



United Teachers of Seaford

Executive Board Meeting Minutes

November 16, 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

No one!

1. Meme of the Month

2. RECORDING SECT'Y-Keri Degnan

- a) Kevin made a motion to approve the amended minutes of October 19, 2020. All in favor.

3. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen

- a) Two more dues deductions were taken out of the last two paychecks, for a total of three dues deductions so far.
b) One payment was made to NYSUT. Donations were made to the Cancer Society and the American Legion. The donations came from Public Relations. The UTS also donated to the President's Council. Reimbursements to members were also made this month. Jen asked for members to look for the email to update the UTS database.
c) Maura made a motion to approve the monthly report. All in favor.

4. PRESIDENT-Matthew Adler

a) TAC Follow-up

Follow up from the conversations:

- i. Cleaning products on the list that the PTA gives out WAS NOT approved by the BOE. Teachers and Parents need to get a more updated list of approvals.

b) COVID update

- i. Members need to complete the morning COVID screening form accurately and honestly. If you are not feeling well, stay home. If you are not sure, stay home. As educators, we feel we need to be there for our students, but if you are feeling ill, stay home. The UTS executive board is working with administrators about the number of sick days members use. If administrators want teachers to do the right thing, then they need to be understanding.
ii. If a member is sick, their priority and is to take care of themselves. You can feel better one day, and crappy the next. The administration can check on you each day, they might just check on how you are feeling. The administration should not pressure any member to teach remotely if you are ill. Untenured teachers should not feel pressure to teach from home. You should not have any expectation to teach if you are out sick. If you do feel pressure, let the union know. If you don't feel up to sending in lesson plans, let an administrator know. The administration's expectations need to change.
iii. There is a state COVID sick bank, and members are allowed to use up to 14 days if the member does get COVID. If you go beyond the 14 days and are still sick, you would be covered under the Federal leave, which is a reduced pay at only \$200/day.
iv. If you are asymptomatic, the district will let you work from home if you choose to. Many teachers want to work if they are feeling up to it.
v. If you are caught up in contact tracing, you use your sick time.
vi. People need to be reminded to bring questions to the union. You are entitled to time and talk to your union rep.

c) Travel advisory

- i. We all have COVID fatigue, but right now we are seeing a surge in the numbers on Long Island. It is over 3% they are blaming the congregation at bars, restaurants, and Halloween. It is not the time to have a big Thanksgiving dinner with large groups. If you travel within the tri-state area, there is a travel

advisory. If you travel beyond the tri-state area, you will have to quarantine. YOU will be docked sick time if you are forced to quarantine because you traveled.

- ii. Schools are some of the safest places you can be. It is in our best interest to keep the schools open. Double down in your efforts, be smart, let's get through this!

d) NYSUT COVID tracker

- i. Allows members to report what you observe, and if you feel safe. You can also see what is happening in other districts in our area.

e) LIPC Resolution

- i. The executive board was not interested in supporting this issue.

f) Observations

- i. A central administrator is pushing to conduct observations remotely. All observations should be done in person.

g) Intramurals

- i. Intramurals are more off-season training. The only stance the UTS has is that the coaches are paid fairly. Before the UTS signed the MOA, we checked with legal advice and the LRS, we would not be able to fight the length of the season. The stipend will be pro-rated, it is a way to get coaches some kind of money. A portion of the stipend is better than none. Ed suggested that the intramural coaches should only be UTS members, not someone from outside of the district.
- ii. The breakdown is 75% of the stipend for the season, and the off-season stipend is 25% of your stipend for 11 hours.

- h) **SRP Recognition Day** All buildings are good to go. Please send any questions and receipts to Jen Wemssen to be reimbursed.

i) ARTS

- i. Matt had the pleasure of having lunch with Barbara Richko, Steve Bongiovi, and Linda Frank. They asked how we were coping and if we needed any help.
- ii. Andy Arbiter and Mary Ryan are still eligible for the trust fund. Dues are \$860/year.
- iii. Dec 8th is the ARTS retirement zoom meeting.

5. OFFICER REPORTS

- a. **Maura** – We understand the concerns, and a quote from a former central administrator still fits today, "we are building the plane while we are flying." Whatever information we can bring back to members we will. Please keep presenting the exec board with issues and questions. If you are patient and can wait, we can get the answers and get back to you.
- b. **Ed** – Suggested some ideas to get spirits up. UTS swag? UTS facemasks. Curtis, Keri, and Ed will explore facemasks.
- c. **Curtis** – The fall email went out for the new online website. Please encourage members to send in photos/info for the website. Send in stuff anytime. There is a new Presidents Video (if you want a good laugh.) Curtis will have a UTS wear sale again for new members.
- d. **Jen Walsh** – nothing to report.

6. Building News – Please start with positive news!

- a. **Harbor** – Kerry Hansen has been focusing on the power of optimism in her class, and there was a nice article in the Wantagh/Seaford patch. Matt is asking Central for money to update the Harbor School Faculty Room. Harbor teachers are concerned about cleaning, they feel that the bathrooms and classrooms that are not clean. Please send photos to Matt and he will bring them to central. Matt will follow up with Russ about the handicapped entrance and swipe card on the back door. Questions were asked about the percentages of cases and when we would school close? Cuomo needs new metrics from the county and the state. Schools are the safest place to be, students are not getting sick at school, it is what happens outside of school.
- b. **Manor – Positive news!** a lot of people getting married and buying houses. A new teacher is having a baby in two weeks! A concern is that the community is finding out about COVID and quarantining before the staff is. Teachers would like to know first to protect themselves. Members who live in the district say that she gets her children's emails first, then she gets the staff email an hour later. Matt will look into this. If the staff still want screens, let Matt know, he will bring it to you!
- c. **Middle school** – Good news, we know it has been a challenging year, but there are a lot of new members. All are gung-ho and helping each other out. People are feeling a bit better and members feel that the Middle School administrators are supporting their staff. Middle school reps have stepped up and done a phenomenal job. They have been kicking ass!!

- d. **High School** – Positive news, UTS reps had a meeting with the new teachers. They are a ball of energy, excited, and so cute. They are rock stars! After an observation, there is a 30-day window to receive the write-up. It has been suggested for members to show their Building Reps their observations. Some of the observations recently written in the High School seem to forget that COVID is happening. Central needs to be mindful of that.

7. GRIEVANCES – no new news.

- 8. NEGOTIATIONS**-Contact Advisory Committee will be helpful, and we will begin working with our lawyer soon.

9. PAC

- a) Scott Gilbert Congratulations! Joanna McCloskey Congratulations!
- b) If you can attend the next BOE meeting, please log into the meeting. Let BOE know people are watching!
- c) Contract Advisory Committee will meet the first week of December. Please start talking to faculty about what they are looking for in the next contract.
- d) Special Education Committee – Data about the logs is due Nov 23. Sat down with our LRS, and the teacher union sued the BOE in the city and won. It said it was unethical to open up IEPs at home, and the number of hours you are working was excessive. The UTS wants to compile the log hours, please be as detailed as you can. Once the union reps gather all the data, we can go to LRS and legal. Shinika said that keep track of the number of minutes you send on each student/PPS log and each week total.

10. PUBLIC RELATIONS/EVENT PLANNING

11. Member Concerns

- a) A word of caution, especially for elementary teachers. When the teachers stay after school, they are not cleaning the rooms immediately after school, and teachers take off their masks. If you are spending a long period after the school day working, keep your windows open, fresh air helps to remove the particles. Please wear your mask. We are all suffering a form of "COVID fatigue." We need to have more heat in the classrooms. If any teachers find that keeping your windows open and your classroom is still cold, let the building administrator know and custodians.
- b) We have to start doing the right thing. If you see a teacher not wearing a mask, if you don't feel comfortable, talk to them. "We are own worst enemies" – Bob Kutch
- c) Parent-teacher conferences are coming up, is there a way to spray the rooms between when the students leave and the parents show up. The administration praised the staff about Superintendent conference day. Matt stated that the staff should "continue to be the rock stars that you are!"

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