

SVFT Executive Concil Meeting

November 9, 2022

Wilcox Tech

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from October 2022. Items discussed were as follows:
 - Total Income for the month was \$116,752.95
 - **Item 4200 Rebate Income \$27,996.87**
AFT CT rebate for July, August & September
 - **Item 4355 Rental Income \$915.00**
Rental payment for October.
 - Total Expenses for the month were \$74,959.11
Line items of note included
 - **Item 6050 Group Health Insurance (-\$229.40)**
Reimbursement office secretary for Sept & October
 - **Item 6182 IRA(-\$211.20)**
Reimbursement office secretary for Sept & October
 - **Item 6150 Leased Equipment \$1,370.48**
Copier payment for September & October
 - **Item 6125 Printing (-\$6,540.53)**
CTECS Reimbursement for contract book printing
 - Net operating income for the year to date is \$41,793.84

November 9, 2022 General Membership Report

Emily shared the following during the GM portion of the Meeting:

Total Income for the previous fiscal year (2021-2022) was \$1,268,098.90

Line items of note:

- Item 4300 Interest Income \$344.12
Over budget

Total Expenses for the year were \$1,166,655.36

Line items of note included

- Item 5300 Local Labor Council \$1,859.75

Over budget

- Item 6000 Office Clerk \$9,033.10

Under budget

- Item 6037 Payroll Taxes \$3,705.51

Under budget

- Item 7000 Payroll Expenses \$12,631.01

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

Under budget: Did not have a VP for 1st quarter of fiscal year

- Item 6025 Secretary \$4,142.64

Under budget: No secretary for partial time

- Items 6050 & Item 6182

Under budget – ½ covered by Ferguson and Doyle

- Item 6055 Office Insurance \$7,960.00

Over budget: Change in policy.

- Item 6070 Mileage Reimbursement \$51,718.17

Under budget: more virtual meetings

- Item 6095 Grievances \$1,950.00

Under budget

- Item 6097 Negotiations \$9,215.26

Not budgeting for this fiscal year

- Item 6115 Postage \$712.60

- Item 6125 Printing \$691.28

Both under budget since more newsletters have been done electronically

- Item 6135 Donations \$250.00

under budget.

- Item 6140 SEBAC \$0

Under budget – SEBAC has not asked for a contribution this year

- Item 6145 Conventions \$3,998.90

under budget. Only President attended AFT Convention this summer

- Item 6155 Legal \$1,610.00

Under budget

- Item 6200 Office Maintenance \$5,659.80

Over budget. Lawn mowing not factored into budget

Net operating income for the year to date is \$101,443.54

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

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

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

Questions for Treasurer: None

- Q - None
- A -

Bob Riccitelli's Executive Union Rep Report:

Administrative Leave

- Accused of inappropriate conduct with a student

Grievance & Arbitration

6 - Level 1 Grievances

- None Pending
- 6 filed all forwarded to a Level 2

18 - Level 2 Grievances

- 8 Favorable
- 1 Denied
- 8 Forwarded to Arbitration
- 1 Active
- 10 filed against CTECS
- 3 disciplinary, 3 stipend position, 2 Working Condition, 2 Facilities, 2 violation of Stipulated agreements, 1 Special Ed, 1 Career development, 1 Salaries, 1 Summer School, 1 Library Media.

8 - Arbitrations

- 5 Settled - Favorable
- Pending
 - Schedule Changes after first 2 weeks
 - Tuition Reimbursement
 - Addition Responsibilities to the LMS DH's

Complaints

- 1 Discrimination complaint.
- 3 Lack of support with student/teacher issues
- 1 Student threatened a teacher and the principal did nothing to protect the teacher.
- 1 Teacher placed on supervisory assistance without cause.
- 1 Hostile Workplace

Fact-Findings

- Multiple pay issues
- Teacher accused of using the wrong Pronoun for a student
- Teacher accused of inappropriate behavior with a student

Loudermills

- 2 Unprofessional behavior

Stipulated Agreements

- 3 Letters of Reprimand will be reduced to a Letter of Counseling
- 3 1-day suspensions were reduced to a Letter of Reprimand
- 1 3-day suspension was reduced to a 2-day suspension.
- Literacy Labs - Tier 3 SPED or reading interventionist
- PT rights over outside hires
- Minimum of 3 days to finalize grades or the school's past practice.
- Unlisted Positions
- Temporary Assistant Principals
- Early dismissal

Questions for EUR:

- Q - Looking for clarification on the emergency closures for staff shortages
A - We have a stimulated agreement with the Superintendent that if Administration decides that there is not enough staff they have the option to take all of the preps away from all the teachers and release the students for a half day. Once the students are released, all teachers would get their preps and be able to leave an hour early.
- Q - We were under the impression that teachers would be able to leave after the students were dismissed after an emergency closure due to staff shortages?
A - Unfortunately, this is a negotiation and CO would not agree to that. We wanted to make sure we had a stimulated agreement where if teachers lost preps that they would be compensated for them. We didn't want to set the precedent that they could just take the teachers' preps and pay them for them.
- Q - What is the situation with trainers for athletic events? Do the AD's need to schedule trainers?
A - No, Dr. Solek said they are working with some colleges to get some trainers and AD's are not required to schedule trainers.
- Q - Has there been any movement on the Equity Coordinator/School Climate combined position?
A - Yes, we just filed for impact bargaining and we should be getting that job description. Once I get that job description we will be filing a grievance.

- Q - Due to the amount of teachers getting disciplined for touching students, can you explain what we should do if students are fighting
A - Teachers should not touch a kid. If there is a fight going on and they want to break it up they can get involved. Our responsibility is to tell them to stop. Teachers don't have to get involved in a fight.
- Q - We have had teachers that have come from other districts tell us that if you get hurt breaking up a fight that workmans comp would not cover you.
A - (Directed to Eric) - Bob was correct and you are not obligated to break up a fight. If you feel like the fight is getting out of hand and are compelled to act you can do that as well. Bob is right, you first give the student directions to stop and get someone to find help. If you do get involved you want to use the minimum amount of force necessary to get the kids apart. If you get hurt you are covered by workmans comp. If you get hurt you file the paperwork and any missed time from work, medical bills and any permanent damage you would be compensated. CT has a statute that if you get hurt at work due to an assault you would get your full pay not just workmans comp pay.
- Q - Do we have to represent subs?
A - Yes, the subs pay dues and we are obligated to represent them. If you don't feel comfortable doing so please give me a call and I will come down to represent them.
- Q - Do we represent a member if they are being interviewed or investigated by the SRO or police?
A - Yes. If it is a criminal investigation the teacher would have to get their own representation. If it is with DCF and they are being accused then we would go in with our attorney. If they are a witness then I would go in with them.
- Q - Explain the Tier 3 interventions needing a reading or SPED teacher
A - English teachers were being asked to do the Tier 3 interventions and they are not trained. We got the stipulated agreement that just reading specialist and special education teachers are allowed to complete the Tier 3 interventions.
- Q - Do we have an answer for security guards? Vinyl doesn't have one.
A - Are we being asked to cover for security guards? We do not cover as maintainers, security guards or cafeteria workers.

Makenzi Hurtado's Vice President Report:

Committee Reports

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

This year we are reviewing committee members and are looking for new members to join. We would like to see representation from all schools and disciplines. Some of our committees meet once a year or as needed. Other committees meet on a more regular basis. If you are interested in joining any committee, please reach out to me or Paul.

- Committees that only meet as needed:
 - Constitution & By-Laws
 - Political Action Committee
 - Trade Advisory Committee
- Budget Committee:

Scheduled to meet in February.

- Contract Negotiations Committee:

This committee will not meet for a while, but when negotiations begin, it meets very often.

- Grievance & Arbitration Committee:

Has been meeting monthly.

Bob always reports on this committee.

- Health & Safety Committee:

Tours one school per month.

Toured Ellis on October 13th.

Will tour Bristol on November 10th.

- Labor/Management Committee:

This committee focuses on issues that are district wide.

Meets four times per year. October, January, March, & May.

Minutes are always printed in the next newsletter.

In January we will be focused on discussing the new lesson plan requirements and trade budgets.

If you have any information to share, please email me.

- Minority Teacher Committee:

Is now a district committee. The district committee aspect will cover recruitment, retention, curriculum, and school culture.

We will be meeting in December to discuss goals that we will continue as a union committee.

- Scholarship Committee:

Met in late May.

Awarded nine \$1000 scholarships and two \$500 mini-grants to two teachers.

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.

Communication:

We post newsletters, Executive Council minutes, and events on our website.

All emails are being sent through Action Network.

Survey:

We will be sending out a survey in December. It will be anonymous. We would like to provide the new superintendent with honest feedback on how our members are doing and our members' perspective of the district and their schools.

Questions for VP:

- Q - I have a new teacher that doesn't have a State ID. He isn't sure if he should sign up for a class due to not being able to get tuition reimbursement.

A - You have to be a full time teacher on the first and last day of the class. If you are on sub pay you cannot be reimbursed.

- Q - Are fees covered under tuition reimbursement?
A - Program fees are reimbursed, we don't get paid on registration fees or book fees.
- Q - Is Sabbatical still available?
A - Yes, It has to be approved through the district.
- Q - Is there a way to limit CO in how many new initiatives they have every year?
A - We have gotten them to agree with us, but they tell us there are no new initiatives and call them something else. We cannot tell them how to run the district. We did ask them to not roll out a program if it is not fully developed.
- Q - What is the timing of reimbursement payouts?
A - There is no timeline at this time. This is why we are in Arbitration right now and we are not getting any answers.

Paul Angelucci's President's Report:

- *Board Meeting:* The CTECS Board Meeting's will no longer be held in schools, they will be at Central Office. We met the new board appointed by the Governor, the new Chair due to Mr. Trefy's retirement is Pat Keavney. Pat held many positions as an SVFT member, she was a SPED DH as well as our Union Treasurer and Vice President.
- *Superintendent Search:* During the board meeting it was announced there will launch a search for a permanent Superintendent, Dr. Solleck will continue as the Interim Executive Director until February 1st she stated at the meeting.
- *COVID Hazard Pay:* SEBAC on 10-05-22 filed for arbitration regarding the disbursement of the 35 million dollars earmarked for state employees and Conn. National Guard.
- *Executive Director search:* I've reached back out to the Governor's office regarding the selection and vetting of candidates which I was told earlier I could be a part of. I've heard some people were approached for the position; I'll update you when I can.
- *Hiring Update:* As of 10-08-22 there have been 94 teachers hired, the same date last year we stood at 36. If you know of anyone applying or going to please call me, the earlier the better.
- *Contract Books:* If your school did not receive enough, please let me know, all new hires I meet receive one from me.
- *Monthly Meetings with Admin:* Please hold them and keep minutes/notes in your binders please.

Questions for President:

- Q - Can you bring this up at Labor Management? There has been a release of a Vision of Graduate from CO. What is the action plan on how to make this happen? With the lack of support and most schools working independently how are we going to accomplish this?
A - We agree with you and we will do that. Paul then gave Bob the mic to explain what happened with a sub at Grasso Tech to show evidence of lack of support from administration.

- Q - There are a number of people that haven't been paid their pay increase. Is there plan to get these people paid
- A - I am not sure who wrote the question, but anyone that is in that situation please send a copy of your pay stub to either Bob or I and we will try to walk them through it.
- Q - What is the procedure for teachers that apply for another position and not hearing anything?
A - The short rude answer is that they don't have to. It also has to do when the job is posted. They select the preferred candidate and follow their process, if the preferred candidate falls through they would go to the next candidate. With that being said they don't want to let people know where they are in the process.
- Q - What could happen if Special Ed is able to follow the ratios due to not having enough Special Ed teachers.
A - There isn't much we can do, but we should put them on notice if we are aware we are out of ratio. This is a statewide issue, not just a CTEC's issue.
- Q - Can you explain when the transfer window is open? Could you also clarify if a job has been posted for the 7 days and no one applies, is that job no longer in the transfer window?
A - Aug 15th - March 15th. If anyone retires before that date it extends that position to June 15th. Yes, that is correct. Once a job has been posted for 7 days they have met their requirements for the contract for transfers.
- Q - Is there a payscale for part time positions posted anywhere?
A - We have it please send them to us.
- Q - What is the admission policy?
A - This is not in the contract, but the new policy is based on attendance, personal interest statement and a recommendation survey.
- Q - In shops at my school we have double pull outs in a 6 period day and now we add the 30 min lunch, this is the least amount of contact time with my students in my 20 year career.
A - We hear you. Point well taken.

Old Business: None

New Business:

- Q - We had a sub that was originally in Tier 3 and was moved to Tier 4S after they were hired.
A - I have not heard back on that yet
- Q - Is there a directive for period attendance?
A - We have not been directed to take period attendance. We will bring this up at Labor Management since it is done differently throughout the district. If there is a directive from your administrator you must do it.

Good and Welfare:

- 2 counselors gave birth at Cheney Tech.
- Lily Johnson gave birth last night.