

## SVFT Executive Council Meeting

June 3<sup>rd</sup>, 2026

Taino's Smokehouse

**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 May 2026. Items discussed were as follows:

- Total Income for the month was \$154,167.18

- ✦ **Item 4000 Dues Income \$154,167.18**

3-pay period month

- ✦ **Item 4355 Rental Income \$0**

Deposited in April

- Total Expenses for the month were \$180,368.22

Line items of note included

- ✦ **Item 5300 Local Labor Council \$783.75**

Payments for Eastern and Western for members for March – August

- ✦ **Item 6005-6020 Officers**

Quarterly stipends paid May 1

- ✦ **Item 6080 Dues Reimbursement \$38,079.89**

Building Reps payments

- ✦ **Item 6095 Grievances \$1,395.00**

Payment for arbiter

- ✦ **Item 6145 Conventions \$862.60**

Charges for upcoming AFT Convention

- ✦ **Item 6165 Miscellaneous General \$10,450.00**

Skills USA

- ✦ **Item 6171 Teacher of the Year \$7,721.69**

Dinner, checks and awards for TOY winners

- ✦ **Item 6205 New Building Repairs \$1,140.00**

Additional work needed for roof repair

- Net operating income for the year to date is \$99,973.38

### **Reminders:**

Submit reimbursements and receipts for End of Year expenses

Mileage Sept – Jan \$0.70, Feb-present \$0.725

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

**Questions for Treasurer: None**

### Melanie Perry's Executive Union Rep Report:

#### Administrative Leave (13)

- They should have no contact with members regarding the case, or at all during working hours.
- Members should have no contact with them regarding the case, or at all during working hours.
- Please shut down any gossip or speculation—especially in front of students.

#### Terminations for the Year (21)

- 3 Tenure
- 10 non-tenure
- 5 Subs
- 3 non-renewals

### **Arbitrations (6)**

- Failure to rehire incumbent Extended Day Program Supervisor – Filed for arbitration.
  - Look for survey from Mel about your school's Extended Day program this year.
- Weingarten Rights – Filed for arbitration
- Wrongful Termination – List of arbitrators submitted
- Website Coordinator--Arbitration April 1st (awaiting decision)
- Wrongful Termination--May 5<sup>th</sup> (awaiting decision)
- Masonry Silica Air Quality: September 15<sup>th</sup> arbitration
- ECE Payment—November 5th arbitration.
- PLATO Concurrent Teaching – December 3rd arbitration

### **FOIA/SERA (8)**

- Job posting, screening, and interview files
- Personnel files & investigation reports
- Evidence for wrongful termination and excessive discipline
- All investigations and disciplines for all administrators against whom we have filed complaints.

Please note, SVFT only submits requests pertaining to current grievances, arbitrations, and other active SVFT investigations. Members may also submit requests directly through the [FOI portal](#). Create an account using your personal email address and follow the prompts.

### **Board Charge (2)**

Weingarten violation  
FOI requests

### **Grievances (7)**

- Wrongful termination and violation of just cause (nontenured teacher)
- Excessive discipline and violation of just cause
- Excessive discipline and violation of just cause
  - L2 meeting held
- Excessive discipline and inequitable consequences
  - L2 meeting held
- Wrongful termination and violation of just cause (tenured teacher)
  - L2 meeting held
- Wrongful termination and violation of just cause (substitute teacher)
  - Grievance denied, not moving to arbitration
- ELL teaching ELA (L2)
  - Grievance denied, but working on clarifying related issues:
    - Settled that these teaching assignments will not move forward.
    - Clarified that one cannot teach outside of their certification without applying for a temporary minor teaching assignment, but how does this affect Financial Literacy? (Social Studies credit in the program of studies.)
    - Awaiting clarification on teaching more than one subject if dually certified, outside of one's PCN, and the impact on the seniority list

### **Complaints (9)**

Including:

- Member v. Member
- BMS – Unprofessional behavior
- SRO –Targeting, harassment, hostile work environment, violation of MOA
- Principal—Unprofessional behavior, being reviewed by Leadership
- 3 Administration—Unprofessional behavior, FOI filed to get status
- Retaliation complaint rejected by Affirmative Action, being reviewed by Labor Relations

- Unprofessional behavior (peer and administration), being reviewed by Labor Relations

### **Fact-Findings (24)**

- DCF/Police (2)
- HR/School Level (16)
- Affirmative Action (6)
- The new intake process has more complaints going to HR/Affirmative Action. Remember the 4 Ts and a D!
  - Do not **touch** the students
  - Do not **text** the students (or have any other personal/social contact & keep social media private.
  - Do not **talk** to or around students in any way that could be perceived as unprofessional, inappropriate, offensive, or discriminatory. (See also: Keep social media private.)
  - Know your **Title IX** coordinator and report all concerns about -ist, --phobic, or discriminatory language against protected classes (cc: admin.)
  - **Document** everything!

### **SVFT Investigations (7)**

Mainly--

- Hiring
- Payroll
- ADA (See Bob)
- Direct Dealing

### **Loudermills (5)**

- 5 awaiting outcome

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

### **Other (3)**

- **Certification Lapses**
  - 2 DH DSAPs (teaching under instructor certification until resolved)
  - 1 Expired cert (working on sub pay with loss of benefits until resolved)

### **Questions for EUR:**

- Q – What is the district doing for Peer Mediation in the district?  
A – We would like to see less of this, but we need to encourage members to reach out to us to help diffuse the situation. The mediation is voluntary, but we do have to remember we are at work and professionals, and it will look like you are not a team player if someone chooses to not participate.
- Q – We had an incident at school that happened in December where a teacher was reported and it was kicked up to Central Office. We haven't heard anything about the investigation. Is this something the teacher should be worried about? Is there a time frame?  
A – There is a time frame for affirmative action. If they want to meet with us over the summer the member will get paid per-diem for the entire day. If they want to drag the timeline out then the easier it is to defend.
- Q - We have students that will act out in class and maybe say something inappropriate. When that happens and there is a teachable moment, we have people afraid to do so due to the district wanting to come down on teachers. What do we tell those teachers?  
A – We just had this conversation today. The district can't have trainings on restorative practices and then try to discipline a teacher for doing just that. What I am saying is make a good faith effort. If a situation needs to be escalated, then please do so. I would also document everything. Document the conversation you had and when things needed to be escalated.

### **Bob Riccitelli's Vice President Report:**

- Grievance & Arbitration (G&A)
- May 26, we had, hopefully, our last G&A meeting to review 5 cases for Arbitration.

- Health & Safety
- · May 14 – Visit at Bullard-Havens
- Labor Management
- · May 28 meetings were held at the union office.
- Minority Teacher Committee
- · Planning a Welcome Back Event at Kinsmen Brewing (Mid-September).
- · Full details will be shared by the end of the school year.
- Scholarship Committee
- · Reviewed and approved Applications 16 Seniors of members will be receiving a check for \$1,000.00 and the Committee approved 7,000 in Mini-Grants to our members
- Teacher of the Year
- · May 6th, we honored the Teachers of the Year @ Tiano Prime
- UTAC
- · Meet on May 19 at our office
- Miscellaneous Updates
- Regional Get Togethers 4-8
- · Tomorrow @ Two Roads Brewery in Stratford
- · Tuesday, June 9, @ These Guys Brewery in Norwich
- · Wednesday @ Kinsmen Brewery in Meriden
- School Visits
- · Kaynor
- · Whitney
- · Wilcox
- · Wolcott
- Next Years Plans for School Visits
- Officers will spend a full day in a building every week.

### Officer Visits 2026 – 2027

Date	School
September 14, 2026	Ellis
September 21, 2026	Wright
September 28, 2026	Oliver Wolcott
October 5, 2026	Grasso
October 19, 2026	Norwich
October 26, 2026	Windham
November 2, 2026	Abbott
November 9, 2026	Stratford Aero
November 16, 2026	Bullard Havens
November 23, 2026	Prince
November 30, 2026	Hartford Aero/Bristol
December 7, 2026	Kaynor
December 14, 2026	Goodwin
January 4, 2027	Cheney
January 11, 2027	Emmett O'Brien
January 25, 2027	Platt
February 1, 2027	Vinal
February 8, 2027	Eli Whitney
February 22, 2027	Wilcox
March 1, 2027	Ellis
March 8, 2027	Wright
March 15, 2027	Oliver Wolcott

March 22, 2027	Grasso
March 29, 2027	Norwich
April 5, 2027	Windham
April 19, 2027	Abbott
April 26, 2027	Bullard Havens
May 3, 2027	Prince
May 10, 2027	Kaynor
May 17, 2027	Goodwin
May 24, 2027	Cheney

**Bullard-Havens School Concerns**

- May 8th Met with Architects and engineers on HVAC concerns. Spoke with District Facilities Representative above the other major issues like Card Key access, Overhead Door Gates, Drainage issues, and many others
- Facilities Update  
The reroofing project has been completed. We need to get the building Power washed because of the mold growing on the side of the building
- General Membership meeting:  
The largest group I have seen in a while.  
Platt 30  
Wilcox 5  
Whitney 7
- Payroll issues

**Questions for Vice President:**

- Q – Next year’s school visits, it looks like some are having 1 visit and some are having 2. What was the reasoning behind that?  
A – The schedule will be revolving on the same schedule, but we picked the schools closest to us in the winter months, so we didn’t have to travel far in those months.
- Q – I heard Central Office is planning on PD the last 2 PD days. Have you heard anything about this?  
A – An email came out today that there is some virtual training available that is voluntary.

**Makenzi Hurtado’s President Report:**

**Contract**

- Retroactive Pay
- Subs
- Vacancies
- Morning Duty
- Planning, Grading
- Support Services

**SEBAC**

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**TSHC**

- Original stipulated agreement sunset. We are working on a new agreement.

**Counselors**

- Discussing change in working conditions with our attorney and avenues for change.

**Paraeducators**

- A draft of a stipulated agreement has been sent to management.
- 25 paraeducator positions are expected to be approved by OPM and hired this summer. The focus will be on schools that cannot hire CREC paraeducators.

## **Bus Cameras**

- Discussions about data and discipline.

## **New Buildings**

- Windham Tech
- Vinal Tech

## **Evaluations**

- Nicole Walsh sent out a survey. Please encourage everyone to take the survey.

## **Retirees**

- Retirees are encouraged to join SVFT-R.

## **Questions for President:**

- Q – I had a tutor ask if they are getting retro pay?  
A – Yes, AEP tutors are one of the special programs that had a change in pay.
- Q – As far as lesson planning, we still don't have a process yet?  
A – No, they originally didn't realize that it was starting this year, and they did acknowledge that they need to.
- Q – If I have morning duty can my administration assign me an after-school assignment?  
A – No, if you have worked your 7.5 hours you are done.
- Q – I had a question from a sub about her retro pay. I guess they get removed from Core and they must be reentered at the beginning of the school year. Do you know how that will work?  
A – I know for retirees they make them live again for 1 day so they can pay them. I am not sure if that is how they are going to handle that.
- Q – The morning duty people only must attend extended faculty meetings, correct? If it is a regular staff meeting, they can walk?  
A – Yes, that is correct.
- Q – When people show up late to work, at what point are they allowed to be docked pay?  
A – The DAS policy is anything less than 30 minutes is a warning or all the way up to a letter of reprimand. Once it is past the 30 minutes then they can dock you.
- Q – Who is responsible to make sure the CDL drivers are trained on the new buses? We have handicap buses that can transport a wheelchair. We had the issue where someone in a wheelchair needed to be transported and none of us have been trained on how to properly do this.  
A – We will have to investigate this.
- Q – We had an issue where a driver crossed the Rhode Island line by accident because there are no GPSs on the bus and he received a phone call within 2 minutes from Lou. What does this driver tell him since Lou is not his supervisor?  
A – Nothing, if your supervisor asks you why you were in Rhode Island then you would have to answer them. You don't have to tell Lou anything.
- Q - Who is doing the evaluations for our coaches?  
A – Our AD's can help facilitate athletics, but they are not supposed to have anything to do with evaluations. The Administrator is the only person that can do those evaluations.
- Q – Is there an update on members using the work out facilities at the school?  
A – We are fighting this, but they are saying that as a state employee we are not allowed because it would be a personal financial benefit.
- Q – I have teachers being told that they must pay for AEP training up front and they will be reimbursed later. Is this something you are aware of?  
A – There is no situation where we think teachers should have to pay for something that the district is requiring us to have to teach a class. I have had situations in the past where the district says they don't have the ability to reimburse people. I would have concerns about teachers doing this.
- Q – Is there any update on the new Assistant Superintendent of Pupil Services? Our Special Education department is already looking at next school year, and they have some major concerns.  
A – I am hopelessly optimistic about him. I think he understands the situation our district is in. In his last district he was able to create alternate programs, and I think that is what we need in our district right now.
- Q – Who do I direct the parents and people to that their kids is the top of their class in their sending district, and they can't get into our schools?

A – Their State legislator.

**Old Business:** None

**New Business:**

- The New Haven Federation for Teachers have asked us for a donation of \$250 for their Mayday event.
  - **Motion to donate \$250. M/S/V – passed**
- I propose that the Executive Council meetings will be on the first Wednesday next school year due to too many conflicts with the district calendar.
  - **Motion to adjust the schedule. M/S/V – passed**

**Good and Welfare:**

- Steve Donaghy is retiring and was recognized for his service.

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