

PRESIDENT'S MESSAGE

Another school year has started and is moving quickly toward another holiday season. A seemingly typical year, except for the fact that, in comparison to the previous school year, we started this year with a settled contract. A settled contract which has brought the UTS a measure of stability along with raises that are comparable to or better than the county average, a much-needed freeze in health care contributions, extra help in all four buildings and a number of other changes for the UTS and for the district.

There have also been some unintended consequences from the ratification of this contract. The impact of extra help on our coaches and athletes; our elementary teachers having to navigate the unknown waters of an extra help period; the significant changes in the structure of the HS day which leave the HS administrators wondering how to schedule meetings in the absence of a daily 20 minute extra help period, to name a few.

I recently attended a NYSUT leadership conference and the question came up as to when the negotiations process starts after a proposal is ratified. One of the speakers stated that you start negotiating the day after you ratify. After screaming, "NOOOOOOO!" and feeling my heart beat rapidly, I realized that that the speaker was right. Even though we're not back at the bargaining table, the current negotiating team has had numerous discussions regarding the next round of negotiations. At our UTS executive board meetings, we have also begun discussing negotiations, in a more philosophical or conceptual way, rather than discussing specific proposals.

One of these discussions involved the concept of 'Bargaining for the Common Good.' In October, as I'm sure many of you are aware, the Chicago Teachers Union went on strike for 11 days. Along with the typical bargaining items on the table, wage increases, benefits, etc., some of the core demands of the CTU were not explicitly about their work environment, but rather were items that were of benefit to their students and the community, including access to affordable housing. The CTU was also fighting to ensure that every school had a sufficient number of nurses, social workers and librarians and more special education classroom assistants and case managers, and they wanted it all in their contract.

Think about the bargaining power behind negotiating for something that does not provide a direct benefit to the teachers themselves, like a fair wage increase, but rather provides a benefit for the students or the community. During the CTU strike, parents, students and other community members joined the teachers on the picket lines in full support of their union and what they were bargaining for. That is union power.

Those broad demands put forth by the CTU are part of a growing movement, led by teachers and labor unions, focused more on social justice issues affecting their communities than simply pay. It's known as "bargaining for the common good."

Let's circle back to extra help. In the proposal put forth in Oct. 2018, extra help at the HS was limited to 1, 30-minute period per teacher. Our HS teachers were very vocal about that

significant decrease in the time they would each be able to provide EH for their students. The negotiating team heard their concerns loud and clear and those concerns drove us to modify the EH the district's EH proposal to allow our HS brothers and sisters more time to support their students.

Now, although increasing the amount of extra help available to students was not something the UTS set out to do during the negotiations process, the result is that we were able to modify a negotiated item that is a direct benefit to Seaford students. Unbeknownst to us, we were, indeed, bargaining for the common good. How's that for trailblazing, Curtis?

In the coming months, as we continue to navigate the changes brought about by the contract ratification in June, the UTS executive board members will be engaging in conversations with members in all four buildings to get feedback on how things are going thus far. The feedback our members provide regarding the impact that the recent contract ratification has had on their day-to-day work life is invaluable to the negotiating team and to the executive board. We welcome your input and look forward to those discussions.

As we look forward to the coming months, I want to wish all of our UTS sisters and brothers a happy, healthy Thanksgiving and a blessed holiday season.

in unity,

Margaret Glancy

UTS LATEST NEWS

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

June Highlights

Treasurer Membership Chair:
Jennifer Wemssen

- There was a discussion about adjusting dues for the upcoming school year to prepare for the hiring of a union lawyer. Matt made a motion to adjust dues to \$75 per paycheck; all were in favor.

President: Margaret Glancy

- UTS Building Leadership – Lead Reps Positions

Suzanne Mooney – Harbor

Ann-Marie Motisi – Manor

Matthew Adler – High

Eric Lichtwar – Middle

Building Level TAC

- All buildings should meet with Administration 1 time per month. Meetings should be held even if there are no issues.

- One building rep should attend the TAC meetings. Building Reps should try to encourage different people (grade levels/areas) to participate in TAC. Pre-TAC meetings should occur. Keep original TAC issues and the issues that are actually presented at the TAC meeting. If there are discrepancies, it will be addressed at the Central TAC meeting.

- NYSUT Building Rep Workshops at the regional office (which is now based upon the election district – Seaford is district #17) Please sign up

- Job Descriptions for Chairpersons. Concerns over old vs. new job descriptions – job descriptions from central are needed for liaisons. Liaisons should decline if they are asked to do tasks that are considered the director's job. Handling of P.O.'s are still in the job description of the liaison.

- Concerns of the use of clericals in the library was discussed.

Extra Help

- Extra help schedule must be posted in the room.

- Many concerns presented about extra help on the elementary level. It should not be babysitting or a time to complete HW.

- Further discussion with administration is needed to relay the expectations of extra help to the parents.

- Parents can download form from the school website. A pass is needed for extra help on the elementary level with the following information: Specific skill that is needed to improve should be clearly stated. Concerns about students who require aids or accessibility of school nurse was discussed and problems are anticipated

- Margaret and Maura are aware of issues. They are working with administration to create a bulleted list of what is/is not expected at extra help. Concerns about attendance at extra help were also discussed. Middle school level "athletic detention" and difficult situation of supervision was discussed.

Building Concerns

Arbitration – request for personal leave of absence was denied

- MOAs for new/modified stipend positions Guidance and ENL was not filled. Union is working with district. ENL position split into two new positions; World Language Lead Teacher and ENL Lead Teacher. Stipend will be split between the two positions. Guidance position also split into two new positions; K-8 Lead Teacher and 9-12 Lead Teacher. Union and district are still working on how the stipend will be split. HS level has most work with college applications.

- Scholar Athletic Supervision at the Middle School. Practice cannot start until extra help is over. Many students will be waiting to start practice

- The supervision pay for the Scholar Athlete will be adjusted.

- CBA does not state what weeks extra help is given. 32 weeks is the minimum, 35 is the maximum



UTS LATEST NEWS

- With shortened holiday weeks, there is no real cushion in the calendar to cancel extra help

- Administration can not dictate when extra help is given.

- Concerns over the extra help/athletic practice busing at the middle school was also discussed.

- Clarification requested that we do not have to make up extra help if we are out.

- Clarification for the time of department meetings/faculty meetings at the high school. They should begin at 2:20pm

PAC

- There are two PAC positions- Internal PAC and External PAC. They are appointed positions.

June Highlights

President:

- Patriot Award Dinner-Charlotte Loake, Joanna McCloskey, Maureen Sabella, Jen Walsh volunteered to attend after untenured teachers are offered spots.

- UTS Scholarships-Checks and certificates give to lead reps to be handed out at Moving Up ceremonies.

Officer Reports

- Jen Walsh-UTS Elections-Manor

has an uncontested ballot for representatives and have all been voted in by the recording secretary as per the constitution.



Building Concerns:

High School:

- Observations: Being done now during finals and reviews, new teacher was given 3 observations in a span of 3 weeks recently. Administrators coming in 10 minutes into class and misses beginning of class. (Harbor says not all untenured teachers received all observations)

- Bathrooms: Hall Duty teachers were told they must go into bathrooms after a student leaves and look for graffiti. If a directive is given and not followed, it could be considered insubordination. Teachers are against going into bathrooms.

If a directive is given, suggested that we file a grievance immediately.

- Grievances: Possible filing of grievance over a Leave of Absence.

Negotiations

Fact Finding-June 11

- Mediation will most likely take place prior to proceeding to fact finding.

PAC

- Budget postcards were sent out based on who voted in previous budget votes. Would like to reach out to union

officials to start a coalition/group to aid each other.

- Would like to order lanyards and other swag to hand to new teachers at September Luncheon. Suggested they are purchased for all staff. Charlotte makes a motion to purchase new lanyards for all teachers to be given in September. All in favor.

- Vote Cope forms to be sent to Central office. (Barbara Richko would like to hand out Vote Cope forms to retirees),

Public Relations/Event Planning

Retirement Party June 18th

Picnic was an enjoyable event, would like to see more attend.

Margaret thanked those who are leaving the Executive Board and welcomed new members.



UTS LATEST NEWS

General Membership Meeting Nov. 5, 2019

On Superintendent's Conference Day, the UTS held its second general membership meeting of the year. We were delighted to have Kris LaGrange, head of UCOMM Media Group, as a special guest speaker. UCOMM is a labor-focused communication strategies firm. They work with over 35 local unions and labor councils in the Northeast including IBEW Local 3, the Nassau PBA, the Long Island Federation of Labor AFL-CIO and Long Island Teachers. Kris spoke about the history of the teacher union movement in NYS and the value of being union.

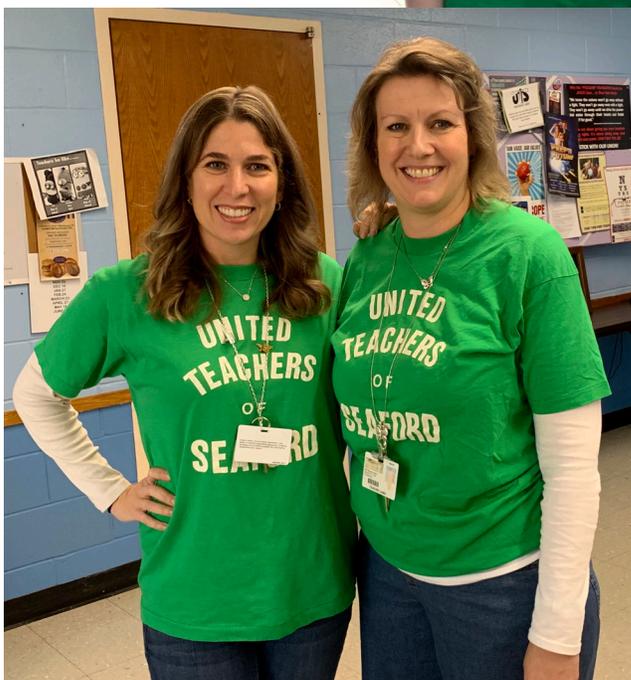
Ben Franklin made a special guest appearance, as well, and Denise McClernon (Harbor) and Nick Coacci (MS) were the lucky winners of our raffle.

Our vintage UTS t-shirt give away was a big hit



and yesterday many members, who were the lucky recipients of those shirts, wore them proudly.

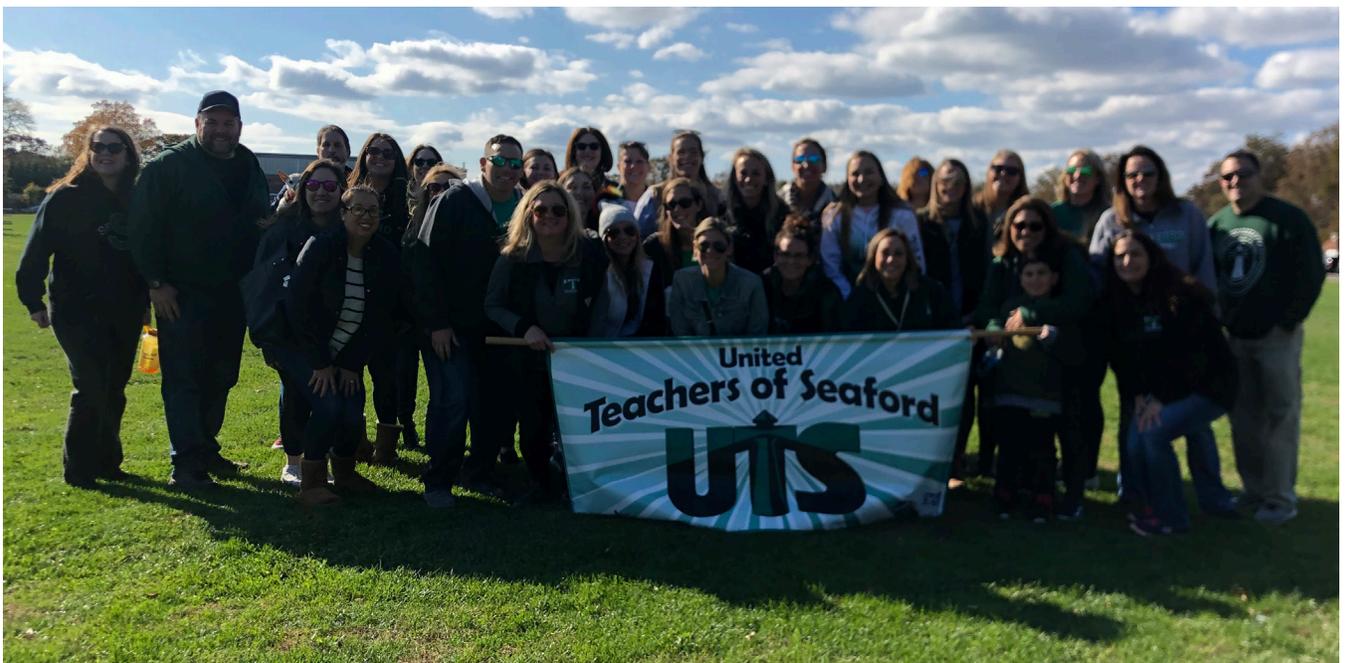
Thanks to all our brothers and sisters who gathered together on Nov. 5th to engage in the work of the union.



BUILDING NEWS



HOMECOMING PARADE



Introducing... Our newest members!



Marisa Cirillo

Kindergarten Teacher, Harbor School

Hobbies include hiking with my friends, spending time with my family and 2 German Shepherds.

Favorite Film: Forrest Gump



Samantha Mahan

5th Grade Teacher, Harbor School

Hobbies include going to concerts, Broadway shows, and traveling.

Favorite Read Aloud: Esperanza Rising or Wonder



Nick Coacci

Music Teacher (6th grade band), Middle School

Hobbies include archery.

Favorite Film: Mary Poppins



Mary Lang

Special Ed Teacher, High School

Hobbies include going to the beach with my family, watching college football and running.

Favorite Film/Book: Harry Potter, Great Gatsby



Brooke DeSanto

Kindergarten Teacher, Harbor School

I love to cook and entertain and do Pure Barre.

Favorite Book: To Kill a Mockingbird



Tara Page

1st Grade Teacher, Manor School

Hobbies include reading and baking.

Favorite Book: Outlander by Diana Gabaldon

Introducing... Our newest members!



Sarah Frank

School Counselor, Middle, Manor, & Harbor

Hobbies include skiing and hiking.

Favorite Film/Book:

Just Friends / Firefly Lane by Kristin Hannah



Jamie Flannery

1st Grade Teacher, Manor School

I enjoy going to the beach
and hanging out with my family.
Favorite Book: All Mo Willems books!



John Panus

English and Photography Teacher, High School

Hobbies include running, camping and fishing.

Favorite Film/Book: Arrival by Denis Villeneuve /

Bleeding Edge by Thomas Pynchon



Additional new members:

Kristen Chieco, Manor School

Matthew Dolan, High School & Middle School

Danyi Hamilton, Middle School

TREASURERS REPORT

Budget Summary Report

10/1/18 through 9/30/19

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$261,654.40	-\$6,648.40
Interest Earned	\$26.00	\$27.16	-\$1.16
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$6,103.60	-\$4,103.60
Total Income	\$257,032.00	\$267,782.85	-\$10,753.16

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$1,650.00	-\$150.00
Affiliations	\$137,106.00	\$141,620.92	-\$4,514.92
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$750.00	\$350.00
Conferences	\$4,000.00	\$1,671.54	\$2,328.46
Member Benefits	\$9,000.00	\$12,445.94	-\$3,445.94
Misc. Expenses	\$1,000.00	\$552.29	\$447.71
Negot/Griev	\$2,500.00	\$1,863.25	\$636.75
Office Expenses	\$2,300.00	\$957.87	\$1,342.13
Political Action	\$4,000.00	\$672.05	\$3,327.95
Public Relations	\$11,500.00	\$8,356.23	\$3,143.77
Stipends	\$80,842.00	\$80,842.00	\$0.00
Total Expenses	\$254,848.00	\$251,315.87	\$3,465.91

*** Final Budget Report for the 18 - 19 Fiscal Year ***

TREASURERS REPORT

Budget Summary Report

10 /1/19 through 10 /21/19

Category	Budget	Actual	Difference
Dues	\$270,000.00	\$17,377.58	\$252,622.42
Interest Earned	\$26.00	\$0.00	\$26.00
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
Total Income	\$272,026.00	\$17,377.58	\$254,648.42

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,916.00	\$14,627.05	\$123,288.95
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$225.00	\$875.00
Conferences	\$4,000.00	\$140.00	\$3,860.00
Lawyer	\$10,000.00	\$0.00	\$10,000.00
Member Benefits	\$10,000.00	\$536.10	\$9,463.90
Misc. Expenses	\$1,000.00	\$0.00	\$1,000.00
Negot/Griev	\$2,500.00	\$325.00	\$2,175.00
Office Expenses	\$2,300.00	\$40.39	\$2,259.61
Political Action	\$4,500.00	\$150.00	\$4,350.00
Public Relations	\$11,500.00	\$2,146.15	\$9,353.85
Stipends	\$81,658.00	\$0.00	\$81,658.00
Total Expenses	\$267,974.00	\$18,189.69	\$249,784.31

Account Balances:

Checking	\$121,017.36
Savings	\$54,412.98

EDUCATION NEWS

Huge effort pays off for union members in Elections 2019

Author: Ned Hoskin

Source: NYSUT Communications

In the early morning hours after the polls closed Tuesday, NYSUT's leadership team tweeted thanks to "all who did the right thing at the polls," and gave a shout out to those who took advantage of the new, NYSUT-backed early voting law.

"Extra special thanks goes to the many candidates who came through NYSUT's Pipeline training to run for local office," said President Pallotta. "You truly make a difference!"

NYSUT's Regional Political Organizers, in collaboration with field staff, PAC Coordinators and retirees, were involved in dozens of races across the state and elected at least 25 NYSUT members to office.

Dedicated union members and staff worked vigorously for weeks to help elect pro-education candidates who will work to advance the priorities of the labor movement across the state. Thank you to everyone who volunteered by phone banking and walking.

NYSUT continues its post-election analysis, but we know in the districts where we were most active, we had a very good night. Here are some highlights from around the state:

CAPITAL DISTRICT/ NORTH COUNTRY

Second time candidate Matt Miller, president of the Ravena-Coeymans-Selkirk TA, was elected to the Albany County Legislature. Matt is a graduate of NYSUT's Pipeline training program and received support from the Albany Central Labor

Council.

NEW YORK CITY

Our members in NYC saw victories in several priority races. UFT members worked tirelessly to help elect Melinda Katz in a contested race for Queens County District Attorney. Other victories included electing Farah Louis to the NYC City Council. UFT and PSC also assisted in Jumaane Williams victory in the special election for Public Advocate.

TARRYTOWN/MID-HUDSON

Seven NYSUT members were elected to various levels of office in the Tarrytown and Mid-Hudson Regions last night. Long time former local president Ralph Smith was successfully elected to the Putnam Valley Town Council by a five-point margin. Pat Carroll, an AFT member, received support from the Clarkstown Teachers Association and their work paid off, as Pat secured a spot on the Clarkstown Town Board by a comfortable five-point margin. Three additional victories were graduates of NYSUT's successful pipeline program – congratulations to Jenn Puja on her election to the White Plains Common Council, Ruth Walter for Westchester County Legislature and Virginia Scott in her election to the Cornwall Town Council.

In a race that is too close to call,



Barbara Pallazzo came up six votes short of victory Tuesday night. We will be monitoring the absentee ballot counts.

LONG ISLAND

The Faculty Association of Suffolk Community College issued endorsements in seventeen county legislative races. As of this morning, sixteen of their endorsed candidates were successful, with one race still being too close to call. NYSUT Board member Barbara Hafner should also be commended for her hard work and commitment despite her unsuccessful bid for the Nassau County Legislature.

THANK YOU!

Thank you to everyone who volunteered for our candidates by phone banking and walking, and thank you to everyone who came out to vote and supported all of our union endorsed candidates.

Additional election results are available on the Board of Elections website: <https://nyenr.elections.ny.gov>



Your Union-Endorsed Benefits: Debt Consolidation & Mortgage Savings

NYSUT Member Benefits understands the challenges that the hardworking women and men of this labor union face when it comes to financial issues such as student loan re-payment options, credit card consolidation or debt management, or saving on purchasing or refinancing a home.

Student Loan & Debt Counseling Program

Your union membership allows you to receive a no-obligation debt and/or student loan consultation at no cost with a certified counselor through the Member Benefits Corporation-endorsed **Cambridge Credit Counseling** program. Cambridge provides individualized student loan counseling along with a unique web portal available at a reduced rate to help explain the various options when paying student debt; debt relief services are also offered.

UnionDirect Mortgage Discount Program

The Member Benefits Corporation-endorsed **UnionDirect Mortgage Discount Program presented by Mid-Island Mortgage Corp.** offers union members and their families savings of up to \$2,700 on lender fees and closing costs. Your union membership also entitles you to no application or processing fees; no commitment fees; no underwriting fees; no lender or broker fees; and reduced attorney and title fees.

The Power of the Union

Regardless of whether you are participating in either of the programs mentioned above; one of our endorsed insurance, financial or legal programs; or our many shopping, entertainment or travel offerings, NYSUT members receive a quality product and enjoy the "**Power of the Union**" behind them. Unlike when purchasing products available to the general public, Member Benefits is here as your advocate if you ever have any issues or concerns with our endorsed programs.

To learn more about Member Benefits-endorsed programs, 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.

Sept./Oct '19

UTS TRACT Center

[TRACT Registration Link](#) - [TRACT Catalog Link](#)



New Cohort - Spring 2020

Stony Brook University's Post Master's Advanced Graduate Certificate in Educational Leadership

A new cohort for Stony Brook University's Post Master's Advanced Graduate Certificate in Educational Leadership is scheduled to begin this spring. The first course (EDL 501: Educational Leadership Theory I) is tentatively scheduled to begin during the Spring 2020 semester, meeting on Wednesdays from 3/25/20 - 6/10/20 (4:15 - 7:45 PM). If you are interested in registering, please contact Stacey Ranzie.

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.

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.