

SVFT Executive Council Meeting

October 11th, 2023

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 September 2023. Items discussed were as follows:
 - Total Income for the month was \$103,053.98
 - **Item 4200 Rebate Income \$10,407.62**
July rebate from AFT-CT
 - Total Expenses for the month were \$84,187.50
Line items of note included
 - **Item 6095 Grievances \$1,200.00**
Fee for arbitration
 - **Item 6155 Legal \$525.00**
DCF case representation
 - Net operating income for the year to date is \$18,866.48

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:

- Q – None
- A –

Bob Riccitelli's Executive Union Rep Report:

Administrative Leave

- Accused of inappropriate contact with a student.
- Accused of not meeting Special Ed Requirements
- Inappropriate behavior with Students
- Endangering students and policy violation
- Contract with a student
- Inappropriate comment to a student

Arbitrations

- CREC board charge – 10/13/2023

Stipulated Agreements

- Working on a Long Term (over 5 days) substitute stipulated Agreement
- LMS DH added technology – Tentative Stipulated Agreement

Grievances

- Just Cause.
- Misuse of Substitutes.
- Discipline for unprofessional conduct outside of work
- Team Mentor Stipend
- Math Preps – two subjects at the same time
- Various Summer payroll issues
- Kaynor Call out procedure, again.
- Outside hiring practices Part 2

Complaints

- Emmett – Disability Discrimination

Fact-Findings

- Racist comments to a Student

Loudermills

- Student Supervisory issues
- IEP completions due to known computer issues and CTSEDS
- Inappropriate behavior with Students
- Noncompliance with obtaining a CDL

Union issues

- N/A

Questions for EUR:

- Q – Call out process. We only fill out an ELR when we know we are going to be out of school. We don't need to fill out the ELR and then call out correct?
A –Correct
- Q -We have a Portfolio teacher going from part time to full time.
A - They can put in for the transfer.
- Q - Why do we have job postings that get re-posted even if there are applicants within our system.
A - There was a problem with HR not being able to email everyone. Some jobs had to be reposted and they will be in the transfer window.
- Q - Why does the math curriculum have a 180 day curriculum if it is a pilot?
A - We will bring this up.
- Q - The DH job at Platt, it was a retirement and I thought it should have been a transfer.
A - The retirement notice was not put in on time.
- Q - I know we are waiting for the stipulated agreement for long term subs and the DH's, who is doing the grading?
A - We need to stand strong and let administration figure that out. If they can't that will move the process faster hopefully.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Health & Safety Committee:**
 - We will be at Windham Tech on October 12th.
- **Trade Advisory Committee:**

- UTAC met on September 26th. The committee members brought many issues to the meeting. Rich Benedict, our trade representative on Labor Management brought their concerns to the Labor Management meeting.
- Issues that were brought up included: lack of busses, stagnant budgets, issues with OF-95s being filled, vendor issues, lack of time and a constantly growing number of directives, time needed to set up shops, training on new directives needed, DHs do not have enough time, credentials, need for more adults to ensure student safety in certain situations.
- **Labor/Management Committee:**
 - We had our first L/M with new members on both sides of the table. It was the first meeting for our committee members: Rich Benedict from Platt, John Hemenway from Wright, and Johanna Rios from Eli. It was also Dr. Lowe's first meeting. We had a packed agenda with new items and also follow up from last year.
 - New agenda items: lack of buses, vacancies, need for time, state vendors and OF-95s, consistency across the district in procedures for support staff.
 - Follow up agenda items: shop and academic budgets, trade credentials, consistent safety plans, lack of nurses
 - Management agenda items: PDEC
 - Results: Some of these issues will take a while to resolve. Some have already been addressed or we have promises that they will be addressed. Dr. Menounos promised to get training for school psychologists on suicide threat assessment, as soon as possible. We also saw a reversal in a directive to special education. Last year and the beginning of this year, many case managers were told that they could not attend PPTs. This was reversed after our meeting.
 - Full minutes will be in the October Newsletter.
- **PDEC:**
 - The district's PDEC committee will begin meeting in December with EdAdvance. This is the company that is also working with the State Department of Education.

Be prepared for a long process that may be out of our district's hands.

 - Instructional Rounds

You can be required to go on a round, observe a teacher, and participate in the observer process. This cannot be done during your prep period. Please do not volunteer to attend during your prep period. You cannot be required to be observed.

Administration will sit in on discussions when they are training people on how to do instructional rounds but will not sit in on discussions when the teams have been trained. They should not be going on the actual observation. There should be no evaluation at all.

Communication:

- Our September newsletter is out. October will be online at the end of the month.
- We will be putting out surveys to all of our support staff soon. We want to get hard data on the needs throughout the district. In these surveys, we will ask for schools and departments and we know some people will worry about anonymity. We will not share individual responses with C.O. and we will not give C.O. access to the raw data.

Miscellaneous:

- Thank you to everyone that got me their building's sick bank enrollment forms. You can email them to me or Lindsay until November 1st.
- Tuition Reimbursement: Per our contract we are entitled to a report at the beginning of October. The request is with OSC, pending.
- As always, keep reminding people to check their pay stubs.
- Supervisors, managers, and directors all have their 092 and are expected to observe teachers. I spoke with Dr. Menounos about this to get clarification. When they observe, they should still introduce themselves and state why they are there. It is not evaluative, and they should only email the teacher after the observation. We have requested that if they feel the need to provide negative statements, they balance them with positive statements.
- General Membership is November 8th, 5pm at Prince Tech. Reps and participants will be in person, but we will livestream on zoom. We will not take questions or interact with those that are online. We will only use the chat for attendance.

Questions for Vice President:

- Q – What kind of data are they collecting and who does it go to?
A – This is supposed to be feedback for the teachers and for teachers to observe fellow teachers. This is not supposed to be a gotcha or evaluative thing at all.
- Q - When will the AP's be given the information about no teacher having to be observed.
- Q - If the administration attends the post meeting what should we do?
A - Ask them to leave or walk out.
- Q - The bus situation is creating problems with our budgets. If we can't go on production we can't make money for our shops. We are getting questions about having to get a different CDL with air brakes. How is this going to play out?
A - This was brought up at Labor Management. We know there were problems with the new busses passing DOT inspections.
- Q - The only people that can evaluate us are our AP's. If we see anything that resembles information getting back to our administration we will have to bring it to you correct?
A - Yes, please let us know if anyone sees anything of the sort.

Paul Angelucci's President's Report:

- PMT Training – The training is currently taking place; we are not by contract obligated to do the hands-on portion. Members are being told if they don't, they won't be certified and that's fine. We never have to put our hands on a student but follow all safety protocols.
- Labor Charge – hiring non union people for social workers etc. There is a meeting this Friday on the 13th.
- Arbitration for Outside Hires - regarding preference over outside hire. I've reached out to SEBAC looking for comparable's within state service, more to follow next week.
- Board meeting update – The September Board Meeting took place online, the soft freeze on expenditures until Oct. 1st was explained. Dr. Lowe rolled out his start for the year and moved forward.
- Labor Management – Dr. Lowe, Dr. Menounos, Raf, along with our committee members had a very productive time; there were issues that were resolved within a day.
- Monthly Admin Meetings – Dr. Lowe corrected a situation where the principal was not scheduling them. These are still a directive, and the Super believes they are invaluable in keeping the lines of communication open.

Questions for President:

- Q – Any word from SEBAC on raises?
A – The next political session is a short session. They are looking for a wage opener for around the 1st of the year.
- Q - With the PMT training. I have been trained, does that change anything that administration can require of me.
A - They can ask you to restrain a kid, but they cannot require you to do so. You are obligated to attend the training if they provide the time to do so.. You don't have to get trained or use the training to touch a student
- Q - I understand that our subs can't be used for security and office staff, but what about as a Para?
A - Yes, subs can be used as Para's

Old Business: None

New Business: None

Good and Welfare: None