

## PRESIDENT'S MESSAGE

Sunday, Apr. 26th, will not be your typical Sunday in Lawrence, NY. There will be a rally in support of the Lawrence Teachers Association. The LTA is approaching a decade of working under an expired contract. Think about it: the LTA has not gotten a raise in 9 years. The root of the problem in Lawrence is a Board of Education comprised of residents who have no vested interest in the public school system of Lawrence. The children of these board members attend private schools, as do the majority of children in the village. In Lawrence, about 5,700 students attend private schools while only approximately 2,300 attend local public schools. Now, obviously those statistics are not typical of most public school districts on Long Island, but the current situation in Lawrence highlights the powerful impact a BOE can have on a school district and the teachers who work there.

During our last round of negotiations, the UTS continued to work under an expired contract for a year. Can you imagine being in that situation for almost 10 years? Can you begin to fathom the effect that must have on the morale of their members, on their motivation to continue doing the job they do? But, the members of the LTA, no matter how affected they've been by their situation, continue to pour their hearts and souls into their teaching and they do it for their students. Their continued dedication to the students of Lawrence is a true testament to their union spirit.

NYSUT is backing the rally in Lawrence and will be spending a significant amount of money to advertise the event and help organize on the actual day. It would be a great show of



*Caption: Members of the Lawrence Teachers Association picket outside the home of a school board member. The local has been fighting draconian givebacks in its nine-year fight for a fair contract. Photo from NYSUT*

support for our brothers and sisters in Lawrence to have as many UTS members as possible attend the rally and show the LTA that they are not alone. I am asking that each and every one of you strongly consider joining me and other members of the UTS executive board on April 26th as we join together to support the LTA and the children of Lawrence. As David C. Coates, an early 1900's labor leader, is credited as saying, "An injury to one is an injury to all."

Closer to home, the UTS executive board continues to discuss upcoming negotiations. We also continue to reflect upon our most recent contract settlement. At the end of this month, a survey will be sent out to all of our members asking for feedback on the contract settlement. Our goal is to gather information on how satisfied the membership was with the contract settlement, how satisfied the membership was with the disclosure of information during the process, as well as other information related to the entire

process and the end result. The executive board and the negotiating team will use this info to guide them during the next round of negotiations. It is vitally important for all of our members to respond to the survey so that we are able to get a clear picture of how the negotiations process was perceived by the membership.

Although it is easy to get bogged down in the day to day battles in our own district that can, at times, make for a challenging workplace, let's keep in mind the blessings we do have as UTS members. We are not working under an expired contract, as our brothers and sisters in Lawrence are, and most importantly, we have great colleagues in our UTS brothers and sisters who support each other, care for each other and help make each day a little brighter, better and easier.

In unity,  
Margaret Glancy

## UTS LATEST NEWS

*The following are highlights from the UTS monthly meetings. Full minutes are posted at [seafordteachers.com](http://seafordteachers.com):*

### **December 2019 Highlights**

Discussed the December budget summary report

- Donations were made to the Friends of Seaford Wrestling and the Seaford Wellness Council
- Reminder to tell the building reps to inform members that dues were increased to \$75 per pay check for 16 paychecks
- Suzanne made a motion to give a \$500 donation from the UTS to the Reid family due to the extenuating circumstances. All in favor
- UTS Office Desk – Another copy of the key to the room cannot be made easily. A communal table should be put in there; it is a group room. Marissa Mortimer (the behaviorist) does not have a desk, we would like to donate the desk to her; we will have to unlock the drawers first.
- UTS Lanyards-Head building reps please take them and distribute them to the membership. We have extra lanyards for new members next year.

- Thank you to all the volunteers who helped with the Hot Chocolate Run registration and distributing the lip balm. Mike DiSilvio was very happy (as always) for the UTS support. Over 900

runners participated. We may have to order more lip balm next year!

- Ed suggested we make the 3x3 phone calls. Phone calls are preferred, but any communication is good (remind, classdojo, email.) Make some positive communication. Encourage our members to have more positive communication with parents on a regular basis to report on the good things kids are doing.

- Manor -TAC was bumpy meeting. What is the TAC process in other schools? Admin was unhappy with preTAC meeting, and the actual TAC meeting. Manor Admin wants the agenda changed before it is sent to Central Admin.

- Extra help – You do not have to take attendance, unless someone shows up.

- Teachers take their own data, to prove they are offering extra help.

- Harbor – PreTAC meeting is with teachers, the teachers then send TAC agenda to admin. Admin may add issues they want. The agenda with the resolutions is then sent to central.

- High-PreTAC with teachers, the teachers then send TAC agenda to admin. Admin may add issues they want. The agenda with the resolutions is then sent to central.

- Good news to share – Rosalie Franz planned a great holiday party! Thank you!

- Elizabeth Winger won a writing award.

- Carly Corsito and Liam McDonald received honors for All state.

- National Honor Society – collected 1,700 lbs of food. They are also running a book drive.

- An issue about coverages occurred at the last faculty meeting. Physical education teacher mentioned that if any of the other Phys Ed teachers are out, they get coverage pay for the additional class, while they teach their class.

- Crux of problem in HS – coverages is an administrative job. Dr. Pecora told Mr. Bersin that



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admin needs to oversee coverages. It is Mrs. Bisulca's job, but she doesn't get in until after 7:00. No one is available to coordinate the subs.

- There should be a system in place, that if an admin is not there in time to do the job, then another admin should do it. All three administrators should be in the room when this is discussed. Present ideas for getting the problem solved. In the high school, could administrators send out a morning email for all the classes that need coverage for that day?

- Double dipping is an issue. You cannot get paid for another class, if you are teaching your own class. Could they make you pay it back if you are double dipping?

- Middle- PreTAC with teachers, the teachers then send TAC agenda to admin. Admin may add issues they want. The agenda with the resolutions is then sent to central.

- Conversation with Adele about language in the contract to update it, "Feb recess cannot

be used to make up inclement weather dates." Should be "Feb recess cannot be used to make up days for any reason."



- Contract will be printed as soon as the language is worked out. Thank you for your patience

- State mandate for teachers in the secondary level (7-12), any special ed teacher who has a self-contained class, must be certified in that subject area. There is a grandfather clause, if your district has you teaching in a class for 3 years, and if you are "highly qualified," then you can put in the certification without taking a test.

### **November 2019 Highlights**

-Kevin Pollit facilitated the NYSUT Leadership Confer-

ence and gave a presentation. The conference theme was "Power." How to give your members power?

-We need to engage union members and move them to action. We need to inspire them with a positive vision of what a union is.

-Everything affects our members. Is it better to bring the members into the negotiation process early?

-Is it better to bring community into the process? The new thought of unions is to increase transparency in the bargaining process, this opens the doors for better member engagement.

-Further discussion at the 12/16 meeting: poll UTS members about issues that are important to them.

-What is a union issue? Anything that impacts any union member is a union issue; if it impacts your workday, if it is impacting your students, if it is impacting your instruction, it is a union issue.

This is important especially in the age of JANUS and our members can opt out. We need a better



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understanding of our member issues. The old thought process "if it doesn't appear in the contract, it is not a union issue," is over.

-We are all union members, if there is an issue between members, the UTS would rather work out conflicts then get administration involved. If members are not able to work together, the

UTS should try to mediate. It will result in better working conditions for all.

-We should try working during negotiations of the contract for the common good of the community too.

-Collective actions of a union of the negative kind must be purposeful and well thought out.

-Collective actions should be strategically implemented to gradually increase in intensity to demonstrate solidarity.

-The UTS should explain the WHY we need to do an action. Encourage our members to wear GREEN UTS on Fridays. Why? We need to send a powerful message, we are a UNION!

-Goals for the UTS- Improve Communication

-President & VPs will meet with the building reps once a month.



-Building reps should meet at least twice a month with the building administration.

-Building reps and exec board should share the good happenings in the buildings during building reports instead of just concerns.

-The Islanders are holding Labor Union Day on Saturday January 18th. The information will be shared with the membership through the PR team.

-Jen Wemssen made a motion to spend up to \$400 on UTS lip balm to be distributed at the Hot

Chocolate; all were in favor. -Updated Stipend Schedules – there were a number of stipends on the contract that had an asterisk.

Those clubs had not run prior to the contract. Those clubs were inactive prior to 2014. When the business superintendent updating schedules they were inadvertently removed. They are working out the

revisions to the stipends -There is a NYSUT Vice President election coming up. There are 5 members from Long Island running for the position. There was a discussion about whether or not the UTS should endorse a particular candidate. At this time, we feel that there are 3 candidates that we would feel comfortable supporting.



# TREASURERS REPORT

United Teachers of Seaford

## ***Budget Summary Report*** 10/1/2019 through 1/27/2020

Category	Budget	Actual	Difference
Dues	\$270,000.00	\$138,720.64	\$131,279.36
Interest Earned	\$26.00	\$6.81	\$19.19
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
<b>Total Income</b>	<b>\$272,026.00</b>	<b>\$138,727.45</b>	<b>\$133,298.55</b>

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,916.00	\$86,687.30	\$51,228.70
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$225.00	\$875.00
Conferences	\$4,000.00	\$1,189.38	\$2,810.62
Lawyer	\$10,000.00	\$0.00	\$10,000.00
Member Benefits	\$10,000.00	\$1,418.62	\$8,581.38
Misc. Expenses	\$1,000.00	\$452.25	\$547.75
Negot/Griev	\$2,500.00	\$325.00	\$2,175.00
Office Expenses	\$2,300.00	\$313.61	\$1,986.39
Political Action	\$4,500.00	\$150.00	\$4,350.00
Public Relations	\$11,500.00	\$4,870.65	\$6,629.35
Stipends	\$81,658.00	\$40,829.00	\$40,829.00
<b>Total Expenses</b>	<b>\$267,974.00</b>	<b>\$136,460.81</b>	<b>\$131,513.19</b>

Account Balances:

Checking	\$124,089.30
Savings	\$54,419.79

**Full Dues for 2019**

**\$1158.40**

## EDUCATION NEWS

# In testimony, NYSUT says New York State must make a major investment in K-12 education to ‘fund our future’

Source: NYSUT Media Relations

**A**LBANY, N.Y. Feb. 11, 2020 — New York State United Teachers President Andy Pallotta will testify today at a joint legislative budget hearing on K-12 education that schools statewide need a significant new investment from the state to address issues that range from a lack of social workers to staffing shortages to the loss of critical college and career preparation programs.

In his testimony, Pallotta shared with lawmakers the numerous needs that teachers, paraprofessionals and administrators have relayed during NYSUT’s Fund Our Future bus tour in recent weeks. For example, in White Plains, the district has had to cut social worker positions, which has left just two to deal with caseloads of more than 600 students at a time when the social-emotional needs of students are increasing. In Schenevus, not only has the district cut AP courses and increased class sizes, officials showed one classroom with a leaking roof and mold growing on one wall. And in Rochester, where the district laid off more than 100 teachers and paraprofessionals in

December, school employees say they feel they’ve been abandoned by the state.

“Social workers, college prep courses, proper class sizes and safe classrooms are not luxuries. They are necessities,” Pallotta said. “Our children do not get a do-over. The state must increase funding to

billion in Foundation Aid owed to more than 400 school districts around New York.

In order to generate the revenue needed to fully fund public education, in addition to other state services like public higher education, health care, housing and transportation, NYSUT is supportive of new



*MAGIC SCHOOL BUS. The “Fund Our Future” bus tour kicked off at the Capitol in January; the tour continues with visits to schools across the state to hear heartwrenching stories from educators about how chronic underfunding impacts our students. Photo by El-Wise Noisette.*

meet the needs of all students this year.”

Pallotta’s full written testimony can be found [here](#).

NYSUT, as a member of the New York State Educational Conference Board, is calling for a \$2.1 billion increase in state aid in the 2020–21 state budget, which includes the first installment of a three-year phase-in of the more than \$3.4

taxes on billionaires and ultramillionaires.

Pallotta is inviting lawmakers to attend upcoming Fund Our Future tour stops to see and hear firsthand the issues schools are facing. A full schedule of tour dates and stops can be found at [FundOurFutureNY.org](#).



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- Full-service program and 403(b) option available
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SCAN ME

## Expert legal assistance with our Legal Service Plan

- Low annual cost of just \$85 (\$55 for retirees)  
Save \$5 with Payroll & Pension Deduction
- Unlimited toll-free legal advice
- Free Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney



SCAN ME



To learn more about these Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org), call **800-626-8101** or scan the above QR codes.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan/Feb '20

## 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](http://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](mailto: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](mailto:ctripoli@seaford.k12.ny.us).

Please only include photos of UTS members.