



United Teachers of Seaford

Executive Board Meeting Minutes

December 7, 2022

Present:

Absent:

Matt Adler
Maura Coghlan-
Curtis Tripoli-
Keri Degnan-
Jen Bartkowski-

Jean Marie Aplustille
Lisa Doris
Ann-Marie Motisi
Kerry Hansen

Brian Horner
Alex Mantay

Rosalie Franz
Joanna McCloskey
James Scourtos

Ed Kent
Jennifer Wemssen-
Christine Lindquist
Suzanne Mooney
Maureen Sabella
Michael Milano

1. SECT'Y-Keri Degnan

- a) Jen B made a motion to approve the amended minutes of October 12, 2022. Joanna seconded the motion. All in favor.
- b) Curtis made a motion to approve the amended minutes of November 2, 2022. Maura seconded the motion. All in favor.
- c) After this holiday season, we will need to order new holiday cards. We will wait for Jen Wemssen to discuss this topic.

2. PRESIDENT-Matthew Adler

- a) DJ Paulson's dad sent a card – it was shared with the executive board.
- b) **Tech Issues** –
 - i. The technology issues were brought up at a Central TAC meeting. The pre-pandemic # of machines were brought up. The only schools (currently the High School and Manor) that do not have the same number of copy machines from pre covid will be up and running by Jan 1. The Manor hot spots were also mentioned.
 - ii. The Copy Center is back up and running now.
 - iii. New devices are available for new all teachers. Email the Technology Administrator if you have any further Wi-Fi issues.
- c) **Sick Day Donations**-Two UTS members requested from the Board of Ed about a sick day bank. Previously when the UTS requested this from the board, they always approved it. This is topic is not in the contract language.
 - i. Both staff members were denied their request by the School Board. UTS asked legal and it is within the School Board's right to say no.
 - ii. Matt talked to the Central Administration and the School Board about this issue. Matt asked both groups to please consider the negativity of the message they are sending by denying the request. They were in the exec session when they voted, so it is not a public record. It brings a negative light to this situation. This is not sitting well, and Matt will continue to fight.
- d) **Health Insurance Increase** - Our health insurance is going up from our insurance company. Matt will send out a letter letting the staff know.
- e) **Seniority List** – Building reps have the list and will have one and one conversations with members. This year does not count. Please reach out to Sheena if there is an issue.
- f) **Professional Development** – Matt, Ed, and Maura had a second discussion with Central TAC about this issue. The alternative assignment is not equal. Matt also asked about next year, and currently, Central Administration has not planned it yet. It was asked if they could consider nontraditional assignments for related service staff, but nothing has been changed.
- g) **Parent Teacher Conferences** – High School and Middle School conferences were two evening conferences back-to-back. The feeling from the staff that it was too much. The current contract, states that all conferences must be given in a certain amount of time. That is why they were all offered in the fall.
- h) **2022-23 school calendar.** The UTS asked that the district calendar decisions be a more collaborative discussion. For planning purposes, we will probably be starting before Labor Day. There are more holidays in the current

calendar, and for 2023-2024 school year Easter and Passover are separated. We will probably have a break in March and April.

- i) **Communication** – We need to discuss how we want to communicate with members. Initially, we used the Remind app. People do not always read emails. We might want to use the Groupme app with the exec board on a small scale. Maura said that her building is meeting with the new teachers. New staff members need to know they can trust us
- j) **NYSUT Leadership Workshop** – It has been moved to March 10-12. Building reps are encouraged to attend. Let Matt know if you are interested in attending.

3. OFFICER REPORTS

- a) **Maura**- Thank you to all who helped during the Hot Chocolate Run. It was great to be in person, regardless of the weather. The Wellness Council had over 700 participants! Thank you to Maura and Matt for heading the UTS presence.
- b) **Curtis**-We have been trying to get new teachers UTS items, but they have not issued a new catalog. Once they do, he will send out a survey.
- c) **Jen B**
 - i. The first constitution meeting was not well attended, and the next meeting will be on January 18th. We need people to attend and update the duties of the executive board officers due to the evolution of jobs with technology. The job descriptions are antiquated and are no longer relevant. We need to plan ahead.
 - ii. The voting has also changed, and we are trying to be more inclusive with the language of the constitution.
 - iii. Jen and Margaret are organizing the Happy Hour on December 9. Is there a limit to the number of drinks? There is no cap on the number of drinks that will be served, but it is one per person. An executive board member asked if the price of drinks was discussed, and yes it was, the UTS will be given a discounted price.
 - iv. Jen and Margaret have also been planning the UTS Retirement Party for either May 24 or June 15. The issue is the prices are through the roof! They looked at Foxhollow and Chateau La Mere, but a seated dinner +gratuity and taxes are \$101 without a gift. A suggestion was made to call the Cresthollow. They have an affiliation with the Patriot Award and may give us a better deal. Another suggestion is to check out the Piermont in Babylon. The senior prom is there, and they may do the same.

6. Building News – Please start with positive news!

- a) **Manor Head Building Rep-Jean Aplustille**
 - i. Good news! There are no new babies!
 - ii. A member was told they owe \$5 for a lost ID. The email said, “they will not send the new badge until the member paid for the money.” Another member was married in July, so she asked for a new email address. They gave her a new badge, but it does not work, and it does not allow her in the building. Her new badge will not be activated until HR approves.
 - iii. Since the old technology director is gone, can we get unlimited copies? Before this administrator was removed the copy machines did their job and the copy center was well run.
 - iv. A union member asked if the half days were equitable. In elementary schools, their half day is 3.5 hours. The time was broken in the HS by periods 1-4 and 5-9. This works out to the same values on average as the elementary schools.
- b) **Harbor Head Building Rep**
 - i. Good news! The reading teacher’s baby was born yesterday! Congrats to Mom and her new son. Technology is still an issue. Is it still a possibility to send a letter to the School Board, and Central Administration about the technology issues?
- c) **Middle school-Head Building Rep-Brian Horner**
 - i. Good News! Conferences were the biggest thing that has been discussed. The ENL department must add a class. The administration wanted to add a 6th class to a member, but there is a 0.8 part-time member in the district. That the ENL part-time member should now be made a full-time employee.
- d) **High school Head Building Rep-Christine Lindquist**
 - i. Good News! There is nothing new that is good. The new teacher observations have been brutal. The administration is scrutinizing EVERYTHING. They have also included cell phones in observations. Cell phones must be in the cubbies. The administration is writing up the staff if any student has a cell phone.

7. COMMITTEE UPDATES

- i. **PAC – Scott Gilbert** There is wine tasting at the phone bank! Creative ideas from locals, raffles, and wine tasting to help the unions out. There is a discussion about waiting until the deadline to endorse candidates or endorsing early. The debate is all about timing. Stacy and Natalie are both up for reelection. Both have kids in college and no longer have children in the district.

ii. **Internal PAC Joanna McCloskey** –no update.

8. GRIEVANCES – no update

9. NEGOTIATIONS- no update

10. ARTS –

i. Two former members passed away, Barbara Gruber and Rory Michaels.

ii. When you retire, keep your NYSHIP. When you start paying into Medicare at 65 you should continue to keep your NYSHIP/Empire as supplemental secondary insurance. Whatever your primary doesn't pay, NYSHIP pays the rest. You continue to pay the district whatever the percentage was when you retire. You get back Medicare reimbursement (4 times a year.)

iii. Matt asked Barbara to have a preretirement seminar in March for people looking to retire in the next 3-5 years.

iv. **Trust Fund** – contact Adam Cohen or Chelsea Bianco about the dentist available. Don't give up the supplemental.

11. MEMBER CONCERNS – Has there been any update about the technology director position? The district wants transparency but does not share what is going on. There has been no update.

Thank you all for your hard work and have a happy holiday and a Happy New Year.

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

The next meeting will be on January 4, 2023, and it will virtual.