

SVFT General Membership Meeting

November 13th, 2024

Prince Tech

President Paul Angelucci called the meeting to order.

Motion to approve October's Executive Council meeting minutes. M/S/V

Motion to approve May's General Membership meeting minutes. M/S/V

Emily DelPiano Treasurer's Executive Council Report:

- **Emily reviewed the Income & Expense Report from October 2024. Items discussed were as follows:**
 - **Total Income for the month was \$101,533.03**
 - **Item 4200 Rebate Income \$0 & Item 4355 Rental Income \$0**
Deposited those checks in November
 - **Total Expenses for the month were \$88,619.80**
Line items of note included
 - **Item 6095 Grievances \$1,154.25**
Filing fee for 3 arbitrations
 - **Item 6120 Office Supplies \$798.35**
Yearly QuickBooks subscription
 - **Item 6200 Office Maintenance \$1,010.33**
Yardwork – clearing of overgrowth around the office
 - Net operating income for the year to date is \$12,913.23

Emily DelPiano Treasurer's General Membership Report:

November 13, 2024 General Membership Report

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

Total Income for the previous fiscal year (2023-2024) was \$1,453,670.02

Line items of note:

- **Item 4200 Rebate Income \$139,707.35**
Over budget – more members put us in a higher rebate bracket
- **Item 4300 Interest Income \$2,304.09**
Over budget, upgraded to savings+

Total Expenses for the year were \$1,329,208.00

Line items of note included

- **Item 5300 Local Labor Council \$75.00**
Under budget (do not consistently bill us)
- **Item 6000 Office Clerk \$12,616.60**

Under budget – split with lawyers office and she resigned in June

- **Item 6037 Payroll Taxes \$3,822.96**

Under budget

- **Item 7000 Payroll Expenses \$8,717.56**

Over budget

Changed how we bill the office clerk's personal/sick time. Overall the 3 items (6000,6037, 7000) are under budget.

- **Item 6080 Dues Reimbursement \$18,226.18**

Under budget:

- **Item 6173 Service and Recognition \$26,501.61**

Over budget:

Building rep reimbursements, gave a bigger gift card amount and less under dues reimbursement so together they are okay.

- **Item 6105 Leased Equipment \$956.07**

Under Budget – no longer lease a copier

- **Item 6110 Electronic Communications \$10,787.80**

Over budget – increase in the cost of phone and internet

- **Item 6115 Postage \$312.61**

- **Item 6125 Printing \$2,791.69**

Both under budget since more newsletters have been done electronically

- **Item 6120 Office Supplies \$15,476.63**

Over budget: Purchased standing desks for FT officers

- **Item 6135 Donations \$0.00**

under budget. Used at presidents discretion

- **Item 6140 SEBAC \$6,487.63**

Under budget –

- **Item 6145 Conventions \$30,804.54**

Over budget. Member attendance at AAA Conference, Public Employees Conference, AFT-CT Convention, AFT National Convention and AFL/CIO convention.

- **Item 6205 New Building Repair \$12,281.24**

Over budget. New gutter system

Net operating income for the year to date is \$124,462.02

Motion to approve Treasurer's GM meeting Report (pending audit) M/S/V

Bob Riccitelli's Executive Union Rep Report:

4 teachers on Administrative Leave

8 Arbitrations

- Preference over Outside Hires – Settled by Stipulated Agreement
- Open Positions
- Trade NHS
- Board Meeting
- Summer Stipends
- Administration Grade Changes
- Culinary DH Interviews

- Docking per minute for being late to work

2 Board Charges

- Stipulated agreements – 180 Math, Shop Mentors, Multiple Mentees, Unlisted Positions.
- Failure to meet FOIA timelines on 11 overdue requests.

11 FOIA/SERA Requests

- LMS class coverage
- Outcome of Administration Complaints
- Outside Hire information
- 3 Investigation Reports
- Cost of Gates at Windham Tech
- Outcome of 2023 Windham Tech Principal complaint
- 180 Math at Wilcox
- 2024 Goodwin Climate survey
- Board Meeting Minutes for April, May and June of 2024
- Name of Substitutes that attended an Orientation day before the school year started.
- Various complaints we filed against Administrators.

3 Stipulated Agreements

- Proposed Trade NHS
- 2 reducing discipline

0 Grievances

- None. All were forwarded to Arbitration due to lack of response.

8 Complaints

- Wilcox Assistant Principal making false allegations in a deposition.
- Complaint against Vinal BMS
- Harassment by former Platt Principal
- 1 Member on Member
- Windham Principal for Unprofessional Behavior and Retaliation.
- Goodwin Principal accused of not protecting staff from student threat
- Goodwin Principal accused of harassing a teacher
- Complaint against former Norwich BMS for unprofessional behavior

3 HR / School Level Fact-Findings

- 2 Unprofessional Behavior with Students
- Discrimination of a student

2 Affirmative Action Fact-Findings

- Discrimination of staff members
- Racial Comments

1 DCF Fact Findings

- Neglect - Student harming himself

1 Loudermills

- Student Discrimination – Waiting for results

Questions for EUR:

- Q – Can you clarify the Tech Honor Society? I was asking because some people were asked to do it voluntarily.
A – Administrators approached a staff member to run the Trade Honor Society. They need to go through us if they add a stipend position.
If a member is approached on any stipend position, they should definitely contact us.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee:**

Will meet in February

- **Constitution & By-Laws Committee:**

Met in October, but had no new proposals to review

Will meet again in April

- **Health & Safety Committee:**

This year we are visiting Ellis, Wilcox, Abbott, Cheney, Goodwin, Grasso, Kaynor, Emmett O'Brien, and Bristol

If there are health & safety concerns that cannot wait until your school's visit, please email me. We have already visited schools for mold concerns and heating concerns.

- **Labor/Management Committee:**

Met on October 3rd and will meet December 18, March 6, and May 1

- **Minority Teacher Committee:**

Will be meeting December 18 and March 19

- **Scholarship Committee:**

Will meet in May

Please look for information on scholarships and mini grants in March newsletter

- **Teacher of the Year Committee:**

Will begin meeting in January

Congratulations to Dr. Rachel Riendeau who was recognized as a semifinalist for CT Teacher of the Year.

- **Trade Advisory Committee:**

Met on September 25 and will meet again on December 10, February 26, and April 23

- **Contract Negotiations Committee:**

Our original timeline had a shorter window for proposals from members, but we decided to accept proposals from June 2024 - November 1, 2024. We received 60 proposals. There were some overlapping proposals.

Our next step is to review the proposals with our lawyer to determine which are negotiable. If we are not moving a proposal forward to the general membership survey, we will email the person who submitted the proposal and explain why.

Then we will survey the membership. Next the negotiating committee, with the expertise of our attorney, will use the survey results, comparable contract language, and district data to determine which proposals to move forward.

PDEC: The evaluation is a work in progress. Please share feedback so that we can improve over the next three years. You can share your feedback with me, but there is an official feedback form on the employee portal. Go to "Professional Learning and Development" and there is a blue rectangle button that says "Leave A Question Or Comment For PDEC".

District Leadership Team: Created to address issues of communication and transparency for all stakeholders in the district.

State Level Committees through AFTCT

- **HS Grading & Accountability Index Working Group** – reviewing high school grading policies and reviewing the accountability index
- **HS Graduation Requirement Working Group** – reviewing current statute and ways to make the requirements more flexible

State Board of Education Complaint – On October 10th, Dr. Lowe sent an email to counseling DHs and administration about admissions and the lottery. This email was forwarded to the State Department of Education's legal office. Based on this email, Michael McKeon put forth a proposal for a complaint against CTECS. The SBOE voted unanimously to move forward with an investigation on 11/6/2024. We sent out an email with links to the complaint and the State Board of Education Meeting. We recommend that all members read the complaint or watch the video.

Questions for Vice President:

- Q - So I just had a lot of complaints from teachers at E.C. Goodwin about the new online training. And I know that the recent labor management. They said there would be time after school to complete these. But this is just another one that was given to us a day after full day pd. So I was hoping we could bring that up again. Major management hopes that we could be provided time to complete these trainings.
A - They are part of the general statutes that we do those, so we do have to do them. I talked to Dr. Menounos. I emailed her last week when the complaints were starting to come in, but she was out of office until yesterday. So I talked to her today and she is meeting to figure out exactly how much time it takes to do them. And then she will be reaching out to the principal to set up a certain amount of time that teachers will have to do it.
- Q - The direction of the district seems to be in question and this wonderful group of people, the SVFT, voted no confidence in leadership. There is no superintendent. Some of the people at that office who allow these things to happen are still there on their watch. And there's a lot of people in my building who come to me and don't know what's next, but are all sitting in the rooms trying to do the job that's being asked of them with what looks like no one to go talk to about these terrible

things that they're having to deal with in their classrooms because the principals look like now the ones who are going to hold whatever power they have in the building to make these things run as best they can to fix these things. I was looking for some more information. I know noone has it, but I just wanted to kind of let people know that in my building, people don't know where to go next. You hear about the complaint, you're like, now we're under the microscope. And the people who are keeping this district together, it's us.

- A - I can tell you that frustration that you're all living every day is the same frustration we share when we're trying to get something done and there's nobody driving the ship. Everything is just shoved on our desks and down our throat. I'll start by saying since we became our own agency, there has been a constant revelation of things that have not been done correctly for a long period of time. And as new people get put in charge of different things, we find out new things that have not been done correctly for a long period of time. Underneath our agency, we have a lot of different types of positions. We have teachers and our classification through HR has specific requirements for how we're fingerprinted, how we're hired, how we're terminated, things like. Like that we have substitutes, we have stipend positions, we have coaches, we have night school teachers. There's different rules for all of these things. One of the rules that is across the entire state of Connecticut is every single year, coaches are supposed to be rehired and they are supposed to be fingerprinted and background checked before they're rehired. This is something that has not been done with fidelity in our district. All of those applications will go through Central Office and then be brought to the buildings after they have been approved. We want that work to stay in Central Office. We do not want our athletic directors doing more work. But this is something that should have been done in our district and needs to be done. God forbid something happens and we have a coach that has not been fingerprinted for 10 years. That's a problem. So these things do need to be done the correct way. And as they figure that out, it's going to happen. But no, we do not want our athletic directors hiring or firing anyone. And that's the bottom line.

Paul Angelucci's President's Report:

- Board Vice Chair – Christine Benz from the Trumpf Corp. has been named as vice chair, she has been on the board for a number of years and I've since asked for a meeting with her to continue our long standing relationship with the chair.
- The coalition letter – There are six other unions in CTECS along with SVFT, five of them signed our letter asking for the removal of Dr. Solek as executive Director. AFSA, the administrator's union would not, it's the reason the letter couldn't be from SEBAC but the coalition, which was fine.
- Chief Financial Officer search – After asking the out-going executive director for over a year, this position has been posted which is welcome news.

- Superintendent search – After the yearlong effort to get this done last school year, this position has been approved by the board and posted, which is also very welcome news.
- The need for leadership – The minute there is an acting or permanent super, whichever comes first in place we'll ask to meet to share our concerns.
- Combined efforts – when we stand together and build mutually aligned allies with the same goals in mind we win. The following stood with us, and I want to publicly thank them – 1145 teachers, John DiSette President of A&R, Jody Barr Ex. Director of AFSCME Council 4, Carl Chisem President SEIU Local 511, David Glidden Ex. Director CSEA CEIU Local 2001, Rebecca Simonsen Vice President New England Healthcare District 1199/SEIU and myself
- AFT dues increase

Questions for President:

None

Old Business: None

New Business: Kara Papa announces her running for President. Paul announces he is running for Vice President, Emily DelPiano is running for treasurer. Jamie Lamitie announces he is running for Secretary, Bob Riccitelli announces he is running for EUR and Makenzi is running for President

Good and Welfare: Derrick Nadeau just had a baby girl.

Motion to adjourn M/S/V