



United Teachers of Seaford

# Executive Board Meeting Minutes

Feb 1, 2023

Present:

Absent:

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

Jean Marie Aplustille  
Lisa Doris  
Ann-Marie Motisi  
  
Suzanne Mooney  
Kerry Hansen  
Maureen Sabella

Brian Horner  
Alex Mantay  
Michael Milano  
  
Rosalie Franz  
Christine Lindquist  
Joanna McCloskey  
James Scourtos

No one

## 1. Meme of the Month

### HOW TO IMPROVE STAFF MEETINGS:

1. Cancel them.

2. Send an email.

## 2. **TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**

- a) The 8<sup>th</sup> dues deduction was taken out of the members' paychecks, we are halfway done. Payments were made for office expenses, and the website was renewed. May 12 is the last of the dues deductions.
- b) Jean made a motion to donate up to \$500 in memory of Angelina. Christine seconded it. All in favor. Maura made a motion to accept Jen's budget report. Ed seconded it. All in favor.
- c) Looking ahead to the budget meeting for next year, several topics were discussed
  - i. **Holiday Cards** - Keri mentioned that we no longer have any holiday cards left. She asked if the executive board could look for coupons and plan for this next year's budget. The last time we bought cards was in 2017. A suggestion was made to have Curtis design one. We have time to investigate options.
  - ii. **Building Rep Stipends** - Everything is now a union issue, and the building reps are constantly talking to the administration. There are 20+ new teachers in the district and the building reps meet with them once a month after school to review their observations. All of this takes a lot of time, we want to be sure they receive tenure. Can we afford to increase the stipend for the building reps, the feeling is not at this time. NYSUT hasn't asked for an increase in years, but NYSUT is increasing the dues by \$8 (0.50/check.)
  - iii. **Untenured Teachers** - We haven't been able to retain staff in the High School. There are 23 new teachers in the HS. The district is looking at the new crop of teachers for growth. The administration is looking for teachers who can go into the school and join the Seaford community. Some great new teachers are working very hard but keep in mind, it is a privilege to get tenure on Long Island. Whatever the untenured were told to improve upon, that is what they should work on. We should not teach the new teachers to teach, but we should encourage the new teachers to talk to other veteran teachers in their department. There is a higher bar to get tenure, but hopefully in the long run it will be better for all.
  - iv. **Committee Positions** – A discussion about the positives and negatives of keeping the External and Internal PAC, and Hospitality positions. The money would be saved if we got rid of the positions, but the feeling from the executive board is that we still need them. Many of these positions are steppingstones to getting more new people involved with the union. Teachers with Tenure need to talk for themselves. We are not seeing the next group of staff stepping up. We need to start to empower the newer hires to work with the union. The job has become exponential from Covid. If you want things to change, join a committee!
  - v. **UTS Lawyer** – Mr. Schacter has not changed his rate, and he has never said no to any member who has questions. He is our insurance policy. It levels the playing field by working with the district
- d) The experiment of taking out the dues from the PTA was a nice idea, but it didn't work.

### 3. **PRESIDENT-Matthew Adler**

- a) **2022-23 school calendar** - The Board of Ed is still debating about the days on the calendar. It has not been finalized as of this date.
- b) **Building visits - Matt will sit in the faculty room to discuss any member concerns.**
  - i. Middle School Visit – Monday, Feb 6 from 12 pm-2 pm
  - ii. Harbor School Visit – Wednesday, Feb 8<sup>th</sup> from 12 pm-3 pm
  - iii. Manor School Visit – Wednesday, Feb 15<sup>th</sup> from 12-3 pm
- c) **Covid days** – A press release was released, and the president just announced they are ending the emergency on May 11. You still get COVID sick days until that point.
- d) **Permanent subs-** The permanent subs are unaffiliated with our union; they are making \$25,000 a year but they do get benefits. At their pay scale, they can collect food stamps. We would like to start the ball rolling to get them affiliated. Some executive board members had concerns, and it was decided to get more information from other districts that includes them in their bargaining unit. We also will ask Shanika to come to the meeting to discuss the concerns.
- e) **Recap of the LIPC winter conference** –Matt went to the conference, Andy Pollata president of NYSUT is retiring. We would like to have a discussion at the March meeting about anything Matt is going to vote on (including Mr. Pollata’s replacement.) At the conference, there was a lot of focus on restructuring Tier 6 and getting rid of APPR from the state to local control. A statewide cap on classroom size was also discussed. Matt will bring forward the resolutions for the board to look at.
- f) **Lawrence Board of Education** has not had a contract in over 10+ years. We are looking to help with political action to try to bring a change to this situation.
- g) **NYSUT** has several committees including Woman Committee, Social Justice Committee, and Equity in Education Committee. If anyone wants to get involved see Matt for details. The retirement benefit meeting was great. The retirement system is funded on the return on investment. The money that we contributed is paying for ourselves. Keep in mind, there are a UTS scholarship and the NYSUT scholarship for members with graduating seniors. You also can get a discount at the Swan and Dolphin in Disney; it gives members a 30% off!
- h) **Electrical training center** – Instead of sending our students to Barry Tech, there is an outside group coming in to teach our students. It will not affect our FTE. It is a great program for our students, they can now participate in our after-school programs. Bellmore Merrick has the same program, and the feedback from that district was positive.

### 4. **OFFICER REPORTS**

- a) **Maura-** All is great!
- b) **Ed** –All is great!
- c) **Curtis-** Curtis is the master of UTS swag! Cut off for new orders is Friday.
- d) **Jen B-** The second constitution meeting occurred, and we doubled the number of members! The committee has been simplifying the language, changing the pronouns he/she, and updating the voting practices. If anyone wants to help and join the committee, the next meeting will be on February 15 at 3:45 pm. We need to look at changes to the secretary positions. We also want to get the paperwork from Chelsea about the bylaws for the trust fund. We need to add a trust fund delegate to the executive board. We also need to have an official monthly report about the fund. There should be an election for the trust fund delegates.

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

- a) **Manor Head Building Rep-Jean Aplustille-**
  - i. Nowhere in the contract is there a consequence for not showing up for Professional Development. The interpretation from Central is that the PD is part of your day and your responsibility. At every Central TAC meeting, this issue has been brought up including the different assignments, alternative assessments, and changes for next year. It is a work in progress and Matt, Maura, and Ed will continue to fight for the members. We need to fix the PD issue. We need to fix the idea they can call and check where you were, it is an invasion of our privacy.
- b) **Harbor Head Building Rep-Suzanne Mooney**
  - i. If you are asked why you did not attend a professional development meeting, do not give any specifics of why you were not there. Just stay “personal” and do not say anything more. If you give a reason, the district may call and check to see if you were there.
  - ii. In the High School the staff puts in for coverage, and they are getting paid for it. The elementary schools has all extra night events, if the members are willing to do it for free, the district will not see the reason to pay them. Why is the HS getting paid and not the elementary school? If it is a PTA event, you will not get paid, you are volunteering. If there is another event, put in a pay sheet, or don't do it.

- c) **Middle school-Head Building Rep-Brian Horner**
    - i. Good News! No issues to discuss.
  - d) **High school Head Building Rep-Christine Lindquist**
    - i. Good News! Issues were discussed earlier.
7. **GRIEVANCES – none**
  8. **NEGOTIATIONS- none**
  9. **ARTS-Barbara was not present.**
  10. **MEMBER CONCERNS –**

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