



United Teachers of Seaford

# Executive Board Meeting Minutes

September 14, 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. RECORDING SECRETARY-Keri Degnan

- a) Ed made a motion to approve the minutes of July 19, 2020. All in favor.
- b) Jeanne made a motion to approve the Aug 20, 2020 minutes. All in favor

## 2. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen

- a) The new year starts Oct 1, 2020.
- b) Danielle made a motion to approve the treasurer report. All in favor.

## 3. PRESIDENT-Matthew Adler

### a) UTS Building Leadership

1. Matt complimented the Executive Board for all the efforts they put in this summer.
2. Lead building reps need to begin 1-to-1 conversations.
  - i. Reps should break up the building into groups and start conversations with the faculty.
  - ii. Reps should also set up a meeting with untenured teachers, to talk about observations. Encourage the new teachers to let the building reps read their observations, and help the new teachers with the expectations from the administration.
3. TAC committee
  - i. TAC committee needs to meet at least once a month.
  - ii. TAC committee should set up monthly meetings with building administration.
  - iii. The goal of TAC is to manage building level issues before they become bigger issues.

### b) New LRS is Shinika Hunter

1. Matt had a zoom with her and had a positive first impression.
2. Shinika Hunter would like to meet with the Exec board. Matt will set up meeting dates.

### c) Lawyer Investigation Group.

1. A HUGE thank you to Ed and the committee. The lawyer is already working for our members. We had two MOA signed over the summer. It is nice to know we have someone on our side.

### d) NYSUT Workshop-Social Media Guidance

1. NYSUT runs a workshop for social media. Members need to be conscious of what is put on social media as public sector employers.

### e) Special Education Committee

1. We anticipate that the special education department will have the bulk of the issues facing the UTS this year. Special Ed logs have been an issue in the past, and we anticipate that will continue with the virtual learning environment.
2. Matt would like to start a Special Education Committee within the UTS. We would like to have a point person who “speaks the language” and understands the issues of this department, as well as one Exec board member from each building. Thank you to the following UTS Exec Board members who volunteered to be on the committee:
  - High School-Jen Wemssen
  - Middle-Brian Horner
  - Manor -Lisa Gagliano
  - Harbor-Kerry Hansen

3. The first issue facing the committee right now is the logs. Members have reached out about it, and administration has contradicted themselves from what she decided last year.

**f) PAC/ Public Relations/Event Planning committee nominations**

1. PAC Internal is responsible for going to all BOE meetings. BOE meetings will be held in person. PAC External is responsible for going Committee of 100. Both PAC positions also help with Vote Cope, school budget, and BOE endorsements.
2. The Public Relations/Event Planning committee has been reduced to 2 members. They plan the luncheon and the retirement party. A suggestion was made to Halloween “Boo” our members to boost morale.

**4. OFFICER REPORTS**

- a) Maura thanked the officers and the executive board for their efforts during the summer.
- b) Ed explained the COVID case in the Middle School. The child was only in school one day. The parents did not send the child to school after he started showing symptoms. The district is following the Dept of Health protocols. The district has put in all precautions to be able to keep the school open.
- c) Jen Wemssen is still working on collecting the new member's information. Jen also expressed Wendy's Maddalena's appreciation for her retirement gifts.
- d) Curtis and Jen Walsh had nothing new to report.

**5. BUILDING CONCERNS**

**a) Harbor**

1. Members expressed concern that the remote teachers are not members of our union. The UTS had to sign an MOA for this. It was a tradeoff with the district. The district didn't have money to pay for 6 additional full-time teachers. The remote teachers are part-time, and the UTS was granted a retirement incentive which allowed the most vulnerable members to retire and be safe.
2. Remote Teachers should they need help, need to reach out to the administration. The district chose not to allow them in our union. Ed and Maura will suggest a stipend position to be a mentor to the remote teachers. This would prevent members from being put on the spot when asked for help.
3. Special ed students, parents, and caregivers who are live streaming in the harbor were not given training with the technology. Matt will ask what kind of training is available for the Spec Ed families.
4. Teachers are concerned about the literacy program since the students do not have laptops or ipads (they are on backorder), can not use books, there is no subscription to Razzkids. How can educators teach the kids to read when they have NOTHING? Building administration is more concerned over safety, but safety hinders the teacher's ability to get the students reading.
5. Students cannot see with the board with the barriers and distance to the board. Suzanne said that some rooms have more than 20+ students in a room. Matt wants a list of rooms that meets that criteria.

**b) Manor**

1. Teachers were told “we could give out books, but “don't say anything to anybody.” Teachers are putting themselves at risk if they do that. We need to have a straight line of consistency between the two elementary buildings.
2. A teacher was asked to be a “remote educator” mentor. A Central Administration member was supposed to be the remote educator mentor. Nobody has taken ownership of the “remote instruction” and literacy. The administrator has not proactive.
3. Remote teachers are housed in the manor, as well as the tech guy. He is also in the faculty room. Teachers are concerned about confidentiality issues, as well as safety issues due to cross-contamination.
4. Back to school slide presentation stated that grades are sharing a cart. Who is cleaning it? The Manor School has been depleted of devices, the devices were giving out devices over the summer, and families have not returned the devices.
5. Teachers are facing the same reading issues as the Harbor school. How to teach reading without resources. The students are behind from last year and now we are telling them “we are going to try and catch you up, but we have no books.”
6. How do you connect with the kids when we can't see their faces with the screens (which are different then what was presented during the summer). The kindergarteners can't see the teacher or the board behind the barriers. It is a safety issue not being about to see the 4 and 5-year-olds.
7. Concerns were also expressed about the traveling teachers between the buildings, was there any discussion of not having them travel between the buildings to reduce cross-contamination?

**c) Middle School Concerns**

1. Substitutes can not log in to the Teams, so the students at home do not get instruction. The UTS does not feel comfortable giving sub access to a teacher's teams, this will lead the door to allow admin to have access to your team.
2. Middle school students do not leave their room/seat all day! Teachers in the middle school need to talk to the building administrator about allowing the students outside.
3. Middle school is in a unique situation, all teachers have been removed from their classrooms. Teachers now have to share rooms with up to 12 other teachers, and they are concerned about sharing common spaces. Protocol, if you are 6 feet away, you are ok. If you are not comfortable, do something. Be smart, wash your hands.
4. Teachers are upset that they left the building, went to their own homes, and they were told about the COVID situation. Staff should have been told about the situation before they left the building. Admin knew about this before the end of the school day, but it was not told to the staff before they walked into their own homes. How can we streamline the communication to make it known to the staff?

**d) High School**

1. Concern has been expressed about the transition hour and the chemical spraying that is being sprayed on the student desks. It is a natural oil but it has not been tested on humans. The smell is bothersome to members. No one should be in the room for 10 minutes after spraying.
2. Teachers would like clarification on the 30 minutes of professional time during the transition break. Administration said we can have office hours, respond to texts in your car. Ask Ed for further clarification.
3. What is the purpose of us having to show the daily safety question app to the security guard, and a secretary in the main office? It is congested in the main office. In Middle School, the sign-in app is their official sign in. Each principal gets a report.
4. At the HS, a teacher who traveled to a state which subsequently was put on the no travel ban. He is now quarantining. The district wants the member to use sick days. The district never made a public statement that travel was not allowed.

**e) NEGOTIATIONS-no new news.**

**f) PAC**

1. PLEASE vote. As an NYSUT member, we need to vote in the November election. We don't care who you vote for, just vote!
2. IF you want an absentee ballot- you must apply by Oct 15.
3. We need to push for the teachers to vote. Politicians will meet and workgroups that have a high percentage of their members voting

**g) Member Concerns**

1. Central needs a uniform policy to take students' temperature across the buildings. Scope students are coming to classrooms without handing in a COVID form. Scope personnel only take their temperature. In some schools, students who don't have their form are let in the building and teachers take their temperature. In other schools, students who didn't bring in their form during the morning have their temperature taken at 11 am. The Middle school, you can't enter the building without taking their temp.
2. Teachers were told they could get barriers for their desks, but they still do not have them. The administration said students were the priority. The staff is still waiting. The secretaries have tremendous barriers, why can't the staff?
3. Speech teachers and other therapists are concerned about the strong smell of the disinfectant spray, which they use all day between sessions. They are concerned about breathing in aerosols all day. In the Manor, therapists are using the all-purpose room, several teachers are spraying and sanitizing several times a day.
4. At the high school, there is one tech working with 800 kids and almost 60+ faculty. George is working so hard, it is an impossible task. Can they get another tech?
5. There is no nurse in the morning, some of the members need to have extra help in the morning. One of the administrators in an elementary school is telling the members the staff can not hold extra help in the morning. It is in our contract.
6. Special Ed students and ENL students are eating while the building is being fogged. They need a place to eat. It was suggested to create an area outside of the HS for the students to sit during study halls or eat lunch.

Thank you to everyone, it is a very interesting time for unions. Balance educating the kids and maintaining the contract. The public is on our side, but we can go from Heroes to Zeros very quickly.

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