

## SVFT General Membership Meeting

May 10, 2023  
A. I. Prince Tech

President Paul Angelucci called the meeting to order.

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

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

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

- Emily reviewed the Income & Expense Report from April 2023. Items discussed were as follows:
  - Total Income for the month was \$115,640.08
    - **Item 4355 Rebate Income \$18,754.66**  
Rebate from AFT CT for February and March
    - **Item 4300 Interest Income \$1,383.54**  
Interest from our savings account
  - Total Expenses for the month were \$82,295.66  
Line items of note included
    - **Items 6050 Group Health Insurance -\$2,294.03**  
Reimbursed for L.H from Ferguson & McGuire
    - **Item 6105 Leased Equipment -\$1,170.99**  
Return of premium overpayment
    - **Item 6125 Printing \$531.75**  
Printing for April newsletter
    - **Item 6145 Conventions \$1,453.41**  
AFT CT Registration and Conference
    - **Item 6171 Teacher of the Year \$1,800.80**  
TOY Gifts
    - **Item 6182 IRA -\$528.42**  
Reimbursed for L.H from Ferguson & McGuire
  - Net operating income for the year to date is \$125,479.79

**Total Income for the fiscal year-to-date (2022-2023) was \$858,098.11**

- Item 4200 Rebate Income - \$82,656.30  
Slightly over

**Total Expenses for the year were \$749,932.71**

#### **Line items of note included**

- Item 5300 Local Labor Council \$157.50  
Waiting on bills from regional labor councils
- Item 6037 Payroll Taxes \$2,959.44  
Under – but look in conjunction with Payroll Expenses
- Item 6055 and 6065 Office Insurance and Workers Compensation  
Under – waiting for corrected bill for yearly coverage
- Item 6120 Office Supplies \$8,737.75  
Over – purchase of new laptop for secretary
- Item 6125 Printing \$1,361.29  
Under budget, newsletters have been electronic most of the year

- Item 6159 Accounting  
Waiting on yearly bill
- Item 6200 Office Maintenance \$4,774.30  
Paid for wood and debris cleaning

**Please note, the following will still need to be paid for this fiscal year**

- Item 6145 Conventions
- Item 6080 Dues Reimbursement
- Item 6085 Meeting expenses
- Item 6170 Scholarship
- Item 6171 Teacher of the Year
- Item 6173 Service and Recognition
- Item 6140 SEBAC

**Net operating income for the year to date is \$108,165.40**

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

**Reminders:**

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

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

**May 10, 2023 General Membership Report**

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

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**Net operating income for the year to date is \$108,165.40**

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

**Questions for Treasurer:**

- Q - Are there any plans for item 6205 for this year (new building repairs)?  
A - Yes, we budgeted \$6000 so we can split the secretary office space to add another location for a secretary for the law firm that is expanding upstairs. We will be able to rent that space.

Bob Riccitelli's Executive Union Rep Report:

**Administrative Leave**

8 teachers were placed on Administrative Leave – 5 are still out

**Grievance & Arbitration**

6 - Level 1 Grievances

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

24 - Level 2 Grievances

- 10 Favorable
- 1 Denied
- 10 Forwarded to Arbitration
- 3 Active
- 16 filed against CTECS.
- 4 Disciplinary, 3 Stipend position, 3 Working Condition, 2 Facilities, 2 Violation of Stipulated agreements, 2 Special Ed, 2 Salaries, 2 Vacancies, 1 Summer School, 1 Library Media, 1 Class size, 1 Career Development.

10 - Arbitrations

- 8 Settled – Favorable
- 1 in Abeyance
- 1 Pending - Not following the Transfer language

**Complaints**

- 3 Discrimination complaint.
- 7 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.
- 4 Hostile Workplace

**Fact-Findings**

- 2 Creating a hostile work environment.
- 2 Teacher accused of using inappropriate language with students.
- 1 Teacher accused of inappropriate behavior with staff.

### **Loudermills**

- 1 Unprofessional behavior.

### **Stipulated Agreements**

- 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
  - Department Heads
  - School night events on General Membership Meetings
- Q - For summer training or positions and they post a rate for the week, is this something we are agreeing with or should we fight this?  
A - If the item is not listed in the stipulated agreement, then it will be paid out at per diem rate.
  - Q - We have a PAC meeting at the school tonight if the district is not allowed to have meetings the same night as general membership  
A - That agreement starts next school year .
  - Q - We had credit recovery have the \$5/hour in the agreement and they are not paying it. The Make the Grade is not getting paid the rate they agreed to.  
A - Any teacher that is not getting paid what they agreed to, please have them email me. (Makenzi)

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

#### **Committee Reports**

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

We are ending a two-year term for committee members.

The deadline to request to be on a committee or to be a delegate is May 12<sup>th</sup>.

We may not be able to accommodate all requests. Our goal is to represent all of our teachers and we will try to balance our committees with diversity across schools, departments, positions, background, and experience.

We do not post committee minutes because there is confidential information discussed in many meetings. However, we do post all our Executive Council and General Membership minutes on the website. These minutes always have committee meeting reports.

- Political Action Committee:  
Has not met.
- Trade Advisory Committee:  
Has not met.
- Constitution & By-Laws Committee:  
Has not met. There were no proposals this year.
- Contract Negotiations Committee:  
Met consistently before and during negotiations. Will begin preparing for negotiations again next year.
- Teacher of the Year Committee:

All schools chose a teacher of the year.

Our district teacher of the year is Emmett O'Brien's electrical teacher, Derek Nadeau.

These teachers will be celebrated on May 17<sup>th</sup>.

- Budget Committee:

Met on February 22<sup>nd</sup> to finalize and vote on the budget.

New budget was presented to the Executive Council and passed to be presented tonight.

- Grievance & Arbitration Committee:

Meets on a regular basis.

Bob gives an overview in his report.

- Minority Teacher Committee:

MTC is now a district committee. This is similar to Health & Safety and Labor Management. We now meet during the day with district leadership. The goal is to improve equity in our district, give a voice to teachers in our district, and share ideas for professional development. The last meeting of the year will be June 6<sup>th</sup>.

- Health & Safety Committee:

Tours one school per month.

We tour all shops and science storage closets. This is an important time for members to share concerns.

Toured Kaynor Tech on April 3<sup>rd</sup>.

Will be touring O'Brien Tech on May 11<sup>th</sup>.

Will be touring Wilcox Tech on June 8<sup>th</sup>.

One important issue that we have started to address is the layout and design of our science labs. We need to make sure that they are up to code and also have the correct number of stations for students. This will be a long process because all of our buildings are different.

- Labor/Management Committee:

Meets four times per year. The last meeting will be June 9<sup>th</sup>.

Issues for Labor Management are district wide issues and come from our members.

Some issues have been consistently brought up all year: Special Education, mixed support or lack of support from CO, support service teachers' workloads, resources for teachers, shop budgets, and lesson plan templates.

- Scholarship Committee:

Will meet June 1st.

The deadline to submit applications is this Thursday, May 11<sup>th</sup>, 3pm. They must be in the SVFT Office at 3pm.

Awarded eight \$1000 scholarships and \$1000 towards mini-grants.

Information is on our website and has been sent in email.

#### Other Important Information:

- Pay Issues
- Tuition Reimbursement
- Advanced Degree Stipend
- Testifying and advocating at the State level
- PDEC Committee Work

- Q - Is there a minimum or maximum number of members for each committee? And how will people be notified if they apply to be on a committee but are not placed on the committee?

A - Some of the committees have a set number of members, others do not for example Labor Management and Health and Safety have a set number of members.. There is a past practice for the rest of the committees and we look at the last 10 sets of committees to make a decision. We look to diversify the committees the best we can across disciplines, demographics and backgrounds. We will be meeting to figure out the members of the committees and we will notify all of the volunteers. We will then bring those decisions to the June Executive Council meeting for approval.

- Q - Can we list the number of members we will have on each committee before the selection happens for complete transparency? Could we also have that number be a part of our by-laws?  
A - We will take that under consideration
- Q - We have a 6 period day. We have double pull outs and we are losing kids for a very long time out of the shop. The double pull outs are mandatory and the kids cannot test out. After doing the math this comes out to an entire shop cycle the kids spend away from the shop. Any student that is not meeting the academic criteria is now being taken out for a period in the 11th and 12th grade.  
A - That is an issue we will bring to Labor Management...again.
- Q - Do the new DH evaluations affect the shop DH's as well?  
A - Yes, they have revamped all of them.

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

- Superintendent Search – At the April board meeting Dr. Soleck put a motion forward to be able to appoint an interim superintendent, which narrowly passed, more to follow.
- Pandemic Pay – Since the arbitration was won, it cleared the first house with a 70% approval on the next which should clear as well. Payments hopefully will be in our second pay period of June. There is a portal that will be live where members can enter their ID# and check their payment, I'll put something out once that's live.
- Vinal Update – Last week Senator Hochadel, Dr. Soleck, I and others met with Middlesex Hospital to discuss the possibility of partnering with our Health program, our Criminal Justice shop for the emergency response fields. These would be part of the new Vinal if all goes well.
- TRS – The 3500.00 payout is being negotiated with SEBAC.
- Tier 4 Contributions – It has a variable rate depending on how the fund is performing, this year it lost money. The current rate is 5% on 7-1-23 it will rise to the max of 7%, The fund is looked at every year for this purpose and will be reviewed yearly. SEBAC plans to fight to improve the Tier 4 plan.
- Spending Cap – The state has the second largest surplus ever recorded, but budget cuts in higher Education and the fear of layoffs for some units exists. You'll see different opportunities to voice your opinion in the coming weeks. Look out for those.
- Juneteenth Day – We continue to look for compensation regarding the addition of this holiday for our bargaining unit.
- Hiring Update – The district is up to 173 new hires for this year and 12 so far for next year. As of April 1st, this year there are 6 members retiring that are scheduled, last year on April 1<sup>st</sup> there were 116 scheduled.

### **Questions for President:**

- Q - Is there any mention of getting a pension credit due to COVID  
A - That started with some traction, but it has been stalled. It doesn't look like it will happen.
- Q - Is there any word on replacing the fiscal people in our buildings? We had our business manager retire 2 years ago and pretty soon there will be no one at the building level to answer questions or fix payroll issues.  
A - We are fighting right now to get fiscal people to answer to the fiscal people at Central Office. Right now the fiscal people at the school level are under the school Principals.

**Old Business:** None

### **New Business:**

- **2023 – 2024 Proposed Budget**

**Good and Welfare:** Sean Anderson had his first daughter, Carpentry teacher had a child. Please don't forget the teacher's appreciation gifts.

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