



United Teachers of Seaford

Executive Board Meeting Minutes

April 11, 2022

Present:

Absent:

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

Jean Marie Aplustille
Lisa Doris
Ann-Marie Motisi

Suzanne Mooney
Lisa Gagliano
Kerry Hansen
Maureen Sabella

Danielle Alveari
Brian Horner
Michael Milano

Christine Lindquist
Joanna McCloskey
James Scourtos
Mary Simons

No one

1. **Matt Opening remarks** – Matt gave an outline of the meeting for today. A tentative contract is on the table. If the contract is approved by the executive board, it will be presented to the general membership. The presentation of the contract will be made in person on April 26. The general membership vote will be on April 28.
2. **COVID Testing** – The most updated email, if you are not going to be in school next week (no coaching) you do not have to be tested this week. You will have to be tested during the vacation for the following school week.
3. **RECORDING SECT'Y-Keri Degnan**
 - a) Pushing the approval of minutes to the next meeting.
4. **TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**
 - a) The budget committee will be Tuesday, May 3rd via zoom. Look for the email.
5. **PRESIDENT-Matthew Adler**
 - a) Seaford will see an increase of 9.41% with over 4 million in state aid.
 - b) Last weekend Matt had the honored to represent the UTS in Albany for the NYSUT regional assembly convention. The conference was empowering. It was great to hear the speakers talk about unionism and not COVID. The conference was back to the Bread and Butter of education and unions.
 - i. There were talks about developing appropriate testing for students.
 - ii. In North Shore, they got in their contract PAID FAMILY LEAVE. NYSUT is pushing it for the state education department.
 - iii. There is a push for tier equity. Members who are in tier 5 pay 3% of their salary for the lifetime of the member. Members in tier 6 contribute for their lifetime on an increasing scale. Once the member makes \$100,000/year they are contributing 6%. How are they going to get a raise to increase their take-home pay?
 - c) One of the more powerful presentations was from Mario Cilento who is the NYS AFL CIO president – we have one of the most diverse unions in the country. Some look at it as a weakness, but he views "our diversity is our strength." Let's get back to focusing on what we can bring together.
 - d) Newsday has been going through every school's district minutes from board minutes. Every time there is a disciplinary action. If it is on the board's agenda, the records can be foiled through the freedom of information act. If Newday contacts any member, please answer with "no comment."
 - e) Patriot award the UTS has purchased 4 tickets. We open it up to the Exec Board to members who have not attended in a while. If there are still tickets available, they will be open to the general membership. The date is Tuesday, June 28.
 - f) The board of education elections may be contentious. NYSUT is looking for members to help with the local board of education races. District presidents signed up for help if they felt it would be rough. Matt will send out an email on how to volunteer.
6. **OFFICER REPORTS**
 - a) **Maura-** nothing to report
 - b) **Ed** – nothing to report
 - c) **Curtis-** Postcard needs to be designed for the budget. The theme two years ago was how the UTS took a beating for COVID. Last year's theme was Covid and working together. We need ideas for this year.

d) **Jen Walsh**

- i. Elections will be held on May 24th for Executive Board positions which include: President, Treasurer, Parliamentarian, and Administration Secretary. Nomination forms will be sent out on May 10 and should be returned by May 17. A forum will be held on May 20 in the afternoon (if necessary.)
- ii. Elections for the Building Reps will be on June 14. Nomination forms will be sent out on June 2 and should be returned by June 7. A forum will be held on June 10 in the afternoon (if necessary.)

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

a) **Manor Head Building Rep-Jean Aplustille-**

- i. Good news! Nothing major to report. Lots of babies are to be born soon to our members. Melissa Mortimer had her baby. There was also a meeting with the Harbor school reps, to be consistent in the decisions.

b) **Harbor Head Building Rep-Suzanne Mooney**

- i. Good news! American Legion held a ceremony for teachers who were labeled as Teachers of the Year in each of the buildings. Students also wrote about “what America means to me.” It was a great night.
- ii. Members have received harassing emails from an administrator that IEPs need to be changed. Teachers currently have 5 days to complete them from the time of the CSC. Teachers do get release time to write IEPs. Department meetings have been shortened to write IEPs. Staff can’t write the meeting minutes until it is over, and they need time to complete it. The district says it was 1 week under the previous administrator, but the teachers are disagreeing with it. The expectation is so much greater with the current administrator. There have been numerous conversations with the current administrator that it takes more time to write the IEP due to the level of detail that they want. Teachers in the Harbor have no quiet places to write. This is a continuing issue.

c) **Middle school-Head Building Rep-Danielle Alveari**

- i. Good News! Megan Oregon is pregnant. Meetings for attendance, anyone over 10 days absent were called in. The staff just said thank you

d) **High school Head Building Rep-Christine Lindquist**

- i. Good News! Chelsea Emerman's last day is Wednesday, her baby is due next week. Olivia K, Jen W, Samantha W, and Jenna Davis are all having their first babies!
- ii. If anyone at the HS is being talked to about "grade recovery," that idea goes against school board policy. The idea is to give students a chance to make up time by going to extra help to make up for a DCA. It is against board policy. An administrator is working one on one with students in the library who have low averages to recover their credits. The administrator is asking teachers to modify work and grades to get them to pass.
- iii. There has been a proposal for new clubs. There needs a job description of the club and the number of hours that are required.
- iv. The UTS is asking building principals for an opportunity to look at the master schedule, similar to previewing final exam schedules.

7. **COMMITTEE UPDATES**

a. **PAC – Scott Gilbert - VOTE COPE**

- i. Scott would like to go to the different buildings to speak at the faculty meetings in May. The state budget is good for Seaford. NYSUT is addressing the teacher shortage by reviewing the need to require that tiers be equitable.
- ii. School Board Candidates- the committee has one more candidate to interview. The committee will then make their recommendations.

b. **Public Relations Committee** – The committee decided on the location, they just need to finalize a date.

8. **GRIEVANCES** – None.

9. **NEGOTIATIONS-** The Executive Board will discuss in Executive Session, following the meeting.

10. **ARTS-**No update.

11. **MEMBER CONCERNS** –

- a. A middle school administrator has been calling in members about attendance. It is not happening in other buildings.
- b. During the pandemic, Central Administration encouraged staff not to come in sick. Do they now want members to come in ill?

12. **Jenn made a motion to go into the executive session. All approved.**

13. Maura made a motion to leave the executive session. Ed made a motion to vote on whether to bring the contact package to the general membership. Danielle seconded the motion.

Matt asked if any executive member like to discuss the contract proposal. No other points were brought to the table.

All executive members present voted “Yes” in a unanimous vote. Thank you to Matt, Ed, and Maura for all their hard work.

Should the meeting for the general membership be in person or by zoom to make the presentation? Some executive board members feel it should be in person, that holding the meeting in person will build back what we had before the pandemic. A discussion followed about the merits of holding the meeting virtually. We get more people involved by zoom, but a lot of the general membership show up for contract discussions. The feeling is the majority of the membership will show up. A discussion followed about making the presentation in person, but recording it? The feeling is that a recording of the meeting makes it easier to manipulate it. A final decision was made for no hybrid presentation and to start it at 4 pm to allow members time to get to the auditorium.

We will make the executive board available to ask questions in the buildings. The contract presentation meeting will be on May 26th at 4:00 pm in the high school.