

SVFT Executive Council Meeting

March 12th 2025

Wilcox Tech

President Paul Angelucci called the meeting to order.

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

Emily DelPiano Treasurer's Report:

- **Emily reviewed the Income & Expense Report from February 2025. Items discussed were as follows:**
 - **Total Income for the month was \$116,505.52**
 - **Item 4200 Rebate Income \$11,420.84**
AFT-CT Rebate for Jan.
 - **Item 4355 Rental Income \$590.00**
Rent from one tenant

 - **Total Expenses for the month were \$105,383.95**
Line items of note included
 - **Items 6005 through 6025**
Quarterly stipend for officers
 - **Item 6155 Legal \$1,125.00**
Legal fees for labor charge and mediation
 - **Item 6200 Office Maintenance \$308.42**
Snow removal

 - Net operating income for the year to date is \$123,346.53

Reminders:

Submit any outstanding reimbursements

Mileage is now \$0.70 per mile for in person meetings

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

- 2 Members are out on Administrative Leave

Arbitrations

- Substitute Orientation – Unpaid (01-24-0008-3789)
- Summer Pay (01-24-0008-2972) Working on the list
- Docked time due to being tardy (01-24-0008-2923)
- Trade NHS (01-24-0005-5144)
- Open Positions (01-23-0005-5165)
- CTECS – Shop PAC night events – Going to Arbitration
- CTECS – School Counseling night events – Waiting for Draft

Board Charge

- 180 day Math, Trade Team Mentors, Member, Multiple Mentees, Unlisted Stipend Position, LMS/IT

Outstanding FOIA's

- **Total FOIAs 8 – 7 are past due that is down from 11 past due.**

Stipulated Agreements

- CTECS – Trade NHS – Waiting for Draft
- **CTECS – Substitute Orientation – Done**

Grievances

- **CTECS – Hire Letter Agreement**
- **CTECS – Night Event Comp Time**

Complaints – New Process

- Kaynor Administration 3 for Unprofessional Behavior
- Kaynor Principal for Unprofessional Behavior & Retaliation
- Central Office Staff for an Unprofessional Behavior Complaint
- Vinal BMS for a Harassment and Unprofessional Behavior Complaint
- Windham Principal for a Retaliation Complaint
- Windham Principal for Unprofessional Behavior
- **Former Norwich BMS for an Unprofessional Behavior Complaint**

SVFT Investigations

- NA

Fact-Findings – HR/School Level

- Unprofessional behavior

Fact-Findings – Affirmative Action

- Racial comments
- Sexual Harassment

Fact-Findings - DCF

- **Unprofessional behavior / Vaping – DCF completed, waiting for results**

Loudermills

- Student craved a knife and vaping. Did not report to Admin.- completed – waiting for decision
- **Political Speech – to be scheduled**
- **3 Sexual Harassment – to be scheduled**
- **Not reporting student cutting himself – Completed, waiting for decision**
- **Sexual Harassment non tenure – Administrative review – Completed, waiting for decision**
- **Insubordination – to be scheduled**
- **Failed working test period – to be scheduled**
- **Aggressive and Unprofessional Behavior – to be scheduled**

Questions for Executive Union Rep:

- Q - These PAC meetings. We aren't getting paid. What do we do?
A - Don't have them at night. Have them during the day.
- Q - Who is responsible for snow removal of buses?
A - Maintenance is responsible
- Q - How long do they have to discipline someone for some of these cases?
A - They can discipline someone at any time.
- Q - I have a part time member that needs 2 PL days and they only get one. What can they do?
A - They can either borrow a PL day from next year or take a day unpaid. Both situations they would need to get permission from the Superintendent.
- Q - Can you clarify the sick time on half days?
A - If the day is a give back day because you already worked the 2 hours at night, you should only get charged 5 hours of sick time if you call out on the give back day.
- Q - We have a shop teacher that needs to get a physical. The place they tell him he has to go to is not open on the weekends and won't schedule a CDL physical after 2:00pm. We are also told that we have to do it on our own time. What is he supposed to do?
A - Can you send me the email so we can bring it up.

Makenzi Hurtado's Vice President Report:

Committee Reports

- **Budget Committee:**

Met on February 10 and the proposed budget will be presented under new business.

- **Health & Safety Committee:**

Visited Goodwin on February 6 and will be visiting Grasso on March 13.

- **Trade Advisory Committee:**

Met on February 6 and February 26.

- **Labor/Management Committee:**

Met on February 18 and March 6. The minutes will be in the March Newsletter.

- **Scholarship Committee:**

Scholarship and Mini-Grant information is in your packet.

The due date is May 15th at 3pm. Recipients will be notified in June.

The information will also be on our website.

There are now twelve \$1000 scholarships available for high school seniors, whether they are going to higher education or beginning their trade career.

There is \$4000 in mini-grant funds that will be awarded in whole or parts to teachers that apply.

The committee will be meeting on May 19.

- **Teacher of the Year Committee:**

School voting happened last week. The district TOY timeline begins now. School winners will receive a questionnaire and should complete it if they would like to be in the running for District Teacher of the Year.

- **PDEC:**

Miscellaneous:

- TRB's retirement seminar is Saturday, April 5th, by Zoom. The information is posted on our Facebook page and teachers must register.
- Instructional Rounds
- We are scheduling our Spring Building Meetings. I will email you when we have confirmed a date with the principals. Please send out reminders and book a space.
- HR and Payroll meeting

- Testifying: I testified on HB 6864 – Budget Bill and HB 7047 – Bill on Automatic Posting.
- Special Education: Listening tours, Professional Development, Solidarity
- Rep Elections coming up in May

Questions for Vice President:

- Q - Are there separate modifications for students in shops and academics?
A - The modifications are allowing them to access the curriculum. Those modifications are not to be done by us. If someone asks you to modify your curriculum you need to let me know.
- Q - We have a teacher that doesn't teach classes on one cycle and is put in a classroom that he is not certified to teach in the other. The consultant was upset that the kids are not learning. Things have escalated.
A - I will talk to Nicole Walsh on this one.
- Q - Are administrators able to walk into a classroom for 15 minutes and then put teachers on Tier 2 and Tier 3 support plans?
A - The first step is someone moving to Tier 2 if the administrator does not see any growth. It is additional support for that teacher with a timeline. If they don't see growth then that teacher would move to Tier 3 for another 6 weeks to receive additional support.
- Q - What is the word I want to hear from my administrator to know I am safe.
A - Developing
- Q - Can you tell me what the support plans are supposed to look like?
A - The first person has to be the administrator. Then it can be a consultant or supervisor or mentor. The administrator cannot just pass it on to a mentor. They can have someone be a mentor but it has to be in the plan.
- Q - We have some frustration in our building due to the fact we are holding our teachers accountable, but there is nothing being done to hold the bad administrators accountable.
A - Technically their evaluation says that. But I understand.
- Q - For the past month and a half there have been payroll issues. We ask that they can notify us when there is an issue.
A - Yes, we have asked for that too.

Paul Angelucci's President's Report:

- Negotiation update - Dr. Pritchard informed me CTECS has retained Shipman & Goodman as counsel for our negotiations, our lawyer has worked with them in the past and is pleased with their choice.
- SEBAC – The survey went out last week please fill it out and encourage all our members to do so. Talks have started with the governor's people regarding the 27' health & Pension Deal set to expire on June 30th, 2027
- Legislative Lunches – We need your help, an Action Alert has been sent as to the where and when, they are statewide, sign up is easy, meet your legislators. The main talking points are, we're flat funded basically for the next two years, the veto of the 40 million for special Ed.
- Central Office Additions – Dr. Hiedi Gray is the new head of HR, taking Erin Ryan's position, she has already started. Gennaro DeAngelis will be starting soon as Chief Financial Officer. Dr. Pritchard shared that there should be a superintendent selected by early April.
- CTECS Board Meetings – The meetings are posted the day of, this aligns with Dr. Pritchard having full transparency of public meetings, something that was happening during the last administration.

- Proposed Budget – The 25'-27' budget has us at 211 million per year, plus bonded money 225 million for a new Windham Tech in 2026' and a new Vinal Tech in 2027'. The request was for 41 mil for operating cost, 37 mil was granted. They took our old budget and added the year end deficit so we're basically flat lined for the next two years. This budget won't be finalized and voted until the end of the session.
- Testimony given – We'd like to thank Marc Couture from Wright Tech, Sarah Fennessy from Prince, Sara Bruno from Platt, who gave in person and remote testimony as well as Rich Benedict from Platt for submitting testimony. Makenzie and I gave testimony Sped funding, Automatic refill on some state jobs, funding for GreenSTEP and our budget
- Member on member issues. We will be looking at how to support the situations where it is a member on member issue.
- Raises - There have been no talk about raises. All negotiations have been very slow moving.
- Cameras and GPS on buses - They are allowed to have both. It is not like a classroom.

Questions for President:

- Q – Are the buses recording audio?
A - I don't know. I will have to get an answer.
- Q - According to the DOT you are not supposed to have anything on the windshield. These cameras are right in the middle of it. Not sure what will happen with that
A - We don't either.
- Q - There is a blue button that nobody knows what it is for.
A - We don't either.
- Q - We have a list of students that cannot have their photo taken. How does that work?
A - As long as it is not published it is fine. The kids get recorded every day on the school cameras.
- Q - A comment from a teacher was it was really nice that they put the GPS on the bus so they can track us, but we don't have a GPS to get directions to where we are going.
A - We aren't going to answer these questions. We are going to write them down to see if we can get answers.
- Q - Teachers are going to be very hesitant to drive for SkillsUSA. In the past we were told to load up the tool boxes and go. I understand that they have every right to record, but I won't put myself in jeopardy in those situations. I have now removed myself as a driver for that day.
A - None
- Q - I have had a couple of subs asking about a law where part time employees get sick time.
A -In terms of the sub question we do think that that applies to our subs. We talked to our lawyer about it and usually it will say that it's excluding state employees but it doesn't say that. So we're trying to figure out exactly how it works. All the school districts are trying to figure that out right now.

Old Business: None

New Business:

- Motion to donate \$3000 to Dan Negrelli's family. **Motion to approve the donation.**
M/S/V
- **Budget proposal changes:**
Reviewed line items that were changed from the current budget
§ Item 6000 Office Clerk - decreased to \$10,000

Office manager left, currently do not have one, but budgeted in case the need arises

§ **Item 6050 Group Health Insurance - decreased to \$0**

No office manager, health insurance not needed

§ **Item 6080 Dues reimbursement – decreased**

The amount given in a gift card increased, the dues reimbursement decreases

§ **Item 6085 Meeting Expenses – increased**

Inflation concerns

§ **Item 6095 Grievances – increased**

Ongoing issues that aren't getting settled

§ **Item 6097 Negotiations –**

Left \$20,000 as we are still negotiating

§ **Item 6110 Electronic Communications – increased**

Increase in phone and internet charges

§ **Item 6112 Utilities – increased**

Increased costs due to inflation

§ **Item 6120 Office Supplies - increased**

More subscriptions and increased costs due to inflation

§ **Item 6125 Printing – increased**

Cost of printing contract books is expected

§ **Item 6145 Conventions – increased**

Inflation for costs associated with attending different conferences and conventions, increased member and delegate attendance at various events

§ **Item 6155 Legal – increased**

More need expected

§ **Item 6170 Scholarship- increased**

Increased teacher mini-grant to \$6,000

§ **Item 6171 Teacher of the Year - increased**

Inflation costs for TOY dinner and teacher appreciation gift

§ **Item 6173 Service and Recognition – increased**

Increased gift card amount for building reps since we need to keep checks under \$500

§ **Item 6200 Office Maintenance - increased**

Increased costs for cleaning and snow removal

§ **Item 6205 New Building Repairs – increased**

Remaining budget funds were added here, need for a new roof in the near future

- **Motion to approve the budget. M/S/V**

Good and Welfare: None