



United Teachers of Seaford

Executive Board Meeting Minutes

January 11, 2021

Present:

Absent:

Matt Adler
Edward Kent
Maura Coghlan
Jennifer Wemssen
Curtis Tripoli
Keri Degnan
Jen Walsh

Jean Marie Aplustille
Lisa Gagliano
Ann-Marie Motisi

Kerry Hansen
Suzanne Mooney
Roman Wojcik

Danielle Alveari
Brian Horner
Eric Lichtwar

Christine Lindquist
Kevin Nichols
Joanna McCloskey
James Scourtos

No one!

1. Meme of the Month

2. RECORDING SECT'Y-Keri Degnan

- a) Maura made a motion to approve the amended minutes of December 7, 2020. All in favor.

3. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen

- a) Dues deductions were taken out of the last two paychecks (for a total of seven dues deductions so far.) We are almost halfway done!
- b) Checks have been created to reimburse for the mailing of holiday cards.
- c) Ed made a motion to accept the budget summary report. All in favor.

4. PRESIDENT-Matthew Adler

a) COVID update

- i. Positive news, the vaccine coming to teachers and the rest of group 1B! A special shout-out to the first members who have already received the vaccine, Kim Kent and Jen Walsh! It is very brave of them to step up as the first vaccinated in the district. It is very difficult to get appointments in Nassau County. The UTS has been in talks with Adele about having on-campus vaccinations. NYSUT is also trying to put together a vaccination center. Matt will put together the links and send them out to the members.

b) Other News

- i. Please use your home emails for union news.
- ii. The remote day was a practice, and everyone learned a lot. Members feel the need for better communication from administration. If any member had technology issues on that day, please let your administrators know. Members need to be ready to go remote at any time. If your issue is not getting fixed, please let a building rep know.
- iii. Last week's altercation at the Capital was a very sad day for our country. It spurred a lot of emotions. Matt pointed out the pitfalls of social media. There was a Levittown teacher who was removed from the classroom because of his comments on social media. A PTA president in Suffolk county lost her position as well. You are a public employee, please be careful of the comments you put out on public media.
- iv. During the last meeting, it was brought up about the cameras that were on in the all-purpose rooms of the elementary and middle school. They will be turned off. Please let Matt know if that is not true.

c) Observations

- i. The district has approached teachers about virtual observations. It is in the APPR and our contract that observations need to be in person.

5. OFFICER REPORTS

- a. **Maura** – Nothing specific to discuss, we all came back to work and jumped right back in. The district is lucky to have all of us, we all do above and beyond every day.



- b. **Ed** – Social media is very dangerous. Be careful about what you put out there. Other districts put messages about the riots in DC on their websites and publications. As of this date, Seaford did not.
 - c. **Curtis** – The UTS website is currently being updated as soon as people send in information. Curtis is also putting together pricing for a new UTS order.
 - d. **Jen Walsh** – nothing to report.
- 6. Building News – Please start with positive news!**
- a. **Harbor**
 - i. Good news! Marissa the kindergarten teacher got engaged over the break! The issues members have are with the students coming in and out of the classroom. Asynchronous, fully remote, in-synchronous... it is crazy!
 - ii. Zoom is not working, many specials had issues with it
 - iii. If teachers can get a vaccine appointment, can they have leave time if it is in the school day? Matt will ask Central Administration about it.
 - iv. What is the status of the swipe card? Kerry asked Tom Burke about it. He said the swipe card is on the door, but it is not functional. Members also asked if the handicapped spots can be repainted? It was mentioned that the handicapped spots might move closer to the access door? Matt will talk to Russ
 - v. All-purpose room cameras, they were supposed to off, but no one knew how to turn them off. Matt will double-check that they are off.
 - b. **Manor**
 - i. Good News! Many of our members are newly married, and Jillian Egan got engaged! Congratulations!
 - ii. Members feel that the administration keeps flip-flopping about students' being remote and the rules/dates keep changing. It is very stressful for the teachers trying to keep up with the changes.
 - iii. If you are forced to quarantine you can use your COVID days for up to 14 days. The quarantine recommendations is now only 10 days. It takes time to get a COVID test. Members should start scheduling their test on the 5th day of quarantine.
 - iv. If your child is forced to quarantine, members have to call in sick. The UTS will bring this issue up again to Central Administration.
 - c. **Middle school**
 - i. It is the status quo at the Middle School. The issue was brought up regarding the upcoming vacation and weekends out of state. Members were having a difficult time setting up testing appointments to come back to the state. Matt worked it out with Central Administration to allow members to get tested on school time.
 - ii. The state COVID rules did not expire on Jan 1. You do not have to take sick days if you are diagnosed with COVID. The federal law expired, but the state law still stands. COVID SICK should be coded in AESOP. If you are quarantined, you need to get clearance from the Board of Health and a negative COVID test. Some teachers have been allowed to get a COVID test, on school time, without using sick days.
 - iii. Some teachers have log in professional time to maintain their certification, but the administrators are not logging in the events, so the teachers are unable log it in. My Learning Plan would not allow teachers to log in faculty meetings and department meetings for their logs. Teachers should make sure they update their logs and keep track of their hours. Don't wait until the end of the year.
 - iv. The administration has asked members for documentation from the Department of Health, and also from your child's school if your child is in quarantine. It is the district's right to ask for documentation if you use four or more sick days in a row. The section in the contact can be found on page 9 Member or Family Sick.
 - v. If you are being questioned for less than four sick days, please reach out to a building member!
 - d. **High School**
 - i. Questions have been expressed from members who are nervous about quarantining, especially if you have multiple kids and forced to quarantine multiple times? Some members would like to be able to stretch out paid and unpaid sick days? Matt will find out.
 - ii. Can we donate sick days for members who might need them? Some members may not have enough sick time to cover the amount of time needed to care for their children who are forced to quarantine. Maura believes that you cannot donate sick days unless members have exhausted their sick days first. Can members be allowed to work remotely from home if they are forced to quarantine their kids?
 - iii. If someone is out for COVID, and they feel healthy enough to teach, but then feel bad...they can toggle on and off as they progress through the illness?

- iv. When you have COVID you are technically in isolation. When you are exposed, you are quarantined. How is it coded on AESOP? We need to get more unification on how it is coded across the district.
- v. The observations of members in the high school are still being compared to the rubric from last year. We are in a pandemic. The high school reps do not like the wording of the expectations, they are unreasonable considering we are in a pandemic. Matt will bring it up to Central Administration.

7. COMMITTEE UPDATES

a. Scott Gilbert -External PAC

- i. Nationally there is a greater chance to get relief to the states. The New York State's deficit is supposed to be 64 billion. In the national election results, the democrats have a majority now, which is good for education.
 - We now have an educator as the Secretary of Education.
 - A former union president is now in Congress.
 - The NYS Board of Regents picked a new Chancellor.
- ii. On the HS level, it has not been decided if they are having Regents Exams in June. The state is still planning assessments for grades 3,4,5.

b. Joanna McCloskey –Internal PAC Contract

- i. Advisory Committee –
 - 1. The committee has done a phenomenal job of detailing the contract to create a user-friendly version of the contract. It is a living document with video and explanation. Our members are describing sections of the contract in a user-friendly way. Joanna and Curtis have been doing a great job in educating the members.
 - 2. The committee now wants to survey the member about what they want to see in the next contract.
 - 3. Curtis volunteered to chair the next phase of the committee. Barbara Sherwin also volunteered to help as well. The next phase plans to ask members targeted questions on what they feel is the coming trend in negotiations around the island. It is not a play by play of the actual negotiations, but things that are occurring around the island. For example Drug Testing: Is this a “hard no” for members, or is there something that the members want in return if that is what the district is pushing.

c. **Special Education Committee** –Matt is still talking to Central about the logs.

d. **Public Relation/Event Planning**-Nothing new to plan due to COVID.

8. GRIEVANCES – no new news.

9. **NEGOTIATIONS**-We will be starting next month for the beginning stages of negotiation of our contract. Ed, Maura, and Matt will be meeting with our LRS Shanika. The district has asked for dates from the UTS to discuss.

10. **ARTS**-Barbara Richko expressed the retirees' happiness for the great job our teachers are doing. The retirees are having another zoom meeting next month. Barbara also suggested that the wording of the contract is carefully worded especially about insurance. Oceanside and Bayshore retirees lost their insurance.

11. Member Concerns

- a) What is the policy that students must follow to be allowed back in the classroom? People need clearance by the dept of health, a note from the medical provider, or a negative COVID test. A student was allowed back to school before they received all their test results. They took a rapid and PCR test but did not get all the results back. The student came back to school, and then the student got a positive PCR result that day. The first rapid test was negative, but the more accurate PCR test came back positive. If the parents had waited for the PCR exam, it would have protected the member from being exposed. In another incident, a student was in school for two days while they waited for the PCR test. Matt will follow up with Central Admin, can it be stated that families wait for all tests to come back before students are allowed back to school. We as teachers should not feel additional stress, we have families too. It is not easy teaching from home.
- b) Several teachers have emailed about the barriers. They still haven't received them. It is too late to get one? Matt will talk to Russ again.
- c) Every meeting with Central TAC Matt, Ed, and Maura bring up the emotional well-being of the members and the stress they are going through.
- d) On the elementary level, Seaford is not live a streaming school. A teacher had a set of twins in the classroom. One is Regular Ed and the other is SPED. Now both students are home live streaming. The teacher offered to conduct the live stream, but the concern is that this is setting a precedent.
- e) What is our lawyer's opinion about the contract language about drug testing? What happened with other districts who recently settled?

The following teachers announced their retirement, Eric Lichtwar and Patty Gilroy!! Congratulations! Thank you for the hard work you did for the union and the district. Enjoy your ARTS meetings!

Danielle made a motion to end the meeting. All in favor.