

## SVFT Executive Council Meeting

January 11, 2023

Virtual (Zoom)

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 December 2022. Items discussed were as follows:
  - Total Income for the month was \$136,152.72
    - **Item 4000 Member Dues Income \$135,237.72**  
December was a 3 pay period month
  - Total Expenses for the month were \$90,346.13  
Line items of note included
    - **Item 6105 Leased Equipment \$1,370.47**  
Dec. & Jan. payment for copier and quarterly payment for postage meter
    - **Item 6125 Printing \$414.77**  
December newsletter was printed
  - Net operating income for the year to date is \$77,888.63

### **Reminders:**

Mileage reimbursement \$0.625

### 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
- Accused of not meeting Special Ed Requirements
- Accused of unprofessional conduct outside of work

#### **Arbitrations**

- Schedule Change – March 1<sup>st</sup>?
- LMS DH added technology – May 9<sup>th</sup>
- Tuition Reimbursement – February 16<sup>th</sup>

#### **Stipulated Agreements**

- Special Education- distribute Tier 3 equitably
- Academic DH Stipulated Agreement – Responsibilities
- 2 reducing severity of discipline.

#### **Grievances**

- Level 2 – Reduction of Prep Time

#### **Complaints**

- Teacher on teacher Hostile Work Environment

#### **Fact-Findings**

- Lack of attention from CO vs Teacher Frustration

#### **Loudermills**

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

## Union issues

- Update TRB and OSC issues
- Update impact bargaining for job descriptions

## Questions for EUR:

- Q - If we submit an ELR do we need to call the sub line? Today at a staff meeting Doc said if you fill out an ELR that you need to call the sub line.  
A - We just had that discussion with him! I will address this with Rafael.
- Q - Just to let you know we had a shop teacher at our building (Wolcott Tech) that called out sick and was asked to fill out an ELR. Just wanted to let you know that it has now happened in 2 buildings.  
A - If you call out sick you need to call the sub line, and administration should take it from there. If you have a scheduled leave, you are only obligated to fill out the ELR.
- Q - Where are we getting Math books?  
A - The district is making a policy to go all electronic. That is their prerogative. We really have no say in this issue.
- Q - Job description question with impact bargaining. Is there a bank of previous job postings somewhere that we can access?  
A - It is very difficult to do this with the new website. When we are notified and we print them out and keep them in our file so we have a copy of what was posted on what day.
- Q - Follow up to Math book question. There is science to back up the students reading an actual book instead of an E-Book.  
A - Unfortunately, this is not a union issue. When we do have a number of concerns we do bring it up. This is something the consultants should be responding to looking for feedback and justifying why they made their decision.
- Q - There was a DH position that was posted for an internal transfer. Three teachers applied for this position. It was not posted a 2nd time for the interview process. The teacher was looking at the contract and they felt it should have gone to the teacher with the most seniority. Is there a reason why it wasn't posted again?  
A - The transfer window is for transfer or promotion. If there were multiple Department Heads applying for the position then it would go by seniority. Since no current DH applied then it would go to an interview.
- Q - A teacher at our building has recently lost a child. Is there any way we can donate PL or sick time for this teacher? Is this a sick bank thing?  
A - When we do a PL donation it can only be done for someone that doesn't have the ability to join the sick bank per State policy. The sick bank is only used for the individual with a physical crisis, it won't cover someone with an emotional crisis. I will ask HR to see if they will make an exception, but I am not sure they would consider this or not.  
MH - If there is another way we could support them, if they are comfortable with other things such as meal transfers or donations, those are things we can do. We just can't donate time for them.

PA - Bob mentioned doing things on your personal time that could affect your employment. I received some calls recently about the use of Marijuana since it was recently made legal in the State. The law exempts teachers so if you do test positive, they can terminate their employment.

## Makenzi Hurtado's Vice President Report:

### **Committee Reports**

- **Budget Committee:**  
Will be meeting February 22<sup>nd</sup>
- **Constitution & By-Laws Committee:**  
Will be meeting in February
- **Health & Safety Committee:**  
Last month we visited Abbott. Tomorrow we will be visiting Cheney.
- **Labor/Management Committee:**  
Minutes from the meeting will be in the February Newsletter.  
We met yesterday and discussed Lesson Plan Templates, Shop Budgets, Support for School Counselors, and Science Lab Sizes.  
Central Office did let us know that they are beginning restraint and seclusion training. They are beginning with administrators and Central Office staff in March. They are working on a "train the trainer" program. They will then move down to schools and have members of the Crisis Teams trained. For now, please continue to act as you have been and follow your current directives.
- **Scholarship Committee:**  
We will start putting out scholarship information in March.
- **Teacher of the Year Committee:**  
The timeline for TOY will start at the beginning of February. Please let me know who your point person will be for your school TOY committee by February 1<sup>st</sup>.  
Please get me your names and name plates for your plaques.

### **Miscellaneous:**

- We sent out a survey to find out how many members are still waiting on tuition reimbursement. We have received 50 responses to that survey. It is a google form, so you can share the link with any member.
- Pay Issues: We started with 45 issues. Six of those issues were TRB issues. Five of the issues were fiscal issues and should be resolved in the 1/12/23 paycheck. This includes the 39 special education teachers who completed a CT SEDS training over the summer (we counted this as one issue). We still have 28 issues that are unresolved.  
TRB Summer Deductions: I have not gotten an email response yet. However, by happenstance, I ran into the Administrator of TRB in person and was able to give her my information and then I was able to send her an email about our issue.
- As of today, we have 615 survey responses. Bullard Havens is our biggest staff and the first school to meet the 80% goal. They will have their thank you breakfast tomorrow.

<b>School</b>	<b>Total Members</b>	<b>80%</b>	<b>Current Survey Responses</b>
Abbott	72	57	32
Aero	4	3	0
Bristol	12	9	8
Bullard	86	69	69
Cheney	68	54	34
Ellis	70	56	26
Goodwin	71	56	32
Grasso	64	51	32
Kaynor	75	60	25
Norwich	68	54	33
O'Brien	64	51	33
Platt	79	63	48

Prince	85	68	43
Stratford	2	2	1
Vinal	61	48	34
Whitney	63	50	26
Wilcox	77	61	52
Windham	57	45	28
Wolcott	65	52	31
Wright	50	40	28

#### Questions for VP:

- Q - I got a question about the stipends in the chat.

A - All year long stipend positions get half paid in January and the other half in June. The stipends should be identified on your paystub except the 2 new positions (Equity and Social Media), they will be labeled miscellaneous. Please let me know if anyone doesn't get paid their stipend positions tomorrow. The only exception are the TEAM mentors. Some schools do things differently with how they get paid. I am working with the assistant superintendent to get all the schools to be the same.
- Q - Is there any way the union reps can get a list of members that have not filled out the survey so we can follow up with our members?

A - I can see their email addresses but not their names. I have sent out reminder emails for the people that have not filled out the survey.

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

- Juneteenth Day – SEBAC is finalizing the language of adding it as a new state holiday. It doesn't affect us, our contract is clear on this, which states we work 188 days and never in July or before August 25th.
- Covid Hazard Pay – The Arbitration took place on December 16 th, and 23rd, the follow up briefs will be early February for both sides. There should be a deal in place to bring to the legislature by early March to be voted on.
- Board Meeting – Board Chairperson Pat Keavney has asked board members to fill the co-chair vacancy created by the retirement of Mr. Trefy, as of now no one has stepped up to fill this position.
- Hiring Update - There will be ten new teachers walking in next Friday bringing the total to 142 since August 25th. I'll share their names with reps. Please ask around if anyone knows them if so, please share my contact info with them or if you know of anyone in the application process as well.
- Executive Director/Superintendent Search – I met with the Governor's Chief of Staff just prior to the break and discussed the needs of our district regarding these positions. He stated that after the staff changes and the Inauguration Ball we would meet again.
- Windham Tech Construction – I spoke with State Representative Greg Haddad regarding the process and the current situation. I'll be meeting with planning & Development members and will keep up to date with any progress

#### Questions for President:

- Q - We have had some subs come on and they are happy that they are represented by our union. Is there a breakdown for the subs to show them what they get for their union dues and how much they pay?

A - Historically we have the highest paid subs in the State. I got my head bit off after the last negotiations because they didn't get a raise. We will be at the negotiation table before this contract is out to try to get a long term rate, certified rate and a regular rate. The dues are \$6.72 per pay period no matter how many days they work.

MH - Emily puts out the breakdown of the budget. That shows what our union dues go to and are used for.

- Q - We are being told that the site for Windham is being surveyed and things are moving forward. Are you saying that this is no longer true?  
A - Two things are happening at once. The state surveyors are there now. Once the survey team is done the clock starts for a 5 year timeframe. We will have 5 years to break ground or the land goes back to UCONN.
- Q - Question about the COVID money. Who were the people that would not get it?  
A - Only people that have left the system or quit you will not get the money. If you have retired you will get the money.
- Q - Is it the principal's discretion to not allow a teacher to transfer into a position, or do we have some leeway with that? What is HR's motivation to post the position and then not transfer the teacher.  
A - This just started and we are keeping a close eye on this. We want them to post the positions as soon as they know a teacher is leaving a position. Unfortunately, this is up to the Principal. Once we have a permanent Superintendent we will bring these problems to them to nail down.  
MH - Technically in the contract it says it is up to the Superintendent. So the Principals should be appealing to the Superintendent.
- Q - Winter credit recovery through Plato has been a stipend position typically. This has come up since there is no one in school counseling at the Central Office, they were stunned to hear that this is something we need and don't believe it is a paid position.  
A - MH - I am actually meeting with Mr. Viens tomorrow about this.
- Q - DD - Wanted to comment on the contract language on transfers. The contract now states that all transfers are effective Aug 25th and they are choosing to let them go.  
A - None given

Below is the section of the contract that deals with effective dates of transfers:

*Section Four. Effective Date of Transfer or Promotion. An employee who applies for and is granted a transfer or promotion after the start of the school year shall be placed in the new position unless the Superintendent determines that the best interests of the system or school(s) will be better served by deferring the transfer or promotion to a later date. If it is known that a position will not be filled until the start of the next school year, the posting and selection shall take place between March 15 and May 15 as provided in Section One.*

**Old Business:**

- The retiree chapter met at our office. The dues are \$25 per year. If you know any retirees that are interested in joining, please let Paul know.

**New Business:** None

**Good and Welfare:** None