

Constitution and By-Laws Amendment Proposals – November 4, 2026

Proposal 1

Submitted by Full Time Officers

BYLAWS ARTICLE I - DUES

Section One

- A. The dues of this organization for full-time employees on the VS-01, VS-02 and VS-03 pay plans shall be (0.9%) of the average annual salary of those plans divided by twenty-six, plus pass throughs for affiliated bodies and insurances since after 1986.
- B. The dues of this organization for full-time employees on the paraeducator pay plans shall be (0.45%) of the average annual salary of that plan divided by twenty-six, plus pass throughs for affiliated bodies and insurances since after 1986.

Section Two

- A. All members on the VS-01, VS-02 and VS-03 pay plans and working 30 hours per week or more will pay full dues, as mandated by the AFT By-Laws.
- B. All members on the VS-01, VS-02 and VS-03 pay plans and working fewer than 30 hours per week will pay ¼ of full dues, as mandated by the AFT By-Laws.
- C. All members on the paraeducator pay plan and working 30 hours per week or more will pay half of full dues, as mandated by the AFT By-Laws.

Rationale:

Paraeducators have begun being hired by CTECS and are recognized as part of the SVFT Bargaining Unit.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE

Proposal 2

Submitted by Full Time Officers

Constitution Article IV: Section Two

STANDING COMMITTEES SHALL BE:

- A. Budget
- B. Constitution and By-Laws
- C. Grievance and Arbitration
- D. Health and Safety
- E. Labor Management
- F. Sick Leave Bank
- G. Trade Advisory
- H. Political Action
- I. Contract
- J. Minority Teacher Committee
- K. **Investment Committee**

BY-LAWS ARTICLE IV - DUTIES OF COMMITTEE

Section K

The Investment Committee shall consist of at least five (5) members, appointed by the President with the approval of the Executive Council, one of which will be the Union Treasurer (ex-officio). Priority will be given to those members with a background or experience in finance, accounting, or asset management. The committee will research investment options that align with ethical guidelines and the general objectives of the SVFT and AFT and advise the Executive Committee on long-term fiscal strategies, risk management, and revenue optimization. This committee will meet at least quarterly.

Purpose: To establish a dedicated Investment Committee to recommend long-term financial health, asset management, reserve strategies, and high-level fiscal auditing beyond the day-to-day scope handled by the standard Budget Committee.

Rationale: As the union manages greater financial assets and navigates complex economic climates, specialized oversight is critical. A dedicated committee ensures fiduciary responsibility, transparent long-term asset planning, and expert guidance on union investments, separating routine budget tracking from strategic financial asset growth.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote

ACCEPT or DECLINE

Proposal 3

Submitted by Rachel Dubreuil

Constitution Article IV: Section Two

STANDING COMMITTEES SHALL BE:

- A. Budget
- B. Constitution and By-Laws
- C. Grievance and Arbitration
- D. Health and Safety
- E. Labor Management
- F. Sick Leave Bank
- G. Trade Advisory
- H. ~~Political Action~~ Organizing
- I. Contract
- J. Minority Teacher Committee

BY-LAWS ARTICLE IV - DUTIES OF COMMITTEE

Section (H)

~~Political Action Committee – Shall consider recommendations of the SVFT affiliates and the membership of the local pertaining to legislative elections. It shall study proposed legislation which may affect the federation and schools. It may initiate recommendations. It may present the record of government officials. It shall coordinate and act on all areas of this section in conformity with the policy of this organization as established by the membership.~~

Organizing Committee – Shall review union density and activism and develop strategies and programming to improve these areas where needed.

Rationale:

An organizing committee focuses on building internal power and maintaining solidarity.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE

Proposal 4

Submitted by Full Time Officers on behalf of Substitute Teachers

Constitution Article IV: Section Two

STANDING COMMITTEES SHALL BE:

- A. Budget
- B. Constitution and By-Laws
- C. Grievance and Arbitration
- D. Health and Safety
- E. Labor Management
- F. Sick Leave Bank
- G. Trade Advisory
- H. Political Action
- I. Contract
- J. Minority Teacher Committee
- K. Substitute Teacher Committee

Section (K)

Shall work to advocate for the viewpoints, concerns, and issues impacting substitute teachers. The committee shall have representation at Executive Council, chosen by the president with input from the committee.

Constitution Article VII – Executive Council

Section One

The Executive Council of this organization shall consist of the following:

1. All elected officers.
2. All Union Representatives from each school.
3. Substitute Teacher Representative

Rationale:

Our substitute teachers serve in very different roles and have very different experiences than full-time teachers. They deserve a voice at the Executive Council.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE

Proposal 5

Submitted by Kara Papa

Proposed addition to the Constitution, Article IV, as Section Three. Existing sections would remain unchanged.

Section Three Concurrent Paid Affiliate Positions

A person serving as an SVFT full-time released officer under Section One of this Article shall not simultaneously hold an elected or appointed office, or a staff position, with AFT Connecticut or the American Federation of Teachers for which that person receives compensation from or on behalf of that organization for the position.

For purposes of this Section, “full-time released officer” means the President, Vice-President, or Executive Union Representative while that office is designated a full-time released position under Section One of this Article, regardless of the individual officer’s leave or pay arrangement. “Compensation” means salary, wages, stipend, honorarium, fee, or other financial benefit paid or provided for service in the affiliate position. Reimbursement of actual, documented expenses is not compensation. Salary or paid leave provided solely under the SVFT collective bargaining agreement is not, by itself, compensation from an affiliate under this Section.

An SVFT full-time released officer who accepts a position covered by this Section shall resign from one of the two positions before beginning service in the newly accepted position. An officer holding both positions when this Section takes effect shall resign from one of them within sixty days of its effective date.

This Section does not restrict membership, advocacy, attendance, service as an unpaid delegate or committee member, or other unpaid participation in AFT Connecticut or the American Federation of Teachers.

Rationale:

Our union has experienced significant change over the past five years. As we adapt, I believe our governing rules should give members clear assurance that SVFT’s priorities guide the decisions made on their behalf. SVFT’s affiliation with AFT Connecticut and AFT is valuable, and members should be able to understand how our local’s interests are represented when a full-time SVFT officer also holds a paid role in an affiliate.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE

Proposal 6

Submitted by Kara Papa

Proposed addition to the Constitution, Article IX, as Section Seven.

Section Seven Affiliate Representation and Member Accountability

SVFT officers and representatives participating on behalf of SVFT in the governance or official activities of affiliated organizations shall report to the Executive Council on matters materially affecting SVFT members.

When SVFT is considering taking a position on an affiliate policy, campaign, or activity that materially affects SVFT members, the Executive Council shall provide members with a timely summary of the matter, the position under consideration, and a reasonable opportunity to provide input before SVFT commits to that position, when circumstances permit. The Council shall report the position taken and its reasons to the membership.

For purposes of this Section, a matter “materially affects SVFT members” when it is reasonably expected to have a substantial effect on members’ wages, benefits, contract rights, working conditions, representation, or the use of SVFT resources, or when SVFT is considering an official endorsement or policy position to be communicated in the Local’s name.

Nothing in this Section restricts SVFT’s affiliations or members’ lawful participation in affiliated organizations. Information protected by member confidentiality, collective bargaining obligations, or other applicable requirements shall not be disclosed.

Rationale:

Our union has experienced significant change over the past five years. As we adapt, I believe our governing rules should give members clear assurance that SVFT’s priorities guide the decisions made on their behalf. SVFT’s affiliation with AFT Connecticut and AFT is valuable, and members should be able to understand how our local’s interests are represented when a full-time SVFT officer also holds a paid role in an affiliate.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE

Proposal 7

Submitted by Kara Papa

Proposed additions to the By-Laws, Article V, Sections Five and Six. Existing provisions in those sections would remain in effect.

Add to Section Six Duties of the Union Representative

- c) The Union Representatives at each school shall jointly offer members an opportunity to meet at least once each month while school is in session. Meetings may be held in person or virtually. Representatives shall give members reasonable notice and an opportunity to suggest agenda items.
- d) Representatives shall bring concerns raised by members to the appropriate SVFT officer or Executive Council forum. They shall provide members with a general update on matters raised and the next steps, while protecting individual members' confidentiality.
- e) Representatives shall report to the Executive Union Representative when a meeting cannot be held and arrange another reasonable means for members to share concerns and receive an update.

Add to Section Five Duties of the Executive Union Representative

- d) To provide Union Representatives with orientation, regular guidance, and a clear process for referring member concerns; to check that members in each school have regular opportunities to meet and receive updates; and to report recurring gaps in building representation to the Executive Committee and Executive Council for action.

Rationale:

I am also concerned about how we build an active membership at the school level. Building representatives need clear expectations, guidance, and support from SVFT leadership. Members, in turn, need regular opportunities to meet with their representatives, raise concerns, and hear what action has been taken.

Constitution and By-laws Committee

Constitution and By-laws Recommendation:

ACCEPT or DECLINE

Executive Council

Executive Council Recommendation:

ACCEPT or DECLINE

Membership

General Membership Vote:

ACCEPT or DECLINE