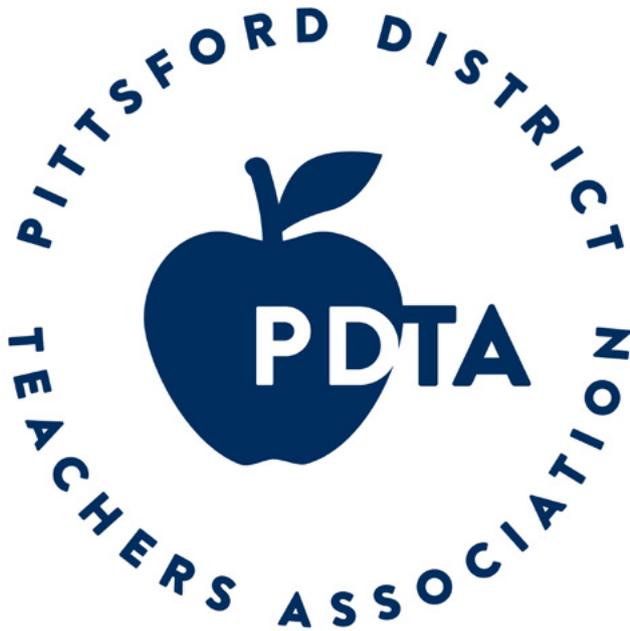


SPEAK OUT!



In this issue:

- 1** From the PRESIDENT
- 2** STUDENT DEBT WORKSHOP
- 3** PROFESSIONAL LEARNING/SRP
- 4** EXECUTIVE VP
- 5** POLITICAL ACTION/PUBLIC RELATIONS/BUILDING NEWS
- 6** NEGOTIATIONS/OBITUARIES
- 7** NYSTRS REPORT
- 8** REPRESENTATIVES
- 9-10** CUT & KEEP, ADS

We've Got a Committee for That!

Dwayne Cerbone, President



The Pittsford District Teachers Association is proud to have put the final touches on the 2019-2023 Contract. Although we could take this opportunity to consider our job done for the next four years, we quickly got busy working on member interests that came up in negotiations but were mutually agreed to address as, "offline items."

A few of these will be addressed implementing a collaborative committee process. Additionally, our member representatives serve on other important PCSD committees addressing areas of interest for our members. The concept of a committee representative is core to our work as a union. These individuals voluntarily set aside their own personal interests and ideas in order to represent the members of their constituency.

This is challenging as it typically requires extensive work and commitment beyond their typical professional responsibilities. The

communication between our members and these representatives is critical to assure each member's voice is heard, even when they are not personally at the table.

In accordance with Contract provision 1-3-8, we are convening the Athletics Compensation Review Committee to make recommendations for a review process of the Compensation for Coaching schedule to the Superintendent and PDTA President. We are excited that this committee will come together for their initial meeting on January 27th, and look forward to their informed recommendations.

The District and the Association additionally agreed to establish an ad-hoc committee focused on Professional Learning Communities (PLCs). This committee is being co-chaired by Stephanie Warchol, PDTA Executive VP, and Melanie Ward, PCSD ASI. We are grateful for the shared belief that the function of PLCs can offer significant benefit to our teachers and students. I am confident

the PLC Committee's work will enable us to tackle many of the challenges we have encountered in this area.

Following the Board of Education's approval of the PCSD Attendance Boundary Review Committee, our representatives at MCE, ACE, and JRE are busy recruiting members to serve on this important committee. This is a tremendous opportunity to work alongside various constituency groups to delve into the challenges and opportunities provided by the changing student enrollment in these three equally amazing elementary schools.

As I am confident you are aware, our substitute teacher and SRP crisis is ongoing despite past efforts. In response to this, we are reconvening the Substitute Committee with PDTA representation provided by Kim Chesko, PDTA Resolution Specialist, along with an invested group of teacher and SRP members.

Continued next page

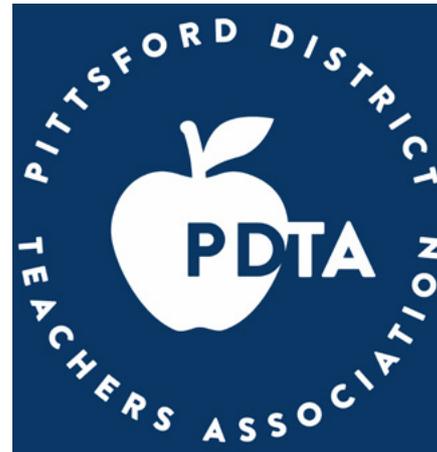
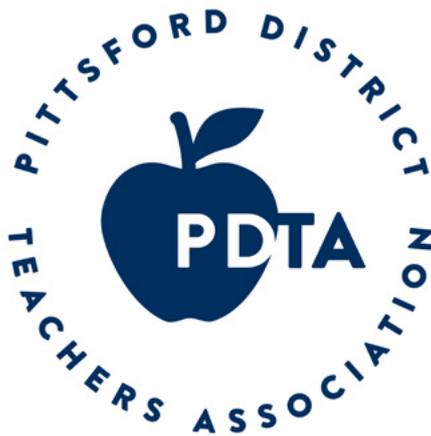
Cerbone, continued...

Additionally an internal committee has been established to review and make recommendations to the PDTA Representative Assembly regarding the processes and procedures of the Sick Leave Bank.

We encourage all PDTA members to follow the progress of these

committees, to communicate directly with your representatives and to provide your valued feedback. If you have a question or desire to share a specific request/recommendation, please take this opportunity to do so. Your engagement is appreciated as your colleagues represent Our Voice, Our Values and Our Union on these committees.

**To contact your PDTA
President confidentially off
of school email,
please use
dcerbonepdta@gmail.com**



The PDTA has been working on rebranding since the fall and we are excited to rollout our new logo and color scheme. We have changed our colors to blue and white, in alignment with our District's colors. We are hopeful this will provide even more opportunities for our members to wear their PDTA apparel. Further, at the January Active Membership Meeting those in attendance overwhelmingly selected the new logo for our Union, proudly displayed for the first time in this edition of Speak Out! We encourage members to feel free to wear your current apparel as we make this transition together.

Are You Struggling to Manage Student Loan Debt?

The Pittsford District Teachers' Association, as a service to our members, is offering an in-person workshop to get informed answers to student loan questions.

The workshop will be held on Thursday, February 6, 4:00-5:30pm at Sutherland High School, 55 Sutherland St., Pittsford, NY 14534.

Use this link to register for the February 6 session: <https://studentloans.nysut.org/workshop-pittsford-2-06-20>

Advanced registration is required. Space is limited, so register now!

Note: This workshop does not qualify for CTLE or Teacher Center hours/compensation.

Workshops are led by **Cambridge Credit Counseling**, and offer the following:

- An in-person presentation from a student loan counselor to help you better understand the various student loan repayment options with a focus on Teacher Loan Cancellation and Public Student Loan Forgiveness programs.
- Opportunity to schedule a free counseling session with a certified student loan counselor.
- Free access to a student loan portal that will quickly identify all of your options and provide a detailed action plan that you can then discuss with a certified student loan counselor.
- Q&A session following the presentation to address your specific questions.

Check out this web site for more information: <https://studentloans.nysut.org/>

Professional Learning Update

Julie Barker, Teacher Center Director



The Spring catalog for professional learning will be available at the end of January.

All certificated staff members are encouraged to check their completed hours for the year to be sure they have met the contractual requirement. For any staff who have not yet completed their hours, there will be activities in the spring catalog to assist you in fulfilling this requirement.

Please note that activities from the Electives catalog, such as Adult and Child CPR and Crisis Prevention Institute training and refreshers, do not count toward your contractual

requirement for professional learning. In addition, activities that take place during your work day and are tracked for CTLE purposes do not count toward this requirement either.

If you have any questions about your completed professional learning hours, please contact me directly.

Upcoming dates of interest:

- March 1st: last day to submit a collegial circle proposal for this school year.
- March 1st – 31st: mentor applications accepted for professional staff members who are interested in joining the mentor pool. Information about

the mentor program and the mentor application can be found on the [Teacher Center webpage](#).

- April 15th: deadline for submitting PDTA Study Grant applications for summer work. Additional information about study grants is on the [PDTA website](#).
- May 15th: collegial circle final reports for this school year are due
- May 31st: deadline for Professional Staff to complete contractual hours for professional learning for this school year

Wishing you all a great spring semester!

SRP Newslink

Lorinda Spring



On November 20th, I attended the School Related Professionals Meet and Greet at the

NYSUT Rochester Regional Office. Many SRPs from various districts attended to learn more about the union and network with each other. Seeing the room filled with SRPs reinforced to me the power we have in numbers.

According to Karen Lee Arthman, one of the SRP At-Large Directors, School Related Professionals are 100,000 strong in NYSUT! So it is extremely important that we continue to stand together as a union in order to protect our working conditions, contract bargaining rights, health benefits and more.

One of the presenters, Bernice Rivera, shared how NYSUT provides professional development through the ELT (Education and Learning Trust). These courses are offered at low or no cost to you. For more information on the workshops, visit the NYSUT website at elt.nysut.org.

Don Colligan discussed Member Benefits which are NYSUT endorsed programs that could save you money on insurance, shopping, travel and more. Visit www.memberbenefits.nysut.org for more detailed information.

I encourage you to visit www.nysut.org/srp. You will see videos of SRPs speaking about union value and information about the Support School Staff campaign. This initiative calls on lawmakers to address workplace issues and provide tools necessary to support students. Remember, you are the union! Your voice matters!

If you have any suggestions or concerns that need to be addressed, or you are just interested in becoming more involved in your union, please contact a building representative or me.

Reminder:

SRPs who are retiring at the end of this school year need to submit a letter to Human Resources by April 1.

If notice is not received by that date, it is expected that you will return in the fall and work through October 31 in order to receive the Career Award, if you are eligible.

SRPs may retire at any time from November 1-March 31 with the Career Award, if you are eligible.

Follow us on
Twitter
@PDTAunion



PLC Advisory Ad Hoc Committee Updates

Stephanie Warchol, Executive Vice President

The district and the PDTA have put together a joint PLC Advisory ad hoc committee, whose charge will be the following- to assist in growth of our PLC culture by looking at/studying: professional learning for PLC work; structures at all three levels, to support the PLC culture; and identification of resources. This committee is an outgrowth of both discussions that occurred during the latest round of negotiations between the PDTA and the District, and the goals developed by the Instructional Leadership Committee. The committee is being co-facilitated by myself, as the PDTA Executive Vice President, and Melanie Ward, Assistant Superintendent for Instruction.

For the make-up of our committee membership, our intentions were to include one teacher from each elementary building, two teachers from both middle schools, and two teachers from both high schools. It was important that these teachers represent a balance and cross-section of grade levels, core areas and encore areas. Please refer to the box near this article for your PDTA representatives.

As an “ad hoc” committee, this group will disband when it has

fulfilled its purpose. While this is not a permanent committee, we anticipate that we will continue to meet through the 2020-21 school year, given the scope of our work. Our committee has met twice and have established our meeting dates and times for the remainder of the school year. To begin our work, Melanie and I felt it was important that all committee members have a base foundation of the PLC model. At our first meeting, all committee members went through the PLC 101 module that was created and offered this past summer, through The Teacher Center. As part of a closing activity, we asked everyone to provide us with feedback and questions to inform the future work of our committee.

Through these reflections it is clear that there are currently many structural hurdles in the way of us achieving a perfect PLC model. Instead of jumping in and trying to tackle those first, we decided to spend our second meeting, held last week, focusing on our “why”. We also did a bit more learning to continue to build our foundational PLC knowledge. I believe that after we build our base, and discover our why, we will then be able to tackle those challenging barriers, of the how and when. The PDTA committee members and myself will continue

to update you on the progress of our work, but feel free to reach out to any of us with specific questions, or barriers you may be dealing with.

PLC Ad Hoc Committee PDTA Representatives

Elementary Teachers

- Kate Milne, ACE- 4th Grade
- Stacy Williams, JRE- 1st Grade
- Jen Villareale, MCE 5th Grade
- Rebecca Kemp, PRE Music
- Jackie Magincolda, TRE- 4th Grade

Middle School Teachers

- Beth Hills, BRMS Art
- Kathleen O’Dea, BRMS Science
- Jen Hayward, CRMS Math
- Lenore McPherson, CRMS English

High School Teachers

- Mark Catalfano, MHS Math
- Aaron Frohm, MHS Technology
- Christin Keller, SHS Business
- Dan Judd, SHS Social Studies

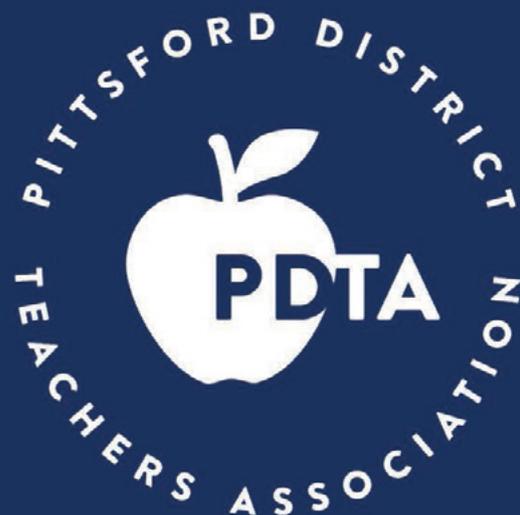
Standards Leaders

- Laura Shemancik, Elementary Core Special Ed
- Shari Ebert, Secondary Core World Languages
- Esther Marino, Elementary Encore Physical Education
- Erin McRae, Secondary Encore Health/FACS

COMING SOON

PDTA Apparel Sale

We will soon be offering the first run of PDTA apparel featuring our new color scheme and logo! Be the first to show off your #pdtapride.



Political Action

Karen Grace



NYSUT Focus for Upcoming NY State Legislative Session

<https://www.nysut.org>

“Because of the schedule, the primaries (April 28 and June 23) and the November elections, it’s going to be a tough year to get lawmakers to focus on much after the budget is done, but we will focus on the issue of inequality in education as a result of a lack of funding, from pre-K through graduate school, throughout the session. ” said NYSUT President Andy Pallotta.

Additionally, NYSUT will continue to push for modifications to the now permanent state tax cap law and will continue to advocate to eliminate the 60 percent supermajority required to pass a budget proposal that exceeds the cap.

Upcoming Political Action Events

- A. Regional Legislative Reception: February 7, 2020 at 4:30-6:00pm
- B. NYSUT Committee of 100 Lobby Days: March 2-3, Albany, NY.

2020 Primary Dates

New York’s presidential primary election is set for April 28, 2020 after Gov. Andrew Cuomo signed a bill keeping the election separate from the June 23 primary for Congress and the state Legislature.

Regional Legislative Reception

This year, NYSUT Rochester Regional Office will be hosting a meet & greet with local legislators from the greater Rochester & Finger Lakes region. The format will be different than the breakfast in years past.

This year, the event will be in the evening on Friday, February 7, 2020 at 4:30-6:00PM.

PLACE: Ridgemont Country Club, 3717 W. Ridge Rd., Rochester, NY 14636

The agenda is as follows:

4:30-5:15PM: Socializing with Legislators
5:15-6PM: Panel/Questions & Answers with Legislators

The cost of the forum is \$20 per person which includes hors d’oeuvres and non-alcoholic drinks at 4:30PM. Tables of 8 are available.

Please let Karen Grace know by Thursday, January 16th if you plan on attending in order to have PDTA pay & secure tables.



Chrissy Doggett PDTA Public Relations

Pink The Rink is coming soon!! Pittsford Hockey will be playing Fairport on February 8th at the Frank Ritter Ice Arena at RIT. JV will start at 5:30 and Varsity will start at 7:00. PDTA members can get a ticket and a t-shirt for \$10. The goal is for each building to sell a minimum of ten tickets. Your Public Relations building representative has all of the information that you need to purchase tickets and t-shirts. Teachers and staff ONLY may purchase tickets through your building reps. Proceeds to support The Breast Cancer Coalition of Rochester. If you have any questions, please do not hesitate to reach out to me at: Chrissy_Doggett@pittsford.monroe.edu



Building News:

ACE:

- Elyse Cushman (grade five) received News Channel 8’s Golden Apple Award for Teaching on Wednesday, January 15, 2020.
- Jack J. Juzwiak, grandfather of Joe Juzwiak, passed away on December 27, 2019.
- Robert Hauck, grandfather of Mary Beth Cantwell and grandfather-in-law to Mitch Cantwell (CRMS), passed away on Sunday, December 29, 2019.
- Howard Hunt, grandfather of Kathy Rudd, passed away on December 21, 2019.

TRE:

- Julie Murphy and her husband, Jeff welcomed their daughter, Ella Katherine. Ella was born on December 5th and weighed 6 lbs. 10 oz. Mom and baby are both doing well.
- Rosemary Pike’s mother-in-law passed away on Saturday, 11/2, after a battle with Alzheimer’s.



Cindy Merrifield PDTA Vice President for Negotiations

Happy New Year to all of our members! We ended our 2019 school year with the official signing of our contract. Superintendent Mike Pero and PDTA President Dwayne Cerbone met on Friday, December 20, 2019 and put their pen



to paper. I am mindful of the current negotiations climate around Monroe County and feel incredibly

proud of our accomplishments. You can now access your contract on our PDTA website found under the documents section. We raffled off the pens from the signing! Congratulations to Karen Socker from Park Road and Trisha Sullivan from Mendon Center.

As we begin the New Year, we shift our focus to APPR. Our large group APPR met in November and came to the consensus our group required a balanced committee reflecting both rostered and non-rostered members. An easy way to discern between these two groups; rostered members complete BEDS forms non-rostered members do not. We are now well represented to move forward and tackle the work before us. Our members are listed below. PDTA

APPR Committee:

- Brett Burrows (JRE)**
- Brian Daly (BRMS)**
- Jude Dietz (MHS)**
- Marc Helms (SHS)**
- Kathleen Ryan (TRE)**
- Toni Baller (CRMS)**
- Jennifer Montgomery (MCE)**
- Stacey Byer (PRE)**
- Dwayne Cerbone (PDTA)**
- Stephanie Warchol (PDTA)**
- Cindy Merrifield (PDTA)**

thanks them for their work. The large group has met and reviewed the changes proposed for APPR and made our recommendations to the small group APPR. We hope to have information to share with you soon.

Obituary of Kathryn Anne Lemke

Kathryn Anne Lemke, Jefferson Road Elementary School CSE assigned paraprofessional, passed away November 1, 2019, after a brave battle with Pancreatic Cancer. Kathryn was devoted to her church and community. She loved making music, world travel, and working with young people.

She is survived by her mother, Rev. Sandy Lemke; and her dear siblings, Ret. Sgt. Michael John Lemke & Elizabeth Lemke Nomura. Services were held 11/24 and she is interred at White Haven Memorial Park. PDTA has made a donation to Advent House in Fairport in Kathryn's name.



Obituary of Jeremy Leon Duntley



Jeremy Leon Duntley, Calkins Road Middle School math teacher, passed away suddenly on January 7, 2020 at age 48. As an active member of PDTA, Jeremy served as Building Representative at PMS West, Assistant Building Representative at CRMS, New Member Chair and on the Negotiations Team. He was a recipient of the National Teachers Certificate, and a lover of horse racing and his birthplace, Saratoga Springs. He is survived by his wife, Courtney; children, Sara, Quinn, Anna and Theodore Duntley. In lieu of flowers please consider donations to the Duntley Children Educational Fund c/o Canandaigua National Bank, 1816 Penfield Road, Penfield, NY 14526.

Tribute wall/Condolences:

<https://jenningsnultonmattlefh.com/tribute/details/3150/Jeremy-Duntley/condolences.html#content-start>

NYSTRS (New York State Teachers' Retirement System) Annual Convention, Saratoga Springs, November 3-4, 2019

Pittsford Delegates **Kathleen Curtis, Karen Grace, and Lynn Smith**, attended the NYSTRS Annual Meeting to accomplish two goals: Elect two active teacher delegates to the NYSTRS Board and attend seminar presentations to share with colleagues. Below you will find convention highlights and links to the presentations.

Election Outcome:

- Sheila Sullivan Buck of Rush-Henrietta Central School District was re-elected to the NYSTRS Board.
- Elizabeth Chetney of Baldwinsville Central School District was elected to replace Paul J. Farfaglia of the Jordan-Elbridge School District, who retired in June.

Third Teacher Delegate currently serving on the 10 member NYSTRS Board

- Ronald Gross of William Floyd Union Free Schools was elected to the Retirement Board last November.

Workshop Highlights:

The mission of NYSTRS is to provide members with a secure pension. The vision: To be the model for pension fund excellence and exceptional customer service. NYSTRS is among the best funded plans in the nation, largely due to uninterrupted employer and employee contributions. Investment earnings have accounted for about 85% of NYSTRS income over the last 30 years. In fact, investment returns over the past 30 years are 8.8%, and returns over the last 10 years are 10.4%. The investment fees average 26 cents per \$100, compared to more than double that cost, if monies are part of a typical defined contribution plan. Domestic Equity (35.2%), International Equity (17.2%), Domestic Fixed Income (15.6%) and Real Estate Equity (10.7%) are the top four assets accounting for about 78.7% of the total asset allocation; diversifying the system's portfolio helps to limit risk.

There are six tiers, each with different benefit structures and eligibility rules.

| | |
|--------------------------------------|---------------------------------------|
| Tier 1: Membership prior to 7/1/73 | Tier 4: Membership 9/1/83 — 12/31/09 |
| Tier 2: Membership 7/1/73 — 7/26/76 | Tier 5: Membership 1/1/10 — 3/31/12 |
| Tier 3: Membership 7/27/76 — 8/31/83 | Tier 6: Membership on or after 4/1/12 |

Active membership 263,517 (264,590 in 2018)

Retired members 162,897 (160,049 in 2018)...(6218 retirees > age 90), (170 retirees > age 100)

Beneficiaries 6396 (6,236 in 2018)

Total membership 432,720 (430,875 in 2018)

The Calculation for a pension is determined by the rules in your pension tier. All pensions are calculated using the formula (pension factor) X (age factor) X final average salary (FAS). The Final Average Salary (FAS) is determined by your three highest consecutive school years of regular service. This excludes increases above 10% from year to year.

Your Benefits Profile was available in November summarizing many individual details including service credit, pension projections, and designated beneficiary as of June 30, 2019. Be sure to read this document and alert NYSTRS if the information is incomplete or incorrect. Planning for retirement at least 5 years in advance is wise. We suggest attending a PREP Seminar and scheduling a consultation through your MyNYSTRS account or call (800) 348-7298 Ext.6100.

In your MyNYSTRS account, you can review your benefit profile, find contact information and publications, utilize secure messaging and download forms that you may need. The on-line retirement application is preferred as there is less room for error on the electronic document and the submission time for digital applications is faster. There are two steps in collecting your pension. You must resign from your position with Pittsford, and retire from the state. The date of resignation from Pittsford is usually June 30th, the last contracted day of work. The earliest date of retirement is the day **after** your last contracted day of work, so July 1st. . The earliest you can file for retirement is 90 days prior to your retirement date, so April 2nd is the earliest you can file if you plan to retire on July 1st .

If you have prior service, consider filling out an application to claim that service. The sooner you apply for this the better, as interest accrues at a rate of 5% annually.

If you face a potentially life-threatening illness or surgery, consider filing a disability retirement application. Doing so provides a safety net for you and your beneficiaries. This paper application can be found on the NYSTRS.org site. There are specifics to this form: write "**For Protection Only**" on the application, and leave the requested date of retirement blank. You can also rescind the application as your condition improves. **Contact the Disability Unit at (800) 348-7298, Ext. 6010 for estimates and additional information about Disability Protection.**

LINKS to PRESENTATION SLIDES:

You've Decided to Retire! What Do You Do Now?

Social Security Information

Pension Factor and Service Credit: Two Key Components of a Pension Calculation

The Potential Liabilities of Loans / Focusing on Your FAS

Preparing to Live the Retirement Dream

NYSTRS' Year in Review and the Long-Term Stability of the System

Your Reps:

Building Representatives:

Stephanie Barg, AC
Julie Shaw, JR
Jennifer Villareale, MC
Karen Socker, PR
Lisa Mauger, 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, MCE
Jill Pink, PR
Amy Adams, TR
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Chrissy Doggett, Heather
Trapiss, CRMS
Dave Larson, Tom Kennell,
Paula Fink, MHS
Marc Hellems, Brian Shafer,
Amanda Marshall, SHS

SRP Representatives:

Cathy Anstrom, JR
Lisa Backscheider, SHS
Kristi Kelley, JR
Kristina Otto, MHS
Radhika Ramesh, TR
Janet Realbuto, SHS
Jenny Telek, MCE
Rebecca Tan, MCE

Thank You MEMBERS!

PDTA is committed to retaining 100% membership!!

We thank our members for the great work you do, for valuing the work of our Association, and for committing with us to move forward in unity.

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.

Cut and Keep Reminders

You have rights won for you by your union! Under the law, you have a right to union representation at an investigatory interview with a supervisor if you reasonably believe that the interview will lead to discipline. This right is triggered when you request union representation. The representative must be a union leader. If you believe you may be disciplined, you should ask, "Could this meeting result in discipline? If so, I request my union representative be present." A reasonable period of time shall be afforded to you to obtain such representation. That means you never have to meet with the supervisor right away, and you are also entitled to know the subject of the meeting. These are known as your Weingarten Rights.

Monday afternoons are reserved for PDTA meetings. If you are a teacher leader, please avoid scheduling meetings on Monday afternoons to enable our PDTA leaders to attend their meetings representing you and our member's interests. Please share this information with any non-member who desires to schedule a meeting that conflicts with this agreement. Thank you!

All permanently or professionally certified teachers or educational leaders and Level III teaching assistant certificate holders are required to register with SED in the month of his/her birth. This registration process will be done using the State Education Department's TEACH system. These certificate holders will be required to register every five (5) years thereafter.

Like us on Facebook ([Pittsford District Teachers Association \(PDTA\) – A Union of Educators](#))
Follow us on Twitter [@PDTAUnion](#)

Employee Assistance: Life can be difficult but you are not expected to do it alone. Your union is here to support you. Please know you also have a confidential and free service available to you through the Associates in Employee Assistance for any personal need. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585-383-4478 or call toll free 877-327-2278.

Health and Safety: In the event that a health and safety issue arises in your building, please know that your union supports you in resolving these issues in a timely manner. To report a health and safety concern, simply go to the [PDTA website](#) and locate the green tab labeled documents. Clicking this it will bring you to a menu with a number of document options. Select forms, and find the form labeled health and safety concerns form. Follow the directions on this form, and alert your building health and safety representative. If you are unsure if something is in fact a health and safety issue, speak with your building representative or your health and safety representative.

Got Questions? Visit PDTA.org

Pittsford District Teachers Association
PDTA
A Union of Educators

HOME PEOPLE DOCUMENTS PARTNERS

PDTA STRONG
2019-2020

PEOPLE
DOCUMENTS
PARTNERS

- Providing support for successful careers in public education.
- Developing collaborative relationships among all educators.
- Targeting positive public relations.
- Advancing a strong professional spirit.



Let NYSUT Member Benefits assist with all your financial needs throughout your life

- Unbiased financial advice with our endorsed Financial Counseling Program
- Full-service program and 403(b) option available
- Access to our online Student Loan Center & Financial Planning Center



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, 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



Speak Out is edited and assembled by Brian Regan.
Your feedback is welcome at brian_regan@pittsford.monroe.edu