

Vocational Instructor

Local 4200A ~ AFT/CT, AFT & AFL-CIO

Volume MMVI Issue 1

*"It Pays
To Be Taught
By a Vo-Tech
Teacher"*

JANUARY 2006

Sabbatical Packets Available

Teachers have until January 31, 2006, to request a Sabbatical Leave Application for the 2006-2007 school year. You should have already received information about the sabbatical program, the deadline and how to request an application.

Article 4 Section Seven of our collective bargaining agreement outlines employee eligibility for a sabbatical, number available, and service requirement following completion. According to the contract:

To be eligible for sabbatical leave, an employee must have completed at least six (6) years of full-time service. An applicant accepts as a condition of receiving sabbatical leave that after expiration of the sabbatical he/she will serve in the CTHSS for a period of at least twice the period of sabbatical leave.

Each year the Board grants either one (1) full-year leave or two (2) one-half (1/2) year leave to members of the SVFT bargaining unit. Sabbatical leave is for the purpose of enhancing professional development, including vocational skills and eligibility for career opportunities in the Department, study and research, creative work or educational travel.

Central Office is scheduling a workshop for teachers who would like assistance in developing/presenting their proposal for sabbatical leave. Teachers who have questions about sabbatical leave should contact Pat Ciccione at Central Office (860) 807-2152.

The Ten-Minute Department Head

There are places that guarantee an oil change in ten minutes. Spending that time and some money provides the assurance that you (or rather, your car) is "good to go" another three months or three thousand miles.

Incredibly, in the CTHSS if you spend a bit more money and far less time (less than a minute) you can become a certified Department Head and be "good to go" the rest of your life. There is one catch - you have to get the DH job before July 1, 2006.

When the Unique Endorsement #110 Department Head Certification was created last year, the union demanded to negotiate the impact of the new requirement. The union's demand was predicated on two arguments. First, the new requirements conflict with the promotional criteria by contract (and our contract expires fourteen months after the July 1, 2006 requirements become effective). Second, the SVFT contends that since our teachers are hired into instructor positions and promoted to department head positions, it is illogical to think of those promoted as new hires and require the certification of a new hire. The union argues that those in the bargaining unit, who in some cases have been eligible for promotion for decades, should not be deemed ineligible come July 1st.

On the second point, last month the Bureau of Certification published a clarification

disagreeing with the union's interpretation of the "hired into the position". Where does this leave us?

All of our current Department Heads should have the #110 Unique Endorsement, or should be in the process of getting it. Based upon the December 15th update from the CTHSS, the SVFT hereby advises all instructors who have at any time served as a Department head (dual subject area, acting, in another subject area, etc.) to apply for the #110. Those who are appointed to a department head position prior to July 1, 2006, should immediately apply for the #110. Meanwhile, the union will take its case to the Labor Board - seeking to maintain for all of our members the contractual eligibility to these promotional opportunities.

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Years of Service Recognition

The SVFT would like to recognize the following teachers who have more than twenty-five years of credited full-time service in the Connecticut Technical High School System. Thanks to all of you for your long-term commitment to your students, your school, and to career and technical education. (Note: Information is based upon Seniority List of 10/3/05)

36 Years of Service

John Nylander Wilcox Social Studies Instructor

32 Years of Service

Edith Carlson Eli Whitney English Instructor
 Art Haddad Abbott Guidance Counselor
 Brendan Jugler Abbott Guidance DH
 Diane LeMay Cheney Library Media DH
 Brian Lennon Wolcott General Education DH

31 Years of Service

Dave Bestor Vinal General Education DH

30 Years of Service

Philip Blinn Ellis Guidance DH
 Jim Frank O'Brien Plumbing DH
 Susan Stango Kaynor Guidance DH

29 Years of Service

Steve DiVerniero Eli Whitney Physical Education Instructor
 Charles Egervari Eli Whitney Machine Drafting DH
 Paula Meaney Bullard-Havens Art Instructor
 Al Meyerhoff Bristol Guidance DH
 Tony Ruggiero Bullard-Havens Baking DH

28 Years of Service

Bill Baccaro Cheney Social Studies Instructor
 Sam Brown Kaynor Mathematics Instructor
 Steve Cervizzi Windham Physical Education Instructor
 Dave Howard Kaynor Social Studies Instructor
 Jim Kenniston Norwich Related Education DH
 Ed Lang Grasso General Education DH
 Diane McNicholas Wilcox Guidance DH
 Eileen Ryan Norwich Guidance Counselor
 Bill Selski Bullard-Havens Architectural Drafting DH
 Aaron Silvia Cheney English Instructor
 Mark Snyder Prince General Education DH
 Don Sobolewski Cheney Science Instructor
 Marty Sparano Kaynor Physical Education Instructor
 Brad Steurer Norwich Physical Education Instructor
 Tony Tom Platt English Instructor
 Al Valetta Wolcott Electronics DH

27 Years of Service

Lynn Alderman Platt Special Education Instructor
 Charles Burghardt Wilcox Social Studies Instructor
 Henry Collings Grasso Social Studies Instructor
 Robert Dolan Goodwin Mathematics Instructor
 Mike Domanick Wright Culinary Arts DH
 Alex Fermeglia Kaynor General Education DH
 Penelope Finlayson Platt Special Education Instructor
 Patricia Keavney-Maruca Kaynor Special Education DH
 Marco Kinsella Bristol Mathematics Instructor
 Ed Mongillo Wilcox Special Education DH
 Charles Rayner Windham Special Education DH
 Suzanne Ucci O'Brien Dean of Students
 Bob Wielgosh Wilcox Electrical DH

26 Years of Service

Keith Bishop Wolcott English Instructor
 Patricia Brainard Wilcox English Instructor
 Virginia Casanova Vinal Related Education DH
 Ray DeAngelis O'Brien Physical Education Instructor
 Monica Herrington Wilcox Social Studies Instructor
 John Labonte Cheney Manufacturing Tech DH
 Larry Leboeuf Ellis BPR Instructor
 Adell Mastro Bullard-Havens PE Instructor
 Michael McFarland Platt General Education DH
 Joseph Miller Wilcox Mathematics Instructor
 Richard Olson Platt Machine Drafting DH
 Vivian Roberts Wolcott Special Education DH
 Linda Russo Platt Hairdressing/Cosmetology DH
 Maureen Shannon-Bowers Cheney Reading Instructor
 Audrey Szczesiul Vinal PNEP DH
 Daniel Varano Wilcox Culinary Arts DH
 Craig Voytek Bullard-Havens Culinary Arts DH

25 Years of Service

Dudley Brand Windham Carpentry DH
 Pamela Cramer Abbott PNEP DH
 Art Crane Goodwin Social Studies Instructor
 Ruth Demand Kaynor Machine Drafting DH
 Ray Elliott Windham Social Studies Instructor
 Cynthia Hayden Wilcox English Instructor
 Nancy Iannuzzi O'Brien Mathematics Instructor
 Patricia Jacobson Bullard-Havens PNEP Instructor
 Susan Marinelli Cheney Special Education DH
 Julie Mazzone Wilcox English Instructor
 Barbara Mazzonna Platt Guidance DH
 Margaret Myers Grasso Special Education DH
 Maria Orlowski O'Brien English Instructor
 Paul Soucy Goodwin Mathematics Instructor
 Linda Strattman Wilcox Social Studies Instructor
 Rick Tanasi Vinal Carpentry DH
 Mary Ann Viscio Eli Whitney Special Education DH
 David Zitnay Bullard-Havens Automotive DH



Kristen Nicolas (Marketing, Management & Entrepreneurship Department Head) and Brian Charron (Carpentry Department Head) conducting business at Norwich Tech.



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1/06

Low Enrollment – The Story Re-Told

At the December 19th Labor-Management Committee meeting, SVFT President Aaron Silvia asked if the system had changed its policy on low enrollment plans. The question was driven by management's recent decision to close a shop that did not have a low enrollment plan (Machine Drafting at Bristol TEC) and administratively transfer the Department Head to Platt THS.

Superintendent Hughes said; the low enrollment plan policy had not changed; Bristol TEC does not have the same ability to address low enrollment as the Grades 9-12 schools; and the shop wasn't closed – but operation was temporarily suspended – and will return to the school next year.

At the November 2002 SVFT General Membership Meeting, those attending asked many questions about low enrollment plans. Then SVFT Vice President Roger Moreau, after working with assistant superintendents, consultants, and teachers, published the following Q&A in the [Vocational Instructor](#).

- 1. What is the criteria for low enrollment?**
The Superintendent and school Director meet in April and review the ninth grade selections for each program. If the program has nine or ten choices or less, it would qualify as low enrollment. The enrollment history in the program would also be reviewed.
- 2. Is the criteria the same for a one-person shop?**
Yes. The ratio should be at least 9 to 1. See contract, Article 7, Section One (c).
- 3. Is there a written policy for a Low Enrollment Plan?**
No. the guidelines are based upon the SVFT contract and the Low Enrollment Plan document.
- 4. Whose responsibility is the development and implementation of a Low Enrollment Plan?**
The Low Enrollment Plan is developed by the Department Head and Instructor and reviewed by the Consultant, Assistant Director, and Director. The responsibility for implementation is across the board: Director, Assistant Directors, Consultant, Department Head, Instructor, guidance, etc.
- 5. How is a program removed from being required to have a Low Enrollment Plan?**
By having two consecutive years of significant enrollment growth. If enrollment improves minimally, the Superintendent and Director, at their discretion, may extend the Plan for a third year.
- 6. How long will a program have to implement a Low Enrollment Plan before it is downsized or closed?**
In most cases two years. A third year may be added if minimal growth is shown.
- 7. What accommodations are made for low enrollment programs resulting from a low enrollment school?**
The Director should be setting the ninth grade enrollment goal of 15 students x the number of shops in the school, to insure that there are an adequate number of students for every program.
- 8. If I am required to develop a Low Enrollment Plan, where can I get help?**
Instructors are encouraged to visit successful programs in other schools, however, these visits must be part of the plan. Also, an example of a Low Enrollment Plan can be found on the "v" drive.

Trade Reauthorization

The State Board of Education, in accordance with state statutes, must evaluate each trade program in the CTHSS and consider reauthorization for a period not to exceed five years. The ability of each program to attract students and the ability of graduates to find an ample number of employment opportunities in the specific trade, are two important factors considered in the reauthorization process. In the past, it was not uncommon that trades with declining student enrollment and a projected decrease in employment opportunities and shops that were just beginning were authorized for only two years.

Recently, the CTHS Committee requested that the State Board reauthorize the following programs for five years (from January 2006-January 2011):

- Bioscience Environmental Technology
- Home Health Aide/Certified Nurse Assistant
- Dental Assistant
- Liscensed Practical Nurse
- Dental Laboratory Technician
- Medical Assistant
- Early Care and Education
- Surgical Technician
- Health Technology

The reauthorization request contains information on each program. Anyone interested may request this information from the union office.

President's Column

by Aaron Silvia

2016 is less than ten years away. In 2016 SEBAC will begin to negotiate with the state a successor agreement to SEBAC V. (SEBAC is the State Employees Bargaining Agent Coalition, which by statute negotiates pension and insurances for state employees and state employee retirees. SEBAC V, which expires in 2017, is the current agreement between the coalition and the state.)

One can only wonder what things will look like when the time comes to begin these negotiations. All of us have to be concerned about what we now see happening. As teacher unions throughout the state reach contract settlements, what's invariably reported are the annual raises and the increase in the employee's portion of insurance premiums/co-pays. With major corporations reneging on their responsibility to employee pension plans and with political attempts to re-structure social security, the movement is to let workers plan for the golden years by fending for themselves. Add to this list last month's three-day strike by the MTA in New York City.

What was so unusual was the MTA unionists broke the law and went on strike because of management's proposed change to the pension system **for those they haven't yet hired**. There is no mystery that in any negotiations the top priority are those already receiving the benefit; next are active employees; and finally future employees. MTA leadership and membership should be commended for making the pension program a top priority and striking to prevent opening the door to re-structuring and diminished benefits.

What they did was not an easy thing to do. The media, politicians, and the general public rallied in opposition. The *New York Post* ran headlines: "You Rats", "Hey, Union Jerks, Enjoy Your 'Island' Getaway – At Rikers." The mayor of the city characterized union leaders as, "selfish thugs who don't care about people and have no respect for the law." Was it realistic for anyone to expect overwhelming support from the seven million people who use the NYC mass transit system each day?

We seem to be at a very difficult juncture in this country. It used to be that when unions successfully negotiated an employee benefit, the standard was set and all eventually benefited from subsequent attempts by public and private sector unions to match, if not, raise the bar. Now the tables have turned and the goal of anti-unionists won't be complete until the haves (workers with benefits) join the class of the have nots. Let's hope that by 2016 the picture improves.



Autobody Department Head Ed Rosado keeps his eyes on his students (and the camera) at Kaynor Tech.

Recent Issues from the Desk of the Executive Union Representative

by Ed Lang

Grievances: Fourteen grievances have been filed for Level II hearings so far this year. I expect that all will have been answered by the time you receive this newsletter. The most recent grievances filed are concerned with the use of the 36 extra days provided to the Guidance Departments, the failure to post positions for a special program, pupil overage in a shop, the loss of prep time by a member, and a letter to a member which contained material of a derogatory nature which we believe to be without merit and unfounded.

Arbitrations: Several more scheduled arbitrations have been postponed due to a scheduling conflict with both the Board's attorney and our attorney. At the December meeting of the Grievance and Arbitration Committee the case involving the rude, intimidating and aggressive behavior of an administrator towards one of our members has been sent on to arbitration. Although the hearing officer felt that the issue wasn't grievable, the committee was so outraged by the answer that it wants it heard by an arbitrator.

Our next scheduled arbitration will take place on January 10, 2006. This case involves the denial of a member's bumping rights by management.

I am hopeful that the lack of calls over the holiday break was because all the extra pay issues were received in the checks that arrived on 12/21/05, and not just because everyone was so busy having so much fun.

Did everyone get their flu shot?



The Windham Tech crew captured by the camera. Left to right: Elizabeth Feldman (EMT Instructor), Lisa Torre and Donna DiCataldo (Health Technology instructors), Bill Zenko (former Assistant Principal), and Deborah Derjue (Health Technology Department Head).

Process to Begin Principals Lose Power to Influence Selection

Start thinking! The Teacher of the Year Selection Process is about to begin!

In the coming months, teachers will select their school's Teacher of the Year.

The selection process, which begins this month when teachers receive a nomination form, has one significant change. No longer will there be an ability to strike the name of a nominee. This concession was made by management in conjunction with their refusal to accept SVFT proposals for teacher input in the Principal & Assistant Principal of the Year Selection Process.

The timeline, criteria, and forms for the Connecticut Technical High School System Teacher of the Year Selection Guidelines can be accessed/downloaded from the union website www.svft.org.

Teachers should be giving serious thought regarding who to nominate/who gets their vote for this prestigious award.

The SVFT's Teacher of the Year Committee, chaired by John Kraigenow, will be meeting to determine how the union will honor those selected.

Anyone with questions about the Teacher of the Year Selection Process, should contact the union office.

Defibrillator Break Through

A month after the SVFT Executive Council unanimously decided to deny the superintendent's request of \$25,000 from the union to purchase defibrillators, the CTHSS is in the process of purchasing defibrillators.

Twenty-three defibrillators are needed (one for each school and one at the locations where programs operate off-site). Eleven A.E.D.'s have been ordered. Two schools - Ellis and Wilcox - have a defibrillator. It is unclear, and perhaps irrelevant, why these schools did not return the devices when directed to do so. The remaining ten will be included in the budget which begins July 1, and should be in the schools to begin the 06-07 school year.

At a recent Labor-Management Committee meeting, the superintendent informed the committee that the eleven A.E.D.'s will be placed in those schools where the amount of response time to the school from an emergency response team would be the longest. She also stated that all of the school nurses and many coaches have already been trained on using an A.E.D.

Access to a defibrillator is an important health & safety improvement for each school. The SVFT would like to thank all that worked to make this possible!

Labor-Management Report

The following is a synopsis of items discussed at the December 19th Labor-Management Committee meeting:

1. Student Enrollment - The SVFT asked how many students have left the CTHSS since October 1st and why, has the policy changed on low enrollment plans (see related article in this issue), and why some schools have violated the "if room exists" policy in enrolling post graduates in the high school trade program? Management promised to provide the union with updated data on student enrollment in January.
2. Name Change - The superintendent explained that legal consultants at the Department of Education advised that the change to the Connecticut Technical High School System, and the corresponding name change of each school, required no statutory change. Also, references to vocational-technical schools would be changed as teacher certification regulations are revised. Finally, she said that road signs and signs on or outside each school would be changed as the buildings are renovated.
3. Internships - The school system will soon be advertising three administrative internships. Two will be at Central Office and one will be in school administration. Each internship will be for two years.
4. Evaluation Instrument - It was reported that a meeting between representatives of the teachers' union, administrators' union, and management clarified both the process for revising the teacher evaluation instrument and the scope of said revision.
5. Make-Up Days - A written policy dictates when days missed are to be re-scheduled. Unless the day cancelled must be made-up on the next day back (for example, last day of a cycle), the decision of when the day is re-scheduled is made at the school level.
6. Tuition Increase - Management reported that the Board had approved an increase in tuition for the adult education programs - to \$1350 per semester beginning in 2007-2008.
7. Highly-Qualified - In response to the union's question, management said they were unaware of any discussion at the state level to request from the U.S. Department of Education a one-year extension for teachers to achieve highly-qualified status.
8. Instructional Focus 2005-2006 - Assistant Superintendent Ann Druzolowski updated the committee on the status of programs this year. Management requested a copy of the Department Head Study. The ten-year old study, which by previous contract was a collaborative labor-management mandate, called for dramatic change in the governance/operation of the schools - establishing a DH or lead teacher in each subject area, clustering trades and academics with a coordinator for each cluster, instituting a "major and minor" approach to student trade instruction. The Department Head Study was never approved by the superintendent of our schools, and therefore never implemented.

The next Labor-Management Committee meeting will be held on January 30, 2006.

BPR Hearings End Case Focuses on Additional Trade Teacher Responsibility

The final day of hearings in "the blueprint reading case" was held at the American Arbitration Association on Tuesday, December 20th. The case centers on the Board's decision to eliminate blueprint reading as a separate program and shift the responsibility of this instruction to the trade instructors.

Kaynor teachers Henry Wheelahan, Phil Marasco, and Gary Baier testified for the union. Each was able to testify as to: the history of bpr instruction in our school system; the system has a long-history of hiring teachers specifically certified to teach bpr; bpr instruction as a "stand-alone" was able to provide students with new developments in a specific trade and the relationship between different trades; bpr is part of the NOCTI assessment; giving less bpr is a disservice to all of our students who intend to work in the trade. The testimony offered made many of the points made by Rick Tanasi (SVFT Vice President), Steve Daly (Ellis), and Angel Perez (Whitney) on the first day of hearings.

The state called only one witness - Ray Mencio - consultant for building trades. Mr. Mencio stated that trade instructors teaching blueprint reading was not a new responsibility. While conceding that the elimination of a separate bpr program would increase that instruction by trade teachers by degree, he maintained that covering bpr as part of the curriculum in each trade was nothing new. Mr. Mencio stated that management had taken a "hard look and decided that maybe we were offering too much bpr." According to his testimony, management now believes what's required is thirty hours of bpr over the span of four years.* Interestingly, on cross-examination by SVFT counsel Barry Scheinberg, Mr. Mencio admitted that all of the trade teachers who worked on revising curriculum were not informed that the administrative decision had already been made to drastically downsize the bpr program.

The SVFT and Board of Education must submit their legal briefs to the arbitrator on or before February 3, 2006. Since the arbitrator has thirty days from that date (subject to an extension), the SVFT expects the award in this case to be issued in early March.

*If the class periods were fifty minutes, and if the student was going to bpr class three times a week for approximately twenty weeks per year, the student would receive fifty hours of bpr per year:

$$50 \times 3 \times 20 = 3000 \text{ minutes} / 60 = 50 \text{ hours}$$



The New and Improved VT-43

As we begin the New Year and as the saying goes out with the old and in with the new, the VT-43 has a new title. Begin to look for **CTS-43**. This is the form to be used for conference reimbursement. SVFT Vice President Rick Tanasi, consultant Pat Ciccone, and others from the State Department of Education have worked over the last several months to develop a much more efficient and less complicated process. Along with the new form comes a flow chart including contact names and phone numbers. Please visit your union web site www.svft.org under forms. Also, these forms will be available in your school's business office as well as on the intranet <http://6600i> on Forms Center. If you have any questions please feel free to contact Pat Ciccone (860-807-2152) or patricia.ciccone@po.state.ct.us or Rick Tanasi at the union office (860-721-0317) rtanasi@svft.org. The Important Bullets related to CTS-43 are listed below:

Important Bullets

- Complete CTS-43 and forward to PD Consultant at Central Office in Middletown at least two weeks before conference start date.
- After conference send registration costs receipt and proof of attendance (certification of completion) to DFAS, Attn: Lillian Rivera.
- Conference reimbursements are processed for registration costs (not to exceed \$300 a year) and substitute costs (not to exceed \$250 a year).
- Assistance is available from your school building PD Committee Chair, your Program Consultant and/or the Professional Development Consultant.

Workers Win Big

A California jury has awarded \$172 million to thousands of employees of Wal-Mart Incorporated, who were illegally denied lunch breaks. California state law requires employers to give a 30 minute lunch break to employees who work at least six hours.

The lawsuit, filed by four employees, grew to a class action covering 116,000 current and former employees. It took four years to get the case to trial.

The judgment in the California lunch-break case is the first of approximately forty cases nationwide alleging violations by Wal-Mart. A class action filed on behalf of 1.5 million employees alleges that the world's largest retailer has discriminated against female employees by paying them less than their male counterparts.

According to the Associated Press coverage of this story, "The verdict comes as the company is waging an intense public-relations campaign to counter critics aiming to boost workers' salaries and benefits. The company added lower-cost health insurance this year after an internal memo surfaced that showed 46 percent of Wal-Mart employees' children were on Medicaid or uninsured."

Governor Won't Respond Questions on Superintendent's Appointment Unanswered

Sixth district state senator Donald J. DeFronzo wrote a letter last August to Governor M. Jodi Rell. In his letter senator DeFronzo explains to Governor Rell that based upon complaints from several of his constituents about the administration of the school system under the superintendency of Abigail Hughes, he had asked and received from the State Department of Education an explanation of the process which ultimately resulted in Dr. Hughes' appointment.

Based upon the CSDE's explanation, the senator asked the governor to clarify how a lengthy selection process is suddenly abandoned and an individual not previously under consideration is appointed. Mr. DeFronzo informed Governor Rell that he had requested a clarification from the State Department of Education in June, but none had been forthcoming.

Recently, Senator DeFronzo's office reported that an aide for the Governor said she would not respond to his letter and had forwarded it to the Department of Education.

Negotiations Update

Leadership will keep you updated each month in the Vocational Instructor on the status of contract negotiations. Of course, as we move along, there will be more to report.

The re-opener on the degree scale has been filed for arbitration. Because an arbitrator has not been selected, we do not yet have arbitration dates.

A full-day training session for the SVFT Negotiating Team will be held on Monday, January 23rd. Over the next two months the Team will be finalizing the *Negotiations Survey*, for presentation to membership.



The SVFT Communications Committee discussed a number of projects at a recent meeting. Pictured (left to right) are Wilcox teachers: William Arpaia, Virginia Skoglund, Mitch White, and Jim Pisacano (Vinal).

Letter to the Editor...

It was interesting to read in your December 2005 Vocational Instructor that the issue of defibrillators for the schools was hitting a stonewall from the Superintendent of Schools. To wit, apparently the Superintendent had asked the SVFT to fund the purchase to the tune of \$25,000 (Things Heat Up at Labor-Management Meeting p. 2).

As a retired former VT Instructor, Department Head, Administrator and President of the VT Administrators Union, I find it appalling that such a program has not been implemented by now.

We first raised this issue in Labor-Management with then Superintendent Dom Spera on September 19, 2001. It was not lost on us as we looked at the demographics of school staffs and the nature of our trade programs and the growing athletic components in our schools that it made all the sense in the world to equip our buildings with portable defibrillators.

Even then, the technology was so user friendly that workplaces, airlines and other institutions were implementing programs to have this lifesaving technology available for employees and customers. Today the technology is even more advanced and user friendly.

It was not lost on us at the time that Central Office had already implemented such a program for the benefit of management, consultative and other staff at 25 Industrial Park Road.

This issue was discussed periodically for over a year. Interestingly, the main concern that we kept getting was the liability to the State of implementing such a program. It was suggested that task forces be formed to study the issue, which was simply a stonewalling tactic. Apparently there seemed to be no liability problem at 25 Industrial Park Road! Alas, the events during 2002-03 with the Rowland Administration, budget cuts, freezes and ultimately the ERIP program relegated this issue to a back burner for 02-03 school year.

Apparently the stonewalling continues.

I applaud your efforts in this endeavor and wish you success.

Sincerely,

William Zenko

LINE ITEM OF THE MONTH SALARIES

by Pat Keavney, SVFT Treasurer

Every so often I write a newsletter article to provide more detailed information on a particular line item of the SVFT budget. This month's article explains the Salaries line item.

Although the SVFT has negotiated agreements with our office secretary, attorney, accountant, and lobbyist, and pays a stipend to our newsletter editor; these expenses fall under other line items in the SVFT budget. The Salaries line item covers the stipends paid to the elected officers for time spent conducting union business after-school hours, on weekends, and during school vacations.

Our Constitution requires:

The following officers shall be elected from the membership to a three year term:

1. President
2. Vice President
3. Treasurer
4. Secretary
5. Executive Union Representative

These elected officers are paid an annual stipend as provided for in the State Vocational Federation of Teachers Reimbursement Policy. That policy stipulates:

The Executive Officers shall be paid an annual stipend. The stipend will be calculated by applying the following percentage to VS 03 Step 11 of the collective bargaining agreement:

President	12.2%
Vice President	10.2%
Executive Union Representative	10.2%
Treasurer	10.2%
Secretary	6.1%

The Executive Officers' annual stipend shall be paid in quarterly installments made in November, February, May, and August.

Based upon that mandate, the 2005-2006 annual budget has allocated \$9,704 for the President's stipend, \$4,852 for the Secretary's stipend, and an \$8,113 stipend payment for the Vice President, Executive Union Representative, and Treasurer.

Each month at the Executive Council meeting, an Income and Expenses Report is disseminated and discussed. You will find this report in the packet that is given to your school's union representatives. This provides you with a snapshot of all of our income and expenses for that month, as well as running totals. If you haven't seen this and would like to, just ask one of your union reps when he or she returns from the meeting (which is usually on the first Wednesday of each month). This will keep you informed of where your dues money is going.

Vocational Instructor

is the monthly newsletter of the
State Vocational Federation of Teachers

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Secretary.....Linda DeSousa
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CALM

AFTCA

January/February 2006

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
		1/11 SVFT Executive Council Meeting 5PM	1/12 AFT-CT Executive Committee Meeting 5PM	1/13
1/16	1/17	1/18	1/19	1/20
1/23 SVFT Negotiating Team Training 8:30PM	1/24 Health & Safety Visit Platt THS	1/25	1/26	1/27
1/30 Labor-Management Committee Meeting @ C.O. 9AM	1/31 Arbitration - Filling of Dean of Students Position @ Norwich THS	2/1	2/2 Arbitration - Teacher Dismissal Case SVFT Executive Committee Meeting @ SVFT 9AM	2/3
2/6	2/7	2/8 SVFT Executive Council Meeting 5PM		

Holiday Greetings to Troops

Goodwin Tech's "Caring and Sharing" group decided to make the holidays brighter for our troops overseas. Goodwin secretary, Judy Hyjek, and teachers Rita Macri, Melanie Perry, and Ruth Cion purchased enough holiday cards for the entire student body to write at least two personal notes to service members. Goodwin ninth-grader, Nahira Lopez, who lost an uncle in the war, helped organize the school effort.

Units from Goodwin's drawing area - New Britain, Plainville, Bristol, and Hartford - have been deployed. Many tech school graduates and the relatives of students and staff are away from family serving their country. All agreed to put personal feelings about the war aside and reach out to the individuals wearing our country's uniform. The school's outreach proved a great success!

During an extended homeroom, the entire Goodwin community participated in the project. The cards were then brought to the State Armory, where the Family Support Unit divided them by service and reserve unit. Prior to the holidays, a few Goodwin graduates emailed appreciative responses back to everyone at the school!

The SVFT congratulates the students and staff at Goodwin on a job well done. Below are two cards that were sent to the troops.

Dear Troops, 12/15/05
I hope you enjoy the
Holiday and May God
Guide you and your fam-
ily and I appreciate
for what you are doing
for us.
PS. Thank You *Nahira Lopez*
for what you *Ed. Goodwin*
are doing *Tech. High.*

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STAY SAFE. GODBLESS.
JAMES Widdcomb
E.C. GOODWIN
NEW BRITAIN CT