

SVFT Executive Council Meeting

December 11, 2024

Taino's Smokehouse

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Report:

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from November 2023. Items discussed were as follows:
 - Total Income for the month was \$178,840.81
 - Item 4000 Member Dues Income \$154,472.79
3 pay period month
 - Total Expenses for the month were \$112,348.40
Line items of note included
 - Item 6005, 6015, 6020, 6025 Officers Stipend
Officers quarterly stipend paid November 1
 - Item 6095 Grievances \$450.00
Payment to arbitrator
 - Item 6135 Donations \$375.00
Amistad Award
 - Item 6155 Legal \$675.00
Payment for Tim O'Flynn fees
 - Net operating income for the year to date is \$93,375.32

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

- 4 Members are out on Administrative Leave

Arbitrations

- Board Agenda notice (01-24-0008-3791)
- Substitute Orientation – Unpaid (01-24-0008-3789)
- Grade change (01-24-0008-2956)
- Summer Pay (01-24-0008-2972)
- Docked time due to being tardy (01-24-0008-2923)
- Trade NHS (01-24-0005-5144)
- Open Positions (01-23-0005-5165)

Board Charge

- 180 day Math, Trade Team Mentors, Member, Multiple Mentees, Unlisted Stipend Position
- Time Delays for FOIA's

Outstanding FOIA's

- Total FOIA's 18 – 12 are past due

Stipulated Agreements

- Negotiating Board Agenda
- Negotiating Trade NHS
- Negotiating Substitute Orientation.

Grievances

- Grasso Reading class overload
- Grasso sophomore class co-advisors

Complaints

- Kaynor Principal for Retaliation
- Central Office Staff for an Unprofessional Behavior Complaint
- Vinal BMS for a Harassment and Unprofessional Behavior Complaint
- Member on Member for a Harassment Complaint
- Windham Principal for a Retaliation Complaint
- Kaynor Principal for an Unprofessional Behavior Complaint
- Goodwin Principal for Creating an Unsafe Work Environment
- Goodwin Principal for a Harassment Complaint
- Member on Member for a Harassment Complaint
- Former Norwich BMS for an Unprofessional Behavior Complaint

SVFT Investigations

- CTECS – 504 Plans

Fact-Findings – HR/School Level

- 4 for unprofessional behavior
- 1 for Political Speech

Fact-Findings – Affirmative Action

- Racial comments
- Aggressive and Unprofessional Behavior

Fact-Findings - DCF

- Not report a student hurting himself – Verbal unsubstantiated

Loudermills

- Following a student & removing a hat
- Student carving a knife and vaping. Did not report to Admin.
- Leaving School Grounds Early

Questions for EUR:

- Q – Multiple Mentees. Can someone volunteer to take two mentees?
A – No you have to be directed to have 2 mentees
- Q - We have positions that are opening up. Are they seniority based? Can they take as many as they want?
A - Yes, No they are limited to 3 at a specific time of the school year.
- Q - Trade NHS positions. Since we are in the middle of this negotiation can a school post for the Trade NHS position?
A - They would need permission from the superintendent to do that. We are in the process of negotiating a stipulated agreement for that position.
- Q - School closures due to threat. Do we have to make that up?
A - Yes, if it is before the contractual day.
- Q - We had a 2 hour delay and we had 5 teachers already sign in. Do we have to make that up?
A - Yes, if it was cancelled before the contractual work day.
- Q - If they cancel school after our contractual work day do we make it up?
A - No, what is your clock in time? If they cancel after 7:20 that counts as a day. Unless they want to pay us for an additional day.

Makenzi Hurtado's Vice President Report:

Committee Reports

- Contract Negotiations Committee:
A survey will be going out to general membership on Friday, December 13th.
- Health & Safety Committee:
Last month we visited Wilcox Tech and tomorrow we are visiting Abbott Tech.
One issue that has come up is the eyewash station and the weekly tests. We are working with CO to create a clear process and procedure to ensure they are all functioning and tested.
- Labor/Management Committee:
Postponed until January.
- Teacher of the Year Committee:
We will share the form to nominate TOY in January.
- Trade Advisory Committee:
Postponed until January

PDEC: Met on 12/10.

- Form is being developed for peer-to-peer visits – form can be used as teacher evidence of growth.
- In Tier I, Marzano coaches will not share individualized feedback with administrators, but will provide broad school-wide feedback. Coaches may provide feedback directly to teachers.
- Reminder that there is a feedback form on the employee portal. We have not been receiving feedback that way so there will be a survey sent out after midyear meetings and at the end of the school year.

Retirement Information: Bob and Makenzi will host a SERS informational session on January 15th at 7pm. AFTCT hosts a session for TRB. It is usually in the spring. There is information available on the TRB website and OSC website.

Restorative Practice Training: We have gotten many questions on what the union's opinion is. These trainings are based on new state legislation. All districts are required to move to restorative practices. We want our members trained for anything they are required to implement. We also want this implemented with fidelity. We will be monitoring to make sure our teachers feel safe in their workplaces and have the tools they need to run their classrooms.

Advanced Degree Stipend: December 26, 2024. The share price is: \$542.90. This payment is for the 23-24 school year. If you are new this year, look for an email in August from Scott Barnes in HR to apply.

Questions for Vice President:

- Q – When does the contract negotiation process start? We have in the past started a year earlier to prepare and the people on the committee have not heard of any meetings yet.
A – The salaries and benefits are being negotiated by SEBAC. We have released the Chair and have met with the lawyer to have a plan moving forward. The survey is going out Friday. There hasn't been anyone on the other side of the table for us to negotiate with. They just named an Executive Director and Superintendent. Once we have the survey results we will be releasing the committee and preparing for negotiations.
- Q - The survey that is coming out, are all of the proposals in that survey or are some of them being removed?
A - Yes, we removed anything that couldn't be negotiated. We have emailed everyone that submitted a proposal that is not included to explain why.
- Q - SEBAC. Is there talk about them reopening it for 2027?
A - There has been no talk about SEBAC from the other side.
- Q - We are trying to figure out what TECH connect is. We aren't getting any information. They can trump any kid with minimal time at the school in exploratory? They are there for less time than other kids and we are expected to give them the same experience as all the other kids. We are being told they have as much time as they need to complete the assignments. This is impossible to manage!
A - TECH Connect is a disaster. We have been told that the consultant is supposed to modify the curriculum for the students in the program, not the instructors.

Paul Angelucci's President's Report:

- Dr. Christine Benz follow up – Makenzi and I visited the TRUMPF Corp. in Farmington to meet with our new Board Chair, we shared our concerns about the district moving forward. She has an extensive background in apprenticeships, also she shares our concern of not having any educators on the board and would for ways to change that.
- Executive Director follow up – We met with Dr. Pritchard, our new ED; Rafael was present along with Ronke. Her resume is impressive; she stressed the need for transparency in the district with systems etc. that are needed, along with running an agency.
- Chief Financial Officer follow up – I stressed with Dr. Pritchard the growth that took place in the last two years with Central Office staff was not the growth we may have needed. In the last 4 years our SPED enrollment has gone from 1025 to 1985, and staffing and support staff continue to lag. Hiring a CFO is on the top of her list, which is good to hear.
- Interim Superintendent – Freeman Burr has been named and will be with us until the hiring process is complete, he is a retired Superintendent from the Shelton School system. I've reached out to continue our by-weekly meeting which Dr. Pritchard agreed to continue.
- Family Medical Leave Act – The Governor's office is looking for ways to implement this at a cost neutral outcome. We most likely as a local will be voting on this, it's either all in or all out for each local, there will be more information to follow. One thought is you would be able to cash out the

cost of the half percent you pay into it at the end of the year. When I have more in writing I will share it with you.

Questions for President:

- Q – When you talk about using sick time is that per diem, sub rate or something else for the FMLA?
A – We didn't get an answer on that yet
- Q - How long will the survey be open?
A - From 12/13 - 12/19
- Q - Any chance we can have talks about the 6 and 7 period day?
A - Yes, we are going to have a survey for that as well. We just didn't want to send it out at the same time as the contract survey.

Old Business: None

New Business: Report from Mike Maletta

Good and Welfare: