



United Teachers of Seaford

Executive Board Meeting Minutes

October 12, 2022

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
Michael Milano

Rosalie Franz
Christine Lindquist
Joanna McCloskey

James Scourtos
Alex Mantay

1. **Matt had a garage sale!** Building Reps please distribute some of the older UTS items to your members.
2. **SECT'Y-Keri Degnan**
 - a) Ed made a motion to approve the amended minutes of June. Christine seconded the motion. All in favor.
 - b) Ed made a motion to approve the amended minutes of Sept. Christine seconded the motion. All in favor.
3. **TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**
 - a) Jen presented the list of dates for deductions of UTS dues. She also updated the contact info for the executive board members.
 - b) The UTS fiscal year ended Sept 30, the new fiscal year started Oct 1. Since the fiscal year just started, there have not been too many checks distributed yet. There was a payment to NYSUT for \$14,000. Maura made a motion to approve Jen's treasury report. All in favor.
 - c) Jen presented the usual UTS donations and asked to have one motion to approve all of them. Ed made a motion to approve the yearly donations. Suzanne seconded. All in favor.
 - d) Ed would like to put the UTS savings into a different account to get a higher rate of interest. Jen will discuss it with our accountant.
 - e) A staff member in the high school's house went on fire, her family lost everything. Building reps should advise her to reach out to NYSUT, there is a hardship benefit. Long Island Teacher Benevolent fund also gives money for hardships. The English Department and the High School took up a collection for her family. Could the UTS also do something for her family? We take care of our members. Kerry made a motion to give \$300 to a member in need. Lisa seconded the motion. All in favor.
4. **PRESIDENT-Matthew Adler**
 - a) **Homecoming 10/15** – It is this Saturday, and it is a great day to show support for the community. Please remind your members to attend. Here is the timeline for the day:
 - 10:30 am -Meet at the HS for snacks
 - 11:00 am -Line up for the parade
 - Noon -Parade
 - 2:00 pm - Game
 - b) **Tech Issues-** This is not a one-building issue, the problem is district-wide. It is a cluster mess with so many things going wrong. Every member has felt the frustration, it doesn't make a difference what level you teach, nothing is getting better.
 - c) **Recent Settlements-**Health insurance rates are going up, the percentages union members are paying are going up. Hempstead finally settled their contract. The only one that hasn't settled in Lawrence.
 - d) **Trust fund update**
 - i. The trust fund met on Monday, Oct 3. It was a good meeting, the people from Cook and the members were over the moon with what was decided. They are still crunching the numbers to see what extra services can be covered beginning in January.
 - ii. The plan is to cover spouses first, then move next school year to cover families. Dental coverage for all cleanings and some preventative care, but no crowns for spouses and family.

- iii. The decision is based on the amount of money in reserves. UTS members might have to identify family members.
 - iv. A pediatric dentist might be covered. If you know a dentist that wants to be added to the list, please let the Trust fund leaders know. They meet again on Nov 1.
 - v. Some UTS members are upset because they will have to wait until next year for family dental. We signed the memorandum and many people feel they were misled. UTS staff members are feeling they did not get the full picture when it was presented. There can be as much as a year in delay from when the trust fund gets paid.
- e) **SRP Recognition Day 11/15**-It is a great day to give back to our support staff. Each building does what they feel is appropriate. Jen will be back on 11/21 so please interoffice the receipts to her
- f) **PAC /public relations/event planning committee nominations** –Activities of the positions are:
- i. **Internal PAC**- The responsibility is to attend board of education meetings. Matt will check with Joanna
 - ii. **External PAC**- The responsibility is to attend the Committee of 100 meetings. Scott Gilbert applied for the position. Ed made a motion to accept Scott Gilbert for the external PAC position. Maura seconded the motion. All in favor.
 - iii. **Social Event Committee** – The responsibility is to plan the back-to-school luncheon and the retirement dinner. Suzanne made a motion for Margaret Glancy to head the Social Event Committee. Jean seconded the motion. Jen B is also willing to help Margaret Glancy. Suzanne nominated Jen B to assist the Social Event Committee. Jean and Lisa both seconded the motion. All in favor.
- g) **Meetings with untenured teachers** – There is a loss of skills among our students from the Covid lockdown. Please meet with the untenured teachers, reach out to them, and help them. Matt reached out to Shanika and it is bringing up new questions from our membership to help the new staff. She will give an FMLA training on November 30 at 4 pm via zoom. It is open to all members, and their spouses. We would like all the exec members to attend, this is useful knowledge we all could benefit from. Currently, there is a teacher out on medical leave but their doctor wants to extend it. Matt will examine the legality of the leave with Shanika. The first thirty days were sick days, but now the district is saying it is not sick time. It is maternity. We are concerned that they are trying to set a precedent. This member is new and is due Feb 13. For the federal law of FMLA, you need 1050 hours. She does not have enough hours to qualify.
- h) **NYSUT building rep training.** Matt highly recommends the building reps attend the training sessions. There is also a leadership conference in Tarrytown, NY on Dec 9-12.
- i) **Disaster relief fund** – NYSUT has a disaster relief fund, members can go to <https://www.nysut.org/resources/special-resources/sites/disaster-relief/make-a-donation>
Members who are retired and moved out of the state and who need help can still apply.

5. OFFICER REPORTS

- a) **Maura- Hot Chocolate run Dec 5.** If kids need community service hours, encourage them to volunteer. UTS members will get reimbursed for the registration fee if they run. Wear a UTS shirt!
- b) **Ed** –Madeline Fischetto sent out paperwork, you can deduct dependent care for up to \$5000 of pre-tax money. Without it, you can only write off \$4000 for childcare. You can take out money from your paycheck also for medical fees for your children. You can get reimbursed and avoid paying taxes. Talk to Madeline and Ed for more info.
- c) **Curtis**- Stickers printed up for the new computers with our logo. The stickers can also be put on water bottles. It is very difficult to find a union shop to have an online store for staff to order goods. We will continue to order UTS wear the way we have. Curtis will send out a survey for ideas on items.
- d) **Jen B**- We need a committee to amend our constitution. Jen is the chairperson and Matt is a member. We have to get a group together for proposed amendments→exec board for voting→ general membership Jen will need to pick a date to meet and send out an email to all members to see if anyone wants to help. Jen will put out bylaws for all members. We would like to revise the voting practices.

6. Building News – Please start with positive news!

- a) **Manor Head Building Rep-Jean Aplustille-**
 - i. Good news! 3 girls are getting tenure tonight!
- b) **Harbor Head Building Rep-Suzanne Mooney**
 - i. Good news! Professional development has turned into an essay. Initially, the administration was going to work with staff to help the staff improve teaching techniques. Now if you can't make it on the day the administration picked, the staff has to write an essay in a specific font. Teachers writing an essay is not professional development, it is a punishment and homework. There is nothing in the contract that says

you have to complete an essay. The administration can ask you to make up the missing meeting, just like for faculty meetings or back-to-school nights. Legal has checked into the situation. It is in management's right to ask.

c) **Middle school-Head Building Rep-Brian Horner**

- i. There has been coverage miscommunication from the administration. They can direct you to cover up to 3 free classes. They cannot ask you to cover a class which will make you have more than four classes in a row. That goes against the contract. A teacher was told by a secretary to do coverage, but that would have made her do 5 or 6 classes in a row. A secretary can not direct a teacher to do anything.
- ii. What constitutes coverage? If a teacher covers a class and it is only for part of the period, they are trying to not count it. Tell a building rep if that occurs.

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

- i. Good News! Secretaries are hounding teachers to cover classes, but if they have a meeting they can't cover. It is a challenging situation.

7. COMMITTEE UPDATES

a. **PAC – Scott Gilbert**

- i. **Vote – Cope** We donated less money, only \$13,043. The faculty is getting younger, and the economy is not great. We still won an award for our donation.
- ii. **Labor Walks** – for John Brooks and Lauren Gillen
- iii. **Brooks House Party 10/25** -There is a meet and greet at his home. Mr. Brooks has worked hard to get money for Seaford.

b. **Contract**

- i. **Professional development**-Many feel it has been turned into a penalty. Teachers writing an essay in a specific font is not professional development. 2-3 pages, it is a punishment and homework. There is nothing in the contract that says you have to complete an essay. If you choose not to do it, they could call you in for disciplinary action. If it escalates, we could fight for the member, if the disciplinary action is not appropriate.
- ii. **Coaching issues for the PD** – Should the coaches cancel coaching on the days of professional development? Suggestions for improvement for coaches or staff who miss the professional development:
 1. Why can't the Administration record the PD so absent members can watch it if they miss it?
 2. Turn the video an edpuzzle or nearpod and have the staff member watch it on campus. The district allows video GNC training as PD, how is this any different?
 3. If they stagger the PD on different days, then the staff could go to a different building on a different day to make up the PD.
 4. If someone is out on maternity leave, do they have to make up the PD? If you are on unpaid leave, they should not have to do it.

8. GRIEVANCES –

- a. **World Language/ELN Lead Teacher** –We will have to vote and file a grievance. The ENL Lead teacher should only have had 4 classes. Jenna was teaching more than 5 (she was teaching 6 classes) she should have only been teaching 4. The stipend should have been split and the rest of the contract should have been followed. We need to fight this.

9. NEGOTIATIONS-

10. ARTS

11. MEMBER CONCERNS – 3 paid coverages.

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