

## **SVFT Executive Council Meeting**

October 8th, 2025

Vinal Tech

**President Makenzie Hurtado called the meeting to order.**

**Motion to approve September's minutes. M/S/V**

### **Emily DelPiano Treasurer's Report:**

- Emily reviewed the Income & Expense Report from September 2025. Items discussed were as follows:
  - **Total Income for the month was \$99,116.37**
    - § Item 4355 Rental Income \$0.00
    - September rent was deposited in Oct.
  - Total Expenses for the month were \$89,904.40
  - Line items of note included
    - **Item 6097 Negotiations \$1,854.53**
    - Lawyer's fees for ongoing contract negotiations
    - **Item 6112 Utilities \$1,207.66**
    - August and September Electric bill
    - **Item 6120 Office Supplies \$1,338.81**
    - Toner
- - **Net operating income for the year to date is \$9,211.97**

### **Reminders:**

**Mileage Reimbursement - \$0.70**

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

**Questions for Treasurer: None**

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

#### **Administrative Leave (1)**

- None

#### **Arbitrations (2)**

- Night Event Comp Time
- PAC and School Counseling night even comp time awarded. In process of gathering data

#### **Board Charge (0)**

- None

#### **Stipulated Agreements (0)**

#### **Grievances (3)**

- ECE and Team stipends - Level 2
- Chem Hygiene Office Stipend - Level 1
- Kaynor Substitute Coverage – Voices of Change – Level 2

### **Complaints (6)**

- CTECS Consultant being unprofessional in front of students
- Prince Administration for discriminating remarks
- 4 Kaynor Administration

### **SVFT Investigations (8)**

- Professional Salary Adjustment
- Kaynor Gym Table v BMS Salary
- Math Placement Testing
- Capstone Issues
- No Preference to outside hires - Grasso DH Interviews
- No Preference to outside hires - Vinal HBC DH Interviews
- Missing pay
- Student Discipline Vinal

### **Fact-Findings – HR/School Level (1)**

- Accused of inappropriate contact with a female student.

### **Fact-Findings – Affirmative Action (3)**

- Parent Complaint.
- Accusation of inappropriate comments
- Accusation of gay slurs

### **Fact-Findings – DCF (0)**

- None

### **Loudermills (1)**

- Ancillary position wage theft

### **Other (1)**

- Just Cause Refresher

### **Questions for EUR:**

- Q – Wage theft question. Was the AD driving a bus to support a team or was he the site supervisor, what is the deal with that?  
A – It is my opinion that the AD is only responsible for the games at home. If he is driving a bus he should be paid. On top of it there are no policies in place.
- Q - Is the professional salary adjustment for someone who moves from VS01 to VS02?  
A - Yes

- Q - We got an email from our Principal that the PAC meeting is the same night as Open House and the DH has to go to the PAC meeting and the Instructor must attend Open House. Is that the intent of the arbitration?  
A - We will get back to you on that.
- Q - We have an instructor that has a letter from December 24th about him acquiring his Professional certification but has not received his raise. Who do I contact about this?  
A - He has to contact his Principal and Business Manager first. Make sure you email them so it is documented. Depending on how and when he notified the Principal will depend on when he gets his raise. You need proof of when you received the letter.
- Q - If there is a PAC meeting going on tonight and it wasn't approved by the Principal will that person get paid?  
A - We sent out the information once the arbitration was finalized. You will need something in writing to get approval. If you get a verbal approval please send the Principal an email explaining the conversation. If he doesn't respond then we can assume it is approved.
- Q - If you are a coach can they say we are double dipping if we drive the bus?  
A - I haven't heard of them fighting this. I don't understand why they would. They would have to hire a bunch of yellow buses if they fight it. My argument is you are not coaching while you are driving and you are not driving while you are coaching.
- Q - I met Brent about 2 weeks ago and I guess he is now on the team for Capstone. I was told that nothing is going to happen until it rolls out after the next full day district PD. I am not sure if any of you have heard about this. There is a lot of misinformation out there about what needs to happen. Can we ask them if they are going to deliver the information on November 4th? Can they put something out to explain that so teachers aren't worried about it?  
A - We brought it up at Labor Management, but we can ask the Superintendent to put something out.

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

- Sick Bank - The Deadline is November 1st, for members with 3 years full-time employment. I personally texted 137, 19 I had no cell for, 3 quit, 2 were dismissed, that is the large hired group post COVID,
- Degree Stipend - Scott Barnes sent the e-mail on August 15th, the deadline is next Wednesday October 15th. Tuition reimbursement and degree stipend will continue During negotiations.
- The Trade Advisory Committee met in September on the 8th, brought issues forward, they will meet in early December.
- The Labor Management Committee met in Sept. On the 15th, those minutes will be on the website.
- The Health & Safety Committee met at Windham in Sept. on the 11th at Windham, and will be meeting at Wright Tech tomorrow Oct. 9th.
- Constitution & By Laws met in Sept. on the 23rd, to vote on three proposals which we will be voting on under new business.
- The Minority Teacher Committee met in Sept. On the 11th, more to follow under new business
- The Contract Negotiations Committee met in Sept. on the 23rd, Kenz will speak on that.
- The remainder of the committees meet as needed and are as follows, Budget, Scholarship, TOY, Political Action, and Grievance and Arbitration.
- Substitutes Sign up - The district has hired 82 new subs since the Spring; out of them I sent 57 welcome cards an additional 24 are retired members and one with no address. Let's continue to sign up the subs as they join us.

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

- Q – Subs are now not eligible for sick time?  
A - That is correct, unfortunately.

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

#### **New Hires**

We had five new hires in September. As always, please take some time to reach out to new teachers in their first few years. We know it can be very stressful for them and they are not getting the support they need from Administration or Central Office.

#### **Negotiations Updates**

We are continuing to have regular negotiation sessions. Our team is meeting regularly. While I still cannot share details, our team is dedicated to improving working conditions and respect for our members.

#### **SEBAC**

Two more unions have declared impasse and filed for arbitration on wages. Wage proposals and negotiations are happening at individual tables, but no one has received a reasonable proposal that they are willing to accept. The Governor continues to promise that fair offers are coming soon, but we have not seen them yet.

Negotiations for pension and healthcare are also underway. The SEBAC 15 (the largest 15 union leaders) meet every week to discuss local union issues and the plans for negotiations.

#### **Federal Changes**

I testified at an Informational Forum on the State Impact of Federal Education Changes on September 12<sup>th</sup>. There is much uncertainty with the anticipated cuts from the federal government. Since that meeting, we are also faced with the government shut down. At the State level we are advocating for CT lawmakers to make bold changes to protect our education system from these cuts.

#### **Miscellaneous**

SVFT was well represented at our Labor Management Meeting. We had a new team and they did a great job. Not only were they honest and direct, sharing member concerns and experiences, they also offered solutions to everything we brought to the table. The superintendent and assistant superintendent were very engaged in the conversation and now we wait to see if they make changes or if we will need to revisit these issues in December.

Jamie First Cut Forum was a great success. Even teachers who have been in the district for four or five years found the session to be helpful. The next session is October 20<sup>th</sup> and will focus on all things Google and Gradebook.

#### **Evaluations**

The CSDE is offering training sessions for district leaders on supporting educators through the new evaluation. I attended a session last week and will continue to attend sessions when I can. These are attended by superintendents, assistant superintendents, principals, and teacher

leaders. It is very helpful to see what the State is making recommendations on and also to see what is working in other districts.

Please continue to share feedback with me on the evaluation. We still have two years to make changes and improvements.

### **Building Meetings**

Reminder: building representatives should be meeting with their principals once a month and should be holding building level meetings monthly. We recommend you get all of those meetings on the calendar at the start of the year so that they are not forgotten. Please send us your dates and we will attend when we can.

### **Questions for President:**

- Q – First Cut Forum when is that  
A - Oct. 20th at 6:00pm.

### **Union Business:**

- Q - We were just told that we have to go to mandatory SPED training? Is this true?  
A - Yes, at some point this year I believe everyone has to go. I know Principals are rolling it out differently.
- Q - AP's come into the shops and classrooms as pairs and look to see what is going on. It doesn't feel supportive and it feels intimidating to the teachers and students. Is that going on at all the schools?  
A - There is a focus on AP's being more of instructional leaders in the buildings this year. They should be going into classrooms and they should be supporting teachers more. I know it will look different in every building, but it wouldn't surprise me if they are trying to calibrate themselves by doing them together.
- Q - Part of our School Improvement Plan is to do site visits for our WBL kids. They want us to do them at 2:00 in our own vehicles. Most of the time we don't know what job site the kid will be at because they bounce around. There isn't enough time to drive across town and get to a site and have a conversation with the student and contractor. Can we propose that once a month they get us a sub and we go out and visit all of the students at the job sites then?  
A - I know you don't have a Dean of Students at your building. You can propose it, I just don't know if they will do it.
- Q - We have a 3 hour window to go take a drug test and come back correct? Teachers are being told to go at 2:15 for their drug test.  
A - When they get the call can you let Bob know?
- Q - Fiscal isn't paying our bills and we can't order material because they won't process the orders.  
A - Can you email that to me please?
- Q - In addition to shop budgets CO has cut things that used to be paid at the CO level and now are coming out of the shop budgets.  
A - We were told that the line items have disappeared but the money has not. The same amount of money was given to the Principal to be used at their discretion.

**Old Business:** None

**New Business:** 3 proposals for Constitution and Bylaws.

Executive Council votes on the 3 proposals:

Proposal #1 - Declined

Proposal #2 - Declined

Proposal #2 - Passed

**Good and Welfare:**

Phil Bodey got married

Taylor had her baby