



United Teachers of Seaford

Executive Board Meeting Minutes

December 7, 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) James made a motion to approve the amended minutes of November 16, 2020. All in favor.

3. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen

- a) Dues deductions were taken out of the last paycheck (for a total of four dues deductions so far.)
b) Payments were made to reimburse members for SRP day and the stipends.
c) Thank you to all who filled out the member verification form. It worked out easier than having the reps run around the building, and it should be kept in mind for the future.
d) Ed made a motion to accept the budget summary report. All in favor

4. PRESIDENT-Matthew Adler

a) COVID update

- i. Governor Cuomo gave a press conference today. The main concern was about hospitalization and the possible closing of restaurants. If a school goes into an orange zone, the students/staff would need 20% testing for a month, if it goes in a red zone, 30% testing is required.
- ii. As of right now for Seaford, we are not in a yellow zone, and we are not on the track of going to a yellow zone. One of the worries is if we do go into these zones, will we go into COVID testing mode. What will happen if a student refuses to take a test - they will be told they have to be fully remote? If a staff member refuses, they may be submitted to disciplinary action? Districts are within their legal right to ask staff members to take a test. You could ask to get a test with your doctor. It is also not as invasive as other tests. The UTS understands teachers feeling that it is the government overstepping its boundaries. If you truly think that it is a personal fight against the government, you are possibly opening up yourself up to disciplinary action, but the UTS will support you. There will be no disciplinary action if you test positive and are asymptomatic.
- iii. There is some positive news about the vaccine. FDA is meeting Thursday with Pfizer, they will be ready to ship out the next day. Teachers are part of Phase 1B vaccination. The UTS recommends members researching on their own. Try to get primary sources for the information. Don't wait until the vaccine is available to make a decision.

b) Intramurals

- i. Section 8 is starting to plan low-risk winter sports for Bowling and Winter Track. (both boys and girls.) Central Administration will bring back intramurals after the first of the year. All coaches can make 25% of the salary, as long as you complete 11 sessions before the end of the year. The expected start date is Jan 4.

c) ARTS

- i. Barbara Richko wants to wish all members happy holidays. The zoom meeting for the ARTS is tomorrow.

5. OFFICER REPORTS

- a. **Maura** – Keep your chin up, welcome back to everyone who was out. Stay healthy.
b. **Ed** – Facemasks either super cheap or super expensive (\$5/mask). Ed and Curtis are still working on swag.

c. **Jen Walsh** – nothing to report.

6. Building News – Please start with positive news!

a. Harbor

- i. Jen Phillips came back from her maternity leave. There is an optional faculty meeting to make the staff feel better if the school closes.
- ii. The administration has been great in notifying the teachers about students who have Covid, but they did not tell an aide. She works all day with that student.
- iii. The security cameras are on all the time in the all-purpose room. They are 5 teachers in that room live streaming with the security camera is on. The agreement between the district and the UTS was that there was not supposed to have cameras on in the classroom. The camera is turned on at the end of the day in the gym, and not on in the gym during the classes. The Manor is also having the same issue with the all-purpose room. There is a camera in the cafeteria in the manor, and that camera has been on as well and a teacher is teaching students in there.
- iv. Teachers still don't have swipe card access for the back door. They are hooking up the wiring now. The floor also needs to be fixed by the door. There are traveling teachers who have to carry a lot of stuff around the building. The fact that this is taking so long to rectify makes teachers feel like no one cares about the faculty in the building. Some teachers have disabilities. There was a teacher who used the door by the custodian's entrance and was reprimanded by them. It is bullying to teachers.

b. Manor

- i. Jamie Flannery had a baby boy! All are healthy and happy.
- ii. There are air purifiers that have been installed in the common spaces. Members asked if the Building Administration could tell the special areas about what is going on in the building. It is being put on the teachers to keep the special teachers in the loop.
- iii. Negative comments on the FB parent group is that every teacher is bringing materials back and forth to school each day. The students are also expected to bring all materials back and forth as well.
- iv. All students still don't have devices. Teachers would like to practice with the students being remote. Dec 3 was supposed to be a remote day. Central is planning, but they are not communicating it well. Matt has brought it up several times.
- v. The scope program has not had cleaning between the end of the day and the start of the scope program. Matt talked to Central Administration. If it is not clean in the future, please let them know.

c. Middle school

- i. An engagement was announced! Congratulations!
- ii. The parents online are very positive about what is going on in our school. The parents are acknowledging our efforts.
- iii. Not all teachers are not being told if there are positive cases (if the teachers are on an A-day B-day group.) They will continue to talk to Dan Smith. It is a case by case basis for quarantining.

d. High School

- i. In High School, the lines of communication have crumbled a bit. We had a member that stated he had a student who tested positive in his class, but the faculty member was not notified. Building Administration said they have not notified ANY staff members in the HS if there have been positive cases. The Building Administration assumed that the teachers are not spending more than 10 minutes in close proximity with the students. We have triple protection (masks, barriers, distance.) They are assuming that you are not in close contact for less than 10 minutes. The bottom line is that teachers have to keep their distance from the students.
- ii. What does this mean for staff who are doing individual evaluations with students? Specials are in one to one contact with only 2-3 feet for over an hour each time a child is tested. Matt will discuss that the laws are under interpretation. Central Administration seems to interpret the laws to the extreme. Wantagh and other districts have open lines of communication with the staff and parents. It makes people in those districts feel safe.

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 -The external PAC discussed testing in schools, SRP can be laid off if schools go remote. There is a good chance that APPR will change. Democratic have a supermajority

- b) Joanna McCloskey - The BOE is remote, it allows more people to attend the meeting. If you can at the next BOE meeting, please log into the meeting. Let BOE know people are watching!
- c) Contract Advisory Committee the contract meeting is tomorrow and working on what is the best way to approach the staff. Please start talking to faculty about what they are looking for in the next contract.
- d) Special Education Committee – Thank Everyone in the SPED department. The logs were very helpful. It takes about 2.5 per week to complete the logs, and this was discussed with the LRS. It is too much work in addition to your workload and lesson plans. The next step is Matt is going to bring the information to Central Administration on 12/15. We are asking for a combination of changes, perhaps maybe 3 days a week of duty coverage, as well as remove the lesson plan component. If Central Administration is not willing to meet us in the middle, we will file a grievance.

10. PUBLIC RELATIONS/EVENT PLANNING

11. Grievances

11. Member Concerns

- a) Concerns about sub coverage to make up Speech or OT classes if the classes have to be canceled. It was brought up at the last Central TAC meeting. It is the responsibility of the district to make up the classes, not the therapists. They might open it up to others in the district to make up the classes. It should not fall on the individual therapist.
- b) Matt hopes that everyone takes the time to enjoy their family during the break and take cherish the time with loved ones. The work you are doing is short of a miracle. We are stronger today because of our members.

Jennifer Walsh made a motion to end the meeting. All in favor.