

PRESIDENT'S MESSAGE

It is hard to believe that we are at the point already where we are wrapping up another school year. And, quite frankly, although this year has been tumultuous, to say the least, I can't help but be appreciative of what I see our union, including NYSUT and AFT-NEA, accomplish every day. I know that there are some of our members who may be dissatisfied or unhappy with our union based on where we are in the negotiations process, and I get it. However, the fact that we have a process and a protocol in place is solely because of our status as a labor union. If we didn't have a union, the district would have been able to simply dictate the terms of our contract. There would be no haggling over percentages. There would be no back-and-forth regarding how much time per week we'd be putting in, and there'd be no discussion of adding a column to the salary schedule. In fact, there would be no discussion at all. Our union status gives us a voice and that voice gives us strength.

Sometimes people ask, "What has my union done for me lately?" Every time one of the UTS officers or executive board members engages in a discussion with an administrator, whether that specific conversation relates to you or not, our collective union voice is being heard. Every time a member is called to a meeting with administration and they have a building rep sitting next to him or her at that meeting, our collective voice is heard. With every building level and central level TAC meeting, when UTS members and administrators engage in discussion about building morale or working conditions in a particular building or in the district, our collective voice is being heard.

Pres. Andy Pallotta at the NYSUT RA said, "The ultimate survival of public sector unions will depend not on merely preventing dropouts but on our ability to convince new employees that union membership is important." And so I pose these

questions to you: Do you believe that your union membership is important? Do you believe that even though we don't always get what we want in the fight, it's the fact that we have a horse in the race that matters? Do you believe that it's important to have your voice heard? Well, I do. No matter how many times we get knocked down, by the district, by the lawmakers, by anti-union groups, we are able to get back up again and remain in the fight because of our status as union members. I, for one, will not take that for granted, and my hope is that each and every one of the 232 of us won't take that for granted, either.

I sincerely hope that each and everyone one of you has a successful end of the year and a happy, restful and healthy summer.

Yours in unity,
Margaret Glancy

UTS Elections:

UTS elections will take place on Tuesday, May 21st. The following positions are being contested. Below you will find the descriptions for each position, and the candidates statements on the following pages.

UTS Vice President Position

Duties of the Vice President:

- A. There shall be two (2) Vice Presidents.
- B. The Vice Presidents shall perform the duties of the President in his/her absence or assume the duties of the President upon the resignation or removal of the President. The Vice President Elementary shall be the first in succession in odd numbered years and the Vice President Secondary shall be first in succession in even numbered years.
- C. The Vice Presidents shall act as aides to the President.
- D. The Vice Presidents shall be Co-Chairpersons of the Grievance Committee. In cooperation with the Building Representatives in the building involved, the Vice President responsible for that building will co-chair with the President for the preliminary proceedings of all grievances originating in the respective building.
- E. The Vice Presidents shall be members of the negotiating team.
- F. A Vice President shall serve as elected second delegate to the NYSUT Representative Assembly, AFT, and NEA Delegate Assemblies. In the event the President or Vice Presidents are unable to attend the NYSUT Representative Assembly, AFT, and NEA Delegates Assemblies, the President may recommend to the Executive Board a member or members of the Executive Board to serve as delegate(s).

UTS Recording Secretary Position

Duties of the Recording Secretary:

- A. The Recording Secretary shall keep records of all meetings and shall have charge of all official documents belonging to the UTS.
- B. The Recording Secretary shall keep minutes of each Executive Board and general organization meeting and shall present typed minutes of said meeting to each member at the next meeting. He/She shall be responsible for maintaining a copy of said minutes in a permanent file.
- C. The Recording Secretary shall be in charge of all correspondence of the UTS.
- D. The Recording Secretary shall keep a record of attendance at all meetings of the Executive Board and shall notify members of all UTS meetings.
- E. The Recording Secretary shall be a member of the Grievance Committee.
- F. The Recording Secretary shall have available a copy of the Constitution and By-Laws at all meetings.
- G. In the case of the uncontested election, the Recording Secretary shall cast the vote for the unopposed candidate, and they shall be considered elected.



Tuesday, May 21st

UTS Elections:

Vice President Candidate Statements

Listed in alphabetical order:



Dan Hayden

Dear UTS Sisters and Brothers,

When I first started teaching in 1995, everything was so brand new: a new profession, new colleagues, eager students and a union. As anyone who becomes a teacher can say, we don't get into it for the money or for the "glory." Most of us became teachers because we thought we could make a difference – somewhere, somehow. In the beginning, I didn't see "the union" as something that was valuable or relevant to me. It was hard for me to see how a profession and a union could have the same values. However, over the years, my views have changed significant-

ly. Our union and all the people before us, here in Seaford and across New York State, have fought to make sure that we are guaranteed safe working conditions for ourselves and our students, protections against unfair labor practices and competitive salaries. Collective bargaining and TAC put us on equal footing with the district. Union representation at any disciplinary meeting ensures that all of our rights are protected. An open and honest dialogue with administration allows us to resolve issues before they become major problems.

From buttons, black shirts and picketing here in Seaford to walking with our union brethren in other districts, I have seen what the power of one collective voice can do. I had the opportunity to attend the NYSUT Representative Assembly during the first weekend in May where delegates from locals across the state gather to listen to the AFT and NYSUT Presidents and other officers and to vote on resolutions which move our union forward. We were reminded of the forces that would like to weaken or destroy our union. These out-

side influences have had some successes in Wisconsin where membership, protections and salaries have diminished. They are hard at work trying to do the same in California. So far, they have not been successful in New York. Union membership remains strong. But we must continue to educate all of our members on the importance of staying unified. So, I pledge to rededicate myself to ensuring that every member sees the value, benefit and importance of what our union stands for. I also pledge to take all that our members have shared about our recent contract proposal and use it to continue working with our team to negotiate with the district for a fair contract that continues to protect our members and makes our salaries more competitive in the county.

I humbly ask for your support in reelecting me as Secondary Vice President so that I can continue in the fight for what makes our union so great: You! Thank you.

In Unity,

Dan Hayden



Ed Kent

I would like to inform my fellow members of the United Teachers of Seaford, that I am seeking the position of Vice-President

of Secondary. If you don't know who I am, I can tell you I am loyal to my fellow teachers and work hard to make our lives better. When it comes to representing our union, you can count on me to be focused on the concerns of our members and to fight for the members of our union.

I could bore you with a resume of my union work over the years; so more important than this is my conviction that a strong union is the best and most effective way to preserve and enhance the protections of our collective bargaining agreement and to guarantee that the teachers' voices are heard and valued in our workplace as well as in the community.

We are, after all, the driving force behind the production and delivery of quality education in this district. Most of us have been around Seaford for a good part of our adult lives and we have demonstrated our devotion to its families in and outside of the classroom. Others come and go; our teachers stick around for better or for worse! They should be consulted, respected and listened to. As Secondary-Vice President, I will be unrelenting in my efforts to make this happen for members of my United Teachers of Seaford family.

UTS Elections:

Recording Secretary Candidate Statements

Listed in alphabetical order:



Keri Degnan

Hello! My name is Keri Degnan and I am running for Recording Secretary for the UTS. I have been teaching 26 years, 23 of them at Seaford High School. I teach Earth Science and Advanced Placement Environmental Science there. I have also been a building rep for the past three years. I think it is my

children and my passion for the environment that has pushed me to become more involved. I am concerned with the kind of world we are leaving the next generation, my children and our students. I have attended several March for Science and the March for Education events in NYC. As my kids have gotten older I feel like I have the time to do more. I want to get involved, do something positive in the world, and make a difference. It was the reason why I became a teacher in the first place.

I think that I am qualified to fulfill the duties of the Recording Secretary because I am hardworking, dedicated, and can focus on the details. Last year I applied, and was selected by the College Board to grade the AP Environmental Science exams in Cincinnati. It was a huge honor, and a HUGE undertaking. I graded over 2,400 exams over the course of the week. I needed to focus from 8am-5pm on the students work, pay attention to the

specific details, and do it all under pressure. It was the best professional development I have accomplished so far. I expect the recording secretary position to be similar to that experience, and I am ready! The National Bureau of Economic Research stated "the high point of American unions coincided with the low point of American wage inequality." Unions are under tremendous pressure, they are being attacked by the public and wealthy corporations. Janus was just the first fight, there are many more on the docket in the courts that are coming our way. We are all feeling the pinch over the last few years; a hard freeze, and smaller increments in our raises. I want to get more involved with our own union to help protect the legacy that my own former teachers (I am a proud graduate of Seaford High School) fought so hard to achieve.



Jennifer Walsh

My name is Jennifer Walsh and I am running for the Recording Secretary of the UTS. I have been working as an Occupational Therapist in Seaford for 16 years. As a therapist in the Harbor, Middle, and High Schools, I have extensive experience working as a team with other staff members to promote success and independence for my students. I evaluate and screen students that are at-risk for fine motor and visual perceptual skills, assist children with their sensory processing difficulties, and serve on the Committee on Special Edu-

cation (CSE) for the students on my caseload to make decisions about their programs and goals. This position requires a great deal of organization and flexibility to successfully schedule and implement students' services. I am also an evaluator on the Committee for Preschool Special Education (CPSE), which involves meetings with parents, preschool teachers, and representatives from the Nassau County Department of Health. I serve on the IST and 504 Committees in the Harbor, which are problem solving and decision making teams for struggling students, and I am the Crisis Prevention Intervention (CPI) trainer for the district. Being a therapist and evaluator involves a great deal of experience and proficiency with report writing, correspondence with parents, teachers, and staff, documenting data collection, and inputting information on IEP's. As part of the CSE, taking minutes, monitoring attendance, and participating in decision-making discussions are all assets that I would be able to bring to the table as Recording Secretary.

Last year I was fortunate enough to be voted

in as your UTS Parliamentarian. This experience has helped me to understand the inner workings of the UTS and participate in conversations to benefit the membership. It has also given me the opportunity to meet new people from other buildings and share ideas to benefit students throughout their time in the district. I have successfully run two elections this year, which has improved my familiarity with union protocols and procedures, as well as my familiarity with the members in all four schools. I also had the opportunity to sit in for the Recording Secretary at an Executive Board meeting when she was unavailable. I am confident that I would be able to use the experience I've gained as Parliamentarian and the attention to detail in written work that I apply on a daily basis to be a Recording Secretary that the membership would be proud to have. Please do not hesitate to contact me if you have any questions. Thank you so much for your consideration.

Jennifer Walsh
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(516) 592-4115

UTS LATEST NEWS

The following are highlights from the UTS monthly meetings. Full minutes are posted at seafordteachers.com:

April Highlights

- Treasurer: Laura makes a motion to accept March budget summary report. All in favor. Ed makes a motion to accept budget proposal for 2019-2020 school year including the lawyer. 9 Yes, 4 No, 4 Abstentions. Motion passes.
- President: Fall UTS luncheon-Catering: Tricia Cella is willing to cater luncheon.
- Correct the Test Event April 30th
- UTS Scholarships-Survey teachers for names. 2 students per building.
- UTS Elections- Dates: Officer elections must be done no later than the 1st week in June. Building rep elections are no later than June 15th. Positions-All building reps are up in June-Officer positions available-2 vice presidents and recording secretary.
- Column Movement: 2 members hired, starting this year. Teacher's wanted to use credits over a Master's degree (more than 30 credits) to move a column. District says they cannot use credits unless over 40 credits, past practice was over 30. Margaret had meeting with Pecora, it will be looked into further. Teachers should not contact administrators.

- Officer Reports: Dan Hayden-Attorney Fees David Schlocter-\$350/hour or on retainer through September would be \$32,500. (An increase of \$143 per member in union dues-\$9 estimated per check). A discussion of looking into other lawyers as well as if the return on the contract would justify the cost of the lawyer. Should we survey the membership, in regards to lawyer and/or willing to increase dues for one?
- Building Concerns: High: Copy center-delays from copy center on delivery. Delivery person was being used for several days for transporting state tests.
- Coaching issues to be brought up at TAC Central, but at this moment the UTS contract is priority.
- Manor-Is there a survey going out for actions. Yes, a survey will be going out. May 8th will be a BOE that should be attended by all buildings.
- Harbor: Rescue windows have the locks to prevent window from opening more than 6". (needs to be brought up formally on TAC). Untenured teacher was asked to cover and did not know how to say no.)
- Negotiations: Meeting with District-April 9th- - no changes so we will go to fact finding. District not getting what they want, UTS was closer to being satisfied.
- Fact Finding meeting June 11th

- Action?: BOE meeting May 8th. Black t-shirts may be ordered soon. Already approved. Laura agreed with Matt on walking a fine line with parents-take the high road.
 - PAC: Get out to Vote postcard as done in past. Samples passed around. Do we add the person we endorse? Recipients are more targeted this year, not all residents. Candidate endorsement is sent out separately, to NYSUT members only. Ed makes a motion to have our President send out a letter to NYSUT members to endorse the candidate Kevin Devlin. Motion passes. (12 yes, 3 no, 2 abstentions).
 - Vote Cope: Jen will generate slips for all members but will be given to PAC persons from here on. Building reps will do one on one conversations with members. Officers should have one on one conversations as well.
- ED meeting: Correct the Test Forum: April 30th: Help spread the word that the test is flawed and should not be used in APPR.
- Permanent tax cap passed. AFT discussed college debt resolutions. Information to be passed out to members.
 - Barbara Richko: working with NYSUT to get retirees as a chapter of UTS. Language of contract is very important for future retirees as well as current ones. Upstate



UTS LATEST NEWS

Unions (and LI) are being encouraged to not pay into unions.

- June 18th Retirement party

March Highlights

• Kevin Devlin: Prospective BOE candidate came to introduce himself to UTS Executive board. Born and raised in Seaford. Works for John Brooks (Deputy Chief of Staff) and has political experience as well as works with schools in his capacity with Brooks. No kids in district. Feels Seaford does not utilize State Senators as much as they could be. Looking to get community more involved possibly by Podcasting BOE meetings.

• Debate over whether or not to endorse as a candidate for BOE. Pros and cons of this candidate as well as thought of an endorsement in and of itself. Matt makes a motion to endorse Kevin Devlin as a candidate for BOE. Vote is 9 Yes, 3 No, 2 abstention. Motion passes. Matt makes a motion to endorse Kevin Devlin with a monetary donation of no more than \$4,000. Vote 9 Yes, 3 No, 2 abstention.

• Treasurer: Jen Wemssen: Donation made to Podmeyer family for medical bills for former student Brian. Union budget committee meeting on April 10th 3:45 in Room 127. Laura makes a motion to approve February summary

treasurer report. All in Favor.

• President: NYSTRS delegate election: One candidate and alternate were nominated. Uncontested elections are voted in by recording secretary. Shari Randazzo and Kim Flood were voted in as NYSTRS delegate and alternate.

• Retiree Chapter of UTS. Retirees are interested in becoming part of UTS.

• Opt-Out: Opt-out campaign was suggested as in the past years. Dan makes a motion to pay for the opt-out billboard. All in favor. Letter put up on Facebook to be sent out for approval.

• Officer Reports: Curtis: brought samples of UTS clothing. Samples to be sent around to all buildings.

• Dan: Distributed information regarding local districts and what their contracts states in regards to HI, Retirement incentives, days worked and extra help.

• Thursday 3/27 meeting with attorney used by North Shore schools to discuss fact finding procedures and fees for what he can provide.

• Maura: Thermostats ordered for classrooms (5 per building).

• Building Concerns:

Middle: No discipline at middle school according to teachers, parents notified of removal from class by teacher, but teachers must notify parents of administrator given detention.

• Manor: Brought up at TAC about heat before warm weather. Deb mentioned A/C was discussed with Adele.

• Negotiations: No date set for fact finding. Looking for mutually agreeable person and their availability. What is tone around buildings about no contract and making a stand? Nothing is being said or at least heard around. Surveying members was suggested as to what members would be willing to do during no contract. We will be prepared to order shirts. BOE meetings should be attended by members.

• Laura makes a motion for an expenditure of up to \$4000 for black shirts for all members for when or if needed.

• PAC: ED meeting attended by Jen Brand-3/13 notes rec'd from Jen. Setting up meeting with executive board and BOE candidate. Margaret suggests she let Administration know that we are endorsing candidate.

• Party planning/Event Planning: Friday the 29th Ceramics Party

• June 18th Retirement party.



TREASURERS REPORT

Budget Summary Report 10/1/18 through 4/15/19

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$212,413.60	\$42,592.40
Interest Earned	\$26.00	\$13.46	\$12.54
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
Total Income	\$257,032.00	\$212,427.06	\$44,604.94

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,106.00	\$98,835.71	\$38,270.29
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$525.00	\$575.00
Conferences	\$4,000.00	\$775.48	\$3,224.52
Member Benefits	\$9,000.00	\$2,373.99	\$6,626.01
Misc. Expenses	\$1,000.00	\$268.94	\$731.06
Negot/Griev	\$2,500.00	\$249.62	\$2,250.38
Office Expenses	\$2,300.00	\$840.58	\$1,459.42
Political Action	\$4,000.00	\$672.05	\$3,327.95
Public Relations	\$11,500.00	\$3,148.29	\$8,351.71
Stipends	\$80,842.00	\$40,421.00	\$40,421.00
Total Expenses	\$254,848.00	\$148,110.66	\$106,737.34

Net Worth as of 4/15/19

Account Balances:	
Checking	\$172,498.72
Savings	\$54,399.30

EDUCATION NEWS

Albany summit asks lawmakers to 'take a look at teaching'

Author: Kara Smith

Source: NYSUT Communications

RELATED LINKS

[Take a Look at Teaching](#)

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After hosting Take a Look at Teaching summits statewide over the past few months, NYSUT took the issue to the doorstep of lawmakers recently by hosting a session in the state Capitol.

The goal is to garner legislative support — and increased funding — for initiatives that boost teacher recruitment and retention.

"Since we're facing a serious teacher shortage in New York State, we want to focus on what we can do legislatively to address the problem," said Jolene DiBrango, NYSUT executive vice president, whose office spearheads the initiative.

"NYSUT is taking the lead on this issue because it's important," said NYSUT President Andy Pallotta, who briefly welcomed attendees. "We hope this work will make a real difference."

The statewide union seeks an additional \$10 million in funding for three key programs — the Mentor Teacher Intern Program, which supports educators as they transition to full-time teaching; the Teacher Loan Forgiveness program; and the Teacher Opportunity Corp, which provides grants for recruitment, diversification and student support at 16 public and private colleges in New York State.

Legislatively restoring higher education's ability to use alternative criteria to evaluate teacher candidates, rather than strict grade-

point averages, is also a goal. "It doesn't make sense to not allow our schools to consider the full background of those interested in the profession," said Jamie Dangler, vice president for academics for United University Professions, NYSUT's local representing SUNY professionals and academics.

DiBrango led a panel discussion highlighting best practices for teacher recruitment and increasing diversity. Panelists included Dangler; Laura Franz, president of

African Americans couldn't do."

Elliott spoke about Syracuse's Urban Teacher Fellowship program, which recruits students from Historically Black Colleges and Universities to the district. "It's paramount to have someone who looks like you standing in front of you."

Assembly education chair Michael Benedetto and Senate education chair Shelley Mayer pledged their support for the measures and thanked NYSUT for its leadership. "I look forward to being your partner



Teachers Jessica Elliott, Syracuse Teachers Association, and Walter Robertson, Dunkirk Teachers Association. Photo by El-Wise Noisette.

the Albany Public School Teachers Association; teacher Jessica Elliott, Syracuse TA; teacher Walter Robertson, Dunkirk TA; and Kaweeda Adams, Albany City School District superintendent.

Robertson noted the importance of diversity to students of all backgrounds. "I change the preconceived notions that white students have about minorities," he explained. "They see me do things that maybe before they thought

on this," said Mayer. "We are committed to these issues and will work with you."

Benedetto acknowledged the need for teacher recruitment overall and minority teacher recruitment in particular. "I remember the impression my first male teacher made on me when I was a freshman in high school," he said noting that it gave him someone to identify with and emulate. "I became a teacher because of his influence."



Protect Your Loved Ones with Union-Endorsed Benefits

Insurance... it's often the type of product you hope to never have to utilize. In the event you do need it, though, it's important to have the insurance product that best meets your needs and those of your loved ones.

NYSUT Member Benefits endorses a variety of **crucial insurance programs** that provide important protection for NYSUT members and their families, including life, auto and home, disability, long-term care, dental and vision plans, and more.

The Power of the Union

Regardless of whether you're participating in one of our endorsed insurance programs; legal or financial services; or many shopping, entertainment or travel offerings, NYSUT members receive a quality product and enjoy the **"Power of the Union"** behind them.

The **"Power of the Union"** should serve as a steadfast reminder to all NYSUT members that we are your advocate. Unlike when purchasing products available to the general public, NYSUT Member Benefits is here if you ever have any issues or concerns with our endorsed programs. You aren't just a member to us... you are part of our union family.

Member Benefits is here to offer assistance with the student loan crisis. Visit our website for more information.

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

May/June '19

BUILDING NEWS



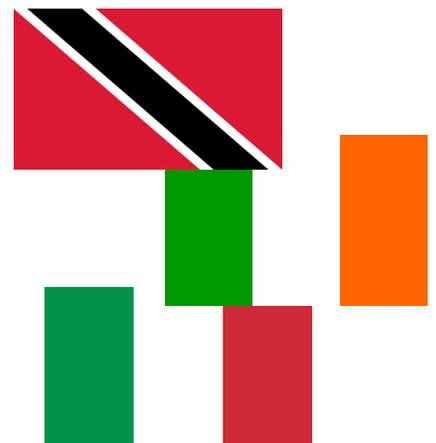
Another successful UTS event. We had a great time at Time Flies of Seaford painting our ceramics. Hope to see more members at our next event, "Picnic in the Park".

Middle School:

Culture Club:

One of our new members did a power point presentation about her Trinidadian heritage and brought in a tasty snack. Another student brought in two different versions of her grandmother's Irish soda bread and played the ukulele for us. A third student taught us how to play scopa, an Italian card game. Fun was had by all.

Submitted by M. Levy-Roberts



UTS TRACT Center

TRACT is funded for the 2019-2020 school year.

We look forward to providing another year of professional development.

Please contact Stacey Ranzie if you are interested in teaching a course or if you have an idea or need for a class and/or program.

sranzie@seaford.k12.ny.us



[Click HERE for Tract Center Website](#)

UTS Trust Fund

For information regarding Dental Benefits, Optical and Major Medical reimbursements and Legal Benefits please visit the UTS website (www.seafordteachers.com).

Trust Fund News:

- Please only submit an EOB or a yearly pharmacy print out with YOUR FULL NAME including a cover sheet, separate receipts will be submitted to be "reviewed" and take much longer
- You can email claims to Seaford@dhcook.com
- Lastly, we would like to welcome our new Trust Fund Chair, Chelsea Bianco. She will be taking over fully on July 1st, but is already working with the members of the Trust Fund to transition smoothly.
- All 2019 retirees should contact Chelsea Bianco if they'd like to continue Trust Fund benefits under the current COBRA rate.

Danielle Alveari:
Chairperson and Middle School Representative

MaryLou Christensen:
Treasurer and Middle School Representative

James Scourtos:
Secretary and High School Representative

Ann Marie Motisi:
Manor School Representative

Jessica Koudelka:
Harbor School Representative

ARTS (Association of Retired Teachers)

The Association of Retired Teachers of Seaford, known as A.R.T.S., meets twice a year for luncheon meetings. It provides an opportunity to catch up with old friends and meet new friends. We have enjoyed each other's company at L.I. Islander games, theater outings and dinner cruises. Twice a year we publish a newsletter for our retired members.

Each year the A.R.T.S. grants a scholarship of \$500 to a graduating Seaford senior who will enter the field of teaching. We also grant a \$50 recognition award to two Seaford Middle School students and we make a yearly donation to the Seaford Patriot Dinner as well as a contribution to the Seaford Scholarship Fund in memory of deceased members.

A.R.T.S. has provided a means to stay in touch with those who were a part of our lives in Seaford for so many years. We look forward to increasing our ranks as more UTS members complete their service to the Seaford School District and enter the wonderful world of retirement.

Want to submit UTS member news?



Write a paragraph description and email to ctripoli@seaford.k12.ny.us.

Please only include photos of UTS members.