

PRESIDENT'S MESSAGE

Dear UTS Sisters and Brothers,
"If you can read this, thank a teacher," "You can't put students first if you put teachers last," "Give me your poor, your tired, your huddled masses and we'll have a teachers meeting." These are just some of the slogans that were displayed on the picket signs carried by members of the Denver Teachers Association as they picketed at the start of their strike this past Monday. The message from the teachers of Denver was loud and clear, as it was from the teachers of Los Angeles just last month, that teachers all over the country will not tolerate being shortchanged or having their students shortchanged as a result of unfair pay increases, insufficient health care coverage, insufficient support and services for their students, etc.

Just a little over a year ago, the Supreme Court began hearing arguments in the Janus case. As unionists, we are all well aware that the court ruled in favor of Janus

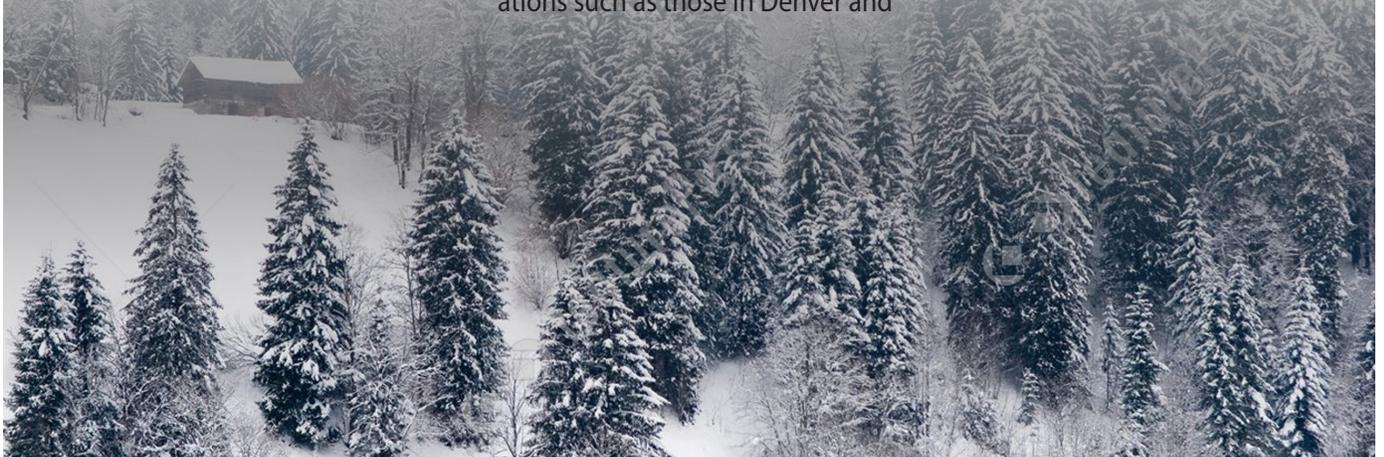
and that agency fee, which allowed unions to collect fees from workers who chose not to be part of a union, was abolished. Big business and anti-union organizations applauded this outcome and waited with bated breath for hordes of union workers to drop their membership. They're still waiting. At this time, only about 400 NYSUT members out of over 600,000 have dropped their membership. In an article by Katherine Barrett and Richard Greene that was posted to www.governing.com in December, the authors note that, "In Pennsylvania, 50,072 state executive branch employees were members of unions at the time of the Janus decision. That number has increased to 51,127, according to the state's Office of Administration. In Oregon, the Local 503 chapter of the Service Employees International Union (SEIU) reported in September that new union members have outnumbered dropouts by three to two."

So, what's the take-away from situations such as those in Denver and

LA and from statistics such as those cited above? For me, it's that unionism is alive and well all over the US, including in our small school district on the south shore of Long Island. Having the right to collectively bargain, having the guarantee of a variety of workday protections, having recourse against unfair managerial actions; these are all benefits that come with union membership and I, for one, am thankful every day for those benefits. On Mar. 13th, your negotiating team will be back at the table to mediate with the district. While our negotiations are still ongoing, please know that the UTS negotiating team is truly grateful to have the collective voice of all of you behind us.

Wishing all of you and your families an enjoyable winter break!

Yours in unity,
Margaret Glancy



UTS LATEST NEWS

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

January Highlights

- Due to the overwhelming positive response to the 1st SRP, Matt makes a motion to have each building spend up to \$200 for the SRP's between now and June. All in favor.
- UTLA Strike-tentative agreement: Fought for more nurses, librarians and smaller class size.
- APPR Legislation-gives locals a chance to collectively bargain as to what is included. A percentage will still have to be tied to testing. State Education Dept. will still have to approve.
- NYSUT Member #'s-nysut.org: Everyone needs to go on to site and register. Weekly updates will be sent from NYSUT.
- Constitution Committee: With negotiations still going on, this may not be the time to make changes. We will shelve the idea for now.
- Follow-up: lesson planning for new teachers: Compared to Rockville Center new teacher lesson plans-they were similar. Concern is: the high school is the only

building required to submit the more detailed plans. Originally was a month in advance, now it's two weeks of lessons in advance. Looking for more constructive use

• Trust Fund Chair: Position is open. Trust fund board recommends Chelsea Bianco. Lisa makes a motion to appoint Chelsea Bianco as Trust Fund Chair.



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of prep-reflect on lessons, plan for just a week in advance, etc. More than one week in advance, more time is spent revising second week.

• Safety Protocols: General public must use main entrance for entry and exit. They want a more controlled exit of students through limited doors. Still an ongoing discussion. Windows open 6" is an issue with heaters on and will be when weather gets warmer. The contradiction is in warmer weather doors can be opened, which is against fire code. Conversations will continue. Thermometers will be supplied to schools by UTS to keep track of temperatures in rooms.

• Meetings re: absences: No one has been called in as of yet.

Two abstentions. Motion passes.

• Officer Reports: Curtis Tripoli: UTS newsletter will be out before break. New banner arrived. UTS clothing order to be opened with new items.

Building Concerns:

High:

• CDP music did not receive curriculum yet.

• Club formation: Service club was started last year funded by the 9/11 committee. This year it is being funded by district (maybe), but was not posted to all. Concern is how to start a club. No teacher should mentor a club without being paid.

• Grading window: Report card window-grades required six days



UTS LATEST NEWS

before report cards released. How and when grades are entered. Limited time for students to make up incomplete classes. Teachers hands tied. They have no leeway to give to kids.



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Middle: N/A

Manor: Sub issues: lack of coverage.

- Harbor: St. Williams has a new OT which is an outside contract person.
- Bereavement day: Who needs to know who died? Immediate family is 5 days, relative is up to 3 days. Can form have the two choices and leave it at that?
- PAC: Matt Adler, Jen Brand, Joanna McCloskey: NYSUT new teacher meeting Feb. 13. NYSUT Woman's committee looking for members. Log on to NYSUT.org to find out more. Vote Cope will be coming out soon.
- Public Relations/Event Planning: Escape The Room Event Jan. 31
- New teacher meeting with UTS officers on 1/28/19. Manor faculty room 3:45.

December Highlights

- Info on Lawyers for negotiations; Feedback from other districts. All schools only have an LRS. Some
- Officer Reports: Banner-New banner with logo being pur-

bring them to the table, very few use outside lawyers. Some don't bring anyone to the table, just keep them in the loop. Some of our reps would like to have an outside law firm look over any changes made to contract.

• TAC issues: Locked doors/windows: Being done on the advice of NCPD. Dr. Pecora understands that when the temperatures rise, this may not be possible. This will need to be revisited again. The amount of interruptions is endless when doors are locked. HS ISS must have a teacher in the room, not an aide. Teacher absence meetings were brought up-Admin checked with their lawyers, it is allowable. At the mid-year point, if anyone has eight or more absences, they will be brought in. A union rep should be present at this meeting.

chased for \$170.00

- Building concerns:
- CDP music class should be using Massapequa curriculum, no need to write.
- HS school store: Stipend for teacher is now split between two teachers. Aide no longer works in store with students, teachers are required to be there. One teacher has a class every other day, so the other teacher must cover as well as the other responsibilities that comes with the stipend.
- Tenured teachers who teach with new teachers are now having to create and plan lessons with new untenured teachers.
- Single point of entry is an issue. Have not been told officially that after hours, teachers must use only entrance and are being spoken to if use another one. NO student should ever open a door for anyone, even a teacher they know. Needs to be addressed to all faculty.



TREASURERS REPORT

United Teachers of Seaford

Budget Summary Report 10/1/18 through 2/11/19

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$146,759.20	\$108,246.80
Interest Earned	\$26.00	\$9.24	\$16.76
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
Total Income	\$257,032.00	\$146,768.44	\$110,263.56

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,106.00	\$56,129.56	\$80,976.44
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$375.00	\$725.00
Conferences	\$4,000.00	\$775.48	\$3,224.52
Member Benefits	\$9,000.00	\$737.03	\$8,262.97
Misc. Expenses	\$1,000.00	\$177.60	\$822.40
Negot/Griev	\$2,500.00	\$117.63	\$2,382.37
Office Expenses	\$2,300.00	\$518.25	\$1,781.75
Political Action	\$4,000.00	\$0.00	\$4,000.00
Public Relations	\$11,500.00	\$2,178.29	\$9,321.71
Stipends	\$80,842.00	\$40,421.00	\$40,421.00
Total Expenses	\$254,848.00	\$101,429.84	\$153,418.16

Net Worth as of 2/11/19

Account Balances:

Checking	\$153,525.14
Savings	\$54,395.08

Total Dues Amount 2018

(For Tax Purposes)

Full Dues: \$1133.44

Split Dues: \$1019.20

NYSUT's Testing Advocacy: Continuing the Fight

Source: NYSUT Communications
<https://www.nysut.org/news/2019/february/the-tyranny-of-testing>

While the APPR reform bill is a big step forward, NYSUT will continue its fight to reduce the state's tyranny of testing.

The State Education Department's grade 3–8 standardized testing — and the way it determines student proficiency — is badly broken and must change. It doesn't make sense for third- or fourth-graders to spend more time taking an ELA test than older students spend on a Regents Exam or the SAT for college.

NYSUT's advocacy on testing remains steadfast:

The state tests are flawed and invalid.

They don't provide meaningful or timely information to parents and educators. They continue to

mislabeled and harm students and their local schools.

The state's ELA and math tests are too long.

Though the Board of Regents shortened the grade 3–8 tests from three days to two, there are still too many questions.

Untimed testing can be cruel and developmentally inappropriate.

Now that the tests are untimed, educators report excessively long periods of testing time for many students — even 8-year-olds who sat for five or six hours to finish their work.

In many instances, the tests are developmentally inappropriate.

Our members report too many reading passages are above grade level, causing great frustration. Too many questions require inference skills that are simply above students' developmental level.

Computer-based testing is

problematic, being rolled out too quickly.

After a data breach last year, NYSUT wrote a detailed letter to SED and the Board of Regents, calling on them to put the brakes on computer-based testing. NYSUT voiced concerns about a lack of infrastructure and poor Internet capability in some schools and questioned whether computer-based testing accurately measures student learning — or just how well students can maneuver around a keyboard. NYSUT continues to oppose computer-based testing for grades 3–5.

Benchmarks mislabel kids and are invalid.

SED has failed to adjust the troublesome proficiency benchmarks to reflect changes in the state tests. The state's measuring stick for determining 'proficiency' remains badly flawed, with students and schools being mislabeled.





Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

The following is just a sample of the endorsed programs available to NYSUT members:

Bose -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

Orlando Employee Discounts -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

Grand Circle Travel -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

Member Appreciation Month is back!

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



To learn more about Member Benefits-endorsed programs & services, 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.

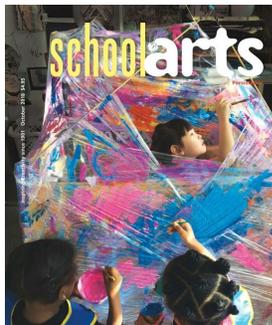
Jan.Feb. 2019

BUILDING NEWS

High School:



Science teachers Mary Simons and Janine Cupo chaperoned a team of 15 Seaford science students at the Science Olympiad held on Feb 2nd at Division Avenue High School in Levittown. This was their second year competing at the Science Olympiad. The students competed in a number of science related events bringing home two medals!



HIGH SCHOOL

Face Your FEARS

Michael Kerr
As a high school art teacher, I typically witness a barrage of teenage emotions. Every year, I remember, I push myself up, knowing that change will be different at the beginning of the school year. Guess what—they're not! Dealing with teenagers will probably never change. For the most part, teenagers are the same every year, and the way they feel about themselves never changes. As you work with these young adults from the 1950s and expect them to think they would have the same insecurities about their bodies that mine do today.

So, what gives? Nothing new, right? After evaluating a student talking about how she thinks she is ugly, I get to wondering if I would have a lesson that would tackle body image and self-esteem for my class. Zap! A light bulb went off and I thought, caricature! Caricature! Caricatures! What better way to face your fears than by starting at them face to face?

The Master Plan
When I researched that student describing herself in such a negative way, I was alarmed. I immediately set about to create a 10-week project that would allow students to understand their insecurities and, perhaps, embrace them. I chose to have students develop a cartoon-like representation rather than a traditional self-portrait. By creating a caricature, they would have to come to terms with some of their insecurities about their appearance and create a piece that, for me, I hope that they would embrace them. I knew this presented a potential nervous breakdown for half the class, so I had to think hard and hard about how to execute this plan.

Face Your Fears
Instead of presenting students with the project and explaining my guidelines, I asked them to come up and make a list of their personal insecurities, gathering local resources. Of course, this was light-hearted and fun. Luckily, students were each other and thinking. Then we shared our list and students had a great and positive conversation. From there, it was time for the art-making process.

The Results
What it was time for in the project, students used Photoshop on their own to had a great time using facial expressions and making their own art. Once they decided on their favorite photos, they imported it into Adobe Photoshop and started to work. After I demonstrated various Photoshop techniques on how to edit the photos, students used the Wipe tool to stretch and distort their photos, into surreal digital representations of themselves. The digital versions could have been a finished project, but we were moving on to bigger concepts. After students completed the Photoshop project, they subsequently used their phone as a reference for an 18 x 24" size of an drawing. Students I chose to have students develop a cartoon-like representation rather than a traditional self-portrait.

carefully created a light drawing on separate paper in pencil. Following this, they used permanent markers and pens to vary their line weight.

Once the line weight was complete, students used thick pencils to shade and create a finishing appearance. Once the majority of the project was developed, students used colored pencils to create textures for their hair and other remaining details.

Presentation
Students set up their portraits and chose one of two methods for pre-

High School art teacher Mr. Kerr had his article "Facing the Fear" published in the October issue of SchoolArts magazine!

[Click to read the article \(page 40\).](#)

BUILDING NEWS



Manor School:



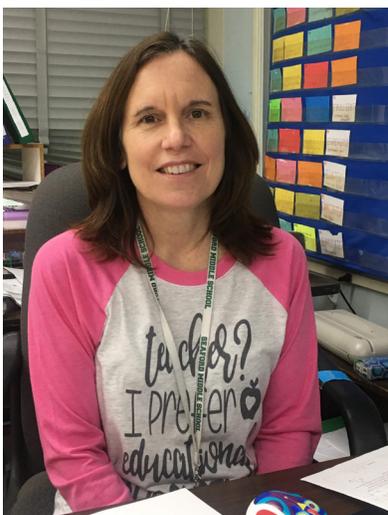
Seaford High School's girls' varsity soccer coach, Kenneth Botti, was named the 2018 Conference AB5 Coach of the Year by the Nassau County Girls Soccer Coaches Association. With a record of 7 wins, 2 losses and 1 tie, the girl's team was runner-up in the conference for the second consecutive year.

Harbor School:



Our favorite season is PARP season! Jen Brand, Tara Flood and other Harbor staff members showed their love for reading by wearing "wordy" hats!

Middle School:



Congratulations, Mary Lou!! Mary Lou Christenson, MS 6th grade teacher, will be honored on Mar. 18th at the SCOPE 18th Annual School District Awards Dinner. These awards are presented to individuals who have contributed outstanding service to their school district. Other members of the Seaford community who are being honored are: Debbie Emmerich (Manor Principal), Madeline Fischetto (Payroll Senior Acct. Clerk) and Stacie Stark (BOE Vice-Pres.).



BUILDING NEWS

A.R.T.S. becoming Official!

We are pleased to announce that the Association of Retired Teachers of Seaford (ARTS), which now functions as a social group for UTS retirees, has begun the process of becoming an official retiree chapter of the UTS. We wish our retirees all the best in this new endeavor and we look forward to further strengthening the bonds between our active members and our retirees.



High School retirees.



Middle School retirees.



Manor & Harbor School retirees.



These UTS members (Jenn McCrystal, Danielle DiStefano, Elizabeth May, Melanie Bien, Stephanie Lucia, Laura Maciag, Tara Flood and Jen Brand) brought the THUNDER to Just Escape. This union truly stuck together and worked as a team to escape the room. Join us for more fun at the upcoming UTS events!



UTS TRACT Center

The TRACT catalog is now available. We are excited about many new and pertinent courses!

Please see our website to view our catalog and additional professional development opportunities available at neighboring centers.

TRACT is hosting a virtual, informational workshop in partnership with Stony Brook University. The tentative date is November 28, 2018. We'll discuss Educational Technology Badge Programs - Educational Technology and STEAM!



[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).

Trust Fund News:

- * All claims for the 2018 calendar year should be submitted to Cook Associates by March 31, 2019
- * 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.

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.