

PRESIDENT'S MESSAGE

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As we enter a new year, I hope you all are starting 2018 off with renewed energy and good spirits after experiencing what, I hope, was a relaxing, enjoyable winter break spent with family and friends this holiday season.

I am immensely thankful for the time our job affords us to reconnect with our loved ones and to spend some time away from 'the office' to simply enjoy life. I am thankful, also, to live in a state where workers enjoy the right to form a union and to collectively bargain for better wages and benefits. However, this could all change dramatically in the very near future. This month, the Supreme Court will begin to hear oral arguments on Janus vs. AFSCME. The ruling on this case could have severe consequences for labor unions across the country. The case challenges the concept of 'agency fee,' which allows unions to collect a 'fair share' fee from

those workers who do not wish to be a part of a union, but hold a union job. This fee guarantees all workers, whether card-carrying members or not, the rights and protections the union has to offer. If the concept of agency fee were abolished, the unions' ability to collect dues to maintain their work would be severely impacted and could potentially destroy our union's ability to remain solvent and to function effectively. Over the next few months, your UTS executive board members will be sharing with you as much information as possible pertaining to this case. Please ask questions and engage in discussion with both the executive board members in your buildings and your colleagues. Becoming educated together on this pressing issue can only build our union and makes us stronger.

It is now, more than ever, that we need to understand the importance of the UTS in ensuring that

our rights as union workers are protected. The Supreme Court may be able to take away our right to collect agency fee, but it cannot take away our right and our resolve to maintain our membership in a strong, vibrant union.

I included this statement in my address at our UTS luncheon in September, and I believe it bears repeating: We make a difference. We educate, we encourage and we inspire the children of Seaford every day. Let's all continue to make a difference by maintaining the strength of our local through a renewed commitment to the UTS and to all that belonging to our union stands for.

In unity,
Margaret Glancy

NYSUT Newsletter Re-Cap

by Margaret Glancy

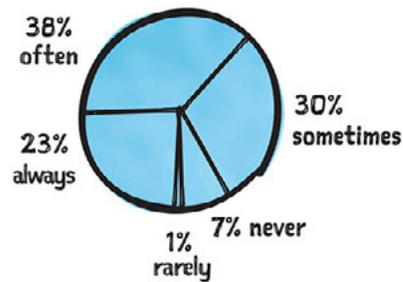
The most recent issue of NYSUT United contained two articles that clearly illustrate the pressures many teachers are experiencing today. One article entitled, "Feeling Stressed: You're Not Alone," (<https://www.nysut.org/news/nysut-united/issues/2018/january-february-2018/feeling-stressed-you-re-not-alone>)

summarized information gained from an online survey of nearly 6,000 educators conducted by the AFT and the Badass Teachers Association

(for info on BAT, <http://www.badass-teacher.org/mission-statement/>).

According to the article, the survey found that, "Nearly two-thirds of educators reported they 'always' or 'often' feel stressed out—that's twice the level felt by workers in the general population." I'm sure this finding surprises none of you. Ever-changing state mandates, high-stakes testing, the tax cap, APPR, anti-union and

How often is work stressful for educators?



anti-teacher sentiment, the looming Janus case, etc., etc. All of these factors are contributing to a significantly stressed-out teaching force.

The second article highlighted how one upstate district is attempting to deal with the predicted teacher shortage in NYS, expected to occur over the course of

the next few years (<https://www.nysut.org/news/nysut-united/issues/2018/january-february-2018/in-copenhagen-a-small-district-with-a-big-heart-aims-to-attract>

[new-teachers-to-its-family](https://www.nysut.org/news/nysut-united/issues/2018/january-february-2018/in-copenhagen-a-small-district-with-a-big-heart-aims-to-attract)).

According to a report from NYSTRS in June 2015, there were over 50,000 active TRS members over the age of 55 and almost 35,000 active members between the ages of 50-54, at the time the report was generated. Within the next five years, nearly one-third of the active members could be eligible to retire. Couple this with the fact that since 2009, enrollment in teacher education programs in NYS has decreased by 49% and it's clear that a shortage of teachers is inevitable.



UTS LATEST NEWS

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

November Highlights

- Margaret would like to include a “please read” agenda with the regular meeting agendas moving forward. The “please read” agenda would contain information gathered from other meetings that we can read prior to the monthly executive board meeting and ask any questions at the meeting.
- Margaret would like to have some of the retired teachers come back and speak at the building level meetings. We would like to share some old contracts and information about working conditions for non-union workers.
- At this time, we should begin having 1:1 conversations with the membership to get additional feedback about the contract and negotiations.
- NYSUT Workshops. Charlotte, Laura, Ann-Marie, Lisa, John, and Keri attended the October Conference at NYSUT. They received some valuable suggestions that we can utilize:

Matt attend the Member Organizing Institute where he learned how to complete 1:1 home visits. There will be another training session in the spring that we should encourage some of our members to attend.

Margaret and Maura attended the Leadership Conference. They received a lot of information about the JANUS case and right to work states.

- SRP Recognition Day will take place on Tuesday November 21st. Margaret distributed some materials to post throughout the buildings.
- The TAC meeting process should be consistent throughout the 4 buildings. Items of concern should be addressed with building administration prior to appearing on the TAC agenda. TAC items should not be member against member. Prior to the meeting, a building rep should look at the agenda to determine whether or not the agenda items are truly TAC issues.
- Dan discussed the chain of command that occurs at the building level when administrators are out of the building. Adele has asked the principals to reach out to each of the teachers in charge to make sure they are comfortable having this responsibility. After these conversations occur, administration will develop a district protocol.
- Building Concerns. Some of the members have expresses concerns over the decrease in school days to complete report cards during the first quarter. The Man- or teachers have been assigned presentations tasks that they are expected to present at upcoming faculty meetings.
- PAC. We made over 300 phone calls at the ConCon phone bank.

Thank you, Keri, for hosting!

- PR. A member has suggested that we plan an event where people can bring their children. The UTS End of the Year Party is schedule for June 14th at the Woodbury Club. If we have any retirees, each individual can choose the level at which they will participate.

October Highlights

- Having all donations that we give to be approved all at once. List provided at meeting.

“Fighting for Blindness” being changed to donate to a charity to



be decided each year. Matt Adler makes a motion to approve all donations for the year. Motion passes. Laura makes a motion to donate \$250.00 to FIST. All in favor, motion passes. Curtis Tripoli recommends donating \$250.00 to Kurt Dankenbrink. Discussion, recommended to \$500.00. Curtis amends motion to \$500. All in favor, motion passes.

- President: Welcome new Executive Board Members: Laura Liepa,

UTS LATEST NEWS con't

Susan Steinberg, welcome back:
Matt Adler, Patricia Gilroy

- BOE Appreciation Night: Each building was represented and honored the BOE. UTS made a presentation with books.
- Appointed positions: PAC positions: Maura makes a motion to approve Ed Kent for the external PAC position and Linda for the internal PAC position. Public Relations committee: Samantha Simon, Jennifer Brand, Tara Flood and Jen McCrystal approved for position.
- Financial Advisor: Motion to not have a financial advisor come to the district. All in favor, motion passes.
- Collaborative class coverage a concern again. PSAT day. Proctoring schedule not given out. Hours are concerning for 3hrs 45min. Many teachers are not "permitted" to proctor but do anyway. Other districts are sending students with accommodations as well to take at our school.
- Teaching out of certification in central admin hands. A teacher may teach a class out of certification if filed with state.
- Chairperson settlements/Pensions: NYSTRS: The monies paid to retired chairpersons is pensionable and retired persons have been notified.
- Constitutional committee on Tuesday 10/25 at 3:45
- ARTS luncheon: Debating becoming a chapter of NYSUT
- Teachers College Training: Getting subs for training for all in-

stead of one rep from a building.

- June 14, 2018 UTS/Retirement/End of year dinner
- Regional happy hours, Lunch at a building and invite other buildings, raffle: At Sup't conference day or wrestling dinner

September Highlights

- President: First day of school luncheon: Approximately 120 members attended. We need to encourage more to attend.
- Voting via email: Discussion: Used in the interest of time. Email votes should be used for public relation events. Light topics such as t-shirts, signage, etc. An amendment needs to be made for other types of issues. UTS would be trailblazers with electronic meeting or votes.
- Suggestion made to amend the constitution on light issues such as PR events with the suggestion of a cap on expenses to be decided upon at a later date.
- 1:1 conversations. NYSUT pushing use of MiniVan app. UTS prefers us to have 1:1 conversations, especially for ideas for contract. Survey membership for suggestions for contract. 1-3 simple questions. (Not healthcare or salary related) 1:1 conversations looking for positives and things they want changed – what do they feel protected by and then survey the membership. Prepare membership for vote on Constitutional Convention in November.
- School Related Professionals SRP Recognition Day-positive

feedback from those receiving. All buildings involved, \$700 total expense for last year. Would like to repeat. November 20

- Laura Makes a motion to approve expenditures up to \$800 for SRP. Maureen S. Seconds. All in favor. Motion passes
- Ed makes a motion to give new teachers their first UTS shirt free. Motion to give new teachers their first UTS shirt free. Motion passes.
- Building Concerns: HS: new assistant principal set up twitter account, pictures of staff without permission being posted. Brought to Bursin's attention. Still taking pictures. Issues with duties: 6th period teachers not supposed to have duty. (fixed) Bersin concerned because of split staff.

PSAT all kids take. Teachers proctor with no training. Page 16 of contract: must be worked out with the UTS. Websites to be updated: requested chairpersons to update the department page, usually done by administration. Capstone training: mandatory to teach course, rec'd expenses and in service credit. No stipend attached which other districts gave. Need to be placed in contract either credit or stipend. Harbor: ELA – sent teachers to training and then must be presented to others. Chosen, not volunteered. Uncomfortable for some teachers to then present when not expert on subject. Manor: feels the same as harbor on TC training. Suggested to have reps meet and discuss to approach admin. State just rolled out new standards are giving 3 yrs of training b4 they are rolled out.

TREASURERS REPORT

Budget Summary Report 11/13/17 through 12/14/17

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$81,324.32	\$173,681.68
Interest Earned	\$26.00	\$4.59	\$21.41
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
Total Income	\$257,032.00	\$81,328.91	\$175,703.09

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,106.00	\$42,162.00	\$94,944.00
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$150.00	\$950.00
Conferences	\$4,000.00	\$303.46	\$3,696.54
Member Benefits	\$8,000.00	\$772.64	\$7,227.36
Misc. Expenses	\$1,000.00	\$78.17	\$921.83
Negot/Griev	\$2,500.00	\$0.00	\$2,500.00
Office Expenses	\$2,300.00	\$183.70	\$2,116.30
Political Action	\$4,000.00	\$695.55	\$3,304.45
Public Relations	\$11,000.00	\$2,244.59	\$8,755.41
Stipends	\$80,031.00	\$40,015.50	\$40,015.50
Total Expenses	\$252,537.00	\$86,605.61	\$165,931.39

Net Worth as of 12/14/17

Account Balances:

Checking \$90,507.20

Savings \$54,363.52

Total Dues Amount 2017

(For Tax Purposes)

Full Dues: \$1133.44

Split Dues: \$1019.20

EDUCATION NEWS

NYSUT statement on defeat of proposed Constitutional Convention

Source: NYSUT Media Relations

ALBANY, N.Y. Nov. 7, 2017 - New York State United Teachers President Andy Pallotta released the following statement following voter defeat of a proposed state Constitutional Convention:

"Tonight, New York saw what happens when labor organizes, mobilizes and acts as one to protect working people. NYSUT and other unions educated voters and turned them out in force to defeat what would have been a taxpayer-funded boondoggle that put the rights we all enjoy at risk.

"For the past two months, as part of an unprecedented coalition, NYSUT members made more than 500,000 calls from phone banks; knocked on tens of thousands of doors; and distributed literature to their friends, families and colleagues. Everywhere



Caption: NYSUT members turned out in force to educate New York about the dangers of a constitutional convention.

you turned, you saw a lawn sign, a car magnet or a button urging a 'No' vote - a sign that NYSUT, and labor, remains a strong force in New York state fighting to protect workers from wealthy special interests."

New York State United Teachers is

a statewide union with more than 600,000 members in education, human services and health care. NYSUT is affiliated with the American Federation of Teachers, the National Education Association and the AFL-CIO.

When the union knocks, open the door to your sisters and brothers

Author: Ned Hoskin

Source: NYSUT United

Only one thing sustains a union: solidarity. Solidarity is unity of purpose based on common interests, objectives, standards and sympathies. It binds people together as one. And there's only one way to measure it: One member at a time.

Are you in? Since last spring, with anti-union storm clouds darkening the skies, NYSUT has intensified efforts to organize our membership. Local leaders and members are engaged in campaigns to illuminate the value of the union. If you haven't seen their smiling faces yet, you will soon.

The door-knocking campaign known as the Member Organizing Institute sends members to visit members at home. NYSUT's Oneto-One project (1-2-1) reaches local union members in the workplace.

Both make personal connections and develop strong relationships. It's union work!

"This was probably the best experience I've had as the president of my union," said John Mannion, who leads the West Genesee Teachers Association, near Syracuse.

The MOI saw grassroots members knock on more than 48,000 doors last summer and fall, reaching out to more than 12 percent of NYSUT's in-service members. The effort helped defeat the ConCon referendum in November, flipping public opinion to protect retirement security, public education and bargaining rights.

Mannion participated in both campaigns. In the 1-2-1, his union reached its entire membership this year, gaining new signatures and new commitments to support the union.

In the MOI, he was buoyed by the spirit of

his members and those from other area locals, encouraged by "how much they appreciated seeing a union member at their door. ... Once the word NYSUT came out of my mouth and we had a chance to have a conversation, they were very appreciative."

In light of constitutional and legislative threats to the rights of working Americans, this will continue to be the No. 1 focus of the labor movement, said NYSUT President Andy Pallotta.

"We want members to have the opportunity to say: 'I'm sticking with the union!'" Pallotta said. "This is where our voice is, where our power is, where we win fair compensation and improved working conditions. ... Solidarity is our central pillar. We're asking every NYSUT member to commit to his or her association and sign a new union card," he said.

BUILDING NEWS

High School:

Seaford Music @ NYSSMA, and Wins a Scholarship!

Yvonne Bendzlowicz the Seaford HS Choral Director attended the NYSSMA All State Winter Conference in Rochester, NY. She gave a Woodwind and Vocal technique session with her fellow music colleagues: Joseph Rutkowski, Great Neck North High School Band and Orchestra Director and Michael Salzman the NYSSMA President and Coordinator of Fine and Performing arts from Syosset. The clinic was on "The Legacy of Lawrence P. Sobol, Clarinetist, Educator, Impresario." All three clinicians have studied privately and or under the Baton of the late Clarinetist. On another note, she also received a scholarship of \$2000 to attend Harmony University over the summer in Nashville, Tennessee to refine her crafts as a Barbershop coach.

Computer Science Week

The students in the Sixth Grade at Seaford Middle School have been challenged by their teacher, Lauren Thompsen, to teach a family member about coding during Computer Science Week 2017. The students are to use any application on <https://code.org/> learn to teach their family member what coding is about.



Harbor & Manor Team Up!

Harbor and Manor teachers join the Seaford Smashers and take on the Harlem Wizards!



BUILDING NEWS

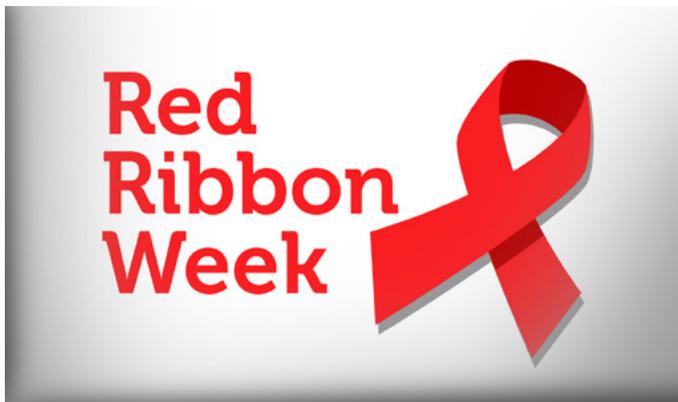
Harbor School:

“Viking Views”

Kerry Hansen and Nicole Nicholson at the Harbor School are happy to announce the upcoming publication of our school newspaper “Viking Views.” A group of fifth grade journalists volunteered their time for twelve weeks in order to create a school newspaper and a corresponding website. Our journalists covered topics ranging from a lunch expose’ to uncovering secrets dwelling in the Seaford Harbor basement. Also, many interviews were conducted and surveys were created to excite our audience and get their point of view. We look forward to sharing our newspaper and website soon so all can discover the latest trends and happenings at the Harbor.

Red Ribbon Week

To celebrate Red Ribbon Week, the Harbor teachers wore their pajama’s because they “Dream to be Drug Free”



UTS End-Of-The-Year Celebration!



UTS TRACT Center

A special workshop will be offered for teachers who are interested in teaching a future TRACT course.

Techniques for Teaching a TRACT Course

This workshop is designed to encourage teachers to learn how to teach a course. We'll discuss the nuts and bolts of instructing, needs assessment, and developing a course curriculum.

SMS Library: 4:00 pm - 5:00 pm

Lisa Dunn and Stacey Ranzie

February 1, 2018



[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).

Danielle Alvari:

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@mail.seaford.k12.ny.us.

Please only include photos of UTS members.

