

INFORMATION, NEWS AND SUPPORT SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



Welcome Back! Dwayne Cerbone, President

It is my sincere hope that your 2022-23 school year is off to a tremendous start. I sense a sustained optimism, hope and expectancy among our members, and within our buildings, that continues to restore my heart. Joy and fulfillment are fundamental attributes, necessary to refueling us in our roles. I am grateful to observe each on the rise in our midst.

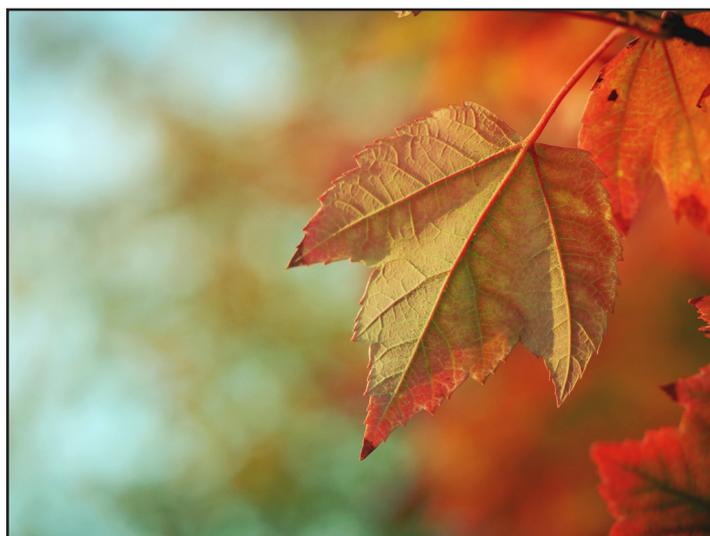
This does not appear to be founded in a discounting of reality but rather a collective commitment to molding the contributing factors as well as our personal perceptions. Our union is proud of the significant role we have served in shifting the contributing aspects of our work environment. I find that the empathy demonstrated by educators serves us well when connecting with our students yet can unfortunately overburden us when we are challenged to meet their increasing needs.

As we continue through this fall, PDTA leaders will continue to pursue member interests in areas such as working conditions, school safety, restorative practices, grading practices and staff shortages. As we engage in these efforts, please recall the messaging from opening day, "We want you to know, You are not on this path alone, we journey together and this is what it sounds like to have us behind you!" I hope you can still hear that sound!

This summer I had the opportunity to serve on the NYSUT "Safe Schools

For All Taskforce (SSFATF)." I was privileged to work closely with over fifty union leaders; teachers, school related professionals as well as other certificated and support staff from across the state to address the current escalating crisis of safety in our schools. Though we long for the day when curriculum, instruction, assessment and childhood/adolescent development are restored to their rightful places, our distressing reality is that the first and greatest responsibility of schools, administrators and educators in this era is to keep our students and staff safe.

As stated in the report, "Our schools should be sanctuaries for learning. Secure, welcoming school environments are essential for effective teaching and learning, and



every school should have what is needed to keep everyone safe and meet students' needs." (SSFATF Report pg. 5) Though I initially joined the taskforce to represent our member's voice, advocating for the resources and supports required, I am appreciative for all that I learned from

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our colleagues from diverse districts.

It is my intention to continue expanding and leveraging this learning locally as well as at the state level. Also this summer, I participated in two days of Threat Assessment Training here in PCSD along with many of our respected mental health staff, teacher leaders, administrators, BOE and parents.

A significant takeaway for me from this work is the need for us all to discuss more consistently our concerns and observations with colleagues. None of us can expect, nor be expected, to be the sole individual responsible for identifying a student in crisis or potential area of vulnerability in our schools. Each one of us may hold a piece of the puzzle and it is only through our relationships and partnerships that we can effectively identify a potential crisis and respond accordingly. I thank each of you for valuing all of our students and for fostering positive relationships with, and between them, daily.



Executive Vice-President Stephanie Warchol

NYSUT Summer Leadership Conference

Welcome back! In August I was fortunate enough to be able to attend the NYSUT Rochester Regional Office Summer Leadership Conference in Syracuse, NY. The conference featured a day and half of presentations,



breakout sessions, and networking opportunities. What I really enjoy about the regional conferences is the ability to choose which presentations you would like to attend.

They typically have offerings for union leaders at every stage of service, where conversations range from what is the role of a union rep in everyday situations, to diving deeper into grievances and issues like Weingarten & Cadet rights. They also have topics for the general work of the union like building and strengthening a healthy local, making schools safe for everyone, preparing for negotiations, collective bargaining, advocacy, and managing local finances.

During lunch on opening day, we were joined by organizers and baristas of Starbucks Workers United. They shared stories of their historic victory at the Elmwood Starbucks in Buffalo where workers successfully voted to unionize in December of 2021,

making them the first to do so among the coffee chain's 9,000 locations in the United States. They described Starbucks' union-busting efforts, over 100 upper managers led by the President of Starbucks North America, went into stores during every shift pulling people off the floor and even working on the floor to prevent union conversations from happening. We also asked how NYSUT members could show solidarity.

As of the conference in August, there are two local unionized locations, 12 Corners in Brighton and Monroe Ave in Rochester. In addition to visiting those two locations, you can also reply "Union Strong" when the barista asks you for a name for the order. As part of their union-busting tactics, at the time members of upper management refused to have those cups read aloud. Their story was inspiring and I encourage you all to look into their efforts and achievements thus far.

Through the breakout sessions I attended I was able to collaborate with other local leaders and our Labor Relations Specialist (LRS), Shelly Clements. I learned that our hard



work in recent years, since the Janus decision, on advocacy and organizing is just the beginning of what our local can be doing.

A regular theme brought up at conferences is creating a union that is transformational and not just transactional. I like to think that the work PDTA does falls somewhere in the middle. We work hard to problem solve the transactional resolutions for our members, and we fundraise and give back to local organizations and the students within our district.

So, as you hear our call to action throughout the school year- whether it is to purchase items from our various fundraisers, attend events like the annual Benefits Fair (10/6), or show your solidarity for our contract negotiations by wearing your PDTA gear- we hope you'll join us in making PDTA a transformational union!



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

Welcome to the 2022-2023 school year! For those of you who are new to the district, I am Lorinda Spring, your SRP Representative for PDTA. I attend the monthly Executive Committee, Representative Assembly and District Planning Team meetings in order to advocate for SRPs. We also have 8 Assistant SRP Reps: Rebecca Tan, Debbie Ricketts, Michele Seidel, Radhika Ramesh, Julie Pellegrino, Farida Patrawala, Connie Maust and Brian Oliver. We are available to help with any questions or concerns you may have throughout the year.

As we return from what I hope was a restful and relaxing summer vacation, I want to share some information regarding job expectations and the ongoing impact of the staffing shortages. At times, paras may be pulled from their normal duties to help supervise or support students. However, if you are asked to perform a duty which is outside of your job description that you don't feel comfortable or trained to do, please reach out to your Administrator/Supervisor to say that you need additional training, such as understanding a student's needs, IEP, BIP accommodations etc. If the Administrator/Supervisor says they want you in that role, you need to comply initially, however, please notify your Building Representative immediately. Also, keep in mind that if you are asked to sub in a teacher role, you will receive additional compensation.

Reminders:

- Please verify your work hours with your Building Administrator and review your paychecks regularly for accuracy.
- Global Compliance- All staff are required to complete the Global Compliance modules by the first semester. This year, there is a 5th module on NYS Education 2-D Law that must be completed.
- ERS Pre-Retirement Workshop (Zoom)- October 24, 2022 3:30-5:00 PM
- SRP Leadership Conference November 4-6 in Albany- Register by September 30th.

MONROE MADNESS!

NYSUT members are invited to take advantage of this limited-time discounted ticket offer. Syracuse University men's and women's basketball teams are hosting "Monroe Madness" in Rochester on Friday, Oct. 7, from 6:30-8:30 p.m. at the Blue Cross Arena.

Tickets are exclusively available to NYSUT members for just \$10 (discounted down from \$25) before fees. This is a limited ticket special offer, so act now and don't miss out!

To access the offer, visit this website: [SPECIAL OFFER](#) click the "unlock" button in the top right corner and enter in passcode: Darrow

Monroe Madness will feature a night of basketball-themed events, including scrimmages, shooting competitions and a chance to see this year's men's and women's teams.

Both squads will conduct intersquad scrimmages, along with both teams joining to compete in a 3-point shooting contest and the men's program having a dunk contest. There are also plans for interactive fan competition.

Hall of Fame member Jim Boeheim '66 is in his 47th season as head coach at his alma mater. Boeheim's squad features returning starters Jesse Edwards at center and guard Joe Girard. Monroe Madness also provides a great opportunity to see first-year Syracuse women's coach Felisha Legette-Jack '89 and her new squad. One of the top performers in Orange hoop history, Legette-Jack returned to Syracuse following a very successful tenure as head coach at Buffalo.

Rochester Women's Committee Event!



ROCHESTER REGIONAL WOMEN'S COMMITTEE

WOMEN OF ACTION

Join NYSUT women from around the region for this engaging morning featuring a panel of local Women of Action making a difference for women in many ways throughout our community. We'll also discuss ways to empower young women and girls within our districts through Girls Empowerment Groups.

Register by 10/6/22 at: <https://cvent.me/1OWDBI>

Professional Learning Updates

Julie Barker



This past summer was busy in the Teacher Center. While we continued to offer professional learning in a variety of formats, the majority of our programs were delivered face-to-face. This “return to normalcy” was a great way to prepare for the 2022-23 school year.

PCSD Teacher Center Summer 2022:

- **168 activities offered**
- **4,784 participants**
- **70% Certificated Staff completed their contractual requirement**

Highlights of our summer programs included the Equity Challenge and Equity Series. The Equity Challenge is a ten-week asynchronous learning opportunity that explores a variety of topics related to equity including implicit bias, microaggressions, levels of racism, and being an ally. The Equity Series includes eight two-hour modules designed and delivered by

PCSD teachers and administrators. Both of these programs are being offered during the school year so there is still time to participate!

Important information related to professional learning for 2022-23:

- Collegial Circles – proposals will be accepted through **March 1st**. The proposal form is available on the [TC webpage](#).
- Individual Initiatives – Certificated staff who attend professional learning outside the district, and beyond regular work hours, are eligible to request TC credit for those hours. The form is on the [TC webpage](#) and can be submitted to your principal for approval.
- Wanda Ward 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.
- Para Academy – a full program of activities is planned for our SRPs this year. Look for the details in

the Elective catalog.

- Contractual Requirement – Certificated staff who have not completed their contractual hours are encouraged to sign up for activities being offered this fall. Keep in mind that activities in the Electives catalog do not count toward your contractual hours.

As always, if you have any questions related to professional learning, please let me know.

Wishing you all a great year!

Julie



This sticker is given to Certificated Staff who complete all 10 weeks of the Equity Challenge. Thank you to Maribeth Curran, Standards Leader for Art, for designing the sticker.

The PDTA Sick Leave Bank (SLB)

The intent of the SLB program is to provide the means to assist employees who, because of long-term personal illness (more than 15 consecutive school days), have nearly exhausted their personal leave benefits and would be otherwise subject to a significant loss of income. Each current unit member of the PDTA who works 0.5 or more may join the Sick Leave Bank. By contributing four days of accumulated sick leave the member is eligible for up to 30 days annually from the SLB. Only persons who have contributed to the Sick Leave Bank may take advantage of SLB days. You will receive an email from PDTA office with the necessary documentation prior to the open enrollment period, Oct 1st – 31st. Once your four days have been deducted, no additional days will be deducted from an individual’s personal leave account unless, as mandated by the agreement, the bank falls below 500 days. At that time, the PDTA Representative Assembly will take action to address the shortfall, which may involve a requirement to contribute additional days to maintain membership.

The current SLB balance leads us to believe we do not need to perform a reassessment this year. However, according to a provision of our negotiated contract, along with retirees, “All employees who are members of Sick Leave Bank may elect to donate up to four (4) additional sick days to the Sick Leave Bank each year during open enrollment.” Members with sufficient days available are asked to consider donating a few days to help maintain the stability of our fund. Specifically, those with more than 200 available days, recognizing that those days, if unused, will be needlessly sacrificed at the end of each school year, are encourage to take advantage of this voluntary contribution during the open enrollment period.

[SLB Guidelines](#)

[Revised SLB Enrollment Form](#)

[SLB Request Form](#)



Public Relations

Nina Talamo

Welcome back everyone!

This fall we are kicking off our fundraising for the Barb Shapiro Student Scholarship with the Raffle at the Benefits Fair on Thursday, October 6th from 2:30pm-5:00pm at Calkins Road.

Come out to support our students and win some fun, local prizes! We are also fundraising for the American Cancer Society's Making Strides Against Breast Cancer Walk. The walk will take place on Sunday, October 16th at 10am at Frontier Field. See flyer to join our PDTA team or to donate!



Pittsford Schools

CALL TO SCHEDULE YOUR FLU SHOT APPOINTMENT: 716-805-1020

SAVE THE DATE:

BENEFITS FAIR & FLU SHOT CLINIC

• APPOINTMENTS REQUIRED FOR FLU SHOTS



OCTOBER 6, 2022

CALKINS ROAD MIDDLE SCHOOL

2:30 - 5:15 PM

ALL PCSD EMPLOYEES WELCOME!

PURCHASE RAFFLE TICKETS TO WIN FABULOUS PRIZES, ENJOY FREE REFRESHMENTS, AND VISIT EACH TABLE TO GET USEFUL INFORMATION, FREEBIES, AND QUALIFY FOR DOOR PRIZES!

ALL PROCEEDS BENEFIT PDTA STUDENT SCHOLARSHIPS



Like us on Facebook

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

NYSUT - Pittsford Teachers Association

JOIN MY TEAM!

Together, we are part of the Making Strides movement and leading the fight to end breast cancer.



Visit PDTA's team page (NYSUT - Pittsford Teachers Association) to join our team or make a donation!

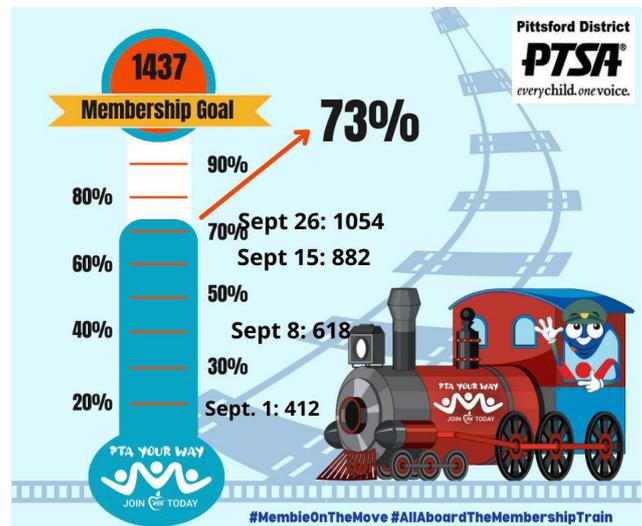
<http://main.acsevents.org/goto/pdta>

MAKING STRIDES AGAINST BREAST CANCER WALK

SUNDAY OCTOBER 16TH AT 10AM

10/16

FRONTIER FIELD
1 MORRIS SILVER WAY
ROCHESTER, NY



NYSUT Member Benefits has launched the Peer Support Line: 844-444-0152 a confidential, peer-to-peer, dial-in helpline available at no cost to members and their families.

Building News:

MCE: Wedding bells are ringing at MCE! Congratulations to Annie Tutino (Mrs. Pink), Kate Coniglio (Mrs. Amorese), and Abby Berrettone (Mrs. Griffin) on their summer weddings!

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 Talaimo and
Trisha Sullivan, MC
Rebecca Kemp, PR
Amy Adams, TR
Liesa Ehrlich, Dana Brown,
Tammy Cole, BRMS
Jessica Wojcik and Sophie
Spyra, CRMS
Tom Kennell,
Mindy Johnston, Jennifer
Shaffer, MHS
Marc Hellem, 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

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:

Oct. 15th: Women of Action hosted by the Rochester Regional Women's Committee.

Oct. 16th: American Cancer Society's Making Strides Against Breast Cancer Walk (Frontier Field) 10:00AM.

Nov. 4-6th: SRP Leadership Conference, Albany, Register by Sept 30, contact Lorinda.

Oct. 24th: ERS Pre-Retirement Workshop (ZOOM) 3:30-5:00 p.m.

Nov. 17th: NYSTRS Pre-Retirement Workshop (SHS LGI) 3:30 -5:00 p.m.

Nov. 15th: SRP Recognition Day.

January 23rd, 2023: Membership Meeting (SHS LGI) – (Solidarity Wear Day).

February TBD, 2023: Pink the Rink (RIT) – (Wear Pink).

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.



Political Action Karen Grace

A. Elections:

As we approach Election Day, be on the lookout for information and resources on NYSUT's social media channels and the [Member Action Center \(MAC\)](#). There is so much at stake in the upcoming election — including funding for public schools, colleges and hospitals; safe schools for all; repealing receivership; tier equity; and much more. Register to vote by Oct. 14th

Once you're registered, you will be able to cast your vote in the general election by mail by voting early in your community



DO YOU WANT:

- Funding for public schools, colleges and hospitals
- Safe schools for all
- An end to receivership
- Pension equity

THEN REGISTER TO VOTE!

(Oct. 29 through Nov. 6) or on Election Day at your local polls. NYSUT issued endorsements in general election races for State Legislature and recommended Congressional candidates for endorsements by the union's national affiliates, the American Federation of Teachers and National Education Association. Endorsements here: <https://www.nysut.org/resources/special-resources-sites/voter-guide/endorsements>

B. Vote Cope: 22-23 Goals

PD TA is currently at about 46% member participation in Vote Cope, with Barker Road leading the way at almost 100% participation. Our goal for this year is to get to at least 50% PD TA member participation.

Here are some of the Vote Cope victories that have impacted or will impact each one of you. None of this would be possible without VC funds because dues cannot be used for political action activities. <https://nysut.docsend.com/view/vy5aerttjh8xv9r6>



Health & Safety Emily Natoli-Burns

Happy Fall Everyone!

As we embark on a new school year it is beneficial to review the wellness policies of the district. As a district, we are committed to the physical, emotional and mental well-being of all our students. We ask that members refrain from using food as a reward in the classroom (candy, donuts, etc.), and we encourage other forms of healthy rewards for the classroom (choice time, praise, classroom privileges). This is only one important topic in the district wellness policy, which can be found here if you desire to read the entire document. Hoping you are all having a healthy and happy school year!

<https://www.pittsfordschools.org/page/619>



44th Annual Statewide School-Related Professionals Leadership Conference

Register Now for the 44th Annual NYSUT School-Related Professionals Leadership Conference for 2022!

WHEN: November 4-6, 2022

WHERE: Albany Hilton, Albany, NY

REGISTRATION DEADLINE: Sep. 30, 2022

NYSUT's 44th Annual Statewide School-Related Professionals Leadership Conference November 4-6, 2022 at the Hilton in Albany, New York. Our conference theme this year is "SRPs Rising: Investing in our Future."

Don't miss NYSUT's largest leadership, professional development and networking opportunity for SRPs!

REGISTER NOW: <https://nysut.cc/SRPLeader2022>

Bring your team! With workshops geared for many different SRP titles, we encourage you to bring a team from your local so you get the most out of this opportunity. New this year are several workshops created for food service, custodial and maintenance, and clerical professionals. We also have several new health & safety offerings.

Conference Highlights:

- Kitchen Safety: It's on the Menu
- Clerical Staff Superpowers
- Bloodborne Pathogens Certification
- Engaging All Students: Focus on Poverty
- Activism, Advocacy and Problem Solving through an SRP Council
- Transitioning to Safer Chemicals
- Local presidents, as you put together your teams, please remember to include members from these SRP categories to attend the conference.

Leadership training, professional development and networking opportunities abound at this annual statewide conference, with dozens of workshops and sessions from which to choose. Join your SRP colleagues from around the state as we continue a proud tradition of union solidarity and activism.

Upcoming Retirement Workshops:

(ERS) Employees' Retirement System Pre-Retirement Workshop: October 24 - 3:30 - 5:00 pm Online
*Registration required: [click here](#).

(TRS) Teachers' Retirement System Pre-Retirement Workshop: November 17 - 3:30 - 5:00 pm SHS LGI
*Registration required: [click here](#)

**Hungry?
Need a car rental?
Looking for a good deal on a hotel or flight?**

The NYSUT Member Benefits Discounts & Deals program helps you make every dollar count. Save up to 50% on:

- Restaurant dine-in or take-out
- Groceries and food delivery
- Meal subscription services
- Clothing and shoes
- Oil changes
- Hotels and flights
- Car rentals

MEMBER BENEFITS
nysut
Working to Benefit You

MB Discounts & Deals offers more than 21,000 deals throughout New York State along with hundreds of thousands 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 2022

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