



United Teachers of Seaford

Executive Board Meeting Minutes

November 15, 2021

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

Christine Lindquist
Joanna McCloskey
James Scourtos
Mary Simons

Michael Milano

1. MEME OF THE MONTH

When McDonalds gives out free breakfast for teachers but you were teaching so you couldn't get it.



2. RECORDING SECT'Y-Keri Degnan

a) A suggestion was made to soften the language on a bullet in the minutes from October. We will vote later to approve the minutes.

3. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen

a) Jen would like to distribute the stipend checks a little earlier to allow people to use them for the holidays. She also paid dues to NYSUT, and buttons were purchased. The UTS donated to the American Cancer Society and the American Legion. The Wellness Council canceled the Hot Chocolate Run so that the usual donation was not made.

b) Media Press comes out of negotiations and grievances. NYSUT will also help us out with expenditures.

c) Maura motion to accept budget summary. Curtis seconded it. All in favor

4. PRESIDENT-Matthew Adler

a) **Buttons** – At our last negotiation session, we were at an impasse

and moving to mediation. We are taking steps to demonstrate to the administration that we are one union. The purpose of the buttons is to allow central administration to know the membership is not happy, and we will be taking action. Please be sure that EVERYONE is wearing the buttons. They will also allow the community to know we do not have a contract. It is not an empty threat. Please wear them every day. If the students question the buttons, just tell the students that we are working without a contract. The button can be moved to make it horizontal when you put it on.

b) **Parent-Teacher conferences** – We hear the dissatisfaction from the members on how the district rolled out the information about the conferences. The method this year is not the same and not equal for the district. It will be discussed at central TAC. The district is being inconsistent and going against what they normally adhere to.

c) **Dress Code** – A building principal spoke to a teacher about their attire. We have nothing in our contract about clothing for work. Some districts have negotiated clothing in their contract. If you have been spoken to about your outfits, please let Matt know. He plans to speak to the administrator. The UTS feel that they have crossed a line.

d) **The Teacher in Charge position**-We can not move forward unless we have the data. If you are at an event with spectators, please let the UTS know if there wasn't an administrator in attendance.

e) **SRP Recognition Day 11/16** -Thank you to the building Reps and Ed for all your hard work purchasing gifts for the support staff. Thank you to Curtis for supplying the stickers for the gifts.

f) **Communication** – From the district, there was a complete failure in communication about an event in the Middle School. Teachers need to be kept in the loop before the families.

5. OFFICER REPORTS

a) **Maura**- Thank you to Suzanne for the survey and for letting the UTS know the feelings of our members about the parent teacher conferences (64% virtual and 36% in person.) Maura told an administrator that they are

choosing the parents over the staff. It doesn't make sense that we can have everyone in the building for the open house, but not for the Hot Chocolate Run. Related services (reading and math services) will see a LOT more people than the classroom teachers. Teachers are going to be put in the position to make sure the parents have their masks on. If reading and math would like to be more spread out, they can use the all-purpose room or the cafeteria.

- b) **Ed** –Negotiations were predicted to stall. Be careful when you talk to parents when you are wearing your buttons at the open house. Do not engage too much with them.
- c) **Curtis**-Curtis was able to get prices from various vendors, some prices are conflicting because they charge a setup fee for printing. The prices shown include any fees. Unionshirts.com and Ad Apparel are union shops. We will stick to Ad Apparel a union shop.

| Comparison Tracker | | Comparison > | | | | | | |
|-------------------------|------------|------------------------------|------------------|-----------------|---------------------------------|-------------------|-------------------------------|--|
| UTS T-Shirt Vendors | | | | | | | | |
| | Ad Apparel | Ad Apparel Non-USA | Scott (Security) | unionshirts.com | Anthony Biscuit (Danielle rec.) | rushordertees.com | Viking Printing (Long Island) | |
| Green T-Shirt (2 Color) | | 36 min. / 72 min. / 144 min. | | 48 min. | 48 min. | 50 min. | 24 min. / 48 min. / 96 min. | |
| S-XL | \$11.75 | \$10.40 / \$7.85 / \$6.45 | \$5.50 | \$14.28 | \$10 | \$11.64 | \$9.99 / \$7.45 / \$5.85 | |
| XXL | \$13.25 | \$7.85 / \$9.85 / \$8.45 | \$7.90 | | \$12 | | \$11.99 / \$9.45 / \$7.85 | |
| XXXL | \$14.75 | \$7.50 / \$12.85 / \$9.45 | \$9.50 | | \$14 | | | |

- d) **Jen Walsh**-nothing to report
- 6. Building News – Please start with positive news!**
- a) **Manor Head Building Rep-Jean Aplustille-**
 - i. Good news! Two members Jillian C and Kristen W are pregnant! Angelina Lee had a beautiful baby girl!
 - ii. The staff is very upset about parent-teacher conferences. Building reps and the union did try to change it, but it is an administrative directive. Make sure you ask the parents if there will be one or two parents attending. The union will ask administrators to please inform the parents they should not bring their other children. They will not have anyone watching them during the conference.
 - iii. The staff has concerns about the pressure they are getting from the PTA about membership. It is a great organization and we should support it. A suggestion was made to have PTA dues be automatically deducted from our paycheck, like UTS dues. We can talk about that idea in the spring.
 - iv. The emails from the members hit a nerve, please keep up telling central your concerns.
 - v. An administrator did supply a COVID protocol punch sheet we can refer to.
 - vi. We will go over the trust fund at the next building level meeting.
 - vii. Crossing guards, bus drivers, computer tech, custodians, secretaries, security each received a \$5 gift card. There was also grab and go snacks and water for the aides. Thank you, Curtis, for the labels!
 - b) **Harbor Head Building Rep-Suzanne Mooney**
 - i. Good news! Miss Cirrilo became Mrs. Degraff. Congratulations!
 - ii. COVID cases seem to be increasing, but are we getting notified by the district? Only the parents were notified there was a class quarantine case. The staff members were not. If the district knows a staff member has been vaccinated, they will not be notified (according to the Board of Health). If a member is not vaccinated, they will be notified. We would like the communication from the district to be constant about the covid numbers.
 - c) **Middle school-Head Building Rep-Danielle Alveari**
 - i. Good News! The middle school is OK! Nothing new to say.
 - ii. There will be a faculty meeting on Friday and the building reps plan to complete the trust fund presentation.
 - d) **High school Head Building Rep-Christine Lindquist**
 - i. Good News! Melinda DiGiovanna got engaged. Congratulations!
 - ii. SRP day was confusing last year, so this year we made platters of individually dipped Oreos and pretzels for the supporting staff. We gave two trays for the aids and secretaries. Gift cards were distributed to the custodians and the security guards.
 - iii. Testing is at the forefront of the discussion. We had a meeting for the 17 untenured teachers. In light of that meeting, a lot of teachers have begun to bring us their observations, and some were concerning. We want to help the new staff, but they need to know that tenure is not automatic anymore. The observations are becoming much clearer. The UTS's goal is to help the members get tenure.
 - iv. There was a meeting in September with administrators about an untenured teacher. Administration stated that they would not give tenure to the teacher unless things change. The district did not have any

documentation against the staff member. Subsequently, there was a letter put in that teacher's file. On a positive note, that teacher now knows what they are looking for. On a negative note, that teacher is very nervous.

- v. According to a central administrator, the rubric may say you are effective, but what the central administration is using as a benchmark is that anything less than 3.0 is not effective. They are only giving tenure to anyone who is considered highly effective.
- vi. There is an administrator that has a lot of personal issues and falling behind with post observations and feedback. If there is a lag period beyond 30 days, that observation can't be used against a teacher.
- vii. At the end of last year, a high school administrator mentioned that they did not like the way the staff is dressed.

7. COMMITTEE UPDATES

- a. **External PAC – Scott Gilbert** At the last election, the Democrats got their butt kicked. Not much else to report.
- b. **Internal PAC Joanna McCloskey** – Nothing to report.

8. GRIEVANCES – TIC but the UTS needs more data.

9. NEGOTIATIONS-

10. ARTS-Association or Retired Teachers in Seaford.

- a. RC17 General Membership meeting was this past week. There is concern about the upcoming school board elections. NYSUT is concerned with small groups targeting specific agendas (masks, books). There is a group called Long Island Loud, they do not represent the majority, but they are loud and can affect teachers' retirements and contracts. NYSUT is concerned about Plainedge and Wantagh in particular.
- b. The ARTS is interested in our trust fund and the dentists. Retirees should let the ARTS and the trust fund know if they move. Emails might be a better way to communicate with retired members.
- c. When we negotiate contracts please make sure that they do not negotiate away the retirees. The Presidents' Council is trying to push a resolution to change the tiers 5 and 6 so they do not have to work until age 63. At the state level, the Presidents' council is working to help the members.
- d. The Seaford Wellness Council was very upset about the canceling of the run.

11. MEMBER CONCERNS –

- a. The staff is concerned about the technology in the district. The feedback is very condescending about our needs. Grades are due in the high school by midnight tonight. The technology did not work all weekend, but grades are still due today. We were expected to use our personal laptops and computers. That is not acceptable. The administration expects members to work on personal devices or work out of contractual hours. Some administrators state that they are in “mommy/daddy mode” and do not do school work when they get home. Why can't members have the same courtesy? If the administration wants tasks completed, they need to make it so we can accomplish them with the technology they provide for us.
- b. Members feel that the administration is not concerned about our mental health. It is acceptable for the administrators to make a mistake, but not for our members. Our feelings and needs are not being met. The UTS members need to make sure we take care of each other, and we need to stand together.
- c. Parent-teacher conferences, where are we sitting and where are the parents sitting? According to a central administrator, the parents can sit at the students' desks. You can get two chairs and put them by the door, with the door open. We do not have to be concerned about privacy.
- d. Members had concerns about the contract tracing. If a student is in quarantine, staff member feels they should be told about it. A therapist can't safely keep their distance from the students. According to the state Department of Health, a member does not have to be told of a student that is in quarantine if the member was vaccinated, but with the new variant, there are still breakthrough cases. Members are concerned about unvaccinated family members at home.

Matt and the executive board wish all members a Happy Thanksgiving and to take the time with their family. Enjoy your break, you are the hardest working staff on the island.

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