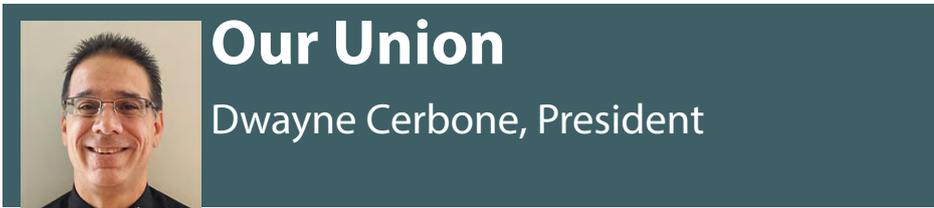


SPEAK OUT!



In this issue:

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Our Union

Dwayne Cerbone, President

As members of the Pittsford District Teacher's Association, you and I have the shared privilege of joining together with over 780 fellow Teachers, Counselors, Librarians, Psychologists, SST's, Nurses, Tutors, Educational Assistants, CSE Assigned Paraprofessionals, Supervisory Paraprofessionals, ITT/ITSS's, Auxiliary Staff and Coordinators.

My observations from the many conversations and interactions I have with members from each of these groups affirms that we have many mutual interests independent of unique job titles, locations or student populations. Possibly more importantly, the rewards of a CSE

Assigned Paraprofessional are distinctly different than those of an Elementary Science Teacher.

Similarly, the challenges faced by our School Nurses are quite different than those of a Secondary Science Teacher. While it is typically easy to unite groups of any size around common interests, whether positive or negative, it is more challenging when an individual or small group is standing alone with an overwhelming concern. It is in these challenging scenarios that I have been so impressed by our members selflessly caring for their colleagues no matter the needs. The idea of members supporting members is at the heart of a union. The common expressions "a rising tide lifts all boats"

(JFK, June 1963) and "an injury to one is an injury to all" (William Haywood, 1929) are often used to depict these important tenets of a union. To see this in action daily is a motivating and encouraging revelation I hope you all have the opportunity to experience. It is well known that those in education care for their students, even at personal expense and sacrifice.

I am overwhelmed with respect and awe when this same empathy and compassion is extended to colleagues. Additionally, it is not uncommon for an interest to be brought forward to the association by a member on behalf of another. These caring individuals share observations of a colleague or subgroup of our union struggling with an excessive workload, working through lunch or being reassigned to other roles within the building. I am proud that we not only work together but that we stand together with our union brothers and sisters, as a group and as valuable individuals.



Continued on page 4...



NYSUT Leadership Institute

Stephanie Warchol, VP for Administration

This past July, Dwayne and I were chosen to attend the NYSUT Leadership Institute. Since its inception in 1997, this prestigious leadership development program is designed to strengthen leadership skills at the local level and teach leaders how to effectively and strategically tackle the tough challenges facing NYSUT's locals in today's environment. During the week-long training, programming consisted of NYSUT's history in the context of the larger statewide and national labor movement, learning about transactional and transformational leadership and our own leadership preference, learning how to lead groups, engage members and increase membership involvement, and developing an awareness of community engagement.

A key concept that strongly resonated with me is the idea of transformational leadership. In this post-Janus world it's not enough to just execute the day-to-day obligations of our organization.

"Leaders become great, not because of their power, but because of their ability to empower others."
John Maxwell

We need to increase the interactions between leaders and members, we need to motivate our members to do more than expected, we need to inspire our members' commitment to our mission, and we need to increase the awareness of our organization's identity. It is my goal as your Vice President for Administration to continue to grow as a transformational leader, one who demonstrates integrity and fairness, sets clear goals and high standards, encourages and shares knowledge with you, is accessible, and stands up for our members. I encourage you to work on developing as a transformational leader, whether it is in your classroom, at your school, or within PDTA! They are change agents, have courage, believe in people, are value driven, and have the capacity to deal with ambiguity and uncertainty.

It was during the Leadership Institute that I became aware of Cecil Roberts, who embodies these characteristics. Roberts is a miner and president of the United Mine Workers of America (UMWA). In 2010, Roberts delivered an electrifying address on the importance of union activism to delegates at

NYSUT's 38th Annual Representative Assembly in Washington, DC. To see the second part of his address click [here](#). Cecil's message was simple: "If workers want higher wages, they should join a union! If they want better health care, then they should join a union! If we want to end poverty, then they should join a union! If you want more time off, join a union! If you want a safer workplace, join a union! If you

"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent."
Douglas MacArthur

want better pensions, join a union! If you want to expand the middle class, join a union! If you want more democracy in our country, join a union! If you want a healthier workplace, join a union! If you want a better economy, join a union! If you want a voice at work, join a union! If you want a better America, join a union! If you want a stronger United States of America, JOIN A UNION!"



Political Action



Letter from the officers



Andrew Pallotta
President



Jolene T. DiBrango
Executive Vice President



Paul Pecorale
Second Vice President



J. Philippe Abraham
Secretary-Treasurer

"Our state and our country are clearly at a crossroads, and the decisions we make this fall will impact what happens from the halls of power in Washington, D.C., to the Capitol in Albany and in each and every community in New York.

When Republican voters are most enthusiastic, Republicans win elections. When Democrat voters are most enthusiastic, Democrats win elections. **But this fall, let's make sure NYSUT voters are most enthusiastic. Then students, educators, health care professionals and New York's public education system, from pre-K through higher education, will be the big winners!**"



NYSUT's guide to union-endorsed candidates in the Nov. 6 mid-term elections:

<https://www.nysut.org/~media/files/nysut/news/2018/voterguide2018.pdf>

Monroe County Polling Information:

<https://www2.monroecounty.gov/files/boe/GE18%20Poll%20Site%20Handbook.pdf>

Know your rights... Frequently Asked Questions regarding voting in New York:

<http://866ourvote.org/wp-content/uploads/2018/06/NY-FAQ-2018-6-25.pdf>

A Note from Dwayne:

PDTA is proudly inclusive. Recognizing that our members, for varied personal and professional reasons, are associated with the varied political parties, we do not set this attribute aside during election time. We encourage you to vote in alignment with your principles and simply ask that you consider the NYSUT Endorsed Candidates' positions on educational topics when making your decisions. Candidates' positions relative to educational interests is the primary factor considered by the NYSUT Conference on Endorsement. Specifically this term, no matter the party affiliation, NYSUT withheld support from every state senator who voted for more charter schools and against reforms to the state's broken testing and evaluation system.

NOTE: PDTA Payroll Dues Deduction will begin with the November 15th paycheck .



Collegial Circle Participation Agreement

Julie Barker, Teacher Center Director

In an effort to better disseminate expectations for collegial circle members, we are now using a 'Collegial Circle Participation Agreement.' This document encourages professional staff members who take part in collegial circles to carefully review the Collegial Circle Procedures and acknowledge

their agreement by signing and returning the form to the Teacher Center at the beginning of their work.

We recognize the importance of supporting the efforts of collegial circles and it is well documented that this collaborative work often results in some of the most impactful professional learning for participants. One of the difficulties in supporting so

many small groups at once, however, is ensuring that everyone who is participating in the collegial circle clearly understands the guidelines that govern the work. The Participation Agreement is our attempt to increase the understanding of routine procedures such as:

- Collegial Circle meetings take place outside the regular work day.
- Teacher Center credit is only offered for the portion of work an individual completes. This credit will only be awarded if an individual completes approximately 75% of the group's work. If an individual's participation has the potential to drop below 75%, you should contact the Teacher Center immediately to determine credit status.
- Reading or other work connected to the circle that takes place outside of meeting times does not count toward professional learning credit.
- All documentation will be submitted by the Collegial Circle Facilitator and reviewed by the Collegial Circle Committee before credit will be awarded. Circles may be asked to supply additional evidence of their work before the final report is approved and credit granted.

If you are interested in learning more about collegial circles, there are additional documents available on the Teacher Center webpage [www.pittsfordschools.org/teachercenter].

5 Research-Based Tips for Providing Students with Meaningful Feedback

1. **Be as specific as possible** – give the learner insight regarding what was done right or what needs to be done better next time. Vague or general comments, such as "Good work", do not tell the learner what should continue to be done or what should be done differently.
2. **Timing is important** – feedback is most effective when it's given immediately following a task rather than a few days, weeks, or months down the line. For larger tasks or written pieces for which feedback cannot be immediate, be sure to return the work with feedback as soon as possible – the sooner, the better!
3. **Address the learner's advancement toward the goal** – effective feedback is most often oriented around a specific achievement the learner is working toward. Keep feedback clear and concise – focused specifically on the learning target.
4. **Present feedback carefully** – feedback can be overwhelming and even counterproductive when learners feel too strictly monitored. In addition, comparing an individual student's work to the work of others may also reduce the effectiveness of the feedback. Learners should be competing against their own personal best, not be in competition with other students.
5. **Involve learners in the process** – students must be given access to information about their performance. Involving them in self-assessment and/or allowing them to compare their work to the exemplar, will enable them to better understand how to improve their product and close gaps more effectively.

Adapted from www.edutopia.org/blog



Order NYSUT swag at velocitygaincontrol.com/NYSUT



Speak Out is edited and assembled by Brian Regan.

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

Follow us on
Twitter
@PDTAunion

I'm Sticking
With Our
UNION



Nice job SHS for collecting 2 carts full for the Pittsford Food Cupboard!!



SRP Newslink

Lorinda Spring



This past weekend, several of our union leaders attended the Rochester Regional Fall Conference downtown. We gleaned valuable information from these sessions that will help us improve our leadership skills.

One of the sessions that I attended was titled Health, Safety and Working with Students with Difficult Behaviors. It was presented by David Rothfuss (NYSUT Research and Educational Services) and was based on information provided by Wendy Hord (NYSUT Health and Safety Specialist).

During the workshop we discussed health and safety concerns that we may encounter during the work day such as difficult behaviors (verbal or physical) and how they have an impact on school climate (classroom, hallways, cafeterias, playgrounds, bus). These behaviors can also impact instructional programs, students and staff.

It is important to be aware that some students may be dealing with Adverse Childhood Experiences (ACEs). These are stressful events such as mental illness in the household, substance abuse at home, neglect, parental separation/divorce etc... Our expectation is that when students come to school, they are ready to learn. However, if they are dealing with ACEs, learning is not a top priority for them.

We also need to keep in mind that certain situations may provoke a behavior. Some common triggers include:

- Unpredictability such as changes in routine
- Sensory overload due to loud noises, light, touching
- Frustration
- Confrontation
- Transitions- between classes, home to school, school to bus

If you work with students who have IEPs (Individualized Education Plans), you should have access to these documents. Be sure you have an opportunity to review them and ask questions regarding your role. Does the IEP require a BIP (Behavioral Intervention Plan)? Do the behaviors need to be documented? Is the



plan working or does it need to be modified? Have conversations with the teacher(s) you are working with and/or the Crisis Prevention Team about how to handle students who may endanger themselves or others. The Teacher Center provides professional development such as CPI (Crisis Prevention and Intervention) training for SRPs who support students with specific behavioral management plans/needs through the Para Academy. Remember that you have a voice so it is vital to keep the lines of communication open in order to keep both students and staff members safe.





Public Relations - Kelly Jordan

Wow, October was such a busy month for our PDTA PR team! We just finished a VERY successful PDTA Apparel Sale. Thanks to Alex Chesko for working with us on this to find more styles and more comfortable materials. We can't wait to see you all in your new PDTA appare!

We also had a successful Making Strides walk for Breast Cancer in October, and our team raised \$781 for this great organization. Mark your calendars for our next big FAMILY EVENT - Pink the Rink! Pink the Rink will be Saturday, January 19, 2019. Ticket information will be coming soon on this! We would love to have

a large group of teachers and their families there together to support the event.

Our Annual Raffle for student scholarships was a huge success! We raised \$495 for student scholarships thanks to your generosity. Special thanks to Jen Terenzi, Vicki McCutcheon, and Joe Juzwiak Peggy Carr for all the legwork they did to make this raffle a success!

Thanks to the following people and organizations for their donations:

- Avon - Colleen Wersinger
- Tastefully Simple - Kelly Dietsl
- Shakeology - Jenna Hogan
- Carhartt - Becky Bernardino
- Norwex - Rhonda Matthews
- Thirty-One gifts - Jen Hayward
- Trader Joe's
- Powers Farm Market
- Pittsford Cinemas
- Pittsford Dairy
- Beads 'n Things

We will have a NEW Chipotle fundraiser coming up on December 10th for our student scholarship fund. Be sure to bring your flyer with you to show the cashier! You can also view the flyer on your phone from our Facebook event. Please share, share, share the event and flyer!

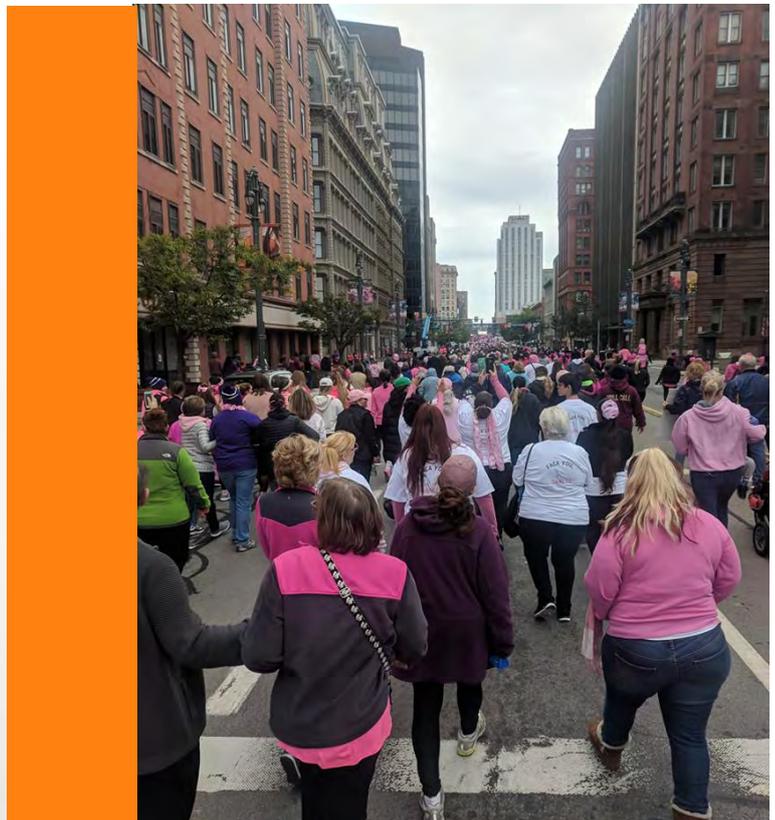
CAUSE AN EFFECT



Make dinner a selfless act by joining us for a fundraiser to support Pittsford District Teachers Association. Come in to the Chipotle at **3349 Monroe Avenue** in Rochester on **Monday, December 10th** between **4:00pm** and **8:00pm**. Bring in this flyer, show it on your smartphone or tell the cashier you're supporting the cause to make sure that 33% of the proceeds will be donated to Pittsford District Teachers Association.



Online orders will not be included in the fundraiser total. To ensure your purchase is counted in the fundraiser, be sure to order and pay in-restaurant. Gift card purchases during fundraisers do not count towards total donated sales, but purchases made with an existing gift card will count.



BUILDING NEWS

TRE:

- Kathy Kirwan's father died in July 2018
- Anne Marie Cymerman's daughter was married on 9/1/2018
- Lisa Hem's mother died on 9/21/18
- Katie Ryan's father died on 9/22/18

- Teresa Lattuca received Teacher Appreciation Recognition award on 9/26/18
- Radhika Ramesh's father in law died on 9/25/18
- Anne Marie Cymerman's son was married on 9/28/18

ACE:

- Kate Milne and her husband had a baby, Asher Drake Milne on October 6!

Your Reps:

Building Representatives:

Allen Creek: Stephanie Barg
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
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Chrissy Doggett, Heather
Trapiss, CRMS
Paige LaBarr, 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
Kristi Kelley, JR
Vicki McCutchon, SHS
Tracy Anderson, PR
Kristina Otto, MHS

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 families 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.

Don't forget Health Fund money was not deposited until mid October. Your funds could now 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.

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

IMPORTANT DATES: NYSTRS (Certificated Staff) Pre-Retirement Workshop (SHS LGI) – November 29, 2018
Membership Meeting (SHS Aud) – January 14, 2019 (Solidarity Wear Day)
Pink the Rink (RIT) - January 19, 2019 (Wear Pink)
Retirement Party (Eagle Vale) - May 16, 2019
Graduation June 29, 2018 (SHS @ 10:00am & MHS @ 2:00pm) - RIT

Got Questions? Visit PDTA.org

Pittsford District Teachers Association

PDTA
A Union of Educators

HOME PEOPLE DOCUMENTS PARTNERS

OUR VOICE
OUR
UNION
OUR VALUES

NYST
A Union of Professionals

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.



Shopping & travel benefits designed for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits. And unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back.

Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have. Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the **"Power of the Union"** behind them.

The following is just a small sampling of the endorsed programs available to the NYSUT membership.

Purchasing Power Member Shopping Program

Are you looking to purchase a new laptop computer, washer/dryer or refrigerator? The Purchasing Power Member Shopping Program allows NYSUT members to purchase products such as these and many more while paying for them through the ease of payroll deduction or ACH withdrawals. NYSUT members save 20% on their first order with Purchasing Power.

Abenity Discounts

Seeking exclusive member discounts on tickets to the latest blockbuster movies or theater events, the hottest concerts & sporting events, or the coolest theme parks & attractions? NYSUT members have access to thousands of nationwide and local discounts with the Abenity Discounts program. Abenity also offers an app for iPhone or Android smartphones available at no charge.

Grand Circle Travel

The Grand Circle Cruise Line & Grand Circle Travel program is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences. This program offers NYSUT members and their loved ones the opportunity to save \$100 per person on tours or receive a discounted rate on specific trips if acting as a group organizer.

Cambridge Credit Counseling

NYSUT members are eligible to receive free, no-obligation debt and student loan consultations with one of Cambridge's certified counselors. Cambridge also offers a unique web portal available at a reduced rate that can help explain the various options when paying down student debt, including student loan forgiveness programs, income-based repayment options and more.

The Power of the Union

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.

Nov./Dec. 2018



**Mark your
CALENDAR!**

**PINK
THE
RINK**

**January 19,
2019...**

Vote

on TUESDAY, NOVEMBER 6th!!

*What you need to know
about the New York State
Teachers' Retirement System*

Workshop is hosted by PDTA for
all PDTA members and other PCSD employees
who are also members of the NYSTRS

Sheila Sullivan Buck

NYSUT Endorsed Teacher Member of the NYSTRS Board of Trustees

Thursday, November 29, 2018

3:30 pm

SHS LGI

Topics:

Security

Planning

Filing for Retirement

Calculating your benefit

Reading your statement

Understanding the options

Space is limited – reply now!