

SVFT Executive Council Meeting

September 2nd, 2026

Wilcox Tech

President Makenzi 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, 2026 – August 31, 2026. Items discussed were as follows:
 - Total Income for these months was \$357,777.06
 - ♣ **Item 4200 Rebate Income \$46,515.80**
Rebate for May, June, and July from AFT CT
 - Total Expenses for these months were \$408,412.26
Line items of note included
 - ♣ **Item 6000 Office Clerk \$3,180.00**
Worked over the summer on updating files
 - ♣ **Item 6005, 6010, 6015, 6020, 6025 Officers Stipends**
Quarterly payment made August 1st
 - ♣ **Item 6045 Property Taxes \$3,194.23**
Town property taxes due July 1
 - ♣ **Item 6065 Office Insurance \$847.00**
Premium adjustment after insurance audit
 - ♣ **Item 6070 Mileage Reimbursement \$18,333.47**
Primarily building representation reimbursement for mileage for 25-26
 - ♣ **Item 6085 Meeting Expenses \$23,342.28**
End of year and start of school allotments
 - ♣ **Item 6095 Grievances \$15,634.16**
Fees for arbitration filings, lawyers' fees and arbiter payments
 - ♣ **Item 6145 Conventions \$23,064.18**
12 delegates attended AFT Convention in Washington DC
 - ♣ **Item 6170 Scholarship \$23,000.00**
16 scholarships and 6 mini-grants
 - ♣ **Item 6173 Service and Recognition \$5,572.75**
SVFT T-shirts
 - ♣ **Item 6205 New Building Repairs \$18,585.43**
Mold remediation and air quality inspections
 - Net operating income for the year to date is \$46,914.17

Reminders:

Mileage Reimbursement - \$0.76

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

Questions for Treasurer: None

Melanie Perry's Executive Union Rep Report:

Administrative Leave (6)

- Four of these were carried over from last year and two are new.
- 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)

UPDATE: Arbitration won for wrongful termination of a non-tenured employee.

- Non-tenured employees with two or more years cannot be disciplined without just cause.
- CTECS has the burden of proof to meet the just cause standard and must conduct a fair and thorough investigation.
 - Wrongful termination of a non-tenured employee, awaiting arbitrator's decision
 - Excessive discipline for a two-week suspension, filed
 - Wrongful termination of a tenured member, filed
 - Failure to rehire incumbent Extended Day Program Supervisor, arbitration dates pending
 - Masonry silica air quality, arbitration scheduled for 9/15/26
 - 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

FOIA/SERA (1)

- All investigations and disciplines for all administrators against whom we have filed complaints.

Board Charge (1)

- Weingarten rights violation, 9/10/26 preliminary conference scheduled

Grievances (3)

- PL 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 termination and violation of just cause – amended to wrongful demotion without just cause, using administrative transfer for discipline, and administrative transfer greater than 40 miles.

Complaints (11)

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 (1)

- Allegations of inappropriate conduct toward a student

Fact-Findings – HR/School Level (7)

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

Fact-Findings – Affirmative Action (2)

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

SVFT Investigations (5)

- Back pay for a change in certification status
- ADA accommodations not being implemented
- School day schedules that exceed the hourly contractual time for 32-hour employees
- LMS scheduled for a study period (LMS can COVER, not be assigned.)
- Unpaid ECE curriculum work

Loudermills (4)

- Failure to properly supervise students (x2)
- Allegation of racial slur during a conversation with a colleague
- Student and parent complaints of unprofessional behavior

Stipulated Agreements (0)

We have had a few stipulated agreements for individual members on specific issues, but nothing impacting membership.

Other Issues (6)

- 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.
- Questions about students receiving course credit in Social Studies for Financial Literacy when Financial Literacy course instructors do not hold a Social Studies certification.
- 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 – Did one of our members report one of our teachers for using a racial slur?
A – It was someone from outside our bargaining unit that reported it. There is no situation where that language should be in any of our members vocabulary. If someone uses a racial slur there is no defense for that.
- Q – Shop lunches don't have passing periods, so they are not getting a 30 min lunch.
A – A 30-minute lunch can be the passing time. If you are not getting a 30-minute lunch, please let us know. They cannot require the teacher to walk the students up to lunch or be in the hallway during those passing times if that is part of the 30-minute lunch time.
- Q – How long is the FOIA request supposed to take? We seem to be waiting for some for a very long time
A – They have 30 days to comply unless it is a sizeable request. This is a sizeable request, but we will be talking to our lawyers due to the amount of time this has taken.
- Q – If a teacher gives up their lunch to supervise students are they responsible for those students?
A – As long as they aren't grossly negligible, they are fine, but teachers should not be giving up their lunch.
- Q – The mandated reporter things mentioned, does that absolve us from a DCF report?
A – No, there is nothing that exempts anyone from making a DCF report.

Bob Riccitelli's Vice President Report:

- Committee Reports:
 - None currently
 - Health and Safety will be at Abbott on Thursday, September 3rd
- Picking up Contract Books on September 11th and delivery them to the schools the following week
- SVFT Building & Grounds Report (See Packet)
 - There has been a lot of work done to the building including a new Hot Water Heater, Mold Remediation, New Roof, and Power Washed.
- Review of Building Rep Responsibilities (See Packet)
 - Critical link between member and the SVFT.
 - Review Responsibilities
 - Handling Member Concerns
 - Professional Expectations
 - What not to do
 - Goals for the 2026-2027 school year.
- Regional Get-Togethers (See Packet)
 - The first Region will be the Southwest on September 16 at Two Road Brewing in Stratford.
- Let your Shop & Science teachers know when we will be at the school and that this is to support them not to cite them with violations. If there are unique issues, we may ask CTECS Leadership to have a Building Rep go with us around the school.
- Visit our New Members (See Packet) – At New Teacher Orientation we had 47 New teachers and over 100 total since September 1, 2025. Very large NTO group at Prince Tech.
- Brent has revised the cluster worksheet for teachers taking classes.
- Out of 32 payroll issues, all are resolved except for 6. I don't normally give payroll credit, but they were great this time around.

Questions for Vice President:

- Q – Who gets a copy when you get a new teaching certificate?
A – It goes to HR.
- Q – Retro pay calculation? Members are trying to figure out if it is correct.
A – There were 19 pay periods you should have received retro pay for. The members should be able to easily figure it out.
- Q – When do subs get the retro pay?
A – When the subs go back on payroll, they should get the retro pay.
- Q – Do retirees get the retro pay?
A – Oct 2nd is when they are supposed to get the retro pay.
- Q – Are we giving a contract to our administrators?
A – No, we give 100 contracts to Central Office for them to distribute.
- Q – Should we give the contracts in the mailboxes or should we call the down?
A – You should check them off the staff list as you hand the contracts to them personally.
- Q – Health and Safety schedule?
A – I will send that out to everyone
- Q – Are you aware we had subs come in on our PD Day?
A – I am not aware of that but if they did come in they do have to pay them for the day.

Makenzi Hurtado's President Report:

Stipulated Agreements

- Temporary service in a higher class. This original stipulated agreement expired so we needed to re-evaluate things and I will send out that to everyone.
- Paraeducators – We are getting our first 25 Paraeducators in our district. They will be going to 4 buildings and will be hired soon.

AFT Business Convention

Twelve delegates, including myself, attended the AFT Business in Washington DC this year. As delegates, we participated in prioritizing AFT's goals for the next two years.

AFT Summer Educator Academy

Three teachers attended a train the trainer intensive on supporting students with dyslexia. These teachers will be working with me on creating training opportunities for our members throughout the year.

SEBAC

Statewide SEBAC Meeting for Stewards 6/24

Gubernatorial Forum 8/12

Official negotiations for pension and healthcare began in August.

Thank you to everyone who filled out the survey. Proposals from both sides are closing soon.

We already have some TAs signed.

Officer Roles and Responsibilities

Available on our website.

Superintendent/Executive Director Meetings 9/8

We begin our bi-weekly meetings on September 8th.

Self-Service Time Sheets in Core

Meeting with Dr. Pritchard, Mr. Crocco, and Dr. Gray on 8/31.

Officer School Visits

Ancillary Positions

New email went out about coaches and driving the bus. Our stance is that we don't think coaches should drive anymore. Let them find another driver, if they can't let them hire a yellow bus.

Questions for President:

- Q – So if someone is not a coach and drives the bus do, they still get the old rate
A – Yes, we brought that up. We asked what the difference between someone was coaching during that time or sitting on a bench at that time.
- Q – Should I bring the drivers together to discuss this
A – Yes, you can.
- Q – They are putting us in a tough spot because we want to do right by the kids.
A – That's what they count on. If we do things over and above the contract, then they will never address it.
- Q – Do long term subs have to plan and grade?
- Yes, if they are getting paid as a long-term sub they need to do all of the planning and grading. They need to have everything agreed upon upfront and in writing.
- Q – How do we determine who gets paid for the grading of a teacher that is out if more than one person is willing to do the work? How is it determined who gets that job? Can they split it if they want to?
A – Yes, they can split it. If not, it would go to seniority
- Q – How long can determine if the vacancy needs a long-term sub?
A – It must be for a position that is vacant for at least 10 days. But there is nothing that makes them a long-term sub unless there is a written agreement. A long-term sub needs to be certified in the subject they are teaching.
- Q – Who will contact us if there is a problem with our time sheet if we make a mistake?
A – There are a few different checkpoints. It could be a few different people.
- Q – We have CDL drivers getting sent for drug test at the end of the school day and forcing us to be on our own time. Administration knew about the drug test earlier in the month but waited until one of the last days of school at the end of the school day. They made me come back the next day due to them not being able to get to everyone before they closed at 5:00. I was notified that this was a refusal to test. Am I protected from these situations?

A – You should be paid per diem any hours after your contracted workday. This will be brought up at Labor Management since this is a school issue and not a district wide issue. You did the right thing by following the directive. If it happens again, please call Mel immediately.

- Q – How many minutes late can I be before I fill out my Core time sheet.

A – You can't be docked pay until you are 30 minutes late. You can be disciplined for tardiness if you are a minute late. They do have to follow the State policy for tardiness discipline.

- Q – Does Mrs. Pritchard know that our school day doesn't end at 2:00 to attend these trainings they have next week.

A – Ask for a sub and attend the trainings.

- Q – When will we be notified of budgets?

A – Email Makenzi what you don't have so she can go to the meeting on Tuesday with a stack of things people are missing.

Union Questions

- Q – Cell phones for two step authentications.

A – If it is a school connected device at one of our locations you shouldn't have to use two step authentications.

- Q – Student Chromebook password resets issues

A – The LMS are now paid as a DH, and they are responsible for the Chromebooks. Microsoft and Chromebooks are now integrated so it is one password.

- Q – Nurse sending out more Vector trainings

A – We do not follow directives from the school nurse. A school nurse telling us to complete a Vector training is not something we need to do. If an administrator tells us we need to complete them that is a different story.

Old Business: None

New Business: None

Good and Welfare: Social Studies teacher at Norwich Tech is out.

Motion to adjourn. M/S/V