



United Teachers of Seaford

Executive Board Meeting Minutes

May 10, 2021

Present:

Matt Adler
Edward Kent
Maura Coghlan
Jennifer Wemssen
Curtis Tripoli
Keri Degnan
Jen Walsh

Jean Marie Aplustille
Ann-Marie Motisi
Lisa Gagliano

Kerry Hansen
Roman Wojcik

Christine Lindquist
Joanna McCloskey
Kevin Nichols

Absent:

Lisa Gagliano
Suzanne Mooney
Eric Lichtwar
Danielle Alveari
Brian Horner
James Scourtos

Yearbook Photo...

2020:

(pre-hybrid teaching)



2021:

(post-hybrid teaching)



1. **Meme of the Month**

2. **RECORDING SECT'Y-Keri Degnan**

a) Maura made a motion to approve the amended minutes of March 12, 2021. Jen seconded the motion. All in favor.

3. **TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**

a) The budget meeting was on Monday, April 26. NYSUT is keeping our dues the same, but the National Dues are increasing. The UTS will raise the dues by \$3.00 per paycheck to cover the national dues and the lawyer next year. This equates to a 4.6% increase. Jen proposed to keep stipends the same and to cut other budget lines. The budget is planned based upon the enrollment of 225 members. We currently have 235 members.

b) Maura made a motion to accept the 2021-2022 UTS budget report. Ed seconded it. All in favor.

c) Deductions for union dues were taken out of the last two paychecks (for a total of 15 out of 16 dues deductions so far.) This Friday is the last deduction for union dues!

Everything else is status quo. Maura made a motion to accept the budget summary report. Keri seconded the motion. All in favor.

4. **PRESIDENT-Matthew Adler**

a) **COVID update**

i. The COVID numbers are trending downward, everywhere except Maura's classroom 😊. The infection rate in Nassau County is about 1.5 %, we are getting closer to herd immunity. Dr. Fauci is in a discussion of easing mask restrictions indoors.

ii. There will be no live streaming come September. The option for students who want to continue with learning from home come September is homeschooling.

iii. The Task Force will be reconvening in the summer, desk shields and other protocols will be addressed.

b) **2021-2022 School Year**

i. The district is looking to keep the FTE the same for next year.

ii. An administrator has discussed canceling the remaining SPED department meetings and having meetings individually with members.

1. If anyone goes into a meeting with her and it is taking a negative tone, you can stop the meeting and let the UTS know. Teachers should be very careful how they respond in the meeting. The administrator is going to put pressure on the untenured staff in her dept.
2. The administrator has not given an outline of what will be discussed at the meetings. Matt will reach out to her and ask her for an agenda (so teachers can be prepared), a schedule, and a time frame of how long the meetings will be.
3. The SPED department needs better communication with the administration.

c) Recap from last Central TAC

- i. Matt brought up the Harbor and packing up the classrooms. Central has lots of boxes, teachers will be given packing and unpacking time. There is no asbestos concern.
- ii. Initially, teachers were given release time for RTI, but then meetings were arranged at 8:15 am. There was no clear outline, and there are teachers who can't continue to be a part of it. Moving forward, if you can not continue, you do not have to. If you do it, it will be a big commitment. They are paying for Jim Right to do these meetings, he is expensive, and so will the time commitment.
- iii. If you look at the faculty rooms in the district, the Harbor is the only one that has not to be updated. Kerry, Suzanne, Roman, set up a committee to redecorate the faculty room next year. We did this in High School, it led to a positive change in the culture. Ask your principal now if there is any leftover money now to start the process.
- iv. The Hempstead Teachers Association has not had a contract in 11 years. There is a rally Tomorrow and the Following Tuesday if you feel like protesting, have some fun, 3:30 Matt will send out the address. If any member wants to bring the placards.
- v. 9-11 dinner on Tuesday, June 29th. The UTS paid for 4 tickets, we were not sure how the dinner will go because of the restrictions. They increased the number to 250 people for the venue. We are opening up to the exec board if anyone would like to go. Jean Marie, Kerry Hansen, and either Ed or Matt will go to present, so there is one more spot open. If no one can go, it will be open to the general membership.

5. OFFICER REPORTS

- a. **Maura** – Nothing to report.
- b. **Ed** – Nothing to report.
- c. **Curtis** – Nothing to report, the booster ad went out and the postcards were mailed.
- d. **Jen Walsh** – Officer elections are taking place soon. **The Exec Board positions of Recording Secretary, Vice President for Elementary Education, and Vice President for Secondary Education are up for election this spring. The following will be the timeline for this election:**
 - i. Nomination emails will be sent out on May 19. Job descriptions will be included as well as the stipend for the position.
 - ii. Nomination emails should be returned by May 26. Jen Walsh will email the nominee to confirm they accept the nomination.
 - iii. The election will be held on June 3 and will be conducted through the site Election Runner.

Building Rep elections will be held in June. The following will be the timeline for this election:

- i. A nomination email will be sent out on June 7. Job descriptions will be included as well as the stipend for the positions.
- ii. The nomination email should be returned on June 14. Jen Walsh will email the nominee to confirm they accept the nomination.
- iii. The election will be held on June 16 and will be conducted through the site Election Runner.

Jen Walsh said our subscription for Election Runner runs out at the end of May. The price is increasing from \$25 to \$36 for a yearly subscription. Please make sure the union reps have the most updated home email address. The ballot will be sent out to the home email. If an incumbent is not running please let Jen W know, so we can let the general membership know.

6. Building News – Please start with positive news!

a. Manor

- i. Good News! Lisa Gagliano's daughter Emily is getting married (a former student!) Baby quails hatched today!
- ii. Teachers in the High School do you get paid for covering a duty period. Yes. A member travels between buildings, she puts in coverage sheets, checked Wincap...it was not there. Madeline F said the coverage sheet was crossed out. An Administrator should not cross it out without asking you, it was altered after the fact. Double-check Wincap and double-check your pay stubs ALWAYS. Mistakes are made regularly. The teacher is currently advocating for themselves. If there is no resolution, the UTS will get involved.
- iii. Teachers were asked to make STEAM boards for the upcoming budget vote. They were supposed to send photos instead of the curriculum fair. Staff in the Harbor was asked to send photos to Tom Lynch. 5 teachers were asked to make it aboard.
- iv. PTA has sponsored clubs in the past. If the PTA is sponsoring a club, it should be posted. There are no PTA clubs at the Harbor. We have had them in the past, just not this year due to COVID. Posting of positions has been an issue all year, it will be brought up again at Central TAC.

- v. Teachers are being asked to bring artifacts to the end of the year meeting/APPR, now they are being asked to share their screen with Administrators. Making powerpoints, folders... is too much. Self-promotion is a personal choice. Some people are going above and beyond, be an advocate for yourself, but don't stress over it.
- vi. Evaluation forms come in this time of year about the classroom aides. Administrators force the teachers to fill out forms. The administrators then cut and paste from these forms and the classroom aide receives their evaluation. The aides know the evaluation is coming from the teachers and get mad at the teacher. The alternative is having an administrator in your classroom more to observe the aide. Matt asked to see the form, teachers should not be asked to do the administration's job. Matt will talk to the LRS. A suggestion is if the classroom aide is not doing their job, talk to the administrator on the side so they can observe the negligence ahead of time, and can observe the behavior on their own. This was the classroom aide does not it coming from you.

b. Harbor

- i. Good News! Marissa Cirillo just moved into her new house. The Sunshine Committee nailed it for Teacher Appreciation Week! They did a nice job with raffles and pretzels!
- ii. Biggest Concern, the packing up issue. Central Administration visited the Harbor for a walk-through. There is a meeting with the Principal tomorrow. Once the meetings are held, the building reps will have more information.
- iii. Great job being on top of it at the harbor.
- iv. There are two reserved spots now?
- v. Sick days and personal days no longer show up on paycheck. Double-check your Wincap account! Mistakes have been made between Aesop and Wincap!

c. Middle School

- i. No one was present from the Middle School at the meeting to give a report.

d. High School –

- i. Good News! We have 23 class days left! We had 22 days, but they added one due to the shortened class periods during hybrid learning.
- ii. Building Reps met with the new Principal, she was super positive and wants to continue the dialog with the UTS.

7. COMMITTEE UPDATES

a. Scott Gilbert -External PAC

- i. **Vote-Cope** - We need to make up for our lack of participation last year. Scott gave his thanks to Ed for his help putting the Vote-Cope together. This week the Lead Reps will get the Vote Cope info. All members need to support this effort. The dues we pay do not go toward lobbying on our behalf. It supports education and retirees. If a member wants to increase the amount they donate, make sure they sign the form. Forms should be returned by Memorial Day weekend. 20% of the retirees' donation is added to the current UTS donation. When teacher retirees, you can have the deductions taken directly from their pension. A few dollars per paycheck. Every little bit helps.
- ii. Scott also would like to have a meeting with the new teachers to discuss Vote Cope and its importance. Matt suggested setting up a meeting with Barbara Richko and members who are retiring this year to help with communication about deduction from their pensions.
- iii. **Budget Vote**- The majority of the school budget votes is next week. Please go out and vote in your own local. Tuesday! One vote can make a difference. Matt will email out who NYSUT endorses. Curtis did a fantastic job again on the cards!

b. Public Relations/Event Planning

- i. **End of the Year Party**- The party planning committee sent out the survey and are now trying to accommodate something to celebrate our retirees nicely and safely.

8. GRIEVANCES – Nothing right now.

9. NEGOTIATIONS- Matt, Ed, and Maura are talking with the central administration. They have met twice so far, with another meeting a week from Wednesday. We can't promise we will have a new contract come September. The UTS is covered under the Tri-Borough Act. Everything remains the same except the step increases. Retro pay is usually negotiated. Ed feels very prepared for negotiations, the lawyer has been very helpful. Matt would like to thank publicly Ed and Maura. They have worked well with Shinika and the lawyer.

10. ARTS – The ARTS held a General Membership meeting. The 30th anniversary of striking by the retirees is being recognized by NYSUT, Ken Aldrich wrote a document about striking, and Seaford is in the document. The retiree counsel suggested NYSUT and the UTS acknowledge the retired teachers who participated in the strike.

11. Member Concerns

- a.** None!
- b.** The last meeting will be held in person at Keri's house, a suggestion is to have the building reps talk to members and bring up any member concerns at the next meeting.
- c.** Maura made a motion to end the meeting. Ann Marie A seconded it. All approved.