

SVFT Executive Council Meeting

September 13, 2023

Prince Tech

President Paul Angelucci called the meeting to order.

Motion to approve June's minutes. M/S/V

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from June - August 2023. Items discussed were as follows:

o Total Income for the month was \$362,369.05

- **Item 4200 Rebate Income \$30,378.36**
Rebate for April, May and June from AFT CT

o Total Expenses for the month were \$346,491.87

Line items of note included

- **Item 6005, 6010, 6015, 6020, 6025 Officers Stipends**
Quarterly payment made August 1st
- **Item 6030 Salary Reimbursement \$49,732.83**
Only for June & July. Issue with pension reimbursement calculations for August
- **Item 6045 Property Taxes \$3,833.44**
2nd Payment made July 1
- **Item 6055 Office Insurance (-\$1,845.00) & 6065 Workers Compensation (-\$1,050)**
Premium reimbursements for over payment after audit
- **Item 6080 Dues Reimbursement \$21,408.48**
Building representation reimbursement
- **Item 6085 Meeting Expenses \$16,248.89**
End of year and start of school allotments
- **Item 6095 Grievances \$6,000**
Arbitration payment
- **Item 6140 SEBAC \$6,119.81**
2022-2023 regular assessment
- **Item 6145 Conventions \$20,352.61**
10 delegates attended AFT Teach in Washington DC
- **Item 6165 Miscellaneous General Account \$4,920.00**
Skills USA National
- **Item 6170 Scholarship \$9,000.00**
8 high school scholarships and 1 teacher mini-grant
- **Item 6173 Service and Recognition \$4,069.56**
Building rep gift cards
- **Item 6250 New Building Repairs \$6,422.60**
Office secretary area remodel

o Net operating income for the year to date is \$104,712.75

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 education requirements
- Inappropriate behavior with students
- Racist comments to a student
- Endangering students and policy violation

Arbitrations

- None

Stipulated Agreements

- Working on a substitute stipulated agreement
- LMS DH added technology – Tentative Stipulated Agreement
- Outside Hiring Practices signed a stipulated agreement
- Retirement Postings signed a stipulated agreement.

Grievances

- Just Cause
- Misuse of Substitutes
- Discipline for unprofessional conduct outside of work

Complaints

- Administrative Unprofessional Behavior
- Disability Discrimination
- Unprofessional Behavior

Fact-Findings

- Unprofessional Behavior with students
- Inappropriate comments to students
- Math Preps – two subjects at the same time
- Various summer payroll issues
- Kaynor call out procedure
- Team Mentor stipend

Loudermills

- Student Supervisory issues
- IEP completions due to known computer issues and CTSEDS

Union issues

- Impact Bargaining for Job Descriptions
- Tech Connect
- Athletic Directors
- Directives can only come from a Director, Supervisor, Manager, or Principal. Otherwise, DO NOT LISTEN TO THEM.
- Clarification on Superintendent's memo to coaches
- Arbitration decision - Interviews will count as part of Qualifications.

Questions for EUR:

- Q – Can our subs be used as Para's
A – That is up for debate, but as for right now yes.
- Q – How will long term subs be selected for the position?
A – We are still working out the details and we don't feel comfortable giving any information about the long term subs until we have it in writing. Our first proposed stipulated agreement on this was over a year ago.
- Q - I am trying to figure out who a consultant is and who is a supervisor. Is it safe to say that the academic directors are people that can give us directives?
A - You have to look at their title.
- Q - When we run into a situation where the supervisor gives us a directive and the Principal gives us a different directive, who do we follow?
A - Your Principal. If you get a directive from someone at C.O. we suggest that you review that with your Principal.

- Q - Can coaches get paid for driving when going to a game? We are being told it is double dipping.
A - Yes, you are not coaching when you are driving and you are not driving when you are coaching. Let them know they can call me. If they give you a hard time, just don't drive.
- Q - When a sports team leaves for a sporting event we are told that we can't put in for a start time until the end of the school day. Is this correct?
A - Yes, we cannot get paid to drive at the same time as your normal work day. You will have to put the start time at the end of the work day when filling out the form.
- Q - Tech Connect has been a major problem in our school. We have kids showing up during our shop's prep time and we have teachers over contract. There is a complete lack of organization with this program and these kids are not getting any type of credential or credit. This goes against what our system stands for.
A - We understand the situation. We also need to know if there are any schools that are doing Tech Connect to please let us know. Just because it is going on in your school does not mean we know about it. Please give us any information you might have so when we go into meetings at CO we have the proper information.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Health & Safety Committee:**
Our Health & Safety visits start in October.
This year we will be visiting Windham, Wright, Prince, Vinal, Eli Whitney, Oliver Wolcott, Bullard Havens, Platt, and Norwich. Please remind your members that this is a time for them to share concerns that they have about the health and safety of themselves and their students in the shops and in the science labs. This is not a "gotcha" time. We will be taking time to look at all the science labs and classrooms during these visits to continue our discussion on creating safe science labs for our staff and students.
- **Labor/Management Committee:**
Our labor management meetings are scheduled for October 3rd, January 9th, March 5th, and May 7th.
Please share any concerns you have and, if they are district wide issues, we will address them in Labor Management.
- **Trade Advisory Committee:**
Trade Advisory will be meeting the week before Labor Management to ensure that we hear from our trades across the district on issues they are facing.
- **TOY Committee:**
We had a member step down from the TOY Committee so we will be looking for a new committee member.
Please let us know if you are interested.

Important Timelines

- **Sick Bank**
Sick Bank enrollment is open from September 1st – November 1st.
Sick Bank enrollment is open for teachers who have worked in the district for 3 years full time or 3 years and 66 part time by November 1, 2023. It is also open for any teachers more than that time that have not enrolled in the past.
We are sharing lists with building representatives of eligible teachers. If teachers are not on these lists, they are not eligible or are already enrolled. If you think there is an error, please contact Makenzi.
Enrollment forms must be in to SVFT by November 1st.
- **Advanced Degree Stipend**
Carla Kielbasinski sent out the letter and application on 9/7/2023. Members who are already receiving Advanced Degree Stipend do not need to apply unless they have earned a new degree.
Members must have earned a degree and be full time employees on June 30, 2023.
Any questions can be directed to me.

Miscellaneous

- **Summer Pay Missing**
If you have not been paid for summer pay, please let me know immediately.

- The newsletter will be printed this month. The full-time officers will deliver them to each school.
- Tuition Reimbursement: the fund was replenished with \$650,000 on July 1. They have been reimbursing, but like last year, they are doing it in bunches.
Please remind teachers that Lillian Rivera-Hicks' email address is Lillian.riverahicks@cttech.org . She does not have access to emails sent to her old ct.gov email.
- Health Insurance – we have heard from many new hires that did not get information about their health insurance that should have started on September 1. We have addressed this and are working on getting an accurate point person. If their hire letter says 9/1 for insurance, their insurance will be retroactive to that day and reimbursement is available. If new teachers have not filled out their insurance paperwork yet, please have them reach out to me.
- Website – there are issues with our website. There are times when information is out of date or missing. We are not sure why this is happening, but we have been reporting it. If you are looking for up to date information and it is not on the website, please email Makenzi.

Questions for Vice President:

- Q – I am having a problem with my HEP payment still coming out even though I am HEP compliant.
A – Apparently there is a form that needs to be filled out once you are HEP compliant to reinstate yourself.

Paul Angelucci's President's Report:

- Tier 4 – There was a preliminary meeting held regarding the 2% risk sharing, it's too soon to know if there is any chance for success.
- Labor Charge – Regarding the use of CREC social workers and psychologists we've filed a Labor Charge with the Board, we are waiting on a hearing date.
- Superintendent Search – The process of the search will be addressed in the Board Meeting later this month, Dr Lowe has a one-year contract as interim.
- Leadership Meeting – We met with Dr. Solek and Dr. Lowe in late August. Moving forward our biweekly meeting with the Super will continue to discuss ongoing issues. And I will meet with Dr. Solek as needed. Make sure you book your meeting with the administration.
- Pandemic Pay – There are 354 still owed statewide, retirees should have been paid on 9-8-23 and anyone who quit or resigned is not entitled to receive it.
- Hiring Update – There were 72 new hires as of July all signed up one, also some who are starting on sub rate due to cert. issues. If you know of any please let me know.

Questions for President:

- Q –
A –

Old Business: None

New Business:

- Calendar of Executive Council Meeting Dates and Locations

Motion to approve meeting locations. M/S/V

Good and Welfare: Teacher at Wright Tech (Science) had a child