

## SVFT General Membership Meeting

May 8th, 2024

Prince Tech

President Paul Angelucci called the meeting to order.

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

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

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

Emily reviewed the Income & Expense Report from April 2024. Items discussed were as follows:

- Total Income for the month was \$114,091.58
  - Item 4200 Rebate Income \$11,218.34
    - Rebate from AFT CT for February
  - Item 4355 Rebate Income \$1,240.00
    - Rental income from 1 tenant for 1 month and 1 tenant for 2 months.
- Total Expenses for the month were \$96,609.31
- Line items of note included
  - Items 6050 Group Health Insurance -\$3,670.45
    - Reimbursed for L.H from Ferguson & McGuire
  - Item 6055 Office Insurance \$4,546.00
    - Yearly payment for coverage
  - Item 6155 Legal \$1,350.00
    - DCF services
  - Item 6173 Service and Recognition \$5,865.31
    - Teacher appreciation gifts
  - Item 6182 IRA -\$739.20
    - Reimbursed for L.H from Ferguson & McGuire
- Net operating income for the year to date is \$140,231.15

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

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

May 8, 2024 General Membership Report

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

- Total Income for the fiscal year-to-date (2023-2024) was \$987,197.91
  - Item 4200 Rebate Income - \$83,907.34
    - Slightly over
- Total Expenses for the year were \$811,389.64
- Line items of note included
  - Item 5300 Local Labor Council \$5.26
    - Waiting on bills from regional labor councils
  - Item 6037 Payroll Taxes \$2,951.43
    - Under – but look in conjunction with Payroll Expenses
  - Item 6055 and 6065 Office Insurance and Workers Compensation
    - Paid for year in full
  - Item 6105 Leased Equipment \$679.56
    - Under – budgeted for copier that we no longer lease

- Item 6120 Office Supplies \$9,290.45
  - Over - Standing Desk purchased
- Item 6125 Printing \$1,361.29
  - Under budget, newsletters have been electronic most of the year
- Item 6159 Accounting \$8,096.30
  - Payment for the year for audit and tax services

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

- Item 6145 Conventions
- Item 6080 Dues Reimbursement
- Item 6070 Mileage Reimbursement
- Item 6085 Meeting expenses
- Item 6170 Scholarship
- Item 6171 Teacher of the Year
- Item 6173 Service and Recognition

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

#### Questions for Treasurer:

- Q –
- A –

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

#### **Bob Riccitelli’s Executive Union Rep Report:**

##### **Administrative Leave**

- 11 teachers were placed on Administrative Leave – 5 are still out – Average time out is 62 days

##### **Grievance & Arbitration**

- 28 Grievances
- 6 Article 13 – Discipline 2 Fav, 2 Settled, 2 Denied
- 23 Contractual Grievances
  - 1 Article 1 – Ongoing - Union Right – Prince ISS.
  - 11 Article 3 - Salary – 6 Fav – 5 Ongoing.
  - 3 Article 4 – Fringe Benefits – 3 Favorable.
  - 1 Article 5 – Professional Development – Favorable.
  - 3 Article 6 – 3 sent to Arbitration.
  - 1 Article 11 – Postings - Sent to Arbitration.
  - 1 Article 17 – School Counseling – Favorable.
  - 1 Article 33 – Posting timelines – Sent to Arbitration.
- 8 - Arbitrations
  - · 6 Settled by Stipulated Agreement
  - · 2 Pending – Preference over outside hires/Posting timelines & LMS

##### **Current Complaints**

- 2 Retaliation complaint.
- 2 Harassment complaints.

- 3 Students threaten a teacher, and the principal did nothing to protect the teacher.

### **Fact-Findings**

- 3 Unprofessional Behavior
- 1 Racial Comments
- 2 Teacher accused of using inappropriate language with students.
- 1 Teacher accused of inappropriate behavior with staff.

### **Current Loudermills**

- 2 Risk to a minor
- 1 Sexual misconduct
- 1 Racial comment
- 1 IEP Violation
- 1 Unprofessional Behavior

### **Questions for EUR:**

- Q – Question about the difference between summer hours and per diem pay.  
A – If you work on the testing for Math that is being done on Saturdays you will be getting paid per diem pay.
- Q - If a student is suspended from school. Does the teacher have to provide work for that student on Google Classroom? If so do they have to provide the work before they come back or while they are out.  
A - Let us check on that.
- Q - If a special ed student is absent from school and I give them a make-up assignment we are being told that I can't give that student a zero because that student wasn't in school that day. I give that student a zero until they complete the make-up assignment. Is this shop policy a violation of any school or district policy?  
A - You are obligated to follow the IEP, there are no policies that we are aware of that would prevent you from following your shop policy.

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

- **Committee Reports**
- **Budget Committee:**
  - Met in February.  
2024-2025 Budget was presented to and passed by the Executive Council in March.  
Emily DelPiano (treasurer) will present the budget under New Business
- **Constitution & By-Laws Committee:**
  - This committee meets "as needed". We have not met this year.
  - We have not received any proposals this year.
- **Contract Negotiations Committee:**
  - This committee will begin meeting in September.
- **Grievance & Arbitration Committee:**
  - This committee meets "as needed".
  - Bob Riccitelli (EUR) reports on this committee.
- **Health & Safety Committee:**
  - This committee meets every month. Each school is visited every other year.
  - This year we visited: Windham, Wright, Prince, Vinal, Eli Whitney, Oliver Wolcott and Bullard Havens
  - We will be visiting Platt on 5/9 and Norwich on 6/6.
- **Trade Advisory Committee:**
  - This committee met four times this year. We have committee members from every trade and almost every school. This committee meets the week before Labor Management and issues that are district wide are added to the Labor Management agenda.

- **Labor/Management Committee:**
  - Labor Management meets four times per year, in October, January, March, and May.
  - All of our minutes are posted in our newsletters.
  - This year we have brought many different issues to the table, including: busses, vacancies, financial issues, consistency in procedures for support staff, credentials, consistency in safety plans, lack of school nurses, communication from central office staff, supporting staff so we can support students, need for more collaboration time, professional development, Title I Funding, Teacher Burn Out, District Cell Phone Policy and Yondr Pouches, Vaping and Substance Policy.
  - We do not remove items from the agenda until they are resolved.
- **Minority Teacher Committee:**
  - This committee met several times this year both as a district committee and as a union committee. A subcommittee was formed by the district to work on the Increasing Educator Diversity Plan that was mandated by the State Department of Education.
  - We also held our first BIPOC Teacher Meet & Greet.
- **Political Action Committee:**
  - This committee meets “as needed”. We have not met this year.
- **Teacher of the Year Committee:**
  - Congratulations to all of our winners. We will be celebrating them on May 23<sup>rd</sup>.
  - Dr. Rachel Riendeau was named our District Teacher of the Year. She has the opportunity to represent us in the Connecticut Teacher of the Year competition. She is a true teacher leader and we are proud to have her representing us.
- **Scholarship Committee:**
  - Scholarships and Mini-Grants are due by 3pm on May 14<sup>th</sup>.
  - The committee will be meeting on May 22<sup>nd</sup> and decisions will be sent in June.

#### **Miscellaneous:**

- Pay Issues: This year we have seen a decrease in new payroll issues, but we still have outstanding issues that need to be resolved. If you are overpaid, you do have a responsibility to notify CTECS. Once you have notified them, put the overpayment money aside. By contract, the money must be returned in the amount of time it was paid. However, the district must ask you in writing to take the money out of your pay and if you have any issues, please let me know because we can work with labor relations to create a payment plan.
- We have had several Teachers Retirement Issues.

Please keep checking your pay stubs to make sure everything is correct.

- **PDEC:** There are 13 committee members and six of them are teachers.  
We will have a new evaluation system next year. The admin is being trained on the new evaluation now. The teachers will be trained at the start of the year. Professional Development will focus on supporting teachers with the new system. The SDE has many non-negotiables in their plan. Many of them are to our benefit. Flexibility in goal setting (group goals, multi-year goals). More teacher choice. Union support available at all levels of the evaluation. Evaluators must show support when moving teachers through the tiered support plan. It really is meant to be a support and growth plan.

#### **For Reps:**

- June Executive Council is June 12<sup>th</sup> at Café Fiore.

#### **Questions for Vice President:**

- Q – Some people have noticed that they have been paid on Tuesday instead of Thursday.  
A – That is a bank thing
- Q - Was the new DH evaluation supposed to be implemented this year or next year?  
A - It was supposed to be implemented this year.

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

- Board Meeting Update – It was reported in the April meeting that the district had run out of money in March and had to borrow from the next fiscal quarter to cover costs. Dr. Solek blamed the rising cost of utilities.
- Executive Director Meeting – Makenzie and I met with Dr. Solek regarding Sub pay after we wrote an agreement up that earlier she said she agreed to. She told us that she had been told she overspent and over-hired and there was no money.
- Superintendent Search – The district had to scrap the first round of interviews due to the board members coming and going during the process. The candidates should all receive the same interview, the second round was canceled due to the chief of staff getting in a car accident. That has not yet been rescheduled. I do want to thank the few members that joined the focus group in this process.
- SEBAC Update – There is no talk from the governor's office on the 27' SEBAC end date, historically that happens a year before but since most Contracts expire the Fall of 25' we'll probably see something then.
- 24' Session Closing – I gave testimony on a number of Bills that affect us, in Appropriations where 6.5 Mil above the ask was not enough to cover the rising cost of consumables, etc. and SB-153 an Act regarding funding SPED services for students.
- Construction Update – On the record we were told the Wilcox sports fields are underway this Spring as well as Grasso and Platt fields should start. Langdon Engineering did the site review and feasibility for the Windham site. Vinal and Windham we were told will be put out for selection of an architect at the same time.
- Negotiations – This Fall you'll see emails from us regarding the process for our next Contract, our current Contract expires on Aug. 31<sup>st</sup> 25' we don't know the duration of the next book currently.
- Hiring Update – The district on-boarded 145 new teachers this year with the last two joining us on May 31<sup>st</sup>. There are 7 hired already for the 24'-25' school year. As of Friday there were 35 members who put in retirement for July 1<sup>st</sup>, with a total of 66 district wide.
- CDL Update – There are no major changes to our CDL requirements, I receive many inquiries regarding this.
- Thank you – To the members who joined us at the Regional Legislative Breakfasts that were held across the state. We published the tally board from the Capitol on the ratification vote to show you how your elected officials vote and to show you elections do matter.

## **Questions for President:**

- Q – There are a lot of things that are coming from Central Office that don't seem to go together.  
A – That isn't really a contract question. That is more of a question for your consultant.
- Q - It seems like we keep adding more to the teachers responsibilities. Some of the things are really great for the students, but there are a lot of things that there is no stipend for them. There are stipends in our contract for certain things but could we get some more items on that list? Going into negotiations is our focus on students or are we focused on the teachers?  
A - We represent the teachers and our focus is our members. When contract negotiations start up we want proposals from our members. Please put what you said today into a proposal, but please include comparables from other districts.
- Q - Is there anything in the contract that you are looking to remove?  
A - No, we are always looking to make things better. That is the conversation for the negotiation committee.
- Q - With Dr. Solek keeps borrowing money from future fiscal quarters. Is that going to impact the school or our raises?  
A - The raises are separate, but we aren't sure how it will affect us moving forward.
- Q - On Monday we were told that our buses had to be parked on Thursday so the buses could be inspected. We are in the middle of production and sports and we had very little notice.  
A - I will follow up with that.
- Q - We had someone just hired and he was told that he must have 3 observations. Is that something that is supposed to happen?  
A - That is part of the problem with the current evaluation system. We can't grieve the process. We are hopeful those issues will be resolved with the new system.
- Q - We were also told we had to ground all buses. We had windows out of a house and it was the last nice day before rain. It ended up raining the following day. This is something that we need to have more notice on.  
A - This is something new, they normally do these inspections over the summer. We will have to follow up.

- Q - We are getting inundated with more online training with no time to do them. We have been sent Cyber and LGBQ training.  
A - We will bring it up at Labor Management?
- Q - If someone does these online trainings and other people don't do it unless a supervisor tells us to do it does that create a past practice problem?  
A - No

**Old Business:** None

**New Business:**

- Lindsay gave her 2 week notice, she will be moving to another union.
- Proposed budget was presented by Emily DelPiano

**Questions for Treasurer:**

- Q – Does the new salary schedule start on July 1 for summer school?  
A – No it starts on 9/1
- Q - Could you talk more about the increase in Conventions?  
A - We have 13 delegates where Constitutionally we are supposed to attend the AFT conventions every year. Those delegates also have voting power in the AFT. Historically the delegates have not attended these conventions.

**Motion to approve 2024/2025 budget M/S/V**

**Good and Welfare:**

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