



United Teachers of Seaford

Executive Board Meeting Minutes

October 19, 2020

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

1. **Maura made a motion to break into the executive session, Kevin seconded the motion**
2. **Meme of the Month**
3. **RECORDING SECT'Y-Keri Degnan**
 - a) Maura made a motion to approve the minutes of September 14, 2020. All in favor.
4. **TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**
 - a) Ended the fiscal year on September 30, 2020. The new year starts Oct 1, 2020.
 - b) Some budget lines we did not utilize last year, we already paid the lawyer \$20,000. With the extra money from other budget items, it was applied for the lawyer fee. The remaining \$6,000 for the lawyer was taken out of reserves.
 - c) The first dues deduction was taken out of the last paycheck. NYSUT received their first check from us.
 - d) Ed made a motion to approve the treasurer report. All in favor.
 - e) The UTS made a \$300 donation for Breast Cancer and a \$125 donation for the American Legion for Field of Honor. Ed made a motion to approve the treasurer report. All in favor.
 - f) Pink Day! The UTS wants to organize a "pink day" on Friday, October 23, and make it a district-wide event. Take a picture of members wearing pink.
5. **PRESIDENT-Matthew Adler**
 - a) Thank you cards were received from Jordan Ragona for the scholarship and Nancy Fitzgerald for her retirement gift.
 - b) **UTS Building Level TAC and 1:1 conversations**

Feedback from the conversations:

 - i. High School reps are hearing about the stress levels among members, virtual learning is stressful for both the students and the staff. Many feel it is not working, especially on the days the students are remote. Teachers feel there will be a drop in first-quarter grades. Reps will meet with the administration next week about it.
 - ii. Middle School reps are also hearing of stress and anxiety. Faculty feel that new expectations are continuing to be thrown on top of them (certification, lesson plans, parents are upset.) The tension is high. The staff has concerns about Supt Conference Day is going to be an unproductive day when the time could be used to plan.
 - iii. Manor reps were happy that the TAC with building administration went well. Teachers are still not happy with last-minute changes from the administration and this still needs to be addressed.
 - iv. Harbor stress levels among the staff are still high. Due to the neighbor behind the school, no one can go outside. Faculty park in the back but can't enter in the back door. Mail and deliveries can enter there. There are issues with handicapped parking. Parents want the Central Administration to do something about the situation, and they want the police presence. Morale is low, but teachers are trying to take care of each other.
 - v. Problems in both elementary schools continue with students that can not see through the barriers. Technology is also a problem, the ipads are taking a LONG time to roll out. They didn't have cleaners for the ipads, they have to be sanitized between uses. Dion stated the students should hopefully get them

to the students by the end of Oct. Therapists are not getting wipes. They will be supplied with the cleaning spray and better paper towels that are more absorbent. The student's supply list had antibacterial wipes. Administrators have to approve all cleaning supplies in writing. New barriers were ordered, they are completely clear. The barriers are not for the students, they are supposed to be for the adults. A central administrator canceled the order because they were breaking. Teachers want desk barriers and they are not supplying them.

- vi. Health and Wellness question was presented about staff who want to travel on Christmas break. If you travel to a state that is on the quarantine list, you will have to quarantine. If you knowingly go to a state that is on the list, you will have to use sick days. If you come back and don't say, you can potentially infect a lot of people, and open yourself up for disciplinary action.

c) Sick days requiring note to conversations

- a. You don't have to supply a note unless it is the fourth day. You can call in sick (hurt ankle, mental health) Administration should not ask members for a note and should not ask members for any information.

d) Extra Help

- a. Run the same as last year. In middle school, it says extra help should be 2:50-3:20. They are using the 5 minutes to clean the rooms. Department Meetings should also start 5 minutes at the end of the day, not HOURS later.

e) Contact tracing

- a. Should be done by an administrator or the Board of Health. You need to be honest, as much information is the best. If for some reason you are not contacted, let the UTS know.
- b. The barrier is annoying, but they have kept us open. Close contact is less than 6 feet for more than 10 minutes.

f) Snow days

- a. Nothing is changing with snow days. They will not have us teach remotely on those days.

g) Union Rep Training

- a. Training is virtual, it is recommended that all exec board members sign up.
- b. Shinika (LRS) said keep a log of how many hours you are spending on the special education logs. It gives data to give administration to fight against. The City had a big court case that we might be able to use to fight it.

h) Special Recognition Day

- a. Reps need to get number of gifts needed for custodians, security, secretaries, aides, nurse, cafeteria workers, bus drivers (don't forget the minibuses) for November 17th.
- b. Last year we allocated approximately \$600.
- c. Ed made a motion to allocate \$650 for gifts for SRP day. All in favor.

i) PAC/Public Relations/Event Planning committee

- a. Scott Gilbert is External PAC. Joanna McCloskey is Internal PAC.
- b. Ed made a motion to approve. All in favor.

6. OFFICER REPORTS

- a. **Maura** – Thanks to everyone and especially Matt
- b. **Ed** - Contract negotiations coming up soon and the UTS should start a contract advisory committee to survey and gather information on issues that are important to the members in each building. Ed would like to see UTS members, not necessarily the building reps on the committee. People in each building would get a chance to be vocal and be involved in the process. We need to get new ideas on quality of life issues and update the contract language. It is the quality of life issues that people hold dear that are important. We need some guidance with the lawyer about planning out a strategy for negotiations.
- c. Ed made a motion to form a contract advisory committee in each building that will be chaired by Joanna McCloskey. All in favor
- d. **Curtis** – Proposed to use COVID to get rid of the newsletter and replace it with an updated website. Curtis will continuously update the website and send out emails 4 times a year to remind members to check out the website.
- e. **Jen Walsh** – nothing to report.

7. GRIEVANCES – no new news.

8. NEGOTIATIONS-no new news.

9. PAC

- a) Early voting starts 10/24/2020. PLEASE vote. As an NYSUT member, we need to vote in the November election. We don't care who you vote for, just vote! There is no release time for voting allowed this year.

- b) Vote Cope – our vote cope deductions were not taken out at the end of last year from our last check. It would be difficult to have a drive in the fall and get the forms signed and ask members for money right now during the pandemic. In the springtime we will instead push to give a significant donation (since we didn't give last year) and have it taken it out of the last check.
- c) NYSUT is asking for help with phone banks and need people to push Biden in Pennsylvania.

10. PUBLIC RELATIONS/EVENT PLANNING

11. Member Concerns

- a) The computer techs should get something for SRP day.
- b) Shari would like a list of new members to help new members make their NYSTERS account.
- c) Cameras are not on when the students are remote. BOE policy is that the cameras must be on. If you mark the students absent because the camera is not on, take a screenshot. This is the equivalent of sleeping in class. Can we get the policy in writing? HS admin has agreed, and Matt will ask the central administration to make it clear to all schools.
- d) The custodians are building desks in the all-purpose room where 5 reading teachers are working. Can they use their custodial office to do that work?
- e) According to the central administration's email, faculty need to be prepared to close at any moment's notice. Do elementary faculty need to bring 5 subjects worth of materials at home? Take home enough stuff for a few days. You are not going to be able to teach what you normally teach. Think of what you did in the spring, teaching remotely will have to be modified. Refocus on the 3 goals we had at the beginning of the year, keep ourselves safe. That is the priority as well as keeping the jobs. We understand that people are completely stressed out, and we keep telling the admin that. The amount of work we are doing is insane. Don't be afraid to ask for help. Take care of each other, look out for each other. Prepare yourself for situations if we have to go remote. If we go fully remote, Central Administration will need to be flexible with expectations. Teachers have stepped up since March 13, we have gone above and beyond. Administration needs to step up for us.

Thank you to everyone, it is a very interesting time for unions. Balance educating the kids, and maintaining the contract. The public is on our side, but we can go from Heroes to Zeros very quickly.

Suzanne Mooney made a motion to end the meeting, All in favor