

SVFT Executive Council Meeting

September 14, 2022

Wilcox Tech

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from June - August 2022. Items discussed were as follows:
 - Total Income for the month was \$328,799.72
 - **Item 4200 Rebate Income \$19,110.36**
Rebate for May and June from AFT CT
 - Total Expenses for the month were \$325,479.45
Line items of note included
 - **Item 6045 Property Taxes \$4,152.59**
2nd Payment made July 1
 - **Item 6080 Dues Reimbursement \$20,693.16**
Building representation reimbursement
 - **Item 6085 Meeting Expenses \$18,719.12**
End of year and start of school allotments
 - **Item 6145 Conventions \$1,338.27**
Paul's attendance at AFT Convention in Boston
 - **Item 6155 Legal \$927.50**
Payment for representation on DCF cases
 - Net operating income for the year to date is \$104,243.41
 - **Reminders:**
 - Mileage Reimbursement - \$0.625
 - Attached is updated School Allotments based on HR school counts

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

Motion to approve Treasurer's Report, pending audit. M/S/V

Questions for Treasurer:

- Q - Brian M asked what the new building repairs were for
A - A/C went down in the middle of summer and powerwashing of the building

Bob Riccitelli's Executive Union Rep Report:

Administrative Leave

- NA

Arbitrations

- NA

Grievances

- Level 2 – Inappropriate behavior reported to principal.
- Level 2 – Inappropriate Behavior for “assisting” students with senior prank
- Level 2 – Principals replacing PD and Website coordinator.

- Level 2 – Excessive Discipline
- Level 2 – Saturday Math Placement Test
- Level 2 – Training for the Black and Latino Studies Curriculum
- Level 2 – Platt Security – No keys to School or Classrooms
- Level 2 – Coaching Stipend while on AL
- Level 2 – 2021-2022 Tuition Reimbursement
- Level 2 – Stopping Pay for a Medical Leave
- Level 2 – Pay for Plato Summer School instructors and DH's
- Level 2 – Change in Schedule Mid-year

Complaints

- Discrimination complaint.
- Multiple schools - Lack of support with student/teacher issues
- Student threatened a teacher and the principal did nothing to protect the teacher.
- Teacher placed on supervisory assistant without cause.

Fact-Findings

- Student athlete injured during practice without having Medical Clearance.
- Multiple pay issues
- Member not replying to a parent and not assisting a student.

Loudermills

- NA

Resolved Issues

- 3 Letter of Reprimand will be reduced to a Letter of Counseling
- AP Stipulated Agreement FINAL signed
- 3 Suspensions were reduced
- Literacy Labs - MTSS Tier 3 vs Tier 2 - SRBI

Union issues

- Dean of Student Pool
- Part time Tenure – Restarted as of September 1, 2022.
- Past Practice – The importance of upholding the contract.
- Department Heads covering for long term absences.

Questions for EUR:

- Q - Bob H - Asking to clarify night events. 3 events per person.
A - They can have 3 night events and have to follow the contract for what night events.
- Q - Bob H - If someone goes out on medical, what happens if you run out of sick time and how much would your insurance be?

A - Once you have a break in pay you lose any accumulated salary, For medical you have to be out for a month before and then you have to pay the cost of your medical (not the COBRA amount)

- Q - How do part timers accrue tenure?
A - It is prorated. It comes out to .9 per year.
- Q - Jerome - Can consultants push into the shops
A - Yes, it is supposed to be for support.
- Q - Bob H - Who's responsibility is it to provide lesson plans for the sub

A - Consultants are responsible. An academic DH should reach out to the consultant. If the answer is not sufficient please reach out to Bob.

- Q - Are PAC meetings a required night event?
A - Yes, we won't win due to past practice. Some schools have done them during the day.
- Q - When will the academic DH meeting happen? Will it go to their personal email?
A - Yes it will be to their personal email. Bob will email the Reps as well.
- Q - Does Tier 2 literacy labs have a limit on the amount of students?
A - Tier 2 has a limit of 16 students because it is remedial, but can be taught by an English teacher.
- Q - Can Administration change teachers' schedules right now?
A - Administration has the first 2 weeks of each cycle to change schedules.
- Q - PAC meetings at Cheney were told to have separate meetings and can't combine shops
A - Paul said he would work on that.
- Q - Connie - Shop purchase orders not being placed on time, Math department can't get materials as well.
A - Purchasing is not a union issue. Unfortunately, there isn't a section in the contract that deals with purchasing.
- Q - Lenny - Is anything going to happen with the budgets due to the cost of material skyrocketing
A - Will be brought up at Labor Management.
- Q - Auto DH at Cheney is being asked to perform road tests during their prep or after school
A - We will grieve this and we will win. Please send email to Bob

Makenzi Hurtado's Vice President Report: **Committee Reports**

Binders:

Binders contain all important information. We will keep adding to the binders and replacing out of date information. If you can think of something that would be helpful to have in the binders, please let know.

Binders will be passed down to new reps.

Tuition Reimbursement:

We have received word that these have started to be paid out. We don't know which semesters are paid, but this is a good sign. All applications have been processed and all funds for the last two years have been released.

Advanced Degree Stipend:

Advanced Degree Stipend is due by October 15th, including official transcripts. Please encourage members to read the directions and flow charts before emailing. Carla is not going to answer any questions that can be answered in the directions.

Sick Bank Enrollment:

Sick Bank Enrollment is now open until November 1st. Members who have worked three years full time or three years and 66 days part time are eligible. It is a one time payment of one sick day to join.

Last year we had a member who was very sick who was unable to receive sick bank because he had not applied for sick bank.

Committee Reports:

- **Health & Safety Committee:**

Our first H&S visit will be on October 13th at Ellis.

- **Labor/Management Committee:**

All meetings are scheduled for the year. The first meeting will be October 5th.

Other meetings will be January 10th, March 7th, and May 9th.

These meetings are to address issues that happening across the district. Please share any concerns that you have.

- **Minority Teacher Committee:**

These are now meetings held with the district during the school day. The dates for this year are October 5th, December 6th, March 7th, and June 6th.

Communication:

Website is being updated on a regular basis. If you notice out of date information or think of something to add, please let me know. Right now we still cannot add a members only section. You can now see events on our calendar. – FYI: Calendar only does every 15 minutes, so After School Meetings are not at the correct time.

Action Network: we will be moving to Action Network to ensure that all of our members are receiving emails from us. If people have unsubscribed in the past, we can re add them. We will send out the first email on October 1st. If members do not receive that email, please have them email Lindsay and cc me.

Questions for VP:

- Q - Advanced Degree Stipend will get paid when?
A - Deadline to apply is Oct. 15th and it gets paid out the 2nd week of December.
- Q - Who attends the Minority Teacher Committee?
A - This is a CO committee and it is not a union release day.
- Q - Will people get Tuition Reimbursement if they have left the district
A - They have to be employed (not as a sub) on the first and last day of the course.
- Q - Was last year's degree stipend paid yet?
A - Yes, it was paid out July 14th.

Paul Angelucci's President's Report:

Board Meeting:

- Will be held on the 21st and we are hopeful we will hear some news about the new Executive Director
- If there is any information at the meeting, I will put out an email.

Contract Books:

- Contract books are organized for all reps. Please have the subs download a copy.

Hiring:

- The hire letters continue to flow in. Subs are now getting hire letters. It is tough to track where the subs are from or what school they will work.

- Subs have been complaining about not getting a raise in the last contract. At the time of negotiations, our subs were one of the highest paid in the State of CT. We plan on negotiating a long term sub rate and an increase in the sub pay for the next contract.
- 72 teachers hired so far for this school year. Certification is backed up 14-16 weeks. Anyone that starts on sub pay could be waiting a very long time before they get a salary and the hire letters are not specific if they will get paid retro and they will not have medical insurance during that time as well.
- If you are sub pay and start a class, you will not get tuition reimbursement.

Contract Books:

- Please don't hand out contract books to non-union members
- CO was given 200 contract books for them to hand out to all administrators. Please don't hand out at the building level.

Medical Insurance:

- Medical Insurance costs for our members have gone up. We pay a percentage of the total cost. When the total cost goes up, our contribution to that goes up.

COVID Hazard Pay:

- Heading to Arbitration - not sure when anyone will see the money.
- 35 million for all State employees plus National Guard. There is a sliding scale on how much a person will get and how much contract time is part of that scale.

Monthly Meetings with Principals:

- Reps - Please make sure they take place.

CTEC Budget:

- Our system was cut 3.5 million due to the IT people being put in their own agency but it wasn't funded.

Student Debt Relief:

- Oct 15th deadline to apply. AFT has put out numerous emails and we have information on our website.

Questions for President:

- Q - Will teachers be forced into a certain pension if they start as a sub?
A - No, it states in the hire letter that you will start as a sub and will be able to choose once you get your certification.
- Q - School counselors do not have access to the new program (CT-SEDS) or any training on how to use the training. There is minimal response from CO.
A - Will be brought up with the Superintendent.
- Q - No one at CO handling the admissions process. Schools are down 9th graders and have been instructed to decrease enrollment by 10%. Counselors don't have access to the waiting list and can't admit students or start the process for next year's students.
A - Will be brought up with the Superintendent.
- Q - Many schools are without school nurses and is a major concern considering what we do every day.
A - Will be brought up with the Superintendent.
- Q - Why was Paul the only person that went to the convention
A - It was simply a fiscal decision. There is usually 10,000 people at that convention, there were probably 3,000 this year. It was my decision (Paul), we didn't know how

many members we would have to start the school year and I felt it was the responsible thing to do with our money.

- Q - Can we do union meetings virtual instead of meeting at a central school to save costs on travel?

A - We will discuss this at an Executive Committee.

- Q - Does a temporary trade DH need to have the certification in order to be named acting DH?

A - Yes, and they have to have an email from the principal asking them to fulfill the DH duties. Once the acting DH works in that role for 20 days they will get the money retro from when they started doing the work.

- Q - Is there a deadline for summer pay?

A - No, we have grieved some of the summer work.

Old Business: None

New Business: None

Good and Welfare: None