

SVFT Executive Council Meeting

September 10th, 2025

Wilcox Tech

President Makenzie Hurtado 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 1, 2025 – August 31, 2025.**

Items discussed were as follows:

- **Total Income for these months was \$348,470.68**
 - **§ Item 4200 Rebate Income \$35,636.68**
 - Rebate for May, June, and July from AFT CT
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- **Total Expenses for these months were \$342,432.96**
- **Line items of note included**
 - **§ Item 6000 Office Clerk \$540.00**
 - Recently hired part time as needed office help
 - **§ Item 6005, 6010, 6015, 6020, 6025 Officers Stipends**
 - Quarterly payment made August 1st
 - **§ Item 6045 Property Taxes \$3,150.80**
 - 2nd Payment made July 1
 - **§ Item 6055 Office Insurance (-\$82.00)**
 - Premium reimbursements for over payment after audit
 - **§ Item 6070 Mileage Reimbursement \$13,483.58**
 - Building representation reimbursement for mileage for 24-25
 - **§ Item 6080 Dues Reimbursement \$19,138.65**
 - Building representation reimbursement
 - **§ Item 6085 Meeting Expenses \$19,442.48**
 - End of year and start of school allotments
 - **§ Item 6097 Negotiations \$1,518.75**
 - Legal fees for negotiations prep
 - **§ Item 6145 Conventions \$12,351.29**
 - 7 delegates attended AFT TEACH in Washington DC
 - **§ Item 6155 Legal \$2,553.75**
 - Lawyer fees for multiple cases
 - **§ Item 6173 Service and Recognition \$7,118.30**
 - Building rep gift cards
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- **Net operating income for the year to date is \$141,747.01**

Reminders:

Mileage Reimbursement - \$0.70

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 ()

- Inappropriate text to former student

- Inappropriate conduct outside of school

Arbitrations (1)

- Night Event Comp Time
- PAC and School Counseling night even comp time awarded.

Board Charge (0)

- None

Outstanding FOIA's (3)

- 8/14 - Vinal BMS investigation
- 8/25 - Discriminatory remarks by a Special Ed Consultant
- 8/29 - Distribution lists for all trade and counselors for arbitration awards.

Stipulated Agreements (5)

- CDL Extension, executed
- 2 CDL Testing, signed
- Reduction in Discipline, signed
- New Aero Regulations, executed

Grievances (0)

- SLP Administrative Transfers was awarded to the SVFT
- Member transfer was awarded to the SVFT
- Excessive discipline was reduced by Stipulated Agreement

Complaints (5)

- Prince Administration for discriminating remarks
- 4 Kaynor Administration
- Vinal BMS was concluded

SVFT Investigations (0)

- Missing payment

Fact-Findings – HR/School Level (2)

- Unprofessional Comments towards a student
- Investigation from a past employer

Fact-Findings – Affirmative Action (1)

- Sexual Complaint

Fact-Findings – DCF (0)

- None

Loudermills (1)

- Wage Theft

Other (0)

- None

Questions for EUR:

- Q – We still have a member that still has not been paid for the SkillsUSA day that were hired that day.
A – Please send me the name of that person
- Q - Wasn't there an ongoing problem with the Math preps last year? What happened to that?
A - They finally agreed with us and now no teacher should teach two different subjects in the same period.
- Q - When does a meeting become disciplinary? Are there any words our members should be aware of to look out for before asking for union representation?

A - As soon as an administrator starts asking questions about an incident, they should ask for union representation.

- Q - If an administrator writes an email to a teacher about a parent issue is that considered disciplinary?

A - No, but feel free to have that teacher forward me that email and a statement of what happened.

- Q - What kind of activity outside of school can a teacher get in trouble or walked out or fired over?

A - Breach of Peace could be an example depending on the topic. A big one is public speech. You have to be careful not to misrepresent the system. I will send out the Code of Conduct to remind everyone.

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Paul Angelucci's Vice President Report:

- Sick Bank - Deadline is the 1st of November for members with 3 years fulltime employment, I'm waiting on a list from Dameris on who is currently enrolled.
- Degree Stipend - Scott Barnes sent the e-mail on August 15th, that deadline is October 15th, this and tuition reimbursement will continue during negotiations.
- Substitutes Sign up - With the new law that has passed giving Subs sick time leave, and with the addition of Para educators starting soon we want to sign up as many as possible. The issue for us is their hire letter doesn't name a school at which they're at, we want the reps or ourselves to sign them up, also the blank cards are on our website.
- Committee Dates - The following committees will be meeting as follows
- The Trade Advisory Committee will meet Sept. 8th via Zoom.
- The Minority Teacher Committee will meet Sept. 11th via Zoom.
- The Health & Safety Committee will meet Sept. 11th at Windham in person.
- The Labor Management Committee will meet Sept. 15th at Central Office in person.
- The Constitution & By Laws Committee will meet Sept. 23rd via Zoom.
- The Grievance and Arbitration Committee meeting will be Sept. 16th via Zoom.
- The Contract Negotiations Committee has been meeting, Makenzie will speak to that.
- The remainder of the committees, which are Budget, Scholarship, Teacher of the Year and Political Action all meet as needed and currently have no dates yet.
- More members needed for Supports Services Review Committee

Questions for Vice President:

- Q - Are there any payments outside of the contract that will get paid?
A - No, those have to be worked out.
- Q - The 120 days for subs sick time. Does that carry over until the next school year?
A - Yes.
- Q - Something we notice in our building is that we have excessive subs that they bring in without a purpose.
A - We can bring that up at Labor Management
- Q - Are they paying tuition reimbursement?
A - The money is approved and they should be paying it out immediately.
- Q - How much sick time do the subs get once they acquire the 120 days?
A - They get 1 hour for every 30 hours worked. The law went into effect on Jan 1. That is when they can start counting those days.

Makenzi Hurtado President's Report:

AFT TEACH

Seven delegates, including myself, attended AFT TEACH in Washington DC this year. We attend workshops on increasing member activism, dyslexia, AI, supporting our members and students of diverse backgrounds, and more. There are several different actions that we will be taking based on the training we received. Thank you to Kris Paradis (Grasso) who participated in the AFT Lobby Day.

New Hires

Paul, Bob, and I met with the new teachers for the 25-26 SY and also with the teachers that were hired during the 24-25 SY but did not attend New Teacher Orientation. There were only eleven new hires that started on August 25.

You will see many "anticipated" positions posted. These are positions that already exist and are budgeted for. By posting with the anticipated label, they are able to post more quickly while the posting is going through all the usual channels.

Negotiations Updates

We had our first negotiation meeting on September 3rd and we are scheduled for bi-weekly meetings until mid-October. Negotiations are completely confidential. To show good faith, both sides agree not to discuss what is happening in these meetings. I will say that I was very proud of our negotiation team. They came prepared and represented our members well. Eric Chester has been invaluable during this process as well. Many of our members will remember past president Ed Leavy sharing proposals and discussing negotiations with the general membership. Please remind members that this was because we were at an impasse in negotiations.

We did sign an extension agreement with the district that included tuition reimbursement and compensation for degrees. We will continue to follow our current contract until we have a new contract ratified and voted through legislation.

SEBAC

I was elected in the spring as the Divisional Vice President for AFT CT Public Employees. This means that I represent all AFT CT Public Employees at SEBAC. I am sitting in on negotiations for pension and healthcare (which are just beginning).

I also attend weekly meetings with the SEBAC 15 to discuss State Employee issues and bargaining across units.

Officer Roles and Responsibilities

Over the summer Paul, Bob, and I reviewed our roles and responsibilities and adjusted based on our skill sets. These are in the rep binder packet you were provided with and also will be posted on the website. I will continue to sit on PDEC, oversee evaluation disputes, and support members in mediations.

Paul will continue to focus on new member recruitment. He will also focus on substitute recruitment and support our newer teachers.

Bob has added Workers' Comp issues, administrative transfers, EAP, Fitness for Duty, and tracking postings. He was already managing these.

We also hired a part-time administrative assistant. Her name is Bethany Raccio and she is a CTECS/Wilcox grad. She is primarily focused on bringing our databases (paper and digital) up to date. She will not be answering the office phones. She has only been with us for two weeks and we have seen so much done.

Superintendent/Executive Director Meetings 8/19/2025

We began our bi-weekly meetings on August 19th.

Pratt & Whitney

Paul and I visited Pratt & Whitney with Senator Hochadel, Dr. Pritchard, and Mr. Crocco.

Solidari-Tea

Join me for informal, virtual meetings. This is an opportunity for me to hear directly from members and for them to hear directly from me. While this will be an open forum without much of an agenda, I would like to limit personal questions that can be asked through email, text, or a phone call.

Goals for 25-26SY

Negotiations

Supporting new members

More opportunities for members to have a voice

Member activism

Provide meaningful and requested professional learning opportunities

Provide opportunities for members to meet each other

Questions for President:

- Q – If the contract is ratified in Feb, will retirees get the raise if it is retro?
A - Yes
- Q - I am getting people telling me in our building that budgets are going to be cut and there is no more exploratory budget. My shop teachers are very concerned.
A - We need to make sure we get any of those conversations in writing. We keep hearing things and then stories change.

Union Business:

- Q - I am getting people telling me in our building that budgets are going to be cut and there is no more exploratory budget. My shop teachers are very concerned.
A - We need to make sure we get any of those conversations in writing. We keep hearing things and then stories change.
- Q - I had no phones in my shop for 6 months and put in numerous help desk tickets. It is resolved now, but this is a major safety issue and why does it have to take so long.
A - We need to stop letting them be able to ignore our problems. We have to document these issues and report them. Please follow the process, fill out the ticket, give them a reasonable amount of time to fix the issue and then let me or Bob know.
- Q - What is the Paraprofessional's responsibility in the shop?
A - It depends on the student's IEP. Please make sure you know what the student's IEP says and what their roles are. You can also talk to the Special ED DH.
- Q - Who is responsible for the Paraprofessionals safety in the shop setting?
A - You can give them a professional courtesy of having a conversation with them about the expectations, if they don't follow the rules then report it to your administrator.
- Q - There are questions about the trades and instructional rounds. There seems to be a different standard between the academics and trades with them.
A - Instructional rounds are mandatory if you are told you need to go observe one. It is voluntary for a teacher to be the one observed. They can use a sub for tradespeople to go on instructional rounds. I don't think the district has a rule about how many teachers need to be on instructional rounds this school year. You are supposed to be trained before going on the instructional round.
- Q - What is the district's position on the increased amount of special ed students? And the amount of these students in each class.
A - I can't speak to the district's position because they have not released anything about their position. We can bring it up at Labor Management next week. It is my understanding that if a class has more than 50% Special Education students in it, it is no longer a general education class.
- Q - In our school administrators seem to be strongly encouraging people into certain design areas.
A - I think we will always be in a situation where administrators are going to try to push people into certain design areas because it makes their job easier. We have to make sure we make it clear that we will still choose what design areas we want to work on. That is not negotiable.
- Q - We were told that all repairs will be done at the Central Office level and it will be done with Bonded money. Will this affect how we purchase bigger items for our shops?
A - I am waiting for some responses to this issue. I will get back to you.
- Q - We have a shop that used to have 3 teachers and now we have 2 teachers. There are over 18 students on each side and there is a sub. If there is no sub does 1 teacher get the sub coverage pay or does both teachers get the money?
- Why don't we have buses at our buildings? We have shops that are turning down production because they don't have a bus?
A - We will bring it up at Labor Management.
- Who is supposed to do lesson plans and grade for classes with no teachers?
No one. The subs should not do it and the DH should not do it. It is Central Offices' problem to fix. We had a stipulated agreement ready for the past 2-3 years and they sat on it. They were supposed to have consultants create lesson plans for subs with folders. They haven't done any of it. We can't keep making it easier for Central Office. They need to come up with the solution.
- Q - Are there any retirement seminars coming up?
A - AFT offers a webinar for TRB. SERS will be run by Bob and I. If anyone has any questions they can reach out to us.

Old Business:

New Business:

- First Cut Forum - Jamie Lamitie is starting a monthly meeting for any newer teachers interested in meeting for support.
- Committees - We are trying to add people to the Support Services committee. We have Jen Clement from Grasso and Caitlyn Demas a Guidance DH.
We would like to add Tina Piatti to Contract Negotiations to replace Eric Klotz.

Motion to approve Committee Changes. M/S/V

- Paul's Retirement - Paul announces that there will be a special election for his position of VP due to him retiring.

Good and Welfare:

Pete Sanca lost his father today

Tim Milton's son got married

Taylor is due next week.