

SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



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From the President:

Get Out!

Dwayne Cerbone

Get out...

to visit, to advocate,
to vote!

I will begin my first article for *Speak Out* by saying **Thank You** to each of our readers for making *Speak Out* part of your professional learning! I, and each of our talented contributors, are committed to writing articles that inform and engage our members. We appreciate that you recognize the value of your Union and this publication.

The topics addressed are the result of the numerous training sessions, meetings, and experiences these intelligent individuals have accrued as they labor to maintain the strength of our Union and to advocate on behalf of every member. I am grateful each of these leaders join me as we *Speak Out* the critical aspects of our contract, district policies/practices, and local/state/federal topics relevant to our members.

As the new president of PDTA, it has been my greatest pleasure hearing from and meeting many of you in the past days. My visits to our elementary schools have been enlightening and exciting. I have learned and experienced so much in the recent weeks, interacting with and observing our elementary colleagues.

I must encourage each of you to take advantage of the Classroom Visitation days provided in our contract to visit an alternate grade level or building. Trust me, you will leave with a better understanding of the work they do and that you do with your own students, providing a complete understanding of the educational path our students travel. I look forward to our continued shared experiences and anticipate further adventures as I continue my Fall building visits.

In recent years we have experienced multiple attacks on public education, educators, and unions. I applaud your strength, resilience, and professionalism in the midst of and in light of these challenges. We have two unique opportunities before us to advocate for our students and protect benefits that have been secured by those who served before us.

Kim Chesko and I are proud to represent PDTA on the newly revised Advocacy Committee. Please visit <https://www.pittsfordschools.org/Page/533> on the District's website to review the purpose, goals, membership and other details related to the work of this Advocacy Committee. We are excited to work with many other constituents to address the insufficient aid provided to our schools. This important work is not within the typical realms of union responsibilities, but demonstrates one additional way that our Association is

committed to providing service and representation to our members.

As more information rolls out in the coming weeks, please actively join our efforts as we work in unity with these other committed groups. Also, each and every one of us must commit and carry through with voting in the November 2017 election. Although voting is always important for us as public educators, this year is especially pertinent with the inclusion of the vote to determine if a State Constitutional Convention will be convened.

Please join the multitude of bipartisan groups and local/state unions that urge you, your friends, and your family to vote **NO!** This is a tremendous opportunity to protect your pension from those who would like access to your funds for other state initiatives and who do not share your commitment to public education in NYS.

I wish you a wonderful, hope-filled and thrilling year with your students!

Putting the "T" in PTSA

Stephanie Warchol, VP for Administration



\$8.00. That's all it takes for PCSD staff and faculty to become a member of the Pittsford PTSA. If you have never been a member, then you may be wondering why you should join.

First of all, parents are great advocates for our students, and when it feels like many outside forces are against public education, the PTSA is an ideal ally. Your money benefits all nine buildings through cultural arts and field trips, student directories, gifts and grants, student agendas, and the PTSA e-news and web site. At the high schools it covers student awards, the student opportunity fund, homecoming, college night, and the senior bash/year end celebration.

At the middle schools it supports library and reading programs, fun nights, and the year end celebration. The elementary buildings benefit through the art ambassador, science action, library and reading programs, red ribbon week, visiting authors, back to school picnic, and fifth grade transition. Another crucial advantage to becoming a PTSA member as staff of PCSD, is that you are allowed to vote on the PTSA endorsement of the PCSD budget. This was especially beneficial in the last budget cycle.

All staff may join at the \$8 faculty/staff level, even if you have children who attend schools in the district. \$4 of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. Our official kick-off will begin at the Benefits Fair on Thursday, October

12. We will have forms on hand and you can submit your form and cash or check in person, to gain TWO entries into a gift card raffle. All other PDTA members that register online or send in the form on their own by Monday, November 13 will gain one entry into the gift card raffle.

Official prizes will be announced at the Benefits Fair and on our social media sites. If you would like to be one of the first to register, you can find the yellow paper form in the district issued calendar, or follow this link now and hit the green button to fill out the staff/faculty form: <http://www.pittsfordptsa.net/about.cfm?subpage=1304532>

In addition to becoming a member of PTSA we encourage you to get involved in their Super Sale! Now in its 54th year, this major fundraiser has generated over \$50,000 in the past several years. This money goes directly to every student in the district. You can donate items for them to sell, volunteer your time, or go buy great stuff at amazing prices! The Super Sale runs from October 18-21 and is held at Mendon High School. Staff can attend the pre-sale day on 10/17, just bring your Pittsford ID. For more information about the PTSA Super Sale, and to sign-up to volunteer, visit this link: http://www.pittsfordptsa.net/super_sale.cfm

Mark Your Calendar! 16th ANNUAL DISTRICT-WIDE BENEFITS FAIR & FLU SHOT CLINIC

ALL District Employees are Welcome!

Burgundy Basin Inn

1361 Marsh Road

Thursday, October 12, 2017

2:30-5:15 p.m.

(Prizes drawn at 5 p.m.)

JOIN YOUR COLLEAGUES
and enjoy beverages from
the cash bar and free
yummy refreshments at
this social event.

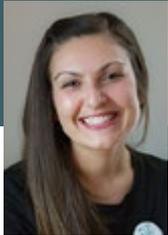
FOR THE FAIR:
You may leave to attend
the fair following
student dismissal,
once your professional
responsibilities have
been fulfilled.
October 12 is a
Solidarity Wear Day!

Useful Information and Freebies!

Co-Sponsored by



**ENTER RAFFLES
to win fabulous
PRIZES!**



Welcome to Another School Year!

Kim Chesko, Resolution Specialist

I would like to open by introducing myself briefly.

My name is Kim Chesko, and this is my 11th year teaching general music at Jefferson Rd. I come to the position of Resolutions Specialist after holding a number of other leadership positions in PDTA, including Public Relations Committee Chair, Vice President for Administration, and (briefly) President when Jolene was elected to NYSUT leadership.

I am dedicated to continuing to serve the PDTA membership in the same manner that Dwayne Cerbone has – representing your rights while fostering a great teaching environment for you and a great learning environment for our students.

In this article I want to clarify some

information regarding traveling teachers. Last September, PDTA created a document to provide some guidance to members regarding our current practice for all teachers who travel. This document was sent to you in the beginning of September. If you are a traveling teacher, and have not seen this document, ask your building rep right away for a copy.

Some highlights:

Travel time – Our practice is to allow a minimum of 30 minutes of travel time between teaching assignments. Sometimes this is not feasible with schedules – in these cases please contact your building rep, as a travel time of less than 30 minutes will trigger a conversation between the District and PDTA about appropriate accommodations to assist a traveling teacher.

Mileage – Don't forget to log your mileage! Mileage between school should be kept track of regularly and submitted monthly when possible. A mileage form can be accessed [here](#).

Lunch and Prep – Have you made sure you have your contractual lunch and prep time? Check the contract to see how much time you are entitled to and check your schedule to make sure it is there. It is our practice that lunch and prep cannot be diminished by travel.

Our **Traveling Teachers Document** offers further guidance on parking, home schools, and substitutes that would be useful to a traveling teacher. Please make sure to read over this document and contact the PDTA office if you have any concerns about your traveling teacher schedule.



Negotiations News: Collecting Contract Interests Already?

Brett Burrows, Negotiations

It might seem like we just started a new contract last year, but

it is time to start gathering interests for the next contract negotiations. This year we are going to be implementing a different method for gathering the interests that are important to our membership.

We are going to utilize the general

membership meeting in January as a “big” listening, information gathering, and processing session. The purpose will be to engage the membership in the negotiating process in a meaningful way. We will have more information about the general membership meeting as it approaches.

If there is something important you want to share for the next negotiations,

please mark your calendar for the general membership meeting on Monday, January 22, 2018 and plan to be there (location TBD).

Also, stay tuned to Speak Out and PDTA meeting notes from the RA and Executive meetings as some additional information and reminders will be going out through those outlets.



PDTA has purchased 600 car magnets and 200 lawn signs for distribution to our members. It is our hope that they will be here in time for distribution at the Benefits Fair.



Professional Learning Updates

Julie Barker



The summer is traditionally our busiest time of year for professional learning activities and provides us with multiple opportunities for growth, reflection, and innovation. This summer the Teacher Center offered 164 activities for staff members on topics such as webpage design, mental health issues, assessment, grading, Office 365, and content-specific sessions. These workshops provided 579.5 hours of professional learning class time attended by approximately 2500 participants.

As an Association we are fortunate to have a culture that supports continuous learning and provides us with opportunities to increase our knowledge and expertise. We are then better prepared to meet the needs of our students and provide the high quality education our students deserve.

Knowing that the most effective professional learning needs to be ongoing throughout the year, our opportunities to maintain this commitment do not end in August.

There are multiple ways in which you can participate in learning that is job-embedded and aligned to your specific needs during the school year. Collegial circles and individual initiatives are two structures that allow teachers to continue their learning along with activities offered through the Teacher Center in the fall and spring. Para Academy workshops run monthly throughout the year and are an opportunity for SRPs to stay up to date on identified topics.

Important things to keep in mind regarding professional learning and Teacher Center credit:

- All staff should check their hours in WinCap PD regularly to be sure they accurately reflect the work they have completed.
- Professional staff members who have not yet completed their **contractual requirement** for professional learning should have a plan in place for doing so. All PD for this school year needs to be completed by **May 31, 2018** so it is important to plan ahead.

- Forms and information for **collegial circles** and **individual initiatives** are on the Teacher Center webpage. Please check that page to access what you need and if you can't find what you are looking for, call the Teacher Center.
- **Professional Certificate holders** need to complete 100 CTLE hours every five years. This information is in WinCap PD under 'My Certifications' so it is important to be sure those hours are accurate.

I am looking forward to being your Professional Growth Chair and to continue supporting you as the Teacher Center Director. As always, if you have any questions, please contact me directly via email or at x1075. You can also contact my assistant, Robin Dixson, for general Teacher Center questions, via email or at x1070.

Have a great year!

Weingarten Rights

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.



Political Action

Karen Grace

This Fall, it's all about the NYS Constitutional Convention vote. Educate yourself, educate your friends and family, and VOTE!!



ON NOVEMBER 7

VOTE NO
ON THE
CONSTITUTIONAL
CONVENTION



CONSTITUTIONAL CONVENTION: A Politicians' Convention why in five

- 1 During the last convention, four out of five delegates were career politicians and Albany insiders.
- 2 And every politician who ran for a delegate seat that year, won a delegate seat.
- 3 And who ran the show? All of the convention leaders were sitting legislators.
- 4 Most troubling? Thanks to Citizens United, corporate special interests can spend unlimited money getting their cronies elected.
- 5 Do you trust Albany insiders to do what's right? Don't risk it.
Vote NO!

CONSTITUTIONAL CONVENTION: It's just not necessary why in five

- 1 A process already exists to amend the state constitution, and it doesn't cost a thing.
- 2 For example, the state Legislature passed an amendment in 2013 expanding casino gambling. The same process could be used for new amendments.
- 3 Opening the state constitution is like opening Pandora's Box. You can't predict what changes delegates will make.
- 4 The last time a convention took place it was a complete failure; voters rejected every proposed constitutional change.
- 5 Don't add to Albany waste.
Vote NO!

CONSTITUTIONAL CONVENTION: Labor rights at risk why in five

- 1 At risk: The right to unionize and bargain collectively. Your union's strength could be jeopardized.
- 2 At risk: Workers' compensation. Safeguard your rights if you're injured on the job.
- 3 At risk: Public pension protections. The constitution guarantees your pension will be there.
- 4 Other states have made drastic pension changes with disastrous results for active members and retirees. Don't let it happen here!
- 5 Don't risk your rights/your future.
Vote NO!

CONSTITUTIONAL CONVENTION: A waste of tax dollars why in five

- 1 Experts estimate a constitutional convention will cost hundreds of millions in taxpayer dollars.
- 2 Lawmakers can collect salaries and pension credits as elected officials and as delegates simultaneously.
- 3 The last time a constitutional convention took place, it cost taxpayers millions and accomplished nothing.
- 4 Constitutional conventions don't have mandatory end dates — delegates keep meeting and taxpayers keep paying.
- 5 Should taxpayers fund a party for Albany insiders? No!
Vote NO!

CONSTITUTIONAL CONVENTION: What's at stake? why in five

- 1 The environment — New York State's constitution has the nation's strongest protections for forever wild areas like the Adirondacks and the Catskills. Greedy developers could push to undo these safeguards.
- 2 Public education — The state constitution guarantees our students the right to a free public education.
- 3 The social safety net — The state constitution ensures the state provides for citizens in need.
- 4 Our voting rights — The constitution provides valuable protections.
- 5 Don't risk losing these vital safeguards.
Vote NO!



SRP Newslink

Lorinda Spring

Welcome to the 2017-18 school year!

I am honored to be your SRP Representative for PDTA. In this role, I attend three monthly meetings (Executive Committee, Representative Assembly and District Planning Team) where I advocate for all School Related Professionals.

The Assistant SRP Representatives for this year are as follows:

- Lisa Backscheider, SHS
- Radhika Ramesh, TR
- Constance Bader, BRMS
- Suzanne Kaier-Tuttle, MC
- Maryanne Maland, JR
- Sherry Tontarski, MC
- Vicki McCutchon, SHS
- Tracy Anderson, PR

These leaders represent all SRPs in the district. In addition, each school has a Building Representative and at least one Assistant Representative who are available to answer any of your questions or concerns.

Important Reminders:

- If you are a newly hired full-time SRP employee, you are automatically enrolled in the ERS (Employees' Retirement System). However, if you were hired part-time, you may enroll but it is not mandatory. Contact Payroll/Benefits at x1042 for more information.
- As you begin the school year, please keep in mind that if you are assigned to work a certain number of hours per day, for example 6 hours, your duties should not exceed this time without administrator approval. You are encouraged to check

your hours and not assume they are the same as last year. Please contact one of your building reps and your administrator if your job is requiring you to work beyond your designated hours.

- Benefits Fair/Flu Shot Clinic/Solidarity Wear Day - October 12, 2017
- If you haven't already, please consider joining the Sick Leave Bank. You can learn more about this by going to www.pdta.org. Click on *Documents* and then scroll down to *Forms*. There will also be information at the Benefits Fair. You must enroll by October 31, 2017.
- ERS Pre-Retirement Workshop-Wednesday, October 18, 2017
- Para Academy- Several workshops will be offered to SRPs throughout the school year. Log into WinCap Web and click on *Professional Development, Catalogs* and then *Electives* to enroll. You will receive \$17.00 per hour for these in-service training opportunities.
- **NYSUT School-Related Professional Leadership Conference** October 20-22, 2017 Desmond Hotel, Albany, NY- If you haven't attended a leadership conference, I strongly encourage our SRP leaders to attend! It is a great way to brush up on your leadership skills and gain valuable information to help you be the best leader you can be! The registration deadline is October 4 at www.nysut.org/srp.

Have a wonderful school year and please reach out to me if you have any questions or concerns at Lorinda_spring@pittsford.monroe.edu or by phone at x3372.

MONDAY, MONDAY

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!



Join us Tuesday, November 21, 2017 as we celebrate and honor Pittsford's School Related Professionals (SRP's) for all they do for our students and schools each and every day!

Follow us on Twitter @PDTAunion



Mark Your Calendars! January 22nd General Membership Meeting

Speak Out is edited and assembled by Brian Regan.

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

How's Your Cert?

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.



<https://www.briweb.com/part/part-login.php>

Don't forget Health Fund money is not deposited until mid October. At that time your funds will be available to you. Full-time staff members who are not on the payroll as of October 1, but who are on the payroll before February 1 of the school year, shall be eligible for a pro-rated portion of the health fund, according to the following schedule:

- On the payroll before November 1: 80% of the benefit**
- On the payroll before December 1: 70% of the benefit**
- On the payroll before January 1: 60% of the benefit**
- On the payroll before February 1: 50% of the benefit**

Part-time staff members of .5 or more shall receive a prorated contribution of the above schedule.

In order to receive this prorated contribution, staff members must fill out and submit the "Request for Prorated Health Fund Benefit" form found at <https://www.pdta.org/forms> by March 1 of the school year.



Our Reps:

Building Representatives:

Allen Creek: Dennise Zobel
Jefferson Road: Julie Shaw
Mendon Center: Jill Drake
Park Road: Karen Socker
Thornell Road: Lisa Mauger
Barker Road: Kristen Dolan
Calkins Road: Melissa Althouse
Mendon High School:
Dave Larson
Sutherland High School:
Lynne Drake
SRP Representative:
Lorinda Spring

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Hendrina Schindeler, MCE
Jill Pink, PR
Greg Bischooping, TR
Karen Grace, Grace Kemp,
Tammy Cole, BRMS
Chrissy Doggett, Claudia Foti,
CRMS
Cindy Merrifield, Tom Kennell,
Paula Fink, MHS
Marc Hellems, Brian Schafer,
Amanda Marshall, SHS

SRP Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Maryanne Maland, JR
Sherry Tontarski, MC
Vicki McCutcheon, SHS
Tracy Anderson, PR



→ Connect → Grow → Collaborate → Inspire →

CONNECT:

Connecting Passion with Purpose

GROW:

Growing Beyond Your Boundaries

COLLABORATE:

Honoring our Collective Experiences

INSPIRE:

Moving forward Together

OCTOBER 9, 2017

BRINGING TOGETHER
2,500 TEACHERS
AT **9 LOCATIONS**
ACROSS NYS

"I am most looking forward to connecting with pre-service teachers in the hopes of keeping them inspired and proud of the profession they are choosing to join!"

—Malika, Special Education Teacher

NEW YORK STATE IN-SERVICE AND PRE-SERVICE TEACHERS

As a new school year begins, The State University of New York — in partnership with the Bill and Melinda Gates Foundation and our campuses across the state — is convening a statewide summit to connect our best and brightest teachers with a vast network of their peers. Thousands of teachers from across New York State will come together at local SUNY campuses to connect passion with purpose, grow beyond boundaries, honor collective experiences, and move forward in uplifting the teaching profession.

The Teachers Summit, created **FOR TEACHERS BY TEACHERS**, will provide attendees with opportunities to attend workshops led by their peers, share best innovative practices, and network with other dedicated pre-service and in-service teachers. The Summit will provide teachers across the state with new tools and resources to bring back to their classrooms and communities to engage their fellow teachers, administrators, and students. Thanks to the generous support of our campus partners, there is no cost to attend.

Join us on October 9, 2017 at one of nine SUNY campuses to connect, grow, collaborate, inspire, and celebrate teaching with educators from every corner of New York State! Visit our [website](#) for registration details and to submit a [session proposal](#).



LEARN MORE or visit suny.edu/NYTeachersSummit

Have you had your financial check-up lately?

NYSUT Member Benefits launches the new Financial Planning Center!

NYSUT Member Benefits is excited to announce the launch of our NEW online Financial Planning Center. This enhanced site will assist NYSUT members and their families with making a variety of important financial decisions.

The NYSUT Member Benefits Financial Planning Center provides helpful tools and resources to assist members with a number of crucial decisions regarding financial wellness and retirement planning.



This new site includes more than 100 modules on different financial topics along with a financial fitness check-up to see where members stand with their financial knowledge.

Whether it's planning for retirement, saving for college for your children or considering purchasing a home, the choices we need to make on a regular basis are never easy. If you're already enjoying retirement, you may be dealing with long-term care needs, managing your investments and estate planning.

NYSUT members can get assistance with these questions and more with our NEW Financial Planning Center.

To access the Financial Planning Center (and more than 100 planning modules), visit the NYSUT Member Benefits website at ***memberbenefits.nysut.org*** and click on **“Financial Planning Center.”**

To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Sept./Oct. '17