

# Vocational Instructor

Local 4200A ~ AFT, AFTCT, & AFL-CIO



"It Pays To Be Taught By a Vo-Tech Teacher"

Volume MMXXII Issue 8

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## The Importance of Protecting Our Language

By Paul Angelucci, President

First, I want to explain why we do what we do. The SVFT became a chartered union on June 1st, 1967 and has been governed by more than 17 contracts. Those books range from 2-year agreements up to 6 years, but more recently the average is 4 years. The job of the Union President during negotiations is obvious: keep the good language we have and try to improve upon it. Each proposal made from both sides is equal to a mini lawsuit. You need proof using comparables from other districts etc. The point I'm trying to make is language is hard to come by and must always be protected. Both sides need to come away feeling the deal is fair, but the work is hard. Below I've included a page from our contract that covered July 1st, 1979 to June 30th, 1982, just to give you a glimpse of how far we've come.

6. EFFECTIVE SEPT. 1, 1980	7. EFFECTIVE SEPT. 1, 1981
74	74
Step A \$13,376	\$14,312
B 13,928	14,899
C 14,480	15,494
1 15,032	16,084
2 15,542	16,630
3 16,051	17,175
4 16,560	17,719
5 17,070	18,265
6 17,579	18,810
7 18,088	19,354
8 19,050	20,384
9 19,602	20,975
10 20,155	21,566
11 20,706	22,155
*MAX 21,258	22,746

\*Department Head, Senior Instructor, Senior Department Head Only

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APPENDIX B COMPENSATION SCHEDULE EXTRACURRICULAR ACTIVITIES		
	1980-1981	1981-1982
Athletic Coordinator	\$ 800.00	\$1,035.00
Basketball Head Coach	1,200.00	1,433.00
Basketball Assistant Coach	700.00	933.00
Basketball Freshman Coach	400.00	633.00
Football Head Coach	1,400.00	1,633.00
Football Assistant Coach	800.00	1,035.00
Soccer Head Coach	700.00	933.00
Soccer Assistant Coach	450.00	683.00
Baseball Head Coach	900.00	1,133.00
Baseball - Assistant Coach	500.00	733.00
Cross Country Coach	500.00	733.00
Track Head Coach	800.00	1,035.00
Track Assistant Coach	450.00	683.00
Golf Coach	500.00	733.00
Tennis Coach	500.00	733.00
Swimming Coach	700.00	933.00
Rifle Coach	500.00	733.00
Girls Basketball Coach	1,200.00	1,433.00
Girls Softball Coach	900.00	1,133.00
Cheerleading Coach	400.00	633.00
Yearbook Advisor	500.00	733.00
Student Council Advisor	500.00	733.00
Senior Class Advisor	500.00	733.00

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The problems with our system becoming its own agency continue to plague us, some in ways we're just finding out. We've done meetings in all schools this Fall, and I can say this holiday season I'm thankful for the job you do, and the mission is rock solid! The district is over 110 years old for good reasons. The most senior employees in our buildings are the teachers. The superintendents average 4 years and principals average slightly more. Our job as Officers and my job as President is not to interrupt or massage the language of our Contract and Constitution & Bylaws. It's to uphold it and make sure the process is being followed. We don't protect bad teachers, we protect our language, and that the process is done correctly! Let me say that a little louder for the members in the back of the room, we don't protect bad teachers, we protect our language, and that the process is done correctly! I will say the discipline is progressive and should be. I believe everyone deserves a second chance. I could give you tons of examples but here's just one. A new teacher starts in August and in the first few months has

classroom management issues etc, as most new teachers do. Despite starting in August, the teacher received no mentoring or support and their first evaluation was in April. Our process and our language allows us to support teachers like this through challenging times.

I was also asked by a principal, in reference to another member, "Well did you tell them to do their job?" That answer was "We are all professionals. It is the expectation that everyone is doing their job. But it is not my job to tell members to do their job. It is management's job." The head of our Human Resource Department, Jenna Fusco, has moved on as of December 1st. This was reported to us by Dr. Solek, and that filling that position will take a couple of months. Until that position is filled such issues will be handled by Erica D'Angelo who oversees all 37 agency HR departments.

In closing I want to say you can't turn on the news or pick up a newspaper without seeing that the teaching profession has the highest percentage ever that want to leave. Our teachers aren't thanked enough for the efforts, so we sincerely thank you for what you do! I hope you take this holiday break to unplug, unwind, and recharge the batteries. We'll keep an eye on our part and keep you informed. There have been 129 new teachers on boarded this year, I've met every one of them, and we wish them the best. If you know of anyone applying or in the process of or thinking about it, please give them my cell phone number, 203-627-0710. I've been able to help them during the process.

Paul Angelucci  
SVFT President

## Uncharted Waters

By Makenzi Hurtado, Vice President

In November, I attended the CABE/CAPSS Convention. This convention is primarily for Board of Education members and administration teams. I attended in hopes of hearing about the new teacher evaluation plan and also to learn more about how these groups are addressing the issues that affect us every day.

I learned very quickly that, despite the widely diverse types of school districts and towns we have in Connecticut, no one is immune to the challenges that we are facing. It can be scary to think that we are heading into a future in education that is so uncertain. However, I cannot help but think that this is an opportunity as well. I did not hear from any experts or leaders at the conference that seemed to have real answers to the problems at hand. This is an opportunity for us. We are the experts in our fields. We know what works and what does not. We know what we need to support our students and help them grow.

Several weeks ago, I was in a meeting with the president of New Haven Federation of Teachers, Leslie Blatteau, when she said "People complain that teachers are always talking about their working conditions, but the fact is teachers' working conditions are students' learning conditions." I have not heard a truer statement. We do fight for better working conditions for our teachers. We do want limited class sizes and manageable case loads. We want time in the work day to collaborate and plan. While all of these things make our working conditions better, they improve the learning conditions for our students as well.

At a time when there is a teacher shortage, we must embrace our value and our power. We are valuable professionals. We deserve quality working conditions and work/life balance. This may look different for us than it does in other professions. Now is the time to be forward thinking and vocal.

If you have ideas you would like to share, please reach out to me. Throughout our district, we have amazing teaching professionals with great ideas. You are not alone and we would love to hear your voice.

I wish you a restful and joyous winter break!



## The Grinch that Stole Christmas Article 2

By Bob Riccitelli, Executive Union Officer

As the Executive Union Representative, I often hear from Central Office "Well, we can do [fill in the blank] because that is covered in Article 2." So, what is Article 2?

Article 2 is Board Prerogative. When the Contract is silent on a topic (not covered), it becomes a management decision. A contract is not just about what is written in the language, it is also about what is not written. There are other means of protecting language such as past practice, an ULP (Unfair Labor Practice), demand to bargain, but this is by far the most used argument by CTECS. Each time we go into contract negotiations we try to tighten up the language to protect the members and management tries to add language in their favor.

Members constantly say, "Why didn't you put that in the contract?" I truly wish it was that easy. For almost every proposal we have to increase our rights, management has a proposal to increase their rights. We also have to follow the timelines for contract negotiations. We cannot sign a new contract and immediately try to fight the language we have agreed to. In between contract negotiation periods, we take note of issues that fall under Article 2 and brainstorm ways to improve our language in the next contract to protect our members.

The past two years have been very challenging for teachers and administration. We are concerned about your well-being, but also the long-term effects of changes to our current contract. I hope everyone knows we are looking out for your best interest.

I hope everyone has a wonderful Holiday and has time to rest up and enjoy time with your families.



**It is with heavy hearts that we remember our members who have passed this year.**

Robert Achille  
October 24, 1957 – July 15, 2022  
Manufacturing Department Head at Eli Whitney  
and SVFT member since 2011.

Joseph Scarduzio  
February 3, 1956 – September 6, 2022  
Aviation Maintenance Technician Department  
Head at Stratford and SVFT member since 1992.

Amy Tarner  
June 1, 1976 – November 14, 2022  
Special Education Department Head at Prince and  
Platt and SVFT member since 2012.

## **Payroll Questions and Concerns**

We have received an increased number of payroll concerns from our members. With the change from SDE to CTECS and the retro pay, payroll is addressing an unprecedented number of issues.

We are here to support you, but please make sure that you contact your business manager first to resolve the issue. If you do not have a business manager, please reach out to your principal to find your point person.

If you do not receive a satisfactory answer in a timely manner, please forward your correspondence to Makenzi at [mhurtado@svft.org](mailto:mhurtado@svft.org)

In order to streamline issues and to ensure that multiple people are not working on the same issue, Makenzi will be the SVFT point person for payroll issues.





## CALENDAR

- 12/14 Executive Council Meeting
- 12/15 Abbott Health & Safety Visit
- 12/23 Early Dismissal and start of Winter Break
- 12/26 - 1/2 Winter Break
- 1/10 Labor Management Meeting
- 1/11 Executive Council Meeting
- 1/12 Cheney Health & Safety Visit
- 1/31 SERS Pre-Retirement Seminar with SVFT

## Interested in Being More Involved?

Interested in joining a committee, becoming a building representative, or volunteering?

Email Paul, Makenzi, or Bob to learn about ways you can be more involved.



## Vocational Instructor

*is the monthly newsletter of the  
State Vocational Federation of Teachers*

President.....Paul Angelucci  
 Vice President.....Makenzi Hurtado  
 Executive Union Rep.....Bob Riccitelli  
 Treasurer.....Emily Lozinak  
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Any information you need is on our website!  
Do you have suggestions for additions to our website?

Email our Secretary, Jamie Lamitie  
jlamitie@svft.org

## SVFT Mission Statement

The SVFT is an organization of professional educators that promotes excellence through the mutual adherence to policies, documents, and procedures negotiated with the CTEC. We work to guarantee that the contract is followed and positive working conditions are maintained. This organization shall be to provide a safe and positive teaching environment for all by:

1. Maintaining the integrity of the contract, the Vocational Technical High School System, and the solidarity of the union.
2. Ensuring all members are protected by the contract and equipped with the tools and knowledge necessary to make them successful.
3. Protecting the jobs of our members and strengthening our system.
4. Providing members opportunities to further their education and receive quality professional development.
5. Responding quickly to the emerging changes to the workplace and technological challenges
6. Handling all interactions with fairness and integrity.
7. Striving for productive, open communication between the SVFT leadership and our membership
8. Building and improving relationships with our union affiliates and local labor councils.