

SVFT Executive Council Meeting

September 11th, 2024

Wilcox 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 2024. Items discussed were as follows:**
 - **Total Income for these months was \$338,882.29**
 - **Item 4200 Rebate Income \$33,232.77**
Rebate for April, May and June from AFT CT
 - **Total Expenses for these months were \$358,509.85**
Line items of note included
 - **Item 6005, 6010, 6015, 6020, 6025 Officers Stipends**
Quarterly payment made August 1st
 - **Item 6045 Property Taxes \$3,989.48**
2nd Payment made July 1
 - **Item 6055 Office Insurance (-\$188)**
Premium reimbursements for over payment after audit
 - **Item 6070 Mileage Reimbursement \$14,787.12**
Building representation reimbursement for mileage for 23-24
 - **Item 6080 Dues Reimbursement \$18,226.18**
Building representation reimbursement
 - **Item 6085 Meeting Expenses \$15,018.87**
End of year and start of school allotments
 - **Item 6095 Grievances \$1,400**
Arbitration payment
 - **Item 6145 Conventions \$8,501.21**
9 delegates attended AFT in Houston
 - **Item 6155 Legal \$4,927.50**
Lawyer fees for DCF cases
 - **Item 6173 Service and Recognition \$18,910.72**
Building rep gift cards
 - **Item 6250 New Building Repairs \$11,985.00**
New gutter system
 - Net operating income for the year to date is \$137,911.86

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 – Does the money we have just sit in the bank or is it invested?
A – We are meeting about that next month with our accountant. We were getting 4% interest on our Savings account but that abruptly stopped.

Bob Riccitelli's Executive Union Rep Report:

1 teachers on Administrative Leave

Arbitrations

- Preference over Outside Hires / Open Positions – Moving forward with Arbitration
- Trade NHS
- Prince ISS

Stipulated Agreements

- Portfolio Instructors

Grievances

- 3 Letters of Reprimand – Unprofessional behavior
- School docking employees for less than 30 minutes
- 5 day suspension – accused of racial behavior
- PL carry over from Temporary AP position
- 3 preparations in 1 period

Complaints

- Goodwin Principal accused of not protecting staff from student threat
- Goodwin Principal accused of harassing a teacher
- 2 complaints on past Wilcox Principal accused of Harassing a teacher
- Complaint against former Norwich BMS for unprofessional behavior

HR / School Level Fact-Findings

- Unprofessional Behavior with Students
- Discrimination of a student

Affirmative Action Fact-Findings

- Discrimination of staff members
- Sexual Harassment

DCF Fact Findings

- None

Loudermills

- None Scheduled

Union issues

- Grade changes by administration
- Rep responses to information requests
- Officer responsibilities
- Culinary DH denial
- Potential Labor Charge for Stipulated Agreement compliance

Questions for EUR:

- Q – We had a student threaten a teacher, was sent out of the shop and returned to shop a few minutes later. That teacher was out on medical leave for the rest of the year. This student has not been disciplined and I don't know how to help our members in the building in these cases.
A – The situation in your building the teacher did not file a complaint, but did press charges.
- Q - Is it the responsibility of the teacher to press the charges against the student?
A - Yes
- Q - Can the school resource officer be used in those instances?
A - Yes
- Q - We had a teacher in our building where the student barreled his way into the classroom as the teacher asked them a question. It wasn't a linebacker tackling someone, but at what point is it an assault or a kid being rude?
A - If a student puts their hands on a teacher, then it needs to be reported to the Principal. If the Principal doesn't do anything about it, then we have a problem with it.
- Q - Our end of the year checklist asks for our user name and password for PowerSchool. I don't feel comfortable doing this and this would allow them to change my kids' grades.
A - The problem with giving them the password is if we FOI the PowerSchool log it would look like the teacher changed the grade. If your Principal asks for your password please call me immediately.
- Q - We get a lot of pressure from our administration that if a student is close to passing for the year, but doesn't make it we get asked to change their grade. I don't think this should happen and we end up with kids that don't belong in our system.
A - I encourage you to stick to your guns.
- Q - Is there an avenue where we can file for a hostile work environment if we go through Labor Management first?
A - That is a heavy lift. We will start with Labor Management.
- Q - Is there a position on all the training we are asked to complete?
A - There are a couple of different answers. 1. we are State employees and it affects us on both sides. 2. In terms of being asked to do things on your own time, that is administrative time or after school. Not on your prep or your own time.
- Q - If I work on those from 2:08 - 2:45 they will take forever to get done.
A - That is something we need to know. If you don't have time to do the training we need to know that. Please email me.
- Q - How many PL days does the part timers get?
A - They get 1 PL day and 10 sick days
- Q - Are we required to sit in a restorative circle if the teacher doesn't feel comfortable being there?
A - If it is a directive from an administrator then yes. You can absolutely tell them you don't feel comfortable.
- Q - Have we FOI the school climate survey?
A - No, if someone wants it I will FOI it.
- Q - Our Dean of Students are being asked to handle the new cell phone policy and is asked to retrieve cell phones and make phone calls home. At what point do we draw the line?
A - We are not Administrators and shouldn't do any Administrator responsibilities. retrieving a cell phone should be done by an Administrator. He also needs to close his door and take his prep and lunch.
- Q - There are production funds that were supposed to be paid out to IST shops for Chromebooks. I have asked multiple times for the money and we have received nothing. I am just not going to do the Chromebooks anymore
A - This is exactly what I was talking about with the stipulated agreements. They agreed to it and are not following it.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee:**
will meet in February
- **Constitution & By-Laws Committee:**
will meet in October and April
- **Contract Negotiations Committee:**

Will be meeting regularly
Proposal form is on our website
Link is in the newsletter

- **Health & Safety Committee:**

In June we visited Norwich.

This year we are visiting: Ellis, Wilcox, Abbott, Cheney, Goodwin, Grasso, Kaynor, Emmett O'Brien, and Bristol
Calendar is in the newsletter

- **Labor/Management Committee:**

Will be meeting October 3, December 18, March 6, and May 1

- **Minority Teacher Committee:**

Will be meeting September 18, December 18, March 19

- **Political Action Committee:**

As needed

- **Scholarship Committee:**

Will meet in May

- **Teacher of the Year Committee:**

Will begin meeting in January.

- **Trade Advisory Committee:**

Will be meeting September 25, December 10, February 26, and April 23

Sick Bank – Enrollment is open from September 1 to November 1.

Eligible: Full time teachers with three years or part time teachers with three years and 66 days.

Advanced Degree Stipend – look for email from Scott Barnes. Due by October 15th.

PDEC: The evaluation is a work in progress. Please share feedback so that we can improve over the next three years.

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

Questions for Vice President:

- Q – During the meetings we had people “strongly recommend” certain design areas. We were also told we might meet with all 3 administrators at once. I
A – That is not a recommendation to the Administrators that I know of. They can strongly recommend things but they can't tell you what you want to do. This is supposed to be an open conversation with your administrator. Some people can do that very well, but some can't. If there is a situation in your meeting you can ask for union representation at any time.
- Q - A question that keeps coming up is Frontline is not up and running. We also don't have any examples of these goals. The employee portal doesn't have any examples. We also don't know what Frontline is going to look like.
A - Everything is supposed to be in the employee portal. I can bring that back.
- Q - We just got about 5 Tech Connect students.
A - Do any other schools besides Kaynor and Goodwin have Tech Connect kids? If you have them please let us know.

Paul Angelucci's President's Report:

- Salary Increase - After meeting with HR and discussing how teachers were attending New Teacher Training without being employees, it was decided the new increase would take place on August 23rd. 2024

- The 15 durational instructors that were terminated on June 28th this year was single handedly the cruelest treatment of our staff members I've ever seen in 18 years. After nineteen days with many meetings we were able to get all but one of the teachers back in our system as full time employees. One took another position in another district.
- Portfolio cancellation - Speaking of unprofessional treatment, at a professional development a consultant read an email eliminating the portfolio positions at the end of the 24-25 school year. We are currently working with Dr. Lowe for a solution.
- Vector Training - We were told our members were told that Vector training should be done on your own time and that it was a professional obligation. Dr. Lowe put out an email on June 11th stating that time would be given for Vector training. Mackenzie asked Tonia Stoute (PD Chair) to put an email out stating that the Vector training should be done during your contractual day.
- Contract Negotiations will start this year. I can send a letter of intent to negotiate on Oct. 1st. Mackenzie is collecting proposals that come in from our members as well as our own proposals. It is a very long process, we will keep you informed as we go.
- New Teacher Training - We met for three days at Prince in August to welcome the 22 new teachers in the district. Last year we had 68 new teachers, but due to the hiring process things have slowed up a bit. There are 8 new teachers scheduled to join us in September and October.

Questions for President:

- Q – I had my Auto guy put in for reimbursement for his ASE certification that he paid for.
A – They won't pay him for that. It has to be paid by the district.
- Q - We had many complaints about the PD and how people were treated at PD.
A - I have had that conversation and have brought all of the feedback to Tonya.

Old Business:

New Business: PL donation form for a teacher that had a neck operation. He only has been with us for a year. Hopefully he will be back before November.

Good and Welfare: Adam Civale had a baby, Sean Anderson had a baby, Matt Ciminara