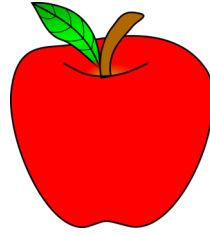


Vocational Instructor



IT PAYS TO BE TAUGHT BY A
VO-TECH TEACHER!

Local 4200A~AFT, AFTCT, & AFL-CIO

Volume MMXXIV Issue 5

September 2024



Eleven SVFT Delegates attended the AFT National Business Convention this year.

Executive Council Meeting Dates & Locations

- 9/11 @ Wilcox
- 10/9 @ Vinal
- 12/11 @ TBD
- 1/8 @ Wilcox
- 2/5 @ Vinal
- 3/12 @ Wilcox
- 4/9 @ Wilcox
- 6/4 @ TBD

General Membership Meeting Dates & Locations

- 11/13 @ Prince
- 5/7 @ Prince

Health & Safety Committee Visits Dates & Locations

Our committee visits each school biannually. We visit shops and science labs. This is an opportunity for teachers to share concerns about their working conditions and the students' learning conditions.

- 10/10 @ Ellis
- 11/14 @ Wilcox
- 12/12 @ Abbott
- 1/9 @ Cheney
- 2/6 @ Goodwin
- 3/13 @ Grasso
- 4/10 @ Kaynor
- 5/8 @ Emmett O'Brien
- 6/5 @ Bristol

BUSY YEAR AHEAD!

by Paul Angelucci

Paul Angelucci is SVFT's President. He is a Plumbing Department Head from Bullard Havens. He is also an alum of our district.

First welcome back! I've seen a lot of articles lately about teacher burnout and fast tracking people to become teachers. It's sad that there is more in print on those two subjects and not enough on improving teacher retention and teacher morale. It seems with the added responsibilities put on us, coupled with students and parents trying to call the shots, and the administration's need to keep them happy, being a teacher is becoming harder by the minute. That being said we'll be keeping these thoughts in mind when we go to the negotiating table.

This year is the last year in our contract book. We will be going to the negotiation table soon and we will want to hear what our members are thinking and feeling. We have to make sure that all our members are receiving our e-mails for this purpose. Please read Makenzi's article on submitting proposals for negotiations. When the time comes, you'll have the opportunity to rank the proposals in order of importance, so we know how best to represent the union.

I did want to report that our salary increase was scheduled to go into effect on 9-1-24. It actually went into effect on 8-23-24, so that's a plus!

I also want you to know that I'm always available. The best way to reach me is my cell. Please feel free to call with any questions or concerns. The more I hear the more I know!

Have a great year!

Contract Proposals - We Want To Hear From YOU!

by Makenzi Hurtado

Makenzi Hurtado is SVFT's Vice President. She is a Math Teacher and Related Department Head from Prince.

Link to proposal form

<https://forms.gle/1Cx3fgBAUVSwSn2R6>

In June we shared the contract proposal form in our newsletter and posted it on our website. Since then we have received 28 proposals from members.

The contract proposal form is the only way the Negotiating Committee will be accepting proposals from the general membership. If you would like to see something change in our contract or in our working conditions, this is the way to share your ideas.

Proposals need to be things that we can negotiate. We do not negotiate our health insurance or our pensions. We cannot negotiate curriculum or grading policies.

The form is very simple, but it is very specific. You must share the language you would like added and **two** examples of comparable contract language.

Comparable contract language can come from other public employee contracts or other teacher contracts. Comparable contract language is a very important part of preparing for and arguing for our proposals. If you do not share comparables, we will assume that comparables do not exist.

Once we have received all proposals, the negotiating committee and our lawyer will review to determine if they are things that can be negotiated. We will then send a survey to all members to help us determine our focus in negotiations.

→ At this time we do not have a deadline for submitting proposals. We will email the membership when we do.

Please feel free to reach out if you have any questions before you submit a proposal.

Contract Negotiations & Stipulated Agreements

by Bob Riccitelli

Bob Riccitelli is SVFT's Executive Union Representative. He is a Sustainable Architecture Department Head from Platt. He is also an alum of our district.

When Leadership and/or the SVFT see language that is weak or missing between contracts, we can enter into a stipulated agreement. Many times this is the result of both sides realizing they are not in agreement on what the language means. Labor Relations and the SVFT also have had grievances and arbitrations over unclear language.

This practice has been going on since the inception of our contract in July of 1979.

An example of this is the stipulated agreement eliminating the word "Emergency" from Article 6, Section 2(c). The impetus for the agreement was, "What constitutes an emergency?" and "Who decides if something is an emergency?". When I was teaching at Platt Tech we had a natural gas leak in the building. Shelia Williams was the principal at the time. She decided that it was a threat to students and sent them home. However, she also determined it was safe for the faculty to stay in the building. Because of that incident and other similar incidents, we mutually agreed to dismiss staff 15 minutes after students are released for any reason. More recently, when there were staff shortages, the principals began shortening the day for students and not for teachers because they decided it was not an "emergency" reason for closing. We furthered our stipulated agreement at that time to also eliminate the word "emergency".

There is a full list of this Stipulated agreements on our Website. (<https://svft.ct.aft.org/svft-contract> under the section of Active Stipulated Agreements).

These stipulated agreements should be incorporated into the next contract. We are in the process of taking all the stipulated agreements and writing

Labor Management Committee Meetings

→ Do you have concerns that are not related to our contract language?

Four times a year, our Labor Management Committee (one trade teacher, one academic teacher, and one support service teacher) meet with management to bring forward issues that are affecting members across the district.

Please share your concerns with your building representatives or Makenzi, so that we can represent you in the room. This year our meetings are scheduled for:

October 3rd, 2024

December 18th, 2024

March 6th, 2025

May 1st, 2025

→ **Minutes are always shared in our newsletters. Go look at past issues to see what we're working on!**

Enhancing Trade Education: Insights from the Annual LIUNA Instructor Conference

By Janet Forbes

I'm always in search of new challenges and opportunities to grow as an educator, so I was thrilled to be invited to facilitate at the 2024 Annual Instructor Conference for the Laborers Union International of North America (LIUNA) in Chicago in June. With SVFT's support I was able to attend the conference. As a TESOL instructor at Bullard-Havens, I provide EL support for trade instructors, so naturally, I was intrigued to work with the LIUNA training staff to learn about their training methods. While I didn't have time to sample the Chicago-style pizza, I was excited to be a part of a team that would provide some 400 instructors in attendance with exceptional preparation to teach both theory and hands-on trade lessons using a learner-centered approach.

Throughout the week in Chicago, I was very impressed by the professionalism of the LIUNA leadership and the student instructors. The brotherhood and sisterhood demonstrated by the instructors who came from all over the country, and the union's commitment to providing them with high-level training to teach effectively, reaffirmed the vital role of unions in supporting the professional lives of members.

Shortly after returning home, I received my Spring 2024 edition of the AFT publication *American Educator* and was interested to read "Maximizing the Effectiveness of Workplace Learning Instructional Principles for Career and Technical Education". The article provides ten instructional principles for CTE programs, which were all incorporated into the teaching framework that I taught at the conference. Throughout my week in Chicago, I saw how the application of these principles to every single lesson ensures that lessons can meet students where they are and keep them highly engaged in learning. These practices help instructors to carefully scaffold learning, maintain students' interest throughout every lesson, and incorporate differentiation to meet diverse learning needs. Applying the practices outlined in the article systematically to all trade lessons results in a dynamic and engaging learning environment that ensures the success of all students, including those with learning differences and ELs. I welcome the opportunity to support trade instructors seeking to improve their teaching practice.



Important Reminders

Advanced Degree Stipend Sign Up is open until October 15th. Please read the email from Scott Barnes that was sent to your work email. You can also use the flow chart on our website. If you are already receiving Advanced Degree Stipend for your highest degree, you do not need to apply again.

Sick Bank Enrollment is open from September 1st to November 1st every year. The enrollment form is available on our website. You must be a full time employee for three years or a part time employee for three years and 66 days to enroll. Your building reps will have a list of who is eligible to enroll. If you have enrolled in the past, you do not need to enroll again.

Tuition Reimbursement is being paid again. The fund was replenished on July 1, 2024. Lillian Rivera Hick's email address is tuition.reimbursements@cttech.org

If Lillian does not respond that your email is received, please check the address.



Calendar

We will be updating the calendar on our website soon!

9/18 MTC Meeting

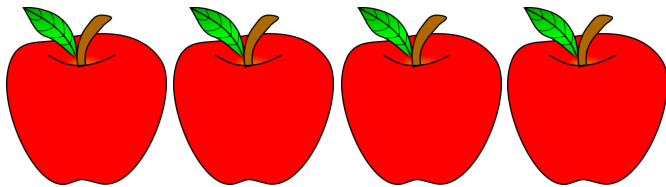
9/25 UTAC Meeting—Reach out to a UTAC Committee Member if you are having any issues that you would like addressed at Labor Management

10/3 Labor Management—Reach out to your building representative or Makenzi, if you are having any issues that you would like addressed at Labor Management

svft.ct.aft.org

Any information you need is on our website! Do you have suggestions for additions to our website?

Email our Secretary, Jamie Lamitie:
jlamitie@svft.org



Future Articles

We would like to have a “School Shout Out” article and a “Member Spotlight” article in each newsletter.

Invite us to attend an event or share something from your school that makes you proud.

What else do you want to see in the Vocational Instructor? Please let us know!

Email Jamie at jlamitie@svft.org

Vocational Instructor

*is the monthly newsletter of the
State Vocational Federation of Teachers*

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Vice President Makenzi Hurtado
Executive Union Rep Bob Riccitelli
Treasurer Emily DelPiano
Secretary Jamie Lamitie

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SVFT Mission Statement

The SVFT is an organization of professional educators that promotes excellence through the mutual adherence to policies, documents, and procedures negotiated with the CTEC. We work to guarantee that the contract is followed and positive working conditions are maintained. This organization shall be to provide a safe and positive teaching environment for all by:

1. Maintaining the integrity of the contract, the Vocational Technical High School System, and the solidarity of the union.
2. Ensuring all members are protected by the contract and equipped with the tools and knowledge necessary to make them successful.
3. Protecting the jobs of our members and strengthening our system.
4. Providing members opportunities to further their education and receive quality professional development.
5. Responding quickly to the emerging changes to the workplace and technological challenges.
6. Handling all interactions with fairness and integrity.
7. Striving for productive, open communication between the SVFT leadership and our membership.
8. Building and improving relationships with our union affiliates and local labor councils.