

SVFT Executive Council Meeting

October 7th, 2026

Vinal Tech

President Makenzi Hurtado called the meeting to order.

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

Emily DelPiano Treasurer's Report:

- Emily reviewed the Income & Expense Report from September 2026. Items discussed were as follows:
 - Total Income for the month was \$111,786.91
 - **Item 4355 Rental Income \$590.00_**
Rent for 2nd tenant was deposited in Oct.
 - Total Expenses for the month were \$105,839.15
Line items of note included
 - **Item 6095 Grievances \$2,890.00_**
Fee for lawyer and arbitrator
 - **Item 6125 Printing \$16,883.06_**
Contract Books
 - **Item 6173 Service and Recognition \$861.44_**
Notebooks for new teacher orientation
 - Net operating income for the year to date is \$5,947.76_

Reminders:

Mileage Reimbursement - \$0.76

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

Questions for Treasurer:

- Q – Contracts to Principals. Do they get one?
A – They get them but not from us. We give CO 100 of them to distribute

Melanie Perry's Executive Union Rep Report:

Administrative Leave (6)

- Colleagues should have no contact with members on leave.
- Members on leave should have no contact with colleagues.
- Please firmly shut down any gossip or speculation—especially in front of students.
- **Building Reps may not discuss member investigations with ANYONE** but building administration, SVFT officers, and the member.

Terminations for the Year

- n/a

Arbitrations (9)

****ANOTHER Arbitration won for wrongful termination of a non-tenured employee!!****

- **Wrongful termination of a non-tenured employee--WON & RETURNED TO WORK**
- Masonry silica air quality, arbitration settled 9/15/26 (Bob)
- Failure to rehire incumbent Extended Day Program Supervisor, arbitration dates pending
- Wrongful termination of a tenured member, arbitration scheduled for 10/6/26
- Excessive discipline and extended admin leave without just cause, arbitration scheduled 11/4/26
- ECE summer work payments, arbitration scheduled 11/5/26
- Plato concurrent teaching, arbitration scheduled 12/3/26
- Excessive discipline for a two-week suspension, filed

- Wrongful termination of a tenured member, filed

FOIA/SERA

- Additional applications, rubrics, etc. for postings that were filled with outside hires in a process that violates our contract and stipulated agreement pertaining to internal vs. external candidates.
- All investigations and disciplines for all administrators against whom we have filed complaints (Bob received some, not others.)

Board Charge

- Weingarten rights violation, settled in our favor.

Grievances

- LMS assigned lunch duty and teacher prep coverage (L1, working on a settlement.)
- Pupil loads for mixed grade classes and studies/accesses
- Library being used for academic access periods. These are not assigned to the LMS, but it is limiting student/teacher access to the LMC and the LMS's ability to teach his curriculum.
- Overpayment deduction without notice
- Failure to follow contract language around preference over outside hires and the stipulated agreement governing the screening and interview procedures for internal and external candidates
- Wrongful demotion and violation of just cause, using administrative transfer for discipline, and administrative transfer greater than 40 miles.

Complaints

These include member vs. member and member vs. admin complaints of unprofessional behavior and hostile work environment, racial discrimination, and inequitable treatment and favoritism alleged against a consultant.

Fact-Findings – DCF/Police

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Fact-Findings – HR/School Level

- Legal trouble over the summer
- Failure to maintain professional boundaries with students
- Unauthorized video recording in the classroom
- Lack of supervision in shop
- Unprofessional behavior toward a student
- Failure to properly report a student incident to administration

Fact-Findings – Affirmative Action

- Failure to maintain personal space and alleged unwelcome touching of students
- Inappropriate behavior and favoritism toward players on a female sports team
- Discrimination against protected classes

SVFT Investigations

- ADA accommodations (Bob)
- School day schedules that exceed the hourly contractual time for 32-hour employees

Loudermills (0)

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Stipulated Agreements

- Masonry silica arbitration
- Extension of an accommodation for a family medical issue
- Extensions of TSHC positions

Other Issues

- Concerns about the implementation of the electronic CORE payroll system and concerns that members will be disciplined for errors in payroll entry.
- Concerns about how the new scheduling structure impacts shop production schedules, teacher workload, collaboration time, and overall morale. Inconsistencies around implementation from building to building.

- Ensuring that instructors who are certified and assigned to teach an additional subject outside of their PCN are being placed on the Seniority List for both subjects.
- Kaynor reopening concerns after flooding
- ***Bullard – New building issues, ongoing (Bob)***

Monthly Reminders to Members

- Do not **TOUCH** the students and be sure to maintain appropriate personal space.
- Do not **TALK** to the students in any way that could be perceived as unprofessional, inappropriate, discriminatory, or offensive.
- Do not **TEXT** the students or have any other personal contact with students outside of official district communication systems—and keep your social media private!
- Report all student discriminatory remarks or behavior against protected classes to the appropriate administrator or your **TITLE IX** coordinator for sexual harassment.
- Know your responsibility as a **MANDATED REPORTER** and meet mandated reporting deadlines.
- **DOCUMENT EVERYTHING!**

Questions for EUR:

- Q – Communication with students using Parent Square
A – Yes, it is a district approved method and please make sure it is appropriate.
- Q – Is there a number of days that an Administrator must respond to an ELR?
A – No, unfortunately there isn't a number. We tried to get one at contract negotiations and they wouldn't go for it.

Bob Riccitelli's Vice President Report:

- Committee Reports:
 - Constitution and By-laws met twice to review proposals
 - Health and Safety visited Abbott, and we will be at Bristol on Thursday
 - UTAC Met to prep for Labor Management
- 24 New Teachers and Paraprofessional since the start of the school year
- Started Officer School Visits. They are being very welcomed by the staff. We are averaging 15-20 members per school. So far we have been to Ellis, Wright, and Wolcott. I want to thank those reps for doing all the leg work ahead of time.
- New Contract book have been distributed. PLEASE have members sign off when you give them their book.
- ADA issues are slow at best. Simple remedies are taking a long time to resolve. Ashley Dempsey is the Central Office Representative. We have multiple requests she needs to hear. Ordering of equipment is Kevin McFarland, Joe Campbell and a few others. Example of speed: 4 months for a vertical Mouse and wrist pad.
- Bullard-Havens is still having multiple system failures. HVAC, Plumbing, Electrical just to name a few
- Review of Building Rep Responsibilities
 - Members are complaining that monthly meetings are not being held
 - Set up Principal meetings. If they refuse to meet with you, call me. Also email me what was talked about so we can see district vs. School issues. Nothing elaborates just date, Item discussed and Principal's answer
- Regional Get-Togethers (See Packet)
 - First Regional at Two Road Brewing in Stratford was successful. We had 21 members show.
 - Next Regional Get-Together will be at Housatonic River Brewing in New Milford on October 14
- Let your Shop & Science teachers know when we will be at the school and that this is to support them not sight them with violations.
- Visit to Vinal for Safety concerns. Walked the building with David Grigley, new Supervisor of BMS's. We will see what happens
- Building and Grounds – Ductwork was cleaned which completed the Mold Remediation. Air Quality Tests came back lower than the baseline, so we are all set.

Questions for Vice President:

- Q – Sick bank list in the packet?
A – The list is of people that are not on the sick bank.
- Q – Is there a list of benefits of being on the sick bank
A – It is pretty much an insurance policy. If you get sick or have a serious accident you will be able to use time from the sick bank.
- Q – Payroll issues for new teachers and subs.

A – Most of the pay issues have been resolved but there are still some subs that have not been paid correctly. We aren't sure exactly what the problem is, but I know they are working on it.

Makenzi Hurtado's President Report:

New Building Representatives

We would like to welcome our new building representatives for Grasso Tech, Chris Jones and Craig Lundell. We would also like to welcome back Jake Walsh, who will be the trade building representative at Cheney.

SEBAC

Negotiations are ongoing.

We did sign a tentative agreement that all agreements will take effect 7/1/2028, unless mutually agreed upon. This is the only tentative agreement that we will share. The goal is to continue to negotiate and have an agreement soon, but to leave enough time for people who are thinking of retiring to make decisions without rushing. This is NOT an extension agreement.

Connecticut AFL-CIO and AFTCT are organizing Labor Walks

Organizing Blitz for UHP

I participated in a training and organizing blitz for UHP with Rachel Dubreuil from Norwich Tech. We will be applying the strategies and skills we learned to SVFT. One of our most important goals this year is increasing member activism. In this case, activism means being an active member of the union.

Counselors

We have begun discussions on the change in working conditions with counselors and department heads taking on 504 coordination and caseloads.

Officer School Visits

We started our school visits in September, and they have been very successful.

Full Day PD

General Education DH's will be attending Proficiency Scale training; I will be at that training.

Questions for President:

- Q – Sub issues with long term subs
A – If it is a daily sub, they should not be doing any planning or grading. If they are making a sub a long term sub, they need it in writing from the principal.
- Q – Part-time teachers with sick time. Fiscal is saying they are not aware of it.
A – It is HR's job to fix the accruals. They are aware of it, but they need to communicate that with the payroll and fiscal people.
- Q – Workers Comp was filled out incorrectly and is affecting our members.
A – I was on the phone with the Superintendent to let him know he needs to help that principal fill out the workers comp paperwork. That employee should file a complaint.
- Q – Covering cameras on the bus on lunch time?
A – No, you cannot cover the cameras on the bus at any time.
- Q – Faculty handbook with STV's states that CDL drivers need to inspect all fluids on the buses. Some of the things are not on the inspection sheet. Our administration is telling us we are responsible for everything in the handbook.

A – Please send me an email about this.

- Q – Out of State training for our teachers. The State pays for the training, but they won't pay for the hotel.

A – I will ask about it.

- Q – Title 1 funds. We were told to plan field trips and programs. As soon as we submit the field trip request we were told there is no money

A – I will find out.

- Q – Payment through Parent Square. As a culinary instructor this is way too cumbersome and time consuming and the training was horrible. The person doing the training had no idea what we do, and it didn't resemble how we collect money in our shops.

A – We talked about this at UTAC and we will be talking about it at Labor Management. We need to have people let me know what the issues are, because they are saying they don't see this as an issue.

Old Business:

New Business:

Constitution and Bylaws proposal #1 - Passed

Constitution and Bylaws proposal #2 – Passed

Constitution and Bylaws proposal #3 – Passed

Constitution and Bylaws proposal #4 – Passed

Constitution and Bylaws proposal #5 – Declined

Constitution and Bylaws proposal #6 – Declined

Constitution and Bylaws proposal #7 – Declined

Good and Welfare:

Motion to adjourn. M/S/V