

## SVFT General Membership Meeting

May 7th 2025

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 2025. Items discussed were as follows:
  - Total Income for the month was \$168,391.77
    - **Item 4200 Rebate Income \$11,828.00**  
Rebate from AFT CT for February
  - Total Expenses for the month were \$107,318.16  
Line items of note included
    - **Item 6055 Office Insurance \$5,863.00**  
Yearly payment for coverage
    - **Item 6065 Workers Compensation \$362.00**  
Yearly payment for coverage
    - **Item 6095 Grievances (-\$375.00)**  
Refund for overcharging
    - **Item 6145 Conventions \$1,610.00**  
Delegate registration for at AFT-CT Convention
    - **Item 6155 Legal \$1,350.00**  
DCF services
    - **Item 6173 Service and Recognition \$8,237.38**  
Teacher appreciation gifts and TOY expenses
  - Net operating income for the year to date is \$181,607.00

### **Reminders:**

Mileage Reimbursement: \$0.625 prior to January 2025, new rate is \$0.70

All receipts for reimbursement need to be submitted prior to June 23, 2025

### **Treasurer's Report (pending audit) M/S/V**

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

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

Total Income for the fiscal year-to-date (2024-2025) was \$1,025,364.26

Total Expenses for the year were \$846,437.24

Line items of note included

- **Item 5300 Local Labor Council \$62.50**  
Under - Waiting on bills from regional labor councils
- **Item 6037 Payroll Taxes \$1,874.95**  
Under - but look in conjunction with Payroll Expenses 7000
- **Item 6045 Property Taxes \$3,989.48**

- Under – budgeted for an increased rate
- **Item 6055 and 6065 Office Insurance and Workers Compensation**  
Over - Paid for year in full, increased rate
- **Item 6095 Grievances \$5,350.00**  
Under – budget increased in case there was a need
- **Item 6097 Negotiations \$2,095.97**  
Under – process is a standstill
- **Item 6115 Postage \$279.40**  
Under – more newsletters shared digitally
- **Item 6125 Printing \$4,945.28**  
Over budget -decreased budget for newsletters, but we printed salary schedules for contract books
- **Item 6135 Donations \$3,375.00**  
Over – executive council approved additional amount, tragic loss of a member
- **Item 6159 Accounting \$8,096.30**  
Over - Payment for the year for audit and tax services
- **Item 6160 Training and Education \$1,104.02**  
Under – increased budget with plans to provide for member training
- **Item 6205 New Building Repair \$9,762.29**  
Over – new flooring

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 \$178,927.02

### **Questions for Treasurer: None**

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 – 2 are still out – Sharp decrease since the Termination of Dr. Solek

#### **Grievance & Arbitration**

17 Grievances

- 1 Article 1 – Union Right – Favorable – Board Agenda.
- 2 Article 3 - Salary – 1 denied – Hire Letter Error – 1 Ongoing – Cert. Issue
- 1 Article 4 – Fringe Benefits – Favorable – Transfer of PL from Temp AFSA
- 4 Article 6 – Working Conditions – 2 in Arbitration – 2 Comp Time 2 Extra Night Events
- 1 Article 7 – Class Size – Favorable – Reading
- 1 Article 10 – Safety – Favorable – Inoperable School Communications.
- 1 Article 11 – Department Head – Withdrawn from Arbitration - Promotion

- 1 Article 13 – Discipline – Denied – Termination of a non tenured member
- 1 Article 20 – Extracurricular Activities – Favorable – Not Posting Co-Advisor Position.
- 1 Article 26 – Labor Management – Favorable – Grade Change
- 1 Article SA3 – Salaries – Unpaid Substitute Orientation
- 2 Appendix B – Stipends – in Arbitration – Trade NHS and summer pay issues.
- 8 - Arbitrations
  - 5 Settled by Stipulated Agreement
  - 1 Withdrawn – Trade NHS
  - 2 Pending – Summer Pay, Night Events

### **Current Complaints**

- 3 Complaints against the Kaynor Administration for unprofessional behavior
- 1 Complaint against the Portfolio Consultant for unprofessional behavior
- 2 Complaint against the Norwich & Vinal BMS for Unprofessional Behavior and Targeting our members
- 2 Complaints Against the Windham Principal for unprofessional behavior and retaliation.

### **Current Fact-Findings**

- 1 member is accused of falsifying records
- 2 members accused of racial discrimination
- 1 DCF Investigation – Member has recently been cleared. Waiting for CO to bring them back.

### **Current Loudermills**

- 2 members for student supervision
- 1 member for aggressive behavior
- 4 members for violating school policies
- 4 members for sexual misconduct
- 1 member for political speech
- 1 member for insubordination
- 2 members for FREPPA violations
- 1 member for unprofessional language

### **Current Arbitrations**

- Comp Time from Night Events
- Mandatory Night Events past the 3 Contractual Events

### **Other**

- Outside Lawyers

Member on Member issue. With more and more demands, accountability, parent and student behaviors, and Special Education requirements increase we need to support and keep an eye on each other, not turn against each other.

### **Questions for EUR:**

- Q – What are the liabilities of a special education teacher and/or a shop teacher in the shop environment if a student gets hurt, especially if it is a special education student?  
A – Almost none. Often a teacher can be named as a defendant, but your employer has to hold you harmless from any liability and in any civil litigation as long as you're acting in the course of your employment. You just have to do your best to follow the students IEP.

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

### **Committee Reports**

- **Budget Committee:**

Met in February.

Emily will share under new business.

- **Constitution & By-Laws Committee:**

Did not meet this year. We did not have any proposals for amendments.

- **Contract Negotiations Committee:**

Paul will share information.

- **Grievance & Arbitration Committee:**

Information is shared in Bob's report.

- **Health & Safety Committee:**

This year we visited: Ellis, Wilcox, Abbott, Cheney, Goodwin, Grasso, and Kaynor. We will be visiting Emmett O'Brien on May 8<sup>th</sup> and Bristol on June 5<sup>th</sup>.

If we did not visit your school this year, we will be visiting next year.

Trends that we saw were concerns of air quality, water quality, repairs stalled due to money issues, vacancies in maintenance and custodial work were also affecting many buildings. We have also written a request to have the Prince masonry instructors wear monitoring devices because of the lack of proper dust removal equipment.

If you have a time sensitive Health & Safety concern, please reach out to Makenzi.

- **Labor/Management Committee:**

This committee met four times this year. We had our final meeting on May 1. The minutes for this meeting are always in our newsletter, however we are going to be posting them on our website, starting next year, for easier access.

In our last meeting we learned that administration is working to find out what curriculum modifications are already happening across the district and how that work is being done. The superintendent has invited teachers from those schools to a round table discussion to get a clear understanding of what is happening. I have been invited to observe the process.

This year Dr. Menounos started looking at grading processes and policies. There is a cohort of teachers learning about grading processes that are more equitable and accurate. The current cohort has about 40 teachers. Dr. Menounos has asked that anyone who is interested in joining the next cohort next year should email her. She can take up to 60 teachers. We have heard good things from the teachers that are involved.

We were also told to expect administrators to be transferring. The superintendent stated they are hoping to interview for the Prince and Platt principals by mid-May.

Administrative Transfers for teachers go out on May 15<sup>th</sup>.

- **Minority Teacher Committee:**

Met once this year. We have seen an increase in teacher diversity. Unfortunately, we have not seen the implementation of the State required plan for recruitment and retention of diverse staff.

- **Scholarship Committee:**

Scholarship and mini grant applications are due to the SVFT office by 3pm on Friday May 15<sup>th</sup>.

The committee will meet on May 19<sup>th</sup>. Notifications will go out by early June.

- **Teacher of the Year Committee:**

Teacher of the Year has concluded. The district has named Angela Ocasio from Windham as this year's district teacher of the year. We will be celebrating our TOY winners on May 22.

- **Trade Advisory Committee:**

UTAC met four times this year. We brought many of the issues to the Labor Management meetings. We also brought some more specific issues to our meetings with the superintendent and Executive Director.

- **Committee Volunteers:**

Thank you to all who have volunteered to serve on committees for the past two years. If you are interested in serving on a committee for the 25-26SY and 26-27SY, please complete the form that was sent to your email. The form must be completed by May 16. The Executive Council votes on the committees and delegates in June.

**Miscellaneous:**

- We have received many complaints about missing or broken equipment, software, and/or curriculum that is integral to teaching. We sent out a google form for DHs (academic and trade) to get a comprehensive list to Central Office. We are not asking for preferences, we are asking for things that are truly necessities.  
We have also asked for a clear policy for using repair funds. Right now the new CFO is focused on the budget, but he will also be streamlining the processes and procedures. We do not have a timeline right now.
- State Task Forces: This year I joined two State Task Forces; Grading Policy/Accountability Index and Graduation Requirements. These are task forces that will work until 2026 to recommend changes to the current language.
- Evaluation/PDEC
- DEI concerns: We have had teachers reaching out with concerns on the ramifications to executive orders from the president. As State employees and teachers, we follow the directives and laws for Connecticut schools. Our teachers are not doing anything wrong by participating in these professional developments, teaching their curriculums, or supervising clubs. The state is supporting DEI programming and the State Department of Education which is in charge of local education has not recommended any changes to programming. Unless something changes, teachers should continue to do what they've done before.
- On Saturday, at AFT CT's Convention, Paul was recognized as the AFT Connecticut Unionist of the Year.

**Questions for Vice President:**

- Q - Is Central Office considering 300 people responding to the survey significant?  
A - Yes.
- Q - We have expressed our concern to our Administration and it has fallen on deaf ears. We have some teachers that have not had an evaluation yet this year. We have other teachers that have not had their mid-year meeting yet.  
A - I don't disagree that all of those things are concerns. If we get the opportunity to voice our concerns we need to take advantage of that opportunity. I have heard good and bad things about the evaluation system. I share the concerns people have with the committee. Some specific buildings have extra concerns that they are aware of.
- Q - I work at Cheney Tech and our building is dirty. The Principal is doing what he can but we are very short staffed. Is there anything we can do about this?  
A - This is something we bring up at the Health and Safety meeting and Labor Management. We are working on it. They are aware it's not in a good spot right now.
- Q - What are we doing as a union about the drugs coming into our schools?  
A - We have put in complaints and requests for vape detectors. When we hear about concerns we bring them directly to the Superintendent and Executive Director.

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

- Negotiations Update – Alice has informed me the Attorney General's Office has paused their work with us for a contracting concern, she will inform us as soon as she's aware.

- New Committees - I'll be adding two Ad-HOC committees to our union, a Support Services committee, to review the changes in our district around SPED and how to best advocate for us. The second is **PROM**, Policies Regarding Our Members, this will focus on procedures for member-on-member complaints, and how to best serve our members.
- Legal Director Update - Has started Michael Barrera, who will be overseeing labor relations and legal. Alice has assured us the timeliness and process will improve with this new direction.
- CFO Update - Gennaro DeAngelis has started as well, he informed us in a meeting with Alice, the super, labor relations that he was told in the building it's the union who doesn't want to use computer driven O-95's etc. We shared that we'd welcome any improvement that would speed up and clarify the process.
- Testimony and Luncheon's update - I do want to thank Sarah Fennessey, Marc Couture, Sara Bruno, Rich Benidict for stepping up and giving testimony this year. It's an important part of being heard, and it is better to hear from the front line workers and officers.
- New Superintendent update - Michael Crocco will be starting with us shortly, Alice has shared he will receive the support he needs to be successful here. Also Mr. Burr will be here until the end of June to mentor him as well.
- SEBAC Update -
- Funding Update - The governor's budget is out, there is a 3.5 million dollar cut for each of the next two years, I've asked for a meeting with the Appropriations Committee to discuss our needs.

**Questions for President:** None

**Old Business:** None

**New Business:** Budget was presented and passed.

**Good and Welfare:** Multiple members had babies in the last month.

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