to put on our website, please let me know.

I sent out information on how members can contact their legislators. It is very simple, but also effective. Please encourage members to reach out.

### **Questions for VP:**

- Bob Herdlein brought up two Labor Management issues:  
1-Supervisor of Deans in the fall told them there would not be credit denial hearings. They have a new supervisor and in March were told that they were never told this and must do credit denial hearings. Makenzi said that we will bring up this issue on Friday and not wait for Labor Management.  
2-Teachers are extremely exhausted, and they have nothing left to give. Can we please not add any more to teachers' plates? Can we not do new PD for next year?
- Several school representatives brought up that the consultants are still not following protocol when entering the building. They walk into classrooms and are still not introducing themselves. Makenzi shared that the superintendent's response was that teachers have the right to stop what they are doing and say "Hello, please introduce yourself and why are you here?" and if they don't want to, you can ask them to leave. We understand that not everyone will want to do this, but if people are comfortable they should do this.  
Makenzi also explained that supervisors are allowed to be in your classroom. They are allowed to observational rounds. They are allowed to take notes. It is supposed to inform trends in the building.

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

- I gave testimony in March on House Bill: 5445, An Act Concerning State Staffing Levels it was held in the Labor and Public Employees Committee. I spoke to the need to have Red-Lined positions returned.
- Legislative update – Thanks to those members who reached out to their legislators this weekend and remind members they still can. We sent a link that gave you a form letter to edit and use if you wish. Contracts were tentatively scheduled to be voted on April 18<sup>th</sup> but was put on hold ironically due to staffing levels for the cost accounting.
- Dr. Solek weekly meetings update – she agreed in theory to a select your own/duty free half day PD, I believe the last one scheduled, to catch up on grading etc. It's not official yet but should be, and Thanks to Makenzi for staying on the need to give teachers a break.
- Coming Elections – Take your voting boxes today, we will supply the ballots and labels to sign and seal by the election workers. The deadline to enter to run is 3:00PM April 12<sup>th</sup>, we'll supply the ballots after that date. There are 6 reps retiring which call for special elections which will be held on the day of the June Executive Council meeting June 8<sup>th</sup>, more info to follow on those.
- Job Postings – You might notice a number of those are for the beginning of the new school year, during negotiations this was decided. There may be earlier moves if both Principals agree.
- Job Postings – There have been 98 new hires this year, 26 of those were signed during last summer with a start date of 8-25 and 73 during the year. Remember if someone knows a person in the on boarding process please share my contact information, a thank you to Darlene, and Angela this month for helping there.

### **Questions for President:**

- Tom D'Amico asked if pandemic pay would be coded so that members know what it is?

Paul will bring this up with SEBAC.

- Tom D'Amico also asked about the oversight for VTE classes.  
Paul explained that he understands how hard it is for shop teachers that take these classes. He is working with central office to make sure shop teachers have fair options.  
Paul also reminded teachers that they are responsible for maintaining their certification. If you do not renew it, you will pay for it.  
Dan Thibault shared that it is very easy to google your certification.
- Melanie Perry asked if we could resend the information with the deadline for officer elections and Andy Taddei's email.  
Paul said we would do this. He also said that we would do all rep elections for reps who are retiring or leaving their school in June, to avoid confusion with the ballot boxes.
- Kris Paradis asked if there would be compensation for PD Chairs that are now being required to plan for another PD day, that was not originally in the schedule. This was not agreed upon when PD Chairs took the position.  
Bob said that he would look into this and will grieve this, if necessary.
- Paul cautioned teachers against signing up for things without knowing how they will be compensated and what the commitment is. Do not volunteer to do work. We are professionals who must be compensated for our work.  
Bob reminded teachers that we signed a stipulated agreement about current summer positions. One line item is that no new positions can be created without working with the union.
- Jake Walsh asked for clarification on which courses from University of Phoenix are not acceptable.  
Paul clarified that right now it is the VTE classes. Paul and Dr. Menounos are working on a solution.  
Any certification issues: email Paul.

### **Old Business:**

- None

### **New Business:**

- Emily DelPiano went through the 2022-2023 budget.
  - Emily explained how the budget is developed and the assumptions that are made.
  - We are preparing for having less members due to retirements and the time it takes to fill positions. We feel it is best to prepare for the worst.
  - We also are preparing for a dues increase from AFT. This may not be passed, but we want to prepare.
  - Emily explained why dues may seem higher: we will be increasing two steps with GWI (to make up for the retro year). However, we are not seeking retroactive dues on our retroactive pay.
  - Noted budget changes to prepare for a lower income (based on retirement):  
Office Clerk Salary and Benefits are half because we share our Office Clerk with a law office.  
Lowered mileage reimbursement because we will have more Zoom meetings.  
Postage lowered significantly.  
Printing reduced by \$4,000 (we do not print newsletters). We are budgeting to print the contacts.  
The State reimburses us for half of those charges.  
Increased building expenses to prepare for building updates that need to be done.

### **Budget approved, pending audit M/S/V**

- May Meeting will be in-person in the Wilcox Gymnasium.
- We will be starting a meal train for a member whose family is displaced due to a fire in their home.
- Jamie Lamitie finally received his De Sousa Award!

- Bob shared that Sue Scott, District's attorney. CO would like to propose using the consultants as substitutes to avoid missing more school days. If this were to happen, we would have a very specific stipulated agreement to protect our work. We would like Executive Council to discuss and vote on whether to allow this.
  - Emily DelPiano asked how would CO decide where to send consultants. This decision could determine which schools open and which close.
  - John Pascone asked if it would be possible for teachers on their April break to substitute for the schools that are not on April break.
  - Royal Allard shared concern that some buildings are not following the contract when it comes to coverage.
  - Darlene Marks asked if they are allowed to combine classes, rather than have substitutes. Paul explained that they are not allowed to do this.
  - Brian Malota asked if it is possible to have half days during April vacation.
  - Jake Walsh asked why April vacation would be any different than the rest of the year. We haven't let anyone take our work up until this point. Why would we let them take our work now?
  - Jamie Lamitie asked if there is a chance that we could ask for teachers do substituting first and then consultants second.

**Motion to use consultants to cover classes**

**Voted Aye: 4 Voted Naye: 21**

**Motion does not pass.**

- Royal Allard asked if we would still be having our lawyer give DCF training during the May meeting. We will be having a Zoom DCF training a different day.

**Good and Welfare:**

There are many new babies born to members!