

## **SVFT Executive Council Meeting**

December 15, 2022

Taino Smokehouse Meriden

**President Paul Angelucci called the meeting to order.**

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

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

- Emily reviewed the Income & Expense Report from November 2022. Items discussed were as follows:
  - Total Income for the month was \$88,808.14
  - Total Expenses for the month were \$90,824.31Line items of note included
  - **Item 6005, 6015, 6020, 6025 Officers Stipend**  
Officers' quarterly stipend paid November 1
  - **Item 6070 Mileage Reimbursement \$0.00**  
Usually paid for FT officers on 11/30 but didn't go through until Dec.
  - **Item 6135 Donations \$680.00**  
Plaque for Bob Achille at Whitney
- Net operating income for the year to date is \$35,199.57

### **Reminders:**

Mileage Reimbursements \$0.625 per mile

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

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

### **Questions for Treasurer:**

- None

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

#### **Administrative Leave**

- Accused of inappropriate contact with a student.

#### **Arbitrations**

- Schedule Change
- LMS DH added technology – May 9th
- Tuition Reimbursement

#### **Stipulated Agreements**

- Special Education- distribute Tier 3 equitably
- Academic DH Stipulated Agreement - Responsibilities

#### **Grievances**

- 3 Level 2 – Excessive Discipline

#### **Complaints**

- Teacher on teacher Hostile Work Environment

#### **Fact-Findings**

- Accused of touching a student

## **Loudermills**

- No SLO and No Grades
- Late to a Faculty meeting and No Grades

## **Union issues**

- TRB and OSC issues
- Use of Pronouns
- Student Discipline

Attorney Eric Chester clarified that even if there is a policy on students recording in a classroom, the video can still be used for teacher discipline. In order for this to change, there must be language in the contract. Legally there is not a reasonable expectation of privacy in a classroom.

- Impact bargaining for job descriptions

## **Questions for EUR:**

- Q – Does the student handbook language constitute a policy on recordings?  
A – Yes, but that means that a student can be disciplined for recording. An administrator can still use the recording to discipline a teacher.  
Student Handbook, page 62: “Students recording teachers, staff, or other students without their knowledge or opportunity to object or against their objection is considered misconduct.” Bob emphasized that the union is taking a harder stance on the need to discipline students who are recording in school.
- Q – Do we need to have 30-minute lunches on shortened days?  
A – No. The legislation only referred to full days. Therefore, we revert to our contract language for shortened days.

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

### Committee Reports

- Health & Safety Committee:  
Met at Bristol Tech in November.  
Will be visiting Abbott Tech tomorrow.
- Labor/Management Committee:  
Will be meeting on January 10<sup>th</sup>.  
Right now, on the agenda, we have:
  - stagnant shop budgets and shop profits being withheld
  - lesson plan templates
  - school counselor support.We need examples and specifics to bring with us to the meeting, so please have your building members reach out to Makenzi.
- Minority Teacher Committee:  
Met on December 6<sup>th</sup> as a district committee and December 7<sup>th</sup> as a union committee.  
SEBAC has a larger Racial Justice committee that will be working during the legislative session. If there are members that would like to be part of this, please have them reach out to me.

- Teacher of the Year Committee:  
It is the building representatives' responsibility to maintain the TOY plaques. If you bring me your name plates, I can take them to have them engraved. Right now, I have only been receiving them from Oliver Wolcott and Goodwin.  
Please get those to me when you have a chance.

#### Communication:

- This month's newsletter is printed. We will also have it on the website.
- The survey was sent out today. Please encourage members to take this survey. It takes less than five minutes. We will be hosting a bagel breakfast for any school with 80% participation in the survey.

#### Payroll

- At the end of November, we had a meeting with payroll and Dr. Solek. We decided to streamline all payroll issues to one officer. That person will be me. I have given them a list of about 45 employees with a range of issues. Payroll has agreed to give us a biweekly report from our list of issues.
- The expectation is that members reach out to their Business Managers first with an issue. Please encourage people to put their concerns in writing. If the Business Manager does not resolve the issue or respond in a timely manner, please let me know. We only have 30 days to file a grievance.
- TRB issues across the district: In order to take TRB deductions out of the retro pay, TRB opened up the deductions over the summer and then did not close them. So people were charged deductions when they usually aren't. I am trying to identify the person who is responsible for this. TRB has pods, just like HR, so it is challenging to find an actual person to talk to. When I do, I will let you know.  
They have also changed the way TRB coding is written on paystubs, so that is causing a lot of confusion. I have not found errors in the deductions, but Damaris Hernandez is working on a cheat sheet of the coding.

#### Questions for VP:

- Q – Do you have any updates on specific pay issues?  
A – If I have your issue, I am constantly emailing and checking in on the issue. As soon as I have an update, I will email you. If I got an email from you, you are on my list and we are working on it. They are supposed to be sending bi-weekly reports on their progress.
- Q – Can we request that consultant and supervisors only send their requests and ideas to the building administrator? We have consultants emailing DHs and teachers telling them programs that they need to start using.  
A – That is already the chain of command. You can forward those emails to me or let your principal know. All I can keep saying is that teachers take directives from their building administration.
- Q – Did the early dismissal for staff shortages stipulated agreement come from teachers complaining?  
A – No. We did not receive complaints. The issue is protecting our contract language. We needed to protect our preps. If teachers are voluntarily giving up their preps to keep the building open, more than one day a week, we will lose prep language in our next negotiations. We understand that in the short-term people preferred what was happening,

but we must protect our contract language for the future. This stipulated agreement sunsets in June. We will revisit as needed.

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

- COVID Hazard Pay – The arbitration date is this Friday the 16<sup>th</sup>, I'll be attending via ZOOM, in the last meeting a framework of hours worked in person between March 13<sup>th</sup> of 2020 to March 13<sup>th</sup>, 2021, was discussed. There will be more information to follow.
- Vacancy Update – The district reports 240 (Classified and Unclassified) openings, SVFT is 108, trade being 41 and academics being 67. There are 132 Admin/Classified of those 19 located at Central Office and 113 located in schools. Current positions undergoing approval are 42, there were 65 hires in October and year to date 311. There will be 9 new teachers walking in this Friday, and 7 so far for January bringing our total to 137 since August 25<sup>th</sup>.
- At the November Board meeting it was discussed that the Public Speaking section will only be allowed to address things that are on the agenda. A member asked what if someone has a question regarding something not on the agenda to which the Super replied, they should address a Principal or Central Office and that the Board was advisory only.
- The search for a Superintendent was put on hold at the last meeting. I have a meeting with the governor's office regarding the need for both an Executive Director and a Superintendent. I had asked earlier in the year to be a part of the vetting/interview process.
- I want to wish you a restful and happy holiday break and thank you for all you do! These past two years have been the most difficult times in teaching and your efforts are greatly appreciated! Happy Holidays!

### **Questions for President:**

- Q – Have you been watching the postings because there have been things posted incorrectly?  
A – We have noticed a lot of issues with postings, and we do report them to Central Office and Human Resources when we find them or when we are told about them. Please keep letting us know.

### **Old Business:** None

### **New Business:**

- Annual SVFT Audit from our accountant.  
This is an unbiased report. All building representatives received a copy. We are financially stable. We have six months working capital. This was one of the positive
- Thank you to Brian Malota for his time as a building representative at Goodwin. He has transferred to Abbott.
- Thank you to Keith Lebouthillier for signing on to be the new build representative at Goodwin.

### **Good and Welfare:**

**Motion to adjourn. M/S/V**