



Executive Board Meeting Minutes

January 27, 2020 ~ High School

United Teachers of Seaford

Present:

Margaret Glancy-
Edward Kent -
Jennifer Wemssen-
Curtis Tripoli-
Keri Degnan-
Jen Walsh-

Jean Marie Aplustille-
Lisa Gagliano -
Ann-Marie Motisi

Laura Liepa-
Charlotte Loake-
Suzanne Mooney-

Danielle Alveari
Brian Horner-
Eric Lichtwar-

Matthew Adler-
Christine Lindquist-
Joanna McCloskey-
James Scourtos

Absent:

Absent
Maura Coghlan

1) NYSTRS – Shari Raduazzo

- a) NYSTRS conference – all materials presented at conference are available online
- b) Library of videos are also online (and are surprisingly entertaining), membership information (how to read your NYSTRS statement), and how to get service credit.
- c) All forms are also available online, and can be filled out online too.
- d) If you have any specific questions about retirement – please contact Shari. She will be glad to give you information.
- e) Cap on income earned after retirement in the state was raised to \$35,000. If you work out of state, there is no cap.
- f) All NYSTRS election positions were running unopposed, so there was no election.
- g) NYSUT retirement funds are in good shape.

2) Recording Secretary: Keri Degnan

- a) Matt made a motion, approve the building minutes from December 16, 2019.
- b) Approved – All in favor

3) Treasurer Membership Chair: Jennifer Wemssen

- a) Discussion of December budget summary report.
 - i) Donations were made to the Reid Family (previously approved) and High School Drama Club
 - ii) Members are halfway through the dues deduction at this point.
- b) Suzanne made a motion to approve the proposed budgets summary report. Approved – All in favor

4) PRESIDENT-Margaret Glancy

- a) **Thank you letter** from the Seaford Wellness Council
- b) **NYSUT Early Career Member Conf** – Feb 1 (John Panus, Matt Adler, Jen Wemssen attending)
- c) **Planning Ahead**
 - i) UTS Luncheon Sept 2, 2020 – bring in guest speakers to talk to our membership on the first conference day (Steve Kramer from Kramer. Feldman and Monaco who provide NYSUT Legal Services, a Michelle Kennedy from NYSUT member benefits, Khri LaGrange works for UCOMM communications about labor relations and value of unions)
 - ii) 2nd General Membership meeting – Election Day – This turnout was disappointing. We are hoping for a greater turnout next year. Ideas for next year include:
 - Perhaps change to another luncheon (lighter fare-sandwiches). Can we ask administration for an hour and a half lunch to talk to union members?
 - Hold a membership meeting at a later date? Have a second general membership meeting later in the year?
 - Should we do both, a luncheon and another meeting in the spring? Have it at the middle school (the cafeteria holds over 400+) An additional luncheon is an additional cost to keep in mind for the budget. Margaret will have to follow up with Adele if she will extend out lunch time

- d) **SOCE statement of continued eligibility** – Margaret will email the latest information from the state. All applications have to be in by June 30.
- e) **Resolutions for NYSUT representative assembly** – Proposed resolution for Tax Cap support. Matt made a motion to endorse the Tax Cap resolution. All in favor
- f) **Granting Tenure** –
 - The UTS does not have anything to do with members getting tenure or not. That is an administration decision.
 - The UTS building reps should ask the untenured teachers to look over their end of the year evaluations, dissect it with the new members to make sure all of the points brought up are improved upon for next year. As a first year teacher, read through their evaluations with them. There may be passive aggressive language in their evaluations, and read through it, and understand it.
 - Support from the UTS starts when they are hired. The UTS needs to seek out the untenured teachers and offer them UTS support. Suggestions that were discussed;
 - Perhaps the UTS can have a workshop on supporting teachers as they work toward their tenure, and expectations for collaboration. If we can lift up everybody, and create a great climate, we can all climb together.
- g) We have to make the new teachers realize we are a resource and a wealth of knowledge. New teachers should come to the union with issues before going to administration. Perhaps build in a workshop for new UTS members about benefits? Legal benefits (mortgages, and wills), NYSTRS benefits (glasses include Sunglasses) every few months have a new “informational topic.” In the HS we do try to share info at each meeting.
- h) **New York State Deferred Compensation Plan 457**
 - UTS needs to relay the importance of the 403b **and** a 457b NYS deferred compensation funds to our members. Members can invest \$19,000 in each fund (403b and 457b) per year. If you are older (over 50) you can put in \$26,000. If you never added to a fund \$29,000 to catch up in each.
 - People who retire and have not used their sick time or retire the first year of eligibility, could have a combined benefit of \$39,000.
 - By having only one deferred compensation plan open (a 403b), you are taxed on anything over \$29,000. If you open up a 457 plan, it could save the member significant amounts of money.
 - Questions to ask of the district, would the district agree to deferring some of the bonus payments to the following year. Adele said she will speak to the board about deferring payment.
 - The 457b NYS can be set up by yourself. Go online to NYS to set it up, or talk to Madeline Fischetto. Up your contributions to both of these up to about \$57,000 pre tax.
 - 529 is also another tax advantage plan to help members save for college for their children.

5) OFFICER REPORTS

- a) Curtis – Winter newsletter will be sent out by the Feb break. Curtis needs news from the other buildings. Another order will be placed in the spring for UTS wear. Survey will be conducted to ask our members-“Categories of Union Issues.” It will be sent to the exec board first, get their feelings. After the survey will be sent to the membership.
- b) Ed- Lawrence put out a STD (Save the Date) wear RED Feb 14 – “Love for Lawrence.” Lawrence is working with an expired contract for 10 years. SUNDAY April 26 – Rally for Lawrence. It is the day of shopping in the Lawrence area. Census is coming up – Retirees may not want to do the census, NYSUT needs to make sure all people are counted. Look online, help at the library. Ongoing for the next few weeks.

6) Building Reports

Margaret to meet with the Union Reps in all buildings it was much appreciated

- a) **Manor**-Related services (therapists) had a meeting with Mary Catherine, it was the first meeting with MC since August. They are supposed to have set meetings monthly with her. Mary Catherine didn't start the meeting until 3:00. They are hearing things piecemeal. MC needs to have a set schedule, and start meeting 10 minutes after end of the day.
- b) **Harbor** – set meeting with Tom every two weeks. Eliminating a lot of TAC issues. It is a good thing

c) **High-** Mary Catherine didn't start the related services meeting until 3:00pm, and the HS staff had to stay until 4:00pm. There used to be three separate meetings (special services, related services, special ed). MC needs to have a set schedule, and start a meeting 10 minutes after end of the day. Thank you to Jen Wemssen, Lindsay Garncarz, and Christine Linqvist on the new improved faculty room!

d) **Middle-** none

7) GRIEVANCES

8) NEGOTIATIONS UTS will be asking for donations to a sick day bank for member receiving cancer treatment. In the past this has occurred, but over 200-300 days were collected, but if the member doesn't use all of the days, then the days disappeared. The extra days have not been held in a bank for other members. Our member only needs 92 (as of now)

9) PAC

Board of Ed elections and endorsement. Matt to have a committee to vet candidates. Create a more formal process.

10) PUBLIC RELATIONS/EVENT PLANNING

a) UTS HH Feb 7th Great South Bay Brewery

b) UTS End of the Year Party/Retirement Party – Monday June 22nd Chateau la Mer

c) Tara send out a survey – to plan additional social events

d) Wear Red for Lawrence February 14!!

11) GOOD NEWS & WELFARE Melanie Bean had a baby boy.

12) Suzanne made motion to end meeting All in Favor