

PRESIDENT'S MESSAGE

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Dear UTS Sisters and Brothers,

As we all wait for spring to truly arrive, we also wait for the decision in one of the most impactful Supreme Court cases that unionists have faced in recent history.

In *Janus vs. AFSCME*, the concept of agency fee is being challenged. Mark Janus, an employee for the Illinois Dept. of Healthcare and Family Services, believes he should be able to hold a union job and reap all the benefits that come with that position, but he should not have to pay any union dues or agency fee. In reality, it is conservative, right wing, anti-union groups that are challenging agency fee and challenging the rights of labor unions across America. Groups such as the Freedom Foundation and the National Right To Work Foundation along with wealthy, anti-union corporate interests are using the Supreme Court to try to take away our voice. They are trying to abolish our freedom to come together to form strong unions. These groups would like nothing more than to see the demise of unions in this country.

There are so many reasons to 'stick with your union.' Benefits including reasonable health insurance, sick days, bereavement days, childcare leave, trust fund benefits, working day protections and due process rights are just some of the invaluable benefits your union provides. Our right to collectively bargain is also guaranteed by our union status. With the upcoming expiration of our contract in June and the start of the negotiations process with the district, this right becomes all the more relevant.

Whether a veteran teacher nearing retirement or a new teacher working towards tenure, the value of your union cannot be

understated. Recently, two of our own UTS members availed themselves of the opportunity to speak about the importance of our union by volunteering to participate in the making of short videos on 'The Value of Being Union.' The videos were produced by UCOMM communications along with the Long Island Presidents Council. Both Matt Fields (MS music teacher and former UTS Pres.) and Jillian Egan (Manor 4th grade teacher) understand and appreciate the invaluable support our union provides. We hope to have access to the videos featuring Matt and Jillian within the next few weeks.

Of course, along with the financial, health care and workday benefits your union provides, there are other positive things. This year, the UTS has continued to provide our brothers and sisters with opportunities to spend time with members from other buildings outside of the workday. In Feb., the UTS hosted a happy hour in Babylon Village where members from different buildings were able to unwind after the workweek and get to know each other better. On May 4th, the UTS will be hosting a bowling night at Wantagh Lanes. Based on feedback from our members, we chose to plan an event where people can bring their families and friends and have some fun.

This month we will also be offering two workshops on topics that are important to all members. On Apr. 24th, Ron Gross, president of the William Floyd United Teachers and one of the three active teacher members of the NYSTRS board, presented a workshop on understanding NYSTRS and preparing for retirement. In addition, on May 9th, Dan Safranek, financial advisor with Lincoln Investments, will be presenting an informative workshop on the differences between annuities and

mutual funds and how to decide which one is right for you.

It is always much appreciated when other people recognize and honor the work that teachers do. On Apr. 18th, the American Legion of Seaford honored four of our own with their Outstanding Teacher awards. Andrea Russell (HS), Mary Lou Christenson (MS), Carol Riedener (Manor) and Robin Dudley (Harbor) were all honored for the outstanding work they do every day with the students of Seaford. We congratulate them all on this well deserved recognition!

The UTS values all its members and the contributions they make every day to the Seaford School District. Some of these valued members will be leaving us at the end of this school year as they retire and move on to whatever awaits them in the years to come. We would like to wish all the best in their retirement to: Luisa Ancona (Manor Spec. Ed.), Bob DiGiovanna (HS Social Worker), Lori Fritsch (HS Social Studies), Linda Kratzer (HS Social Studies), Carol Riedener (Manor 4th Grade) and Debbie Rosenberg (HS Special Ed.). We're looking forward to celebrating with all our retirees on June 14th at the Woodbury Country Club at our UTS End-of-the-Year party where our retirees will be honored. We hope that many of our brothers and sisters will be there to celebrate along with us.

Once again, I would like to reiterate to you how proud I am to be associated with such a professional and dedicated group of teachers. I look forward our continued collaboration to keep our union strong.

Regards,

Margaret Glancy

UTS LATEST NEWS

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

March Highlights

- Guest Presenter: Kevin Pollitt Labor Relations Specialist-MiniVan App training.
- Member organizing Institute-Matt Adler: This spring, NYSUT members will walk door to door to other NYSUT members discussing the JANUS case. Inform members that NYSUT will be knocking on their door. If anyone would like to volunteer, speak to Matt. Matt makes a motion to have UTS purchase car magnets from NYSUT for "Sticking with my Union". All in favor.
- Ed makes a motion to have UTS purchase buttons from NYSUT for "Sticking with my Union". All in favor. Extra buttons and magnets will be ordered for members of other bargaining units.
- School Safety: BOE brought in consulting firm to make recommendations for school safety. Meetings held with principals and administration. Suggestion brought up to have firm speak to teachers, aides, custodians, security guards, etc.
- High School: March 8th: Threat from student to teacher. Faculty upset with HS admin. Student was allowed to leave in cab and go home unattended. Ultimately the student was arrested, and teacher has an order of protection. Being home schooled, pending superintendent hearing. Some faculty was not aware of incident

for days. Student had been written up and administration did not follow up with student. Behavior report disappeared on Infinite Campus but reappeared when faculty questioned it. Only picture of student is from Instagram. Administration did not call or check on teacher (who was shaken by threat) over the weekend. Superintendent was very open and concerned for faculty member. Superintendent sat with teacher for almost 2 hours.

- Negotiations: March 5th -1st meeting with District: Discussed ground rules, negotiate in closed session. Proposals exchanged. No changes to proposals after 3rd meeting. Negotiations team met to discuss BOE proposals. Next meeting is April 18th, 1st week of May and May 7th.
- Linda Kanarek: Minutes and Powerpoint for budget proposal to be presented.
- Family Friendly Event: April, 13, 2018: Dave and Busters or Bowling. D&B may not be logistically possibility.

February Highlights

- Proposed Amendment to NYSUT Constitution and By-Laws. Documents being sent to executive board with regards to other unions who are looking to change NYSUT by laws.
- Opt-Out Letter: Letter to be put out on Facebook after break. PTA will be notified of the letter going out.



- Billboard: Requesting a Friday in March. Date TBD, pictures encouraged.
- NYSUT early Career Member Conference Feedback from attendees: Margaret spoke to attendees. Positive feedback received. Their feeling of what other unions are doing out there, they feel UTS is doing a great job, more than others.
- Janus Materials-"The Value of Being Union":
- Long Island Teachers to do videos in schools to promote being part of a union. They will come in to Seaford to make a video in April. (April 16, 17 or 18). We can use members from UTS and CSEA to speak in video. Recommended that chosen members are not executive board members or active union reps. Recommends a veteran teacher, a new teacher and one that either worked in another state or in a charter school.
- Right to Work groups will be sending out literature and showing up at work places to convince union members to opt out of paying dues. (If Janus goes through).
- Packet distributed with changes to Constitution of UTS.

UTS LATEST NEWS con't

- High School-Concerns with home instruction. When a child never enters the building and the teacher never sees child, the child's scores are attached to APPR. Can a name be attached to teacher but not their test scores. Biology is the class that all 8th graders will be taking, within 2 years. Concern of displacement of some teachers at HS who usually teach 9th grade Biology. (Science teachers are certified in specific areas of science.) HS will not be running any classes that have less than 18 students. Chairpersons would like to meet with negotiations committee.

- Grants and scholarships available to UTS members 17-060 Our local # must be on applications.

Show membership contracts from neighboring or similar districts.

January Highlights

- Special Guest Speakers: Tom Flanagan and Paul Pepe. Spoke about history of UTS.

- Financial Advisor-workshop: After school workshop for membership. Answering questions. Willing

to get an advisor from another company to join in conversation. Would go over pros and cons, costs.

- Janus v. AFSCME-educating members: Building reps should be sharing info with building members.

- Matt Adler makes a motion to use the MiniVan App for UTS members to recommit to NYSUT. 7 Yes, 8 No 1 abstention. Motion fails

- Ed makes a motion to use MiniVan app on tablets purchased by UTS. Discussion: What will tablets be used for after data collection. One tablet per building. Tablets can be purchased for as low as \$50.

- Opt-out Letter: President has been posting a letter in support of Opt-out movement in recent years.

- Ed makes a motion to get billboard truck for 2 days. Discussion. Not necessary. Amend motion to one day in Seaford. Maureen seconds. Motion passes.

- Coverages are not always conveyed by administrators. New



teachers are asked to meet with admin for an informal mid-year meeting. Report card window for elementary is opening earlier. 10days and 2 week-ends. Attendance being looked at. More than 6 days they are being looked at. Someone with 10 days at mid-year are being spoken to.

- Harbor: Gas leak. Notifications were delayed. No one was informed until 10 AM when it occurred at 3 AM.

- Survey Results: Went over survey results regarding contract negotiations. Discussed what other districts are getting. We will share info on other districts with membership. Seethroughny.net will give you district and contract with salary schedule of all districts in NY.

- Family Friendly Event: Bowling, Dave and Busters April sometime.



TREASURERS REPORT

Budget Summary Report

2/13/18 through 3/22/18

Category	Budget	Actual	Difference
Dues	\$255,006.00	\$195,376.72	\$59,629.28
Interest Earned	\$26.00	\$11.24	\$14.76
Misc. Income	\$0.00	\$0.00	\$0.00
Vote Cope	\$2,000.00	\$0.00	\$2,000.00
Total Income	\$257,032.00	\$195,387.96	\$61,644.04

Category	Budget	Actual	Difference
Accountant	\$1,500.00	\$0.00	\$1,500.00
Affiliations	\$137,106.00	\$85,027.30	\$52,078.70
Bank Charges	\$0.00	\$0.00	\$0.00
Communications	\$1,100.00	\$375.00	\$725.00
Conferences	\$4,000.00	\$1,686.76	\$2,313.24
Member Benefits	\$8,000.00	\$1,975.80	\$6,024.20
Misc. Expenses	\$1,000.00	\$521.00	\$479.00
Negot/Griev	\$2,500.00	\$693.70	\$1,806.30
Office Expenses	\$2,300.00	\$237.11	\$2,062.89
Political Action	\$4,000.00	\$1,245.55	\$2,754.45
Public Relations	\$11,000.00	\$4,548.99	\$6,451.01
Stipends	\$80,031.00	\$40,015.50	\$40,015.50
Total Expenses	\$252,537.00	\$136,326.71	\$116,210.29

Net Worth as of 3/22/18

Account Balances:

Checking \$155,589.48

Savings \$54,370.17

Total Dues Amount 2017

(For Tax Purposes)

Full Dues: \$1133.44

Split Dues: \$1019.20

Lighting the Way with Quality Education

UNION NEWS

Union Strong

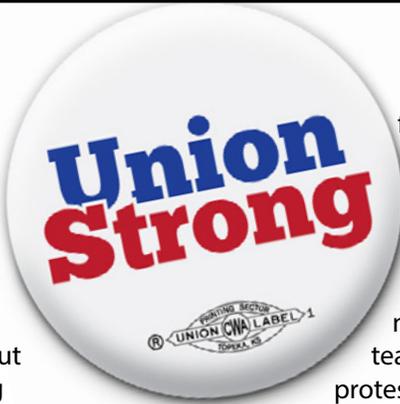
Unionism is alive and well, on Long Island, in New York State and all across America. Despite the attacks in recent years on unions, public education and the teaching profession, or perhaps, because of it, teachers' unions across the nation have shown their strength and their unwillingness to fold under pressure from politicians, big business and wealthy special interest groups.

In West Virginia, teachers went on strike for nine days until Gov. James C. Justice signed a bill that would give teachers and other state employees a 5 percent raise. A week prior to the signing of the bill, union leaders advised teachers to return to their classrooms when the governor first promised to sign the bill. However, rank and file members decided to disregard their union leaders' advice and stay on strike until the promise was fulfilled. That is the power of unionism; that is the power that every union member has.

In Oklahoma, the state's largest teachers' union also went on strike

for nine days. In this strongly Republican state where politicians have pursued tax and service cuts for years, teachers won a raise of about \$6,000, depending on experience, while support staff will see a raise of \$1,250. Union leaders urged their members to shift their efforts to supporting candidates in the fall elections who favor increased education spending. In a statement to the New York Times in an article from Apr. 12th, Alicia Pries, president of the Oklahoma Education Association, was quoted as saying, "We got here by electing the wrong people to office. We have the opportunity to make our voices heard at the ballot box."

Most recently in Arizona, on Apr. 19th teachers voted overwhelmingly in favor of a statewide walkout which began on April 28th when their demands were not met. Demands include a raise for teachers as well as support staff and an end to tax cuts to move Arizona's per-pupil spending closer to the national average. Census data from 2015 indicates that Arizona spent under \$7,500 per pupil that year. Only Utah and Idaho spent less. Some



food for thought: the average teacher's salary in Arizona is \$47,000 per year, but starting salaries are much lower. It's no surprise that many teachers leading the protest movement are in their 20s and 30s. As of May 1st, with the teacher walkout in its fourth day, the Governor of Arizona is promising a 20 percent pay raise by 2020.

More locally, teachers' unions, assisted by NYSUT, have launched a campaign to educate and empower their members on the Value of Being Union. The Long Island Presidents Council along with UComm communications have produced a series of videos featuring Long Island teachers speaking about what their union means to them. Our very own Matt Fields (MS music teacher and former UTS president) and Jillian Egan (Manor 4th grade teacher and Seaford graduate) participated in the making of a video. Use these links to see how some of our brothers and sisters in local districts feel about their union-and keep your eyes peeled for future emails with links to see Matt and Jill in their videos.

[Link 1](#)

[Link 2](#)



EDUCATION NEWS

What is Janus? And Why Should You Care?

Source: NYSUT United

Here's the thing about existential threats: You have to take them one at a time.

A year and a half ago, the U.S. Supreme Court decided for the defendants in *Friedrichs v. California Teachers Association*. In a 4-4 deadlock, the court upheld decades-old precedent that says those who benefit from union representation must pay fair-share fees. We won! Right?

Well, the 4-4 tie was, of course, precipitated by the death of Justice Antonin Scalia.

Get ready for the big rematch.

The Supreme Court in September agreed to hear *Janus v. AFSCME Council 31*, a case that again challenges fair-share fees and threatens public sector unions. *Janus* culminates decades of attacks on working people by corporate CEOs, the wealthiest 1 percent, and the politicians who do their bidding.

So, how much do you know about the next battle over "fair share?"

Take our quiz:

1. Who is Janus?

- a. A film distributor known for introducing many foreign classics to American audiences.
- b. A whiny television character who dated Chandler Bing on "Friends."
- c. Mark Janus, a child support specialist at the Illinois Department of Healthcare Services, who benefits

from union representation but does not want to pay his fair share for those benefits.

2. *Janus v. AFSCME* aims to:

- a. Limit the freedom of working people to join together in unions.
- b. Make it easier for workers to join together for the purpose of collective bargaining.
- c. Allow consumers to cut the union label off of their pillows and bedding without fear of prosecution.

3. People keep talking about *Aboud*. What is that?

- a. A Boston-based, high-end clothing designer.
- b. A side dish made with beans and rice served in Turkish cuisine.
- c. The 1970s case in which the Supreme Court determined it was fair and reasonable to expect people who benefit from union representation to pay something for it.



4. Who really initiated *Janus*?

- a. Someone named Harris V. Quinn.
 - b. New York City Executive Assistant District Attorney Jack McCoy.
 - c. Billionaire Illinois Gov. Bruce Rauner in an overt political attack on public sector workers. He was later found to have "no standing" to bring suit. Undeterred, *Janus*, was then used to sign on instead.
5. Who said: "At the end of the day, your union fights to protect your salary, pensions and rights in the workplace?"
- a. NYSUT President Andy Pallotta
 - b. Gov. Andrew Cuomo
 - c. Mr. Met

ANSWERS:



5. A
4. C
3. C
2. A
1. C

ANSWERS:

EDUCATION NEWS

Rachel Maller, former charter school teacher

UFT members who taught elsewhere share their stories

BY DOROTHY CALLACI, JOE LOVERDE, CARA METZ, RACHEL NOBEL AND SUZANNE POPADIN | APRIL 5, 2018 NEW YORK TEACHER ISSUE

I don't think most people realize what you can be asked to do if there is no union.

In 2012, when I accepted a position at a charter school, I signed a whole bunch of things, including a piece of paper that said, "In our school, everyone is an administrator and everyone is a custodian." I thought it was a euphemism for "We all help each other out," but it turned out that they took it quite literally: Everyone acted like an administrator and everyone acted like a custodian.

What that meant was all teachers had to sign up to be "openers," "sweepers" or "closers." I was a closer. As a closer, two or three times a week, I had to stay in school from 5 to 6:30 p.m. mopping the floors, cleaning the lunch pans and cleaning the toilets.

It was very strange and awful. I felt terrible — I went and got a master's degree to teach children, I didn't sign up for this.

Our students were in school from 8 a.m. to 5 p.m. and initially, teachers did not get a break in the day. At lunchtime, food was delivered to my classroom and I had to put on gloves and a hairnet and push the tables together to make a — "buffet" is not the right word because I had to serve them. We were expected to eat school lunch food with our students.

As an "administrator," I was given a \$1,000 budget for the year to purchase everything I needed for my classroom. With that money, I had to buy my own desks — fill out a purchase order, do all the paperwork, things that didn't seem like things I should be doing. There was no supply room. If I needed pencils, I had to order

them with my own money, submit the receipts and be reimbursed after.

There was a faculty member who argued with the executive director and said something that got him fired — there was obviously no due process. I could have been fired for saying, "I'm not going to do this anymore."

I knew that I could not return the following year. I've been at my current school since I left the charter and I don't have to mop the floors and clean the toilets. The union gives you a lunch break and a prep; there are things the union does for everybody even if you can't see them.

Rachel Maller, teacher, PS 314, the Bronx



BUILDING NEWS

High School: Science Trip to Costa Rica!

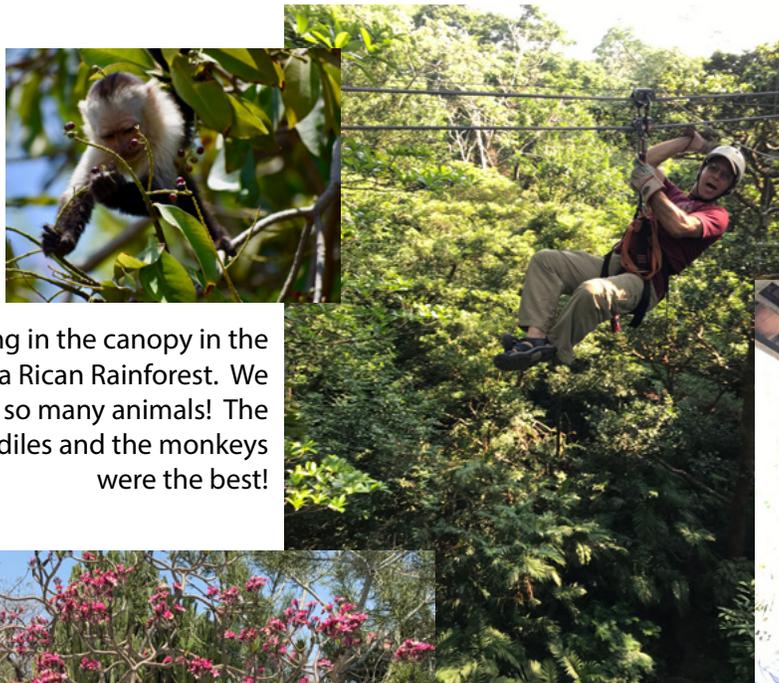
Captions (and photos) by Keri Degnan.



Frank tubing down the Rio Negro river!



Surfing at Tamarindo on the Pacific Ocean in the Northwest part of the country. Frank WAS AWESOME!



Zip lining in the canopy in the Costa Rican Rainforest. We saw so many animals! The crocodiles and the monkeys were the best!



We saw how they grow and create coffee and sugar cane. We are toasting to sugar cane juice!

TEACHER NEWS

Congrats to American Legion Teachers' Of The Year!

Mary Lou Christenson - *Middle School*
Carol Riedener - *Manor School*
Robin Dudley - *Harbor School*
Andrea Russell - *High School*



Interested in getting more involved? Run for Building Representative!

Nomination forms distributed:	May 7th
Nomination forms due to Parliamentarian:	May 18th
Sample ballots distributed:	May 24th
Candidates forum:	May 31st
Voting:	June 4th



BUILDING NEWS

Middle School News:

Middle School Band Students are utilizing technology in two exciting new ways.

Using "Finale" Music Notation software, Ms. Sherwin and Mr. Fields guide the budding Beethovens into composing their own solos. The students will perform these solos for an assignment grade.

The Middle School Band classroom has also been flipped using a system called "SmartMusic". Students used to play assignments live for the teacher. Now, through the SmartMusic website, the students can access assignments at home, practice along with the computer and, when ready, record themselves and submit the assignment to Ms. Sherwin or Mr. Fields. This allows the student to choose their best "Take" and also helps alleviate any performance jitters. Both of these software systems are compatible, they can talk to each other. This creates great flexibility for both the student and teacher!

Manor School News:

The Manor Reading Department held a book collection for the Book Fairies during the month of February. Books accepted were new and gently used baby through adult level books, e-readers, and magazines. Some fifth grade students helped sort and organize the books. Students in Mrs. Stevens' second grade decorated the table area with hand drawn posters. Over 30 boxes of books were collected. The Book Fairies is a 501(c)(3) not-for-profit organization that collects reading materials for people in need throughout metropolitan New York. The reading materials foster literacy and academic success, provide a respite from personal struggles, and nurture a love of reading across age groups.

First Triathlon:

Diane Dunn competed in her first triathlon on April 21st. She finished in 1:12:49. (400 M swim, 6 mile bike and 2 mile run.)

High School School News:

On Thursday, April 19, 2018 TWO teams of Seaford High School students earned awards at the NYIT Connect-To-Tech High School Engineering & Technology Showcase Competition 2018. Each team completed a Research Paper and then created a companion Computer/ Phone Application to make the information easily accessible to many people. The Compost-ables Team focused on the scientific pros and cons, proper procedures and planetary urgency for Composting. Reducing the amount of material that needlessly ends up in landfills by composting is the most cost effective form of environmentalism. The Renew-ables Team focused on the scientific pros and cons of recycling, especially considering the condition of our planet and offered suggestions of sample ideas of how to reuse materials so that the life of these materials are extended and do not end up in landfills.

UTS End-Of-The-Year Celebration!



UTS TRACT Center

TRACT and Stony Brook University Post Masters Educational Certificate

Live Virtual Informational Meeting on Zoom -
April 26th at 5 pm.

Please contact Stacey Ranzie for additional information.

sranzie@seaford.k12.ny.us



[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 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.

