



Executive Board Meeting Minutes

May 8, 2020 – Zoom Meeting

Present:

Margaret Glancy-
Edward Kent -
Maura Coghlan-
Jennifer Wemssen-
Curtis Tripoli-
Keri Degnan-
Jen Walsh-

Jean Marie Aplustille-
Lisa Gagliano -
Ann-Marie Motisi

Laura Liepa-
Charlotte Loake-
Suzanne Mooney-

Absent:

Danielle Alveari
Brian Horner-
Eric Lichtwar-

Matthew Adler-
Christine Lindquist-
Joanna McCloskey-
James Scourtos

Absent
No one!

1) Introduction from Margaret

2) Recording Secretary: Keri Degnan

- a. Jean Marie Aplustille made a motion to table the previous minutes until the next meeting. All in Favor

3) Treasurer Membership Chair: Jennifer Wemssen

- a. Jen presented the current budget summary and explained there is a delay in receiving the dues check from the district. The dues were deducted on time.
- b. Last deduction will be from the May 15 paycheck.
- c. Suzanne Mooney made a motion to approve the budget summary - All in favor

4) PRESIDENT-Margaret Glancy

- a. **Trust Fund Treasurer** -Marylou Christenson, current trust fund treasurer is retiring. Adam Cohen will be replacing her. She is willing to stay on until September in order to ease the transition for the new trust fund treasurer.

b. Recouping of Spring Break Days

- 1. We are only contractually obligated to work 183 days. We do not have to recoup the snow days. The state requirement is only 180 school days. The governor cannot override our contract, but he can withhold school funds.
- 2. On June 16th we will hit the 180th day of school, which fulfils our contractual obligation. If we work past that, the district will have to pay the members additional funds beyond their salary.
- 3. The governor said that we had to use up our vacation days and snow days in order to fulfil the 180 day waiver. We do not know if this includes Memorial Day.

c. Changes in Continuity of Learning Plan

- 1. In conversations with other districts, many teachers are being asked to deliver live instruction. Levittown must now provide 2.5 hours of live instruction, and Wantagh/Carle Place are in conversation to require it.
- 2. At the Wednesday BOE meeting parents stated, “virtual assignments are not virtual instruction.” The state has not mandated live instruction. The parents want more of it, and other districts are going toward live instruction.
- 3. The district is already starting to think about September, and a possibility of remote learning continuing. There is also speculation that there still could be some closures if the Coronavirus comes back in a second wave.
- 4. Difficulties with Live Remote learning were discussed. Some of the issues presented were:

- i. Elementary students do not have their supplies. They can't pull out their math book to do the work that a teacher might present. "I can't even read a book with the student's, we do not have the supplies."
- ii. It is difficult for the students to make a change now, after the parents, students and teachers have gotten into a groove.
- iii. Teachers have questioned if this is a change in working conditions? Margaret has had conversations without labor relations specials from NYSUT. The district is allowed to ask for continuity of instruction. The district can direct us. They can make programmatic changes that do not have to be bargained with the UTS.
- iv. Concerns were also discussed about having a teaching schedule when teachers begin live instruction. Examples of conflicts (at home and with other subjects) may be an issue. On the High School level, building administration is flexible and they will not micromanage. We do not have to take attendance, and students are not required to attend. We do not have to create a new lesson for the live instruction. To quote Scott Bersin, "Everything is based upon the honor system." The building principals will meet with their staff next week to discuss it. Teachers need clarification and examples of what exactly "live learning" looks like to administration.
- v. Concerns about the morale of the faculty were also discussed. The Central Administration message was given during Teacher Appreciation week and Dr. Pecora couldn't even look at the camera. Teachers felt disrespected and morale is at an all time low. Building administration in each building has been VERY supportive of the staff. This is not coming from the Building Administration.
- vi. Dr. Pecora and Mr. Strifolino also send out emails to the parents before we get it. As a courtesy we should know the information first. It would make it easier to react to parent emails if we knew what was going to be released to the public before it happened.
- vii. Many teachers expressed concerns about privacy issues. NYSUT originally advised members not to go live with students and use the Zoom format for that reason.
 - What are the rules and guidelines for this type of instruction? Do students and parents have to sign an agreement? How do we protect members while we are conducting live learning? Other districts have pushed out online etiquette shared with the students and parents.
 - What about zoom not being ED compliant. Zoom company made a motion to have BOCES to have a countywide signing to be ED law compliant. Tom Lynch was still waiting for BOCES and Zoom company to sign the agreement to be ED Law compliant. We need to work this out before we roll this out. Before they left it to us, and we were on our own. Now we are being directed to do this. John said go on Zoom or Teams.
 - The central administration can issue a directive. We can push back and ask about liability and how we will be protected.
 - The UTS needs legal counsel of our own to protect us from any liability. We need the advice from our lawyers, and NYSUT for our protection. People mean well and feel as if they are under a lot of pressure to teach using live virtual instruction, but when people are doing this, it makes it difficult for those who do not. It is a disservice to our union and members
 - Ed Kent made a motion to establish a committee to find a lawyer for legal consultation as we move toward live instruction. Danielle Alveari seconded it. Jennifer Wemssen confirmed there is money in the budget for this issue. All in favor.
 - We all need to let our building administrators know of our concerns as we seek clarification at the next faculty meeting. They are all valid. We can continue to discuss this next week. Margaret will share the concerns with central administration.
 - Matt nominated Ed Kent to be the chairperson for the committee to find a lawyer for UTS legal consultation. Danielle Alveari seconded it. All in favor.

viii. Other concerns expressed were about our computers needing to be updated. Tom Lynch said to drive the Manor, but the WIFI is not working well there. Kevin Nichols said to plug the computer into the router directly, which might help you with an update. This issue is an additional talking point as we are going to maintain the technology.

d. **UTS Elections-** This will be discussed next week.

e. **Untenured Teachers**

1. At any point in time an untenured teacher can be fired, this can be anxiety for untenured teachers. Your job is never guaranteed for the following year.
2. Districts are extremely concerned about budget cuts and passing the budget this year. There are huge financial constraints across the island, the state and the country. Teachers have to be prepared for possible cuts, a lot will depend upon the budget.
3. Other districts have been granting tenure in June. This has not been discussed here in Seaford.

f. **Supporting Our Members**

1. Margaret made a presentation of what opening of schools looks like in other countries after COVID 19.
2. **Denmark**-Schools reopened for primary and elementary students. Remote learning continues for all secondary students. Washing hands every hour and multiple entrances for students has been put into place. No parents are allowed in buildings at any time. Markings are placed on floors to show proper social distancing, and teaching outdoors as much as possible is encouraged. Students stay in the classroom all day; teachers only leave to use the bathroom.
3. **Taiwan**- All students are reporting to school. The temperature of each student is taken before entering the building, and the shoes and hands of all students are disinfected prior to entering the building. Teachers and students wear masks all day; masks only removed to eat lunch. Students eat lunch in their classroom, at their desk, with a carrel up to shield them.
4. **South Korea** - Teachers are reporting to school buildings, but students remain at home, learning remotely. Teachers all live streaming, prior to pandemic, SK had already assisted families with internet access.

5. **Closer to home, some factors to consider moving forward:**

i. **School Day/Work Day**

- Staggered schedule-some students attend in AM, some students attend in PM
- Split schedule-some students attend on Mon., Tues., Wed.; some students attend on Thurs., Fri. (these ideas may be difficult for working parents)
- Block scheduling-fewer classes per week, more minutes per class
- Only core classes being taught (what does this mean for specials like Art, Technology and Music)

ii. **Health/Safety**

- Distribution/wearing of PPE by students and staff (this is difficult to acquire)
- Mandatory health screenings for students and staff
- Implementing new cleaning protocols
- Maintaining social distance
- Mandatory hand washing/temperature taking

iii. **Other Concerns**

- Allowing Teaching Assistants to teach classes
- Allowing teachers to teach more than one class out of their certification area
- Supports for teachers who become ill, and mental health supports for teachers and students

iv. **What Does it Mean to the UTS?**

- Any and all changes to our work day, working conditions, hours, school calendar, matters of health and safety, are all MANDATORY SUBJECTS OF BARGAINING
- Districts must BARGAIN prior to making any changes; unions don't have to demand to BARGAIN

- There have been no formal discussions with the school district, only informal discussions.
- Mental health support to all in the building. We hope the district has the foresight to talk to all stakeholders in the building from: the lunch aides, custodians, secretaries and get their feedback while providing support.
- The district will have a taskforce to look into this (Parents, Teachers, Community Members)

5) Other Concerns

- a. If members need their paystub please email Madeline Fischetto.
- b. Teachers expressed concerns about getting into the building to get supplies. Peter LaDuca, the Executive Manager for Health and Safety of Nassau BOCES, did not recommend having teachers go into the school unless it is necessary. Margaret said that teachers will need supplies to continue with live instruction. It is not an opportunity to clean out, but for materials they will need for instruction.
- c. Clubs and Coaching
 1. District is investigating what the clubs are doing and looking into how they will get paid.
 2. Madeline Fischetto was told to hold the stipends. Some clubs, like the computer mentors are working their butts off.
 3. There is nothing in our contract that states how long or for how many hours the club advisors should work.
- d. Sadness was expressed by the elementary school teachers that they were not allowed to do a parade, but the secondary teachers were permitted to do so. Originally, when the elementary teachers asked for a parade, the district was under the assumption we would be able to come back this school year. Why it was allowed to occur now, was that it showed support to the Senior class of 2020. This was also planned by the HS administration, not the union. It was not meant to divide the buildings. A reverse parade is being planned in the future, and the Student Council will try to inform the other buildings.
- e. There may be a problem with the IEPs dates if school ends early. Margaret will look into it.
- f. The Manor Moving Up ceremony is scheduled for June 16th, the rain date is set for June 17th. This will be a conflict, since no one will be working on June 17th.

6) OFFICER REPORTS

Curtis – minutes need to be approved before the next Newsletter can go out. Jen will include the budget. Curtis is including suggested organizations for members to make donations, such as the NYSUT disaster relief fund, United Way, John Theissen.

Maura and Ed expressed their appreciation to the staff. They are very pleased with everyone!

7) BUILDING REPORTS

a. All buildings are concerned about the Special Education Logs –

1. Teachers believe that the level of specificity the administrator is requiring is not mandated by the state. She has been asked by Margaret to produce documentation from the state mandating this procedure. She has not produced the documentation as of yet.
2. Not all surrounding districts do not have to complete this document to this level of detail.
3. Special Education teachers were given a directive. They are being forced to do it. You can only grieve an issue after the fact.
4. Therapists were told a month ago to complete this log. The therapists expressed concern to the administrator about how taxing it is. Therapists with over 20 years experience, are up to midnight nightly completing the requirements. She is completely unrealistic. Now the Special Education teachers are asked to complete it. It is CSE time, the teachers are overwhelmed, and she is micromanaging the department. The administrator is not treating the teachers/therapists as professionals. Therapists and Special Education teachers are professionals and can speak to the parents of their students instead of her.
5. Teachers of Special Education students may have 45 students, and it will take about 4 hours a week to complete the log. That time would be better used with student and parent contact.
6. Elementary teachers expressed concern that the administrator wants to be put into their classroom teams, as a teacher. She shouldn't be a "teacher" on our teams. Elementary School principals are

not “teachers” on our teams (they are included as students). If they are giving the administrator the lesson plans, it is not necessary. It is intrusive, and it is greater evidence of her micromanaging.

7. The administrator uses scare tactics and bullies the teachers/therapists/PPS staff in her department. It has increased their anxiety and stress during an already stressful time. There is no concern from her for the mental health of her department. To quote a member, “I feel hopeless. A hurricane stalled over Seaford and will not lift.”
8. Discussions with building administration about the issue have fallen upon deaf ears.
9. Teachers are concerned if they complete the logs, they are setting a precedent and it will be required of them in the future. Concern was also expressed about putting untenured teachers in a bad position with possible budget cuts coming down the road.
10. Since the day the administrator has been hired, she has consistently pushed and crossed lines forcing more work on the therapists and teachers she oversees in her department. She has pushed the special ed teachers at the high school to their breaking point. This is a line in the sand, we as a union must draw. The teachers and therapists are asking their union to do something for them.
11. Based upon everyone’s level of frustration, James Scourtos made a motion to file an improper labor practice with PERB on the grounds of excessive and unreasonable expectations of her department members completing the PPS weekly logs. All in favor.
12. Margaret will discuss it with central administration and the administrator. She will also consult the LRS about unfair labor practice.

Jen Wemssen made a motion to table the rest of the May 8th agenda and meet again next week. All in Favor.