

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



Who Told You That? Dwayne Cerbone, President

Over the past school year many PDTA leaders have met with members requesting an opportunity to share, individually and in teams, what they felt were “unsustainable” aspects of their role.

These members have reported, with a high level of consistency, being overworked, physically exhausted, emotionally drained, and unable to manage all that is being placed on them. I remain highly appreciative for each of these conversations as it has provided opportunity for our union to understand, and better respond to, the complex and immense challenges faced by our members in this everchanging educational landscape.

Though the specifics for the individual or team varied, the overall interests were strikingly similar, weaving a common and concerning thread throughout. There is no doubt that educators everywhere, including our members, have historically been called on to provide academic and SEL services, opportunities, and supports that far exceed our defined role. However, in recent years the needs have seemed to expand exponentially while the staffing and internal supports have not increased proportionately. This appears to be non-targeted as these are overwhelming so many of our dedicated and professional teachers, service providers, support staff and PDTA leaders. Simply said, the ask is too much. But is it?

I need to speak first to our self-perceptions. What we are experiencing as well as feeling is not due to any lack or weakness on our part. In fact, that misconception can actually cripple our ability to collectively address the factors needed for us to move forward. Of course, we can always benefit from additional training and professional learning. However, there comes a point where even the most fit and well trained athlete acknowledges

that a goal is unrealistic or the burden is simply too much to bear.

It remains the responsibility of our union to assure work duties and job related expectations are reasonable, appropriate and aligned with contractual provisions, past-practices, state and federal statutes and the existing job descriptions. We are typically able to resolve such interests through informed and thoughtful collaborative discussions with District leaders or by pivoting other resources at our disposal. However, in many of our recent conversations it has quickly become evident that our members are struggling with an “ask” that never actually came to them from a supervisor.

In the absence of additional staffing, others taking responsibility for expanding needs and/or the lack of any clear direction, our highly responsible and professional members may have felt unduly compelled to take on these additional duties. Whether gradually or immediately, this eroded contractually guaranteed lunch time, planning periods, fulfillment of actual job duties, and enabling reasonable workday parameters. I suspect this is an unfortunate lingering effect from the responsiveness required for us to successfully implement the “temporary” COVID models. That has passed and it is time to restore balance to our work environment.

If you are sensing this may apply to your personal scenario, the first thing I advise to do is to take some time to reflect this summer. Seek to identify burdensome duties or responsibilities that you have absorbed or unwillingly assigned to yourself in recent years. The easiest way to accomplish this is to ask yourself the question, “Who told me that?” If you cannot identify a supervisor’s direct communication assigning this new or increased responsibility to you, it is likely that you may have responsively picked up

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a duty technically not assigned to you.

Though I commend your professionalism, your own best intentions may be partially responsible for the burden you are experiencing. As you come to grips with this reality, we encourage you to reach out to your supervisor to share your observations. It may be that together you assess the task is actually not an identified public-school priority. You may decide to cease providing it, to transfer it to someone else, or it may be that it is within your role, but another non-essential task can be eliminated to provide the needed time. It is appropriate and professional to inform your supervisor if your lunch and/or planning are being impeded by these additional duties or, as a salaried member, you are working more than is typically expected outside of the school day.

Okay, here comes the hard part for many of our members. I love you but please read this next sentence slowly. **It is necessary to set and maintain reasonable professional parameters!** Aside from providing repetitive guidance to do so, there is not much your union can do for you if you are struggling with a self-imposed workload. As always, your teacher leaders and PDTA representatives remain available to support if you are unable to find a remedy though these initial efforts.



Executive Vice-President Stephanie Warchol

PTSA Survey

I wanted to take this opportunity to share gratitude and appreciation, on behalf of the PTSA leadership. Throughout this school year, the PTSA has been working diligently to revise their internal structures to make the organization better for all in the community. One aspect of that work was the staff survey sent out a few weeks ago. They were overwhelmed by the response, hearing back from over 500 staff members in all departments of the District, during a very busy time of the year. Thank you for taking the time to acknowledge all of the work they do for us and our students, and for providing honest feedback about

what is working and what could use some deeper investigation.

So often we are asked to fill out surveys, not knowing what the information will be used for, or how our responses will be acted upon. I am excited to write that PTSA has already shared several key take-aways at their final meeting held last week. Following that meeting, Dwayne and I met with outgoing President, Lori Leitgeb and President-Elect, Colleen Emmons to discuss how we, in our partnership, can use the data going forward. A lot of our initial ideas swirled around common misconceptions about what the PTSA does, and what it means, or looks like, to be a member of the PTSA.

Communication and transparency were identified as areas that can be improved, and as the PDTA liaison to the PTSA, I already have ideas for what I can do to bridge gaps in these areas. Their new "Member Hub" allows them to communicate to those who have been a member in the past. We hope messages sent in the fall will make it clearer to those who are unsure of their membership status, which needs to be renewed annually.

I look forward to taking some time to go through the rest of the written comments. If there is anything you have thought of since the survey ended, please feel free to email me and I will be happy to disperse to PTSA leadership as needed.



SRP Newslink Lorinda Spring

After having served as your PDTA SRP Representative for the past 9 years, I will be stepping down from the role, as I am retiring at the end of this school year. It has been an honor and privilege representing each one of you and advocating on your behalf. While serving on the Executive Committee, Representative Assembly, District Planning Team and Negotiating Team, I witnessed firsthand the importance of collaboration and the great work that was accomplished behind the scenes to support our members, students and the district.

I am pleased to share that Connie Maust will be taking over as your new SRP Representative. Connie has been serving as an Assistant SRP Representative and routinely advocates for SRPs. She asks important questions and is eager to increase her leadership skills. Please welcome her to this role!

The following are the SRP Assistant Representatives for the 2023-24 school year: LaShanda Clark-McCadney (MHS), Farida Patrawala (CRMS), Rebecca Tan (MCE), Debbie Ricketts (MCE), Julie Pellegrino (JRE), Brian Oliver (SHS), Radhika Ramesh (TRE), and Susan Benson (ACE).

I want to take this opportunity to encourage each one of you to consider becoming actively involved in PDTA, whether it is serving in a leadership capacity or volunteering to assist with events that occur throughout the year. You will find the work to be enjoyable and fulfilling.

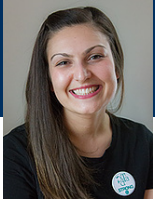
As I embark on this next chapter, I want to thank you for allowing me this opportunity to represent your interests. You are an incredible asset to this district and provide an invaluable service to our students. I wish you much rest and relaxation this summer and continued success in your careers as SRPs!



Health and Safety Emily Natoli-Burns

It has been a busy year for us on Safety and Wellness. A heartfelt thanks to all the safety and wellness reps from our buildings. We could not do this work without the advocacy and care of all our reps. Wellness council will be shifting for next year to an SEL committee, to better fit the needs of our staff and students. Any issues relating to wellness can be discussed at SEL committee or safety committee. In May, I was able to attend the NYS Education Department School

Safety Summit in Albany in May, and I can say with confidence that Pittsford uses many strategies and practices which put us ahead of other districts in terms of safety. However, there is still much room for growth and conversation. We will continue to advocate for more secure buildings, practices to keep students and staff safe and more support for mental health and wellbeing in all schools. I am very proud of the work we do here and am grateful beyond measure for all of your support. **Have a safe and restful summer. Be well.**



Resolutions Specialist

Kim Chesko

I don't know about you, but my brain and heart are already screaming SUMMERRR! As we all know, not all educators have students in front of us during summer, but many of us still work. It is important that we are aware of which summer work is compensated, and how. Read on for some contract highlights on this subject. *Italicized items are new in the CBA starting July 1st, 2023*

Professional Learning Compensation and Requirements - Sections 2-2, 26, 60

Our Professional Learning catalogue is (as usual) chock full of fantastic options to help you fulfill our contractual 12 hour requirement, hone your craft, and stay current on pedagogical best practices. Keep in mind when you are planning your summer PD hours that *certificated staff will be paid at the rate of \$28/hour for hours 13-24 and \$25/hour past 24 hours. Paraprofessional and auxiliary staff will be compensated at the rate of \$20/hour for hours 1-12 and \$17.50/hour past 12 hours.*

Compensation in the Event of Reassignment – Section 1-8

Each year we have teachers who need to move classrooms for various reasons, but not all rise to the level of compensated work day. Check section 1-8 of the contract to determine if your move qualifies for a compensated summer work day, and contact your principal if you are planning on using that day.

Compensation for Summer Employment and Enrichment – Section 1-9

Summer work with students is compensated at different levels based on what program or responsibilities you are involved with. Certificated staff who provide summer AIS services for our Extended School Year Program, who teach in the Summer Enrichment Institute, or who perform the same or comparable duties through the summer as during the rest of the year should check section 1-9 to be sure that they are being compensated appropriately.

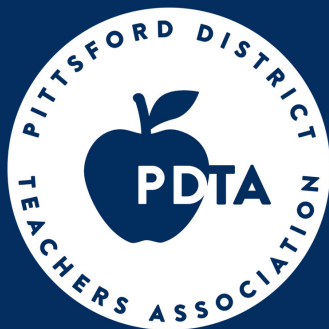
Compensation for Curriculum Writing Committees – Section 1-10

Professional staff who engage in curriculum writing during summer months will be compensated at the rate of \$43.90 per hour, per section 1-10-1 of the contract. Your standards leader will be able to tell you if curriculum writing is happening in your grade level or subject area this summer. *Starting this summer, yearly asynchronous PD is required for all curriculum writers.*

Remember...

10 month employees are under **NO OBLIGATION** to work during the summer months. If you choose to do any kind of district-directed work over the summer, check first with your principal or immediate supervisor if it is paid work – especially if payment has not been laid out in the contract as in the instances above.

Take a WELL DESERVED and NEEDED break this summer. Enjoy your free time and families. Each and every year you do amazing things for our students and you should treat yourself to relaxation!



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Pittsford District Teachers Association (PDTA) – A Union of Educators



Speak Out has been edited and assembled by Brian Regan. After this issue, I am stepping down as Communications Chair. I've had a great run - thank you! If you are interested in taking over, please contact me and/or Dwayne Cerbone. The job includes editing and distributing Speak Out, maintaining PDTA.org and attending monthly PDTA RA meetings.

Feel free to contact me with any questions at brian_regan@pittsford.monroe.edu.



HAPPY RETIREMENT!!

WISHING ALL OF OUR RETIREES HEALTH
AND HAPPINESS. WE WILL MISS YOU!!

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
Todd Warren, MHS
Lynne Drake, SHS
Lorinda Spring, SRP

Assistant Building Representatives:

Alyson Hallett, AC
Elizabeth Kramer, JR
Nina Dezio and
Trisha Sullivan, MC
Rebecca Kemp, PR
Kelly Sanderson, TR
Liesa Ehrlich, Dana Brown,
Tammy Cole, BRMS
Jessica Wojcik and Sophie
Spyra, 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, JRE
Farida Patrawala, CRMS
Connie Maust, BRMS
Brian Oliver, SHS

EMBROIDERED PDTA SWAG



15% of all sales go directly to our PDTA Student Scholarship Fund. We've raised over \$230 since the Fall!

All products are embroidered.

Purchases are done online through the company and shipped directly to your house. Keep an eye out for sale codes and free shipping deals which are frequently offered.

Link will always be open - make purchases whenever and as often as you like.

Makes a perfect gift for yourself or your favorite PDTA member- feel free to share the link with friends or family.

pdta.logosoftwear.com

Important Dates:

- Last day of school: Friday, June 23.
- Graduation: Saturday, June 24 at RIT.
- First day of school for teachers: Sept. 5.
- First day of school for students: Sept. 7.
- PDTA Benefits Fair: October 12.

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.

NEW PROGRAM ANNOUNCEMENT!

Universal Life Insurance with Convalescent Care Benefit

provided by:

Trustmark[®]
benefits beyond benefits

- Innovative universal life insurance product provided by Trustmark[®], combining life insurance coverage with a convalescent care benefit that can be used to pay for long-term care services.
- **Limited time offer!** In-service members ages 18-64 who enroll between May 1 and June 16, 2023 may qualify for guaranteed coverage (no medical questions) up to \$50,000.
- Retiree members up to age 70 may elect coverage up to \$100,000 by answering some medical questions.

LIVING BENEFITS FOR LONG-TERM CARE

You could require long-term care services at any point in your life, which could cost hundreds of dollars per day. This universal life insurance program includes a convalescent care benefit that can help pay for these services at any age. Policyholders with a qualifying claim can collect up to 4% of their universal life death benefit per month for up to 25 months -- helping to cover the cost of long-term care services such as an in-home health aide, assisted living facility, or nursing home care.

LIFE INSURANCE

Protecting your loved ones is one of life's greatest responsibilities. Along with the grief that comes with losing a family member, survivors may suddenly be faced with costly expenses, debts, and a loss of income. Your death benefit can be used to help pay these expenses or for other items such as tuition or savings.

YOURCARE360 ONLINE RESOURCE GUIDE

This program includes access to YourCare360, providing an online resource that can help to guide you and your family through the caregiving journey.



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.

May-Jun 2023