

INFORMATION, NEWS AND SUPPORT SPEAK OUT! PITTSFORD DISTRICT TEACHERS ASSOCIATION



In this issue:

- 1 from the PRESIDENT
- 2 EXECUTIVE VP
- 3 SRP NEWSLINK/ NEGOTIATIONS
- 4 PROFESSIONAL LEARNING
- 5 POLITICAL ACTION
- 6 REPRESENTATIVES & INFO
- 7-8 FLYERS/ADS



How Are You Doing? Dwayne Cerbone, President

The question, "How are you doing?" is a pliantry that is often exchanged when we first encounter someone we have not seen recently or that is casually expressed in passing. It has been weakened to the level of a salutation rather than a heartfelt and relational inquiry. Even when exchanged appropriately in a social interaction, we do not tend to truly listen to the individual's response, nor share honestly with those who inquire. Unfortunately, this leaves us unaware of, and unable to respond to, our family, friends and co-workers' true condition.

More concerning, I am not convinced many even know the answer for their own status. Take a moment right now to reflect on this. Pause from reading and everything else you are doing to address the question, "how are you doing?" Was your answer the one you expected?

If you answered, "I am not okay," you are not alone. I have observed

over the past weeks that many of our members are not really doing okay. Many come to work daily and may even perform their job well. However, they are experiencing challenges that feel overwhelming, exhausting and seemingly unmanageable. Though we all experience challenges, it is often the confluence of a multitude of factors and/or the environments we are in that can elevate these to a critical level.

"If we keep trying to do it all, we will not do anything well."

Rest assured, this typically has nothing to do with your personal strength or your professionalism. These are false beliefs. And in the flurry of other emotions and thoughts, they may prevent you from getting the assistance you need. There are valuable resources at the end of this article that you may find helpful. If you just don't know where to start

or what you need, please take one simple easy step; contact me directly or reach out to another trusted friend.

No matter our current situation, we must acknowledge the unreasonable and unsustainable expectations placed on educators at this time. Gone are the days when we could focus the bulk of our time and effort on delivery of content instruction and assessment. Today, in the void of other accessible and functional support systems, educators are called upon to address many of our society's greatest issues.

There is an expectation thrust upon us to address social ailments that are far beyond our influence and control. We cannot, and should not, be expected to bear every burden cast on us from a society that is struggling and looking for help. So many of us have been significantly harmed by financial insecurity, political divisiveness, social unrest and the public health crisis.

Continued next page

Cerbone, continued...

The imposed isolation and dehumanizing transition from interpersonal relationships to technological dependence has left many adults and children unprepared to transition to this current environment. Schools serve a vital purpose, but it is inexcusable to expect us to fix all of these problems in isolation. Enhancing the pressures on our members is a false belief that educators are somehow immune from these influences.

In an impassioned quest for help, there is a failure to acknowledge and respect that educators are individuals, most of whom are dealing with similar

troubles. Seldom do we hear, “what can we do to help you?” among the shouts of, “the schools must address <insert agenda item> now.”

For a brief moment, maybe we should celebrate the honor that is bestowed upon us. When all else fails, the community turns to us and our schools for hope and for help. However, for our own protection and that of our students, we must diligently keep these expectations in check. We have an important yet limited role to perform in this recovery effort.

I am confident we will continue to execute our duties with pride, integrity and skill, remaining attentive to the needs of those entrusted to our

care. But you must establish personal boundaries, protecting your limited personal resources. There will always be one more need, but we do not have unlimited supplies of time and energy. These must be managed appropriately and carefully.

In a recent conversation, a member stated, “If we keep trying to do it all, we will not do anything well.” Allow this truth to guide your decisions to selectively address the most critical aspects of your role with our students. Only then can you be effective while maintaining the mental and physical health needed to endure in this profession.

NYSUT knows your life is complicated, busy and full. Unexpected complications arise which can be managed by having a positive course of action, the right information, and/or confidential help from a caring professional. Let NYSUT Social Services assist you. www.nysut.org/resources/special-resources/sites/social-services Call 518-732-6239, or email us at socialservices@nysut.org.



The Employee Assistance Program is available to all employees in need of assistance with personal/family problems including managing stress, substance abuse, financial difficulties, and many other issues. Any Pittsford Central School District Employee may request confidential assistance. Reach out for assistance at helpforemployees.com. 585.383.4478.



Executive Vice-President Stephanie Warchol

The week of October 18-22 was School Board Recognition Week in New York. PCSD honored our 7 Board of Education (BOE) members at the meeting on October 19. I stood proudly with PDAA and PEOP leaders to convey the appreciation and gratitude of those in our associations.

In addition to personalized cards for each member, PDDA also made a donation in their honor to Pittsford Youth Services, in the amount of \$250.

We typically kick off our PTSA membership drive at the Benefits Fair and I am so excited that many of you took the opportunity to sign up or renew your PTSA membership on site.

Thank you! While the Pittsford District PTSA has met the membership goal set for them by their regional affiliate, they are well below their pre-COVID membership numbers, especially for staff. We can join the PTSA for as little as \$8 and you can choose to donate additional funds, or register as a family for \$17 if you live in Pittsford.

This is an annual membership that does not roll over, so it must be renewed each year. If you want to check your membership status, email the PTSA Membership Chair at membership@pittsfordptsa.net.

Follow this link to join PTSA online: <https://www.pittsfordptsa.net/membership>

Family Membership Fee

Family Memberships are \$17 and include **one adult** and all students of that family attending schools in the district. Families may choose to add an additional voting adult for \$10 extra. \$4 of the membership goes to NYS PTA to fund programs for students throughout NYS and nationwide. The remaining amount stays with the Pittsford PTSA to support our students and programs.

Faculty/Staff Membership Fee

Faculty/Staff Memberships are \$8 and available to any employee within the PCSD or to Pittsford Community Members. \$4 of this membership goes to NYS PTA and the remaining \$4 supports Pittsford students directly.

Faculty/Staff who work at PCSD AND have children in the District can select either one of these memberships

Student Membership Fee

Student Only Memberships are \$8 and available to any PCSD student who plans to join separately from an adult or family membership. \$4 of this membership goes to NYS PTA and the remaining \$4 supports Pittsford students directly.



VP for Negotiations Cindy Merrifield

Retirement Planning

Looking ahead to retirement can be an exciting time. It can also be a stressful time. Where to start in the retirement process can be overwhelming as well.

Over the past 12 months Lisa Magur, Patty Mayer and I have been working on a retirement booklet that points you in the right direction. In the booklet, you will find helpful info that includes a checklist, frequently asked questions and a sample retirement letter.

In addition, you will find names, phone numbers and links that will assist you on this journey. As with any PDTA document,

this was reviewed and vetted by our Rep. Assembly. You will not find all of your answers in the booklet, as your retirement process is unique to you. However, we do feel like this is a great starting point. The booklet is available at pdta.org/documents

The New York State Teachers Retirement System (NYSTRS) is presenting a Pre-Retirement Workshop (SHS LGI)– November 15, 2021 at 3:30 -5:00 p.m. Contact Karen Kalinowski in the PDTA office (585-267-3901) for more information.

Got Questions? Visit PDTA.org.
To contact your PDTA President confidentially
off of school email, please use dcerbonepdta@gmail.com



Speak Out is edited and assembled by Brian Regan.

Your feedback is welcome at brian_regan@pittsford.monroe.edu



SRP Newslink Lorinda Spring

PSCD Health Insurance

The open enrollment period will occur from October 25, 2021-November 19, 2021. This is the only time annually, other than qualifying events, for members to make changes to their health care options.

This year, the Business Office will be implementing online enrollment for Flexible Spending Accounts and Dependent Care Accounts. All plan information, enrollment forms, rate sheets and instructions on how to sign up for an FSA or DCA will be sent out via email from the Payroll Office.

November 15th - Payroll deductions begin for union dues.

November 16th- NYS SRP Recognition Day. This is a day to honor and

acknowledge School-Related Professionals for the important work we do each day to help educate and care for students.

Lunch- Full-time SRP members shall be provided with a minimum of a 30 minute unpaid, uninterrupted lunch. If this is not occurring, please contact your building representative.

Para Academy- Building Relationships with Students as CSE-Assigned Paras on 1/24/22 from 3:30-5:00 PM. Check WinCap WEB periodically for newly added workshops to attend. You will receive a \$17.50/hour for Para Academy workshops.

Whether you are new to the district or have been here for many years, please review your paychecks to be sure that you are part of the ERS (Employees' Retirement System). This is where

you accrue years of service for your pension.

Use of Internet- This is a reminder to be mindful of what you post on social media. Assume that everything you post may be seen by everyone. Employees should avoid using district computers for personal purposes as all of the information you enter may be readily accessible by your employer.

Communication- As SRPs, we work closely with many educators and staff members throughout the day. It is important to keep the lines of communication open while remaining respectful and confidential.

As always, please don't hesitate to reach out to an Assistant SRP Rep or me with any issues or questions that may arise.



Professional Learning Updates

Julie Barker

USING FEEDBACK EFFECTIVELY

Teachers often report challenges related to giving feedback that students will use.

Research tells us that for feedback to be effective, it needs to be specific, timely and meaningful. It takes time to describe what has been done well and to what extent the standards have been met. Yet after investing this important time in providing feedback, teachers often feel that students do not use the feedback that has been given.

To address these concerns, ask yourself the following questions:

- Is the feedback I am providing actionable?
- Will the students have the opportunity to act on the feedback I have given?
- Is the feedback tied to a specific task or behavior?
- Are students involved in the process?

For feedback to be effective, students need to know what the learning goal is and what it will look like when they have achieved it. In addition, the feedback needs to be connected to things that are within the students' control so they are able to use it to improve.

Want to learn more about feedback?

If you are interested in digging more deeply into feedback, consider finding colleagues who are also interested in this topic and forming a collegial circle. To get started, I recommend the book, How to Give Effective Feedback to Your Students, by Susan M. Brookhart, or the following

articles:

- [Giving Students Feedback: 20 Tips To Do It Right](#) – by Laura Reynolds
- [8 Steps to Making Feedback More Effective](#) – by Jonathan Eckert

PROFESSIONAL LEARNING UPDATES

- **PDTA Study Grants** – the fall application deadline is **November 1st** and the spring deadline is **April 15th**. Application forms are on the PDTA webpage and should be submitted to the PDTA Office. Please remember that study grants will only be awarded for activities that take place outside of work days.
- **Pittsford Teacher Center Resources Team** – you can access content from asynchronous workshops in Microsoft Teams by using the code **5knde8b** to join.
- **Collegial Circles** – proposals will be accepted through **March 1st**. The proposal form is available on the TC webpage. All final reports must be submitted to the Teacher Center by **May 15th**.
- **Individual Initiatives** – Professional staff who attend professional learning outside the district, and outside normal work hours, may request TC credit for those hours. The form is on the TC webpage and is submitted to your principal for approval.
- **Contractual professional learning requirement** – all professional learning hours for certificated staff must be completed by **May 31st**.



OCT 17

Making Strides of Rochester Presented by Rochester Regional Health
0 days until your event!





Political Action

Karen Grace

NYSUT & PDTA encourages all members to vote in elections at every level: local, state, and national elections.



It is a pleasure to inform you that the MCC Faculty Association has endorsed candidates for Monroe County Legislators in the 2021 General Election.

When is the Next Election?

General Election: November 2, 2021
POLLS OPEN AT 6 AM - CLOSE AT 9 PM

Monroe County Voting Information

[2021 Offices to be Elected](#)

[Check your voter Information](#)

[Monroe County Board Of Elections Information](#)

Click the map below to view a detailed map of the Monroe County Legislative Districts.



LD3
MARVIN STEPHERSON



LD5
TERRY DANIELE



LD6
MILES CUNNING

Highlighted candidates are running for districts that include Pittsford.



LD7
BRIAN GRAVELLE



LD8
MEGAN K. THOMPSON



LD9
MEL CALLAN



LD10
HOWARD MAFFUCCI



LD11
JOSH FOLADARE



LD13
MICHAEL YUDELSON



LD14
SUSAN K. HUGHES-SMITH



LD15
SASHA DIMARIA



LD16
DAVE LONG



LD17
MARIA VECCHIO



LD18
JOHN BURNS BAYNES



LD19
SHERITA TRAYWICK



LD20
JAIME ERSKINE-PETTIT



LD21
RACHEL BARNHART



LD22
MERCEDES VAZQUEZ-SIMMONS



LD24
ALBERT BLANKLY



LD25
CAROLYN DELVECCHIO



LD26
YVERSHA ROMAN



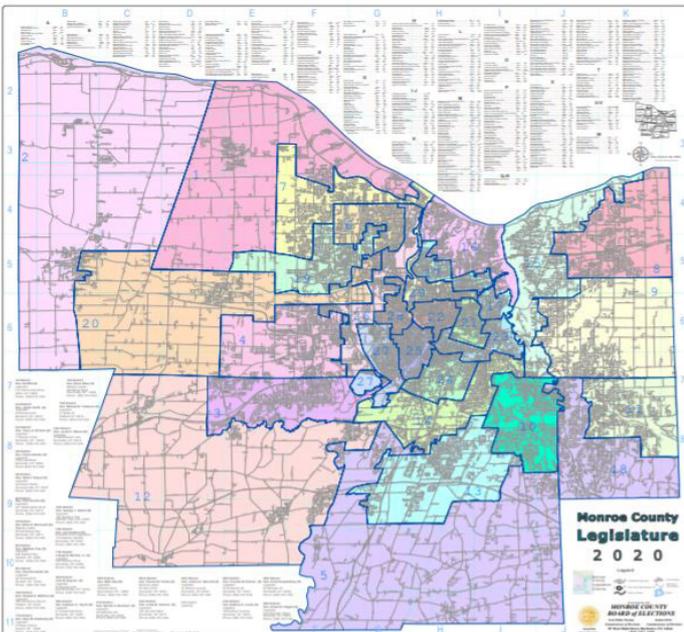
LD28
RICKY FRAZIER



LD29
WILLIAM BURGESS

We believe informed and energetic Monroe County Legislature make a difference for Monroe County, K12, Higher Education and labor. That is why, we are supporting their candidacy.

BETHANY GIZZI, FACULTY ASSOCIATION PRESIDENT | DOUGLAS RIVERS, FACULTY ASSOCIATION LEGISLATIVE CHAIR



Your Reps:

Building Representatives:

Michele Riedl, AC
Brett Burrows, JR
Jennifer Villareale, MC
Spencer Jones, PR
Greg Bischooping, TR
Kristen Dolan, BR
Melissa Althouse, CR
Paige LaBarr, MHS
Lynne Drake, SHS
Lorinda Spring, SRP

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Trisha Sullivan, MC
Rebecca Kemp, PR
Amy Adams, TR
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Adrienne Ehrlich, Lisa Riley,
CRMS
Tom Kennell,
Mindy Johnston, Jennifer
Shaffer MHS
Marc Hellems, Brian Shafer,
Amanda Marshall, SHS

Assistant SRP Representatives:

Rebecca Tan, MC
Debbie Ricketts, MC
Michele Seidel, AC
Radhika Ramesh, TR
Julie Pellegrino, CRMS
Farida Patrawala, CRMS
Connie Maust, BRMS
Brian Oliver, SHS

Every Thursday is Kindness Thursday at TRE



Important Dates:

NYSTRS Pre-Retirement Workshop (SHS LGI) – November 15, 2021 at 3:30 -5:00 p.m.

**SRP Recognition Day – November 16, 2021
Membership Meeting (SHS LGI) – January 10, 2022 (Solidarity Wear Day)**

**Pink the Rink (RIT) – February TBD 2022 (Wear Pink)
Retirement Party (Eagle Vale) - May 19, 2022 at 4:30PM**

FYI:

Blue Point 2 Value (PDTA Base Plan) Health Insurance Rates for 2022

| | Annual | Per 20 pays |
|---------------|-----------|-------------|
| Single | \$803.10 | \$48.19 |
| Single Parent | \$1951.50 | \$117.09 |
| Family | \$2128.50 | \$127.71 |
| Sponsor | \$1871.20 | \$112.27 |

Health Insurance Open Enrollment Oct 25, 2021-Nov 19, 2021

SPEAK OUT! Ads

You and your family members are invited to place ads in future issues of SPEAK OUT! Rates for Members and Family (price is for one issue):

1/8 Page: \$12.50 ¼ Page: \$25.00 ½ Page: \$50.00 Full Page: \$100.00

Above Rates are for copy ready advertising. If additional design or set-up is required, an additional fee of \$25 will be assessed. Space for ads is limited per issue. Checks should be made out to PDTA and mailed to the PDTA Office. **Ad PROCEEDS WILL SUPPORT PDTA CHARITABLE EFFORTS.**

Send copy and questions directly to brian_regan@pittsford.monroe.edu.

Important News for members who may be eligible for the Public Service Loan Forgiveness Program:



A Union of Professionals

What AFT's Student Debt Settlement Means for Borrowers and the Public

Today, Oct. 13, 2021, American Federation of Teachers President Randi Weingarten and eight AFT members announced a settlement with the U.S. Department of Education in the groundbreaking case Weingarten v. DeVos, filed in July 2019 to hold then Secretary of Education Betsy DeVos and the Education Department accountable for failures to manage the federal Public Service Loan Forgiveness (PSLF) program.

Since the creation of the program in 2007, 98 percent of all borrowers who have applied for PSLF have been denied. With this settlement, every one of those borrowers' PSLF applications will be reviewed and will be given a process through this new review procedure, as described below.

We expect this review to result in complete discharge for tens of thousands of student loan borrowers across the country, including teachers, nurses, firefighters and others eligible for PSLF.

This important settlement creates significant structural changes in how PSLF will work, and will help ensure that millions of public employees receive the loan forgiveness they were promised. The Department of Education has agreed to the following:

- **Reconsider** upon request the application of any borrower who applied for PSLF or Temporary Expanded Public Service Loan Forgiveness (TEPSLF) and was denied, including borrowers with Federal Family Education Loans (FFEL). Borrowers will now have an official process to contest these determinations, unlike in the past.
- **Review**, within 90 days from today, all applications for PSLF or TEPSLF denied prior to November 2020 submitted by borrowers with at least 10 years of repayment on a Direct Loan.
- **Give** borrowers whose applications are denied again detailed notices that include the reason for denial, the number of remaining PSLF payments before they are eligible for forgiveness, how to determine which payments are qualifying, and a contact person to speak with should they have questions.

This settlement demonstrates the power of advocacy and collective action, and the value of belonging to the union. It represents a game-changing victory for educators, nurses, public employees, and other AFT members struggling with student debt.

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • www.aft.org



Check out what your union membership has to offer!

Member Benefits Discounts & Deals

Below are the most popular vendors that NYSUT members have shopped with using MB Discounts & Deals this past year -- with a potential savings of almost \$900,000! Have you been missing out?

EAT

HelloFresh
Burger King
Subway
Domino's
Jersey Mike's Subs

PLAY

Six Flags Theme Parks
Hersheypark
Sky Zone Trampoline Park
Bronx Zoo
LEGOLAND New York

SHOP

Samsung
Apple
Dell
Lenovo
Advanced Auto Parts

TRAVEL

TripBeat
Great Wolf Lodge
Carnival Cruise Lines
Sandals Resorts
Norwegian Cruise Lines

MB Discounts & Deals offers NYSUT members exclusive access to savings of up to 50% on restaurants, groceries and food delivery, theme park tickets, hotels and flights, oil changes and vehicle maintenance -- with more than 21,000 New York State deals and thousands more nationwide.

You can even refer your favorite local business (restaurant, coffee shop, workout facility, etc.) to join the network and provide NYSUT members with a special discount. Don't miss out... register your account today!

Member Benefits is proud to endorse MB Discounts & Deals along with dozens of other programs and services that may be able to benefit you and your family members. Take some time to explore our website to find out how we can help you make every dollar count!



Learn more by scanning the QR code to the left,
visiting memberbenefits.nysut.org
or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Sept/Oct 2021