



United Teachers of Seaford

# Executive Board Meeting Minutes

June 7, 2021

Present:

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

Jean Marie Aplustille  
Ann-Marie Motisi  
Lisa Gagliano  
Suzanne Mooney  
Lisa Gagliano  
Kerry Hansen  
Roman Wojcik  
Danielle Alveari

Christine Lindquist  
James Scourtos

Absent:

Eric Lichtwar  
Brian Horner  
Joanna McCloskey  
Kevin Nichols  
Kerry Hansen  
Roman Wojcik

## 1. Meme of the Month



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

a) Christine made a motion to approve the amended minutes of May 10, 2021. Lisa G seconded the motion. All in favor.

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

a) Stipend checks, \$500 deposit for a retirement party, Get out the vote mailing cost \$29.27.

b) The UTS awards were finalized.

c) The UTS usually makes donations of \$100 for the Seaford Fire department. Matt made a motion to donate to the Seaford Fire Department. Christine seconded it, all in favor

d) Jen made a motion to accept the budget, all in favor

### 4. PRESIDENT-Matthew Adler

#### a) Mask

i. The state decided to not require masks, but the district is waiting on CDC guidelines. NY state decided to uphold the mask mandate indoors for another 2 weeks. Outdoors they do not have to wear it. The state is removing the mask mandate, but they are not getting rid of the quarantine rules. Students can miss so much if they have to quarantine (proms, graduation.)

ii. The blowback from the members seems to be minimal. Teachers are being put in a bad situation on the elementary level, about "being the bad guy." Forcing the students to wear a mask, some feel it is a lack of respect given to the staff as to what guidelines are allowed. The custodians refused to allow the shields for two students who are immune-compromised. Students were allowed to keep the barriers, but the custodians removed them. From day 1, we have said that we will follow the CDC.

iii. A suggestion was made that the UTS give out chocolate gelt with a token on day one of the upcoming school years.

#### b) Union Dates – all Monday's

i. A suggestion was made to make the UTS meetings in person again. Some feel that it has been empowering to have the meetings so well attended, but we are losing that personal interaction.

ii. We could hold the meetings in person in a classroom and have the members zoom in. We need to look into how much zoom would cost.

iii. Another suggestion is to have one person meeting every once in a while. We have so many more people attending by zoom. To take that away, we lose the connection with the members. The open forum format, where everyone puts out every concern is hard.

- iv. An additional idea is to keep the meeting a stream, so members can watch what is going on. Members need to make concerns to their building reps. Our members are more informed due to their participation.
- v. A decision was made to make a few meetings in person, but no live streaming. In person, meetings will be in September, December, March, and June. All other months will be virtual and zoom meetings.

**c) Concurrent learning next year**

- i. As it stands today, come September, the UTS stand is that there should not be a remote option. We are waiting to see what will happen over the summer.

**d) Teacher in Charge**

- i. An interesting thing the UTS needs to keep an eye on is found on Page 30 in our contract. For all events that have the students as spectators in attendance, if a Principal or Assistant Principal can not attend, a teacher should be there as a TIC (teacher in charge). It does not count if there is a Director. UTS wants to set something up starting in September. The coaches and advisors, if at any event if a Principal or Assistant Principal is not there for the whole time, please let the UTS know. There needs to be a TIC, otherwise, we have to grieve it.

**e) June 16<sup>th</sup> BOE meeting**

- i. This is a meeting for the retirees. It would be nice for members to attend. Matt will find out who is being recognized. Eric will receive the SCOPE award. He will be acknowledged at the meeting as well.

**f) Lawyer**

- i. The retainer for our lawyer was for one year. We asked the lawyer if he would be willing to stay on. We felt for transparency we should have a vote. All in favor

**5. OFFICER REPORTS**

a. **Maura** – Thank you for all of the support and hard work during the year.

b. **Ed** –

c. **Curtis** – Awards and Journal ads were completed.

d. **Jen Walsh**

- i. Building Rep elections are taking place soon. A nomination email will be sent today, 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.
- iv. The Exec Board positions of Recording Secretary and Vice President for Elementary Education and Vice President for Secondary Education were conducted. Congratulations to Keri, Maura, and Ed. Thank you to all who gave feedback. The platform is very easy to use, private, and easy to count. Discussion took place about the voting window and keep the window open longer from 6:30 am – 5:00 pm.
- v. Retirement delegate is open to UTS members or building administration. It is a two-person ticket for a two-year commitment.
- vi. If we are making changes, we should open up the constitution next year to make it official.

**6. Building News – Please start with positive news!**

**a. Manor**

- i. Good News! Emily Gagliano got married! Dawn Plotnik's son is graduating from HS. Diane Dunn questioned about the coverages, and a Central Administrator is looking into it. Jen Walsh has brought up the middle school special ed teachers' training and restraining of students. It makes the staff very uncomfortable. Matt will look into it. Christine is willing to continue with the liaison for the Special Ed Dept.
- ii. Manor teachers need to put in for her coverages. They need to keep track of their payment schedules. Madeline F has been helpful. The union will fight for the coverages if you have been denied.
- iii. Some teachers are upset that the shields were taken down.

**b. Harbor**

- i. The staff is busy packing up for the ceiling replacement. The hard part is going to be getting ready at the beginning of school. We are concerned about getting all of the boxes back. They are supposed to get temporary workers to help.

**c. Middle**

- i. Good News! No one was present.

**d. High School** –

- i. There is a shift within the building, dialogue has been turned off. July 1 is a new regime. The administration has a 100-day agenda. There are concerns about next year and if there will be an open dialogue with the UTS.
- ii. An administrator has hired a consultant from NSSA who helps autistic students in the district and transitions them out into the outside world. If you are a SPED student you can be in a classroom with students who are 4 years older or younger. There is an elementary student who now is in classes with the Middle school students. Our district is CPI trained, staff requires two days of training, it is an 8-hour course. Many members have not been trained since 2016. They need to train the current staff in SKIP certification. SKIP certification gives the teacher or aid the ability to physically restrain a student and force the student to follow instructions. The CPI is a step-by-step process. The SKIP training is supposed to keep the program moving forward, but it is instead of putting the students in the inappropriate placement. If the students are pulled from the program, the district loses money. The administration brought in the consultants, without a discussion with teachers/aids. Middle school teachers were told they had to do the SKIP training, the staff will have to physically restrain the student. If the staff does not, the district will lose the program and the money.
- iii. All teachers involved are frightened to go to the administration with their concerns. The behaviorist in the elementary school was not trained in SKIP and has been kept out of the loop. The kindergarten student was flanked by two NSSA trainers, who yelled at the student and were manipulated by the trainers. The child was very upset and had to go to the de-escalation room. Danielle had the trainers removed from her classroom. The teachers were trained by CPI training, the administration brought in a new method.
- iv. If this is the direction the district wants to go in, the staff requested additional training and certification. SKIP is a different methodology from what we have done in the past, and no one is trained in that and some are not certified in CPI. The staff is not comfortable touching students in that method. Matt will talk to John. Is it cost-effective for the training for 3 kids that need the restraint? We are out of compliance with the training. Some administrators only answer the emails they feel are important, and do not get back to staff about their concerns. The staff is concerned about the continuation of services for the students.

## 7. COMMITTEE UPDATES

### a. External PAC

- i. **Vote-Cope** – working on it. Some staff did not want to support lobbyists and feel NYSUT have gone too liberal. It has alienated some members who feel that NYSUT is not supporting law enforcement. We understand where they are coming from. NYSUT favors education.
- ii. **Budget Vote**- Passed. Thank you!

### b. Public Relations/Event Planning

- i. **End of the Year Party**- June 21 in Bethpage. It was a crazy time to get a venue. Usually, the retirees are asked first, but it was so difficult to book a venue.

## 8. GRIEVANCES – Nothing right now.

## 9. NEGOTIATIONS- The executive board is still talking to administration.

## 10. Member Concerns

- a. Critical Race Theory is nothing new, is just acknowledging that there has been racism in the past. Do not get into debates with people online. Do not put anything in writing.
- b. Suzanne made a motion to end the meeting. All approved.