



United Teachers of Seaford

# Executive Board Meeting Minutes

September 7, 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**

On the first day of school I went over the list of classroom rules and procedures. A kid in the back mumbled, "This could have been an email." I am now encouraging him to be a school principal when he grows up.

**1. Meme of the Month**

**2. SECT'Y-Keri Degnan**

a) Matt made a motion to put off voting on the minutes until the next meeting when we are in person. All in favor.

**3. TREASURER/MEMBERSHIP CHAIR-Jen Wemssen**

October marks the end of our fiscal year. The member benefits category changed due to the back-to-school luncheon and bagels at the new teacher meetings. Sympathy plants were also distributed. Jean made a motion to approve the minutes, Keri seconded it. All in favor. Jen apologized for the confusion with the PTA membership deduction. The deduction of PTA dues makes it easier for the

members. The PTA president was so appreciative of the new change. There was a concern that since we are deducting for the PTA, does it alienate the other parent organizations? There was also some discussion about the cost of the PTA membership at the two elementary schools, there seems to be a discrepancy. The Harbor membership may include a T-shirt. The building reps will triple-check with the presidents their membership dues. There are always kinks with a new policy.

**4. PRESIDENT-Matthew Adler**

Thank you to Jen, Maura, Sara, and Julia for organizing the UTS luncheon, it was awesome. We enjoyed seeing the members laughing and getting together. A suggestion for the future is to raffle off coupons for UTS Swag, this way the winners can get shirts in their size. Matt also gave a gentle reminder to the executive board members. Union meetings are part of the executive board job description. Please let Ed, Maura or Matt know if you cannot come to the meeting. You are expected to be in attendance. The special education department recently had an issue with their department meetings. An email was sent out to the department, but it did not state the future dates of their meetings clearly. Technically, they gave members the dates, but it was difficult to find in the email. The UTS requests that the administration please be understanding to anyone who did not attend the recent meeting. The administration will reach out to any staff that could not attend the meeting and let them know what they missed.

a) **Reconnection** -We are one union and one family

- i. Building Reps if you need to help reconnecting the people in your building (bagel breakfast or something else) let us know.
- ii. The families in the district need to see us, the more visible the event the better.
  - i. **9-11 ceremony**- We highly recommend the members attend this event. The community comes out to support the victim's families.
  - ii. **Homecoming is Oct 15**- Traditionally the UTS walks in the parade, and we encourage members to attend. It is hometown America, bring your family, kids, dogs, or bikes!
  - iii. **Hot Chocolate Run is December 3**- It is a 5k race, a nice flat loop. The UTS has helped out in the past. If any member wants to run in the race, the UTS will reimburse you. Maura needs volunteers handing out bibs to runners. In the past, we gave out ChapStick with the UTS logo on it. Do we want to do it again? Jen will investigate the cost.

- iv. **Attend any other event-** The kids like seeing their teachers, find a sport you like and go! We have a great music department, go to the Newsday festival. Whatever interest you have, go! Bring your families! We do have a phenomenal art program too. Go see them! Take a picture and send it to Matt, Ed or Maura to be put on social media.
- b) **Covid-** As of now, if you test positive stay home for 5 days, and when you return you need to wear a mask for an additional 5 days. The days you stay home continue to count as covid days. Remote teaching was not successful or in the best interest of the kids, and it was not educationally sound. If anyone is still missing their classroom furniture, or if it was damaged, send photos and specific details about the issues to Matt, Ed, or Maura. They will bring it up to central TAC.
- c) **BOE meetings** are in person, if you are bored on a Wed night, go to a meeting. You can also watch it the next day on Youtube. The BOE meeting for the teachers up for tenure is Oct 12. If the date of the BOE meeting is moved, it should not affect their tenure. The day a member walks into the building when their 4<sup>th</sup> year is up, is the day they get tenure. The BOE meeting is just a celebration. Some teachers in the Harbor said that they had 4 observations in one month before tenure. It does not appear to be that way in the other buildings. If there was a problem, the UTS would have been told.
- d) **Trust fund update-** There has been an increase in money in the fund. The trustees are having a meeting on October 4 to see what they can do to increase the benefits to the members. The trustees must vote on any changes. Currently, we still can only put in for the member, not any other family members.
- e) **Copy of New UTS Contract/Mistakes on the district calendar** – If you saw a printed school calendar, there are mistakes on it. The digital copy is correct. A suggestion was made about the new UTS contract, can members get a searchable PDF? It makes it easier to find specific sections within the contract.
- f) **PAC/PR positions**–Activities of the positions are:
  - **Internal PAC-** Attend board of education meetings.
  - **External PAC-** Attend the Committee of 100 Meeting, and Department of Education meetings, and runs the *Get Out the Vote* campaign.
  - **Event/Party Planning Committee** – This committee plans the back-to-school luncheon and the retirement dinner.
  - **Open for discussion-** Do we want to discontinue or evolve these positions? A discussion between the executive board members is that all of the positions are important, especially after covid, we need a PR person. The internal PAC should also continue to be done. The PR person is a baby step to get more people involved in the union. Events are a way to get people together. The UTS will send out a questionnaire to see what people would like to participate in for an end-of-the-year event. Perhaps this is not the year to dissolve these positions. Matt will put out the job descriptions.
- g) **Meetings with untenured teachers-** Building reps, please start meeting with the untenured teachers. Teachers, please let the reps read your observations. The observations can be convoluted and confusing. Bring someone else in to give an objective opinion and see how the UTS can support the member. The UTS is here to help transition you from untenured →tenured → retirement. A suggestion was made of starting a “union buddy” program to help navigate the early years of service.

## 5. OFFICER REPORTS

- a) **Maura-** Welcome back, everyone did an amazing job getting things ready for our students.
- b) **Ed** –Welcome back, I’ve been working with the liaison and the lead teachers on their issues. I’m happy to see everyone!
- c) **Curtis-**Thinking about new things, I would like to post something on the website to help introduce the new staff. Also sending out a questionnaire for UTS apparel to figure out what people would like to get. Some district has online stores but how have they doing that? Are they using Union shops? We have a branding that many unions don’t have. Another thought, with all of the staff will be getting new laptops, could order 500 UTS stickers to put on our water bottles or computers. Get our swag out there!
- d) **Jen Walsh-**Nothing for this meeting. When we have our in-person meeting, we need to discuss a constitution committee.

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

- a) **Manor Head Building Rep-Jean Aplustille-**
  - i. Good news! Dawn Plotnik’s son is getting married. Our college kids are off to school, and they are doing great! Jillian Copius is back, and her baby is doing well. More babies are coming to our staff members! The copy machines don’t work, but the technology staff are working on it.
- b) **Harbor Head Building Rep-Suzanne Mooney**

- i. Good news! No copiers are working, we are using the main office machine. The laptop carts for the student devices are having charging issues. The tech people stated do not have any extra chargers, they were sent to the middle school for the 6<sup>th</sup>-grade devices. The device updates happen from the top down. The devices in both the Harbor and Manor are missing key covers on the laptops, these issues were brought up at the building level. Building administration in both elementary schools brings it up to the technology director, but nothing gets done. The Manor technician is not in our building, they have been directed to the HS or Middle school to distribute the new computers. The Manor technician also gets pulled to Central Administration often. The district staff feels that technology director does not respect the devices in the elementary schools and those building are not a priority for technology. Administration took the copy machines away last year, and they never brought it back. Elementary staff must go to the main office to send materials to the copy center. The brand-new copier machines are in the Harbor school, why can't they be set up? They are just sitting there! Teachers are frustrated. It took most of the teachers in our building an hour and a half to reorganize their laptop carts from the summer. The NWAA has not been installed on the laptops. This will be a huge issue for the test, students will need it for the testing.

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

- i. Good News! Brian is the new head building rep. Megan O'Regan had a baby boy in July. The new teachers are doing a good job. The issue that is coming up is the three free coverages. The language in the contract is "up to three." The administration cannot hold the lack of coverages against you. If a member is asked to cover a class, and it goes against our contract, the member can say no. If you have coverage and it makes you have more than 4 classes in a row, you as a member can say no.

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

- i. Good News! Welcome back! The High School has a LOT of new teachers, and they are super excited! Everyone is having babies; Olivia, Jenna, Chelsea, and Jen W had babies. The Wimmer's baby is due next month. The administration had its first meeting with the UTS, and they set the agenda. Administration is working through the new initiative policies – cell phone policy, and attendance policy. These policies are not just a Seaford thing. We have a copy machine issue in the HS as well. We have also been trying to work with liaisons and lead teachers. The positions are supposed to sunset at the end of this year. According to the administration, the positions are evolving. We want to make sure that the members are not being taken advantage of. The administration is also trying to figure out the professional development hours issues.

**7. COMMITTEE UPDATES**

- a. **PAC – Scott Gilbert** The elections are in two months and getting out the vote is important. NYSUT has endorsed Hochul. Lee Zeldin is a big supporter of charter schools. NYSUT will send out a list of endorsed candidates. You might not agree with the endorsements, but Hochul has been really supportive for teacher unions and Seaford (they got more state aid.) If members look at the candidates from a union perspective, it is very clear choice.
- b. **Internal PAC Joanna McCloskey –**
- c. **Public Relations/Event Planning**
- d. **Constitution**
- e. **Contract**

**8. GRIEVANCES – none**

**9. NEGOTIATIONS- none**

**10. ARTS-not present**

**11. MEMBER CONCERNS –** The next union meeting is on October 12 in person at the High school. General membership is encouraged to attend. We will accommodate all. It will be in the faculty room.

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