

# INFORMATION, NEWS AND SUPPORT SPEAK OUT!

## PITTSFORD DISTRICT TEACHERS ASSOCIATION



### Your Role in Creating a Sustainable Work Environment Dwayne Cerbone, President

I believe that K-12 education offers the most rewarding careers, yet in the past 5 years we have experienced an exodus and lack of new candidates nationally as well as locally. Within that same timeframe, our staff has deftly managed unforeseen challenges, identifying and filling substantial gaps in a valiant effort to continue providing the very best educational opportunities for Pittsford's students.

Though commendable and impressive, I have ongoing concerns that this is simply not sustainable in this current environment. In an era when student instructional, behavioral, and social emotional needs appear to be escalating without bound, we are experiencing the first phases of a predicted depletion of staff and resources. With this in the forefront, the PDTA, along with each of you as individuals, must responsively establish habits and create structures that continue to serve our students in a manner that is sustainable.

Over the summer PDTA leaders engaged in numerous conversations with various District leaders addressing these interests. I am pleased to inform our members that throughout each meeting we could readily identify the increased burdens with a shared recognition that we must continue to collaborate to assure our staff has all they need moving forward to assure

continuity and longevity.

If we are not attentive to our workloads, the pressures of any given moment have the potential to overwhelm each of us as well as our systems. Many of these scenarios are further exacerbated when we or those around us assign more urgency and importance to topics that really need to be relegated to their appropriate priority within the scheme of our professional responsibilities. Recalling my statement from opening day, "...everything does not deserve our everything." **Now is the time for us to collectively restore some much-needed balance; for ourselves, our colleagues, and our students.**

As a first step on this journey, it is clearly perceived responsibility as well as unique student or school needs are causing some members to sacrifice contractual provisions with unacceptable regularity. Lunch breaks for all members and planning periods for certificated staff members are contractual provisions already in place that may indeed be part of the answer to your personal energy crisis. If you are taking on responsibilities that cause you to sacrifice these provisions, I implore you to make this known. Only then we can work together with colleagues and your administrator(s) to assess how to proceed in a manner that honors your contractual obligations. It may very well be decided that the

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responsibility is not yours or that the necessity is not as vital as was first assessed. It is very challenging for the union to provide support if, of your own accord, you willingly sacrifice your contractual provisions, so please do not do so. These breaks have been secured for you though the efforts of your union in negotiations. It is your responsibility to clearly identify your lunch and planning times and then protect those as "sacred" and "unavailable" times from all other divergent professional responsibilities. If, after discussing this with colleagues, teacher leaders and your administrator, you are still unable to figure out how to reasonably manage your schedule, please reach out to your PDTA Building Representative. They are equipped to either help resolve the scenario in-building or, if deemed necessary, loop in the PDTA Resolution Specialist.



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



# Executive Vice-President Stephanie Warchol

## P T S A Membership and Misconceptions

The desire to become a member of the PTSA can look a little different for each individual. Prior to my liaison role through PDTA, I considered it a donation to programming that allows my students to enjoy the extra experiences that make PCSD distinct. I never volunteered, maybe went to one meeting, and occasionally attended staff appreciation events within my building.

Through my liaison role I have seen the hard work and dedication our organization’s volunteers put into their work and the impact that it has on me as an educator. I attend more meetings and events and when my checking account allows, I’ve even donated a little extra money in recent years.

Following the survey data we received, we recognize that some of you may not be able to afford the \$8 it takes to become a member of the PTSA. We understand that you may not live within the PCSD boundary lines (this

does not mean you can’t join us!). We know that many of you have to prioritize and choose to belong and support the parent organization within your own children’s district.

We acknowledge that everyone is incredibly busy, and even with the best intentions some things have to be put on the back burner at various points throughout the school year. We hope you understand that your membership can be whatever you need it to be- an \$8 donation, an opportunity to have more input and understanding within your own building or the district at large, shopping or volunteering at the Super Sale, attending events, or partaking in the various staff appreciation celebrations.

Your membership dues benefit all nine buildings through cultural arts and field trips, student directories, gifts and grants, student agendas, and the PTSA e-news and web site. To be more specific, 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, the back to school picnic, and fifth grade transition.

All staff may join at the \$8 teacher/staff level, even if you have children who attend schools in the district or another. \$4 of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. Click this link to join now: <https://pittsfordptsa.memberhub.com/store/items/7547>

PDTA and PTSA rely on each other. We provide opportunities for each other, and we share a vital role in advocating for the needs of our Pittsford students, together. The next evening District PTSA meeting will be held on **October 11, 2023 from 7:00PM-8:30PM at Sutherland High School**. Check out their website to stay up to date on all things PTSA: <https://www.pittsfordptsa.net/>

## The PDTA Sick Leave Bank

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 (one (1) day per year for four (4) consecutive years) 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 the 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 will 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](#)

[SLB Request Form](#)

[Revised SLB Enrollment Form](#)



## SRP Newslink Connie Maust

Welcome back! I hope everyone was able to relax and enjoy their much-deserved summer vacation. I am Connie Maust, the new PDTA SRP Representative. I am replacing Lorinda Spring, who is hopefully enjoying retirement and sleeping in as we get back into the routine of the new school year. I previously was an Assistant SRP Representative for many years, and I am excited for my new role. I will continue to attend the monthly Executive Committee, Representative Assembly and District Planning Team meetings as an advocate for SPRs. I am also thankful to have building Assistant SRP Representatives Rebecca Tan (MCE), Debbie Ricketts (MCE), Radhika Ramesh (TRE), Julie Pellegrino (JRE), Farida Patrawala (CRMS), LaShanda Clark-McCadney (MHS) and Brian Oliver (SHS). We are working on appointing an Assistant SRP to fill the position at PRE. For any questions or concerns you may have throughout the year, they are there to support you and to provide you with answers.

Some reminders for the start of the year:

- If you still have questions regarding your hours of work, please reach out to your administrator as soon as possible. If there has been a late change that was not reflected in your September 15 pay, please make sure to check your September 30 pay statement for the adjustment.

- With the staffing and sub shortage continuing, the need to pull paras from their daily responsibilities will unfortunately be continuing this year. You are not responsible for filling out a time sheet when this happens, but you should track your time to compare it to the completed time sheet you are signing. With the different rates that were negotiated in the new contract, it is important that your time subbing in for other positions is recorded accurately.

- I hope the Elementary staff affected by the change in hours of work have had a smooth transition. Please let your Assistant SRP Representative know if there are continuing issues or questions.

- The Benefits Fair and Flu Clinic event will be October 12, at CRMS. Appointments will be required for the Flu Shot Clinic. Information is forthcoming. PDTA is currently working with Wegmans for the flu vaccinations.

- Also, please remember that the [PDTA website](#) is a great resource to find information regarding your union.

If you need to reach me or have any questions, please feel free to email or call me on ext. 1026.

Have a great year!



## Health and Safety Emily Natoli-Burns

This year, like every new school year, Safety and Wellness committee is here to advocate for you. You have probably noticed some new changes in your buildings: updated doors and locks, as well as some changes you may not notice. Software and cameras have been updated to reflect better capabilities to keep all students and staff safe. In his most recent [eNewsletter, Mike Pero highlights many of these improvements](#). These changes are the outcome from a joint effort of our advocacy and work with district office. A special

thank you to Mike for his leadership in this work.

This year we begin with a new committee: the Social Emotional Learning Committee. This committee will replace Wellness committee in its coverage of all wellness and SEL topics. Safety Council will continue its usual meetings discussing all items relating to school safety each month. If you have safety or wellness concerns, please reach out to your building representatives or me. Our goal is to help you stay safe and healthy in your buildings all year long!



### District Benefits Fair & Flu Shot Clinic

Save the Date! Thursday, October 12th  
CRMS Commons 2:30-5pm

# Back to school can mean a lot of different things:

- Starting a new career
- Planning for the future
- Balancing work and home life
- Making difficult decisions
- Enjoying your final year before retirement
- Recalling memories of a proud career

Regardless of what you might be doing this fall, **NYSUT Member Benefits** offers a variety of endorsed programs and services that could help make you as prepared as possible for whatever the new school year may throw at you.



Whether you are looking to save money, protect your family, or plan for the future, **NYSUT Member Benefits** is a great place to start. With dozens of endorsed insurance, legal, financial, shopping, travel, and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

And speaking of savings, the **Member Benefits Discounts & Deals** program utilizes the nation's largest private discount network to offer all NYSUT members (both in-service and retiree) exclusive access to savings of up to 50% at 850,000 locations -- including more than 21,200 New York State deals. If you have not already done so, head over to [mbdeals.enjoymydeals.com](https://mbdeals.enjoymydeals.com) to create your account with your NYSUT ID number, preferred email address, and password.

You'll then be eligible to save on restaurant dine-in or take-out, flowers and gift baskets, Bose electronics, clothing and shoes, oil changes and vehicle maintenance, sporting events, hotels and flights, car rentals, theme parks, movie tickets, and much more. Members are encouraged to download the MB Discounts & Deals mobile app for the best user experience with this program.

Check out all your union membership has to offer!



Learn more by scanning the QR code to the left, visiting [memberbenefits.nysut.org](https://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. 2023



# Professional Learning Update

## Julie Barker

Throughout the summer, the Teacher Center offered many workshops. Presenters included our own PCSD staff as well as external consultants.

**Teacher Center**  
**Summer 2023:**  
181 activities offered  
73% Certified Staff who completed their contractual requirement for professional learning.

Highlights of our summer programs included:

**Summer Tech Camp** – this new program received rave reviews as teacher presenters shared specific ways in which they are using technology in their instruction.

**Para Mentor Basics** – this six-hour training was developed for 46 paraprofessionals who are part of the newly formed Para Mentor program.

**Using Positive Psychology to Cultivate Well-being: Starting with Strengths** – presented by Carolyn Rabidoux and Heidi Kaufman, this workshop focused on the efficacy of positive psychology interventions and how to leverage personal strengths and the strengths of others.

**IMPORTANT CONSIDERATION:** One thing I would like to share about the summer workshops has to do with attendance. It is typical that up to 10% of enrolled participants do not attend a workshop without advance notice because things come up at the last minute. We plan for this accordingly and regularly enroll more people than a space allows.

Unfortunately, this summer the number of ‘no shows’ grew significantly. For a high percentage of workshops, we had up to 50% or more ‘no shows’. This is a concern for many reasons which I am sure you can all appreciate. One of the biggest impacts is on the presenters. When our colleagues are preparing to run workshops, they do so with the class size in mind. When up to half of the class does not show up the day of the workshop, it can significantly alter the presenters’ plans.

I appreciate everyone who reached out to let us know they could not attend a workshop at the last minute, and I understand that things happen that are out of our control. Moving forward, I am asking everyone to be mindful of the workshops you are enrolling in and please take the time to withdraw from an activity that no longer fits your schedule. I will continue to send reminders about committing to a workshop before enrolling. Thank you for understanding.

### Professional Learning Information for 2023-24:

**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 workdays.


**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!

This sticker is given to Professional Staff who complete all five weeks of the NYS Computer Science and Digital Fluency Standards Series. Thank you to Gwen Scibienski for designing the sticker.

For Professional Staff who are interested in completing the series, all five sessions will be offered this fall and again in the spring.



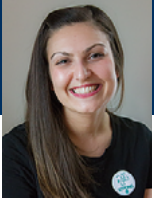
**IMPORTANT INFORMATION RELATED TO WINCAP WEB AND REQUIRED PD HOURS:**

You will notice a change in the Contractual Groups and Required Hours that show up in WinCap Web for 2023-24. This is part of our new contract and the change appears for both Paraprofessional and Professional Staff.

The contract specifies different pay rates based on the number of hours completed. To set this up in WinCap Web, we needed to create two levels of pay for each group.

When you see Level 1 or Level 2 connected to Required Hours, that reflects the hourly rate of pay – it has no impact on your required hours.

There are NO CHANGES to the contractual requirement for professional learning. Professional Staff are still required to complete 12 hours and Paraprofessionals do not have a contractual requirement.



# Resolutions Specialist Kim Chesko

The beginning of the year is the best time to check and re-check that your schedule and work load are contractually appropriate, and to seek PDTA assistance if it is not.

Here are some reminders of what to look for:

### Overage vs. Overload

An **overage** is a situation in which a teacher's class/minute load exceeds contractual maximums. When the total sections/minutes needed to be taught exceed the available personnel, a conversation begins between PDTA and the principal/HR. We then come to resolution about how to best cover the extra section/minutes. In some instances, an overage is the best solution. The principal would then offer the overage to a teacher, who can accept or decline. If accepted, a teacher would receive an extra duty stipend for such an assignment, as outlined in contract section 6-7.

An **overload** is a situation in which a teacher's class size, or number of IEPs in one section exceeds contractual maximums. If this occurs, a conversation begins between PDTA and the principal/HR about how to best resolve the situation. In some instances, an extra section is created; in others, a teacher receives a negotiated payment.

Any teacher who has an overage or overload should have a contract by **Friday, September 22nd**.

### Travel

If you are a traveling teacher, PDTA has worked to put into place some practices that will make a traveling assignment a bit easier. You can find the full list of practices on the PDTA website.

Some highlights are:

- 30 minutes allowed between assignments for travel
- Paid mileage
- Specially designated parking spots

### Lunch and Planning Time

All members are guaranteed an uninterrupted, duty-free lunch. Additionally, certificated staff are also guaranteed planning time, differing by level and position. Check the appropriate section of the contract for your position, and to ensure your assigned schedule includes contractually appropriate times for planning and lunch.

Discrepancies with any of the above provisions should be brought to your Building Rep's attention as soon as possible!

Have a great start to the year!

## Women as Caregivers:



NYSUT Rochester  
Regional Office  
30 N. Union St.  
Rochester, NY 14607



## Supports for Self, Children and Parents

2023 SATURDAY, OCT. 28  
9 a.m. – 2 p.m.



Morning snacks and lunch included

RSVP BY OCT. 17

### Topics for the day:

**Difficult Conversations with Kids**  
Erin Bailey, NYSUT LRS

**Alzheimer's: Its impact on Women and Resources for You**  
Nanette Friedman, Alzheimer's Association, Rochester, NY

**Don't Forget to Breathe: Using Mindfulness for Self-Care**  
Courtney Hill, LCSW

ADVANCE REGISTRATION REQUIRED



Speak Out! has been edited and assembled by Murie Gillett. I am honored to take on the role of Communications Chair! Many thanks to Brian Regan for ensuring a smooth transition and helping me create my first issue! Feel free to contact me with any questions at [murie\\_gillett@pittsford.monroe.edu](mailto:murie_gillett@pittsford.monroe.edu).

# Your Reps:

## Building Representatives:

Michele Riedl, ACE  
Bret Burrows, JRE  
Jennifer Villareale, MCE  
Spencer Jones, PRE  
Greg Bischooping, TRE  
Kristen Dolan, BRMS  
Melissa Althouse, CRMS  
Todd Warren, MHS  
Amanda Marshall, SHS  
Connie Maust, SRP

## Assistant Building Representatives:

Alyson Hallett, ACE  
Patty Steeley, JRE  
Nina Dezio and  
Trisha Sullivan, MCE  
Kelly Sanderson, TRE  
Ann Conciardo, Ellen Fox, and  
Karen Grace, BRMS  
Jessica Wojcik and Sophie  
Spyra, CRMS  
Mindy Johnston and Sam  
Hyde, MHS  
Marc Hellems, Brian Shafer,  
and Jeff Wing, SHS

## Assistant SRP Representatives:

Susan Benson, ACE  
Julie Pellegrino, JRE  
Rebecca Tan and  
Debbie Ricketts, MCE  
Radhika Ramesh, TRE  
Farida Patrawala, CRMS  
LaShanda Clark McCadney,  
MHS  
Brian Oliver, SHS

## EMBROIDERED PDTA SWAG



15% of all sales go directly to our PDTA Student Scholarship Fund. We've raised over \$345 since the program began!

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](http://pdta.logosoftwear.com)

## Important Dates:

- **October 12: PDTA Benefits Fair**
- **October 22: Making Strides Against Breast Cancer Walk**
- You will find more information about NYSUT's [Student Debt Webinars here.](#)
- You can find more information about [APPR here.](#)

## 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 [murie\\_gillett@pittsford.monroe.edu](mailto:murie_gillett@pittsford.monroe.edu).

**SUPPORT VOTE-COPE**

- SUPPORT EDUCATORS
- HELP OUR STUDENTS
- PROTECT OUR RIGHTS
- ADVANCE DEMOCRACY
- UNITE OUR NATION

In just the past year, this is what we have accomplished thanks to NYSUT members' voluntary donations to VOTE-COPE:


**IN NEW YORK STATE**

  
**7.2% INCREASE**  
in school aid

**\$31.2 BILLION**  
in total school aid and full foundation aid funding

**\$891.8 MILLION** for public higher education at SUNY and CUNY 

**\$106 MILLION** for the hiring of full-time faculty at SUNY and CUNY

Elimination of the burdensome **edTPA** 

  
**APPR**  
suspended for another year

  
Addressing class size in NYC


Fixes to **Tier 6** retirement 

  
Expanded accommodations for breastfeeding in the workplace

**IN SCHOOL BOARD & BUDGET ELECTIONS**

**60**   
NYSUT MEMBERS were elected or re-elected

**86%** of pro-education, pro-student endorsed candidates **WON**

**99%** of school budgets passed 

**AT THE FEDERAL LEVEL**

Passage of the **AMERICAN RESCUE PLAN**

- \$170 billion in dedicated funding to advance the process of returning to in-person instruction in K-12 school buildings.
- \$350 billion in state and local aid to help avoid lay-offs of educators and other essential public servants.

Passage of the **INFLATION REDUCTION ACT**

**Supporting VOTE-COPE is how we get it done.**

This coming year, we'll be back at it as the voice of New York's educators in the halls of power.

- Fixing APPR permanently so you can teach and your students can learn.
- Reforming receivership which unfairly punishes schools based on flawed test scores.
- Properly funding our SUNY and CUNY colleges.
- Fighting at the bargaining table for good jobs, health care, better workplace conditions and your future.



Learn more and support at **VOTE-COPE.ORG**



Contact PDTA Political Action Chair Karen Grace to make your contribution to VOTE-COPE through payroll deduction.





# Pension & Retirement Education Program (PREP)

Many retirees wish they began focusing on financial and retirement planning much earlier in their lives. Don't let that happen to you! No matter how far along you are in your career, careful financial and retirement planning are critical. That's why our Pension & Retirement Education Program (PREP) seminar is so valuable. The seminar will help you understand your NYSTRS benefits while also providing essential retirement-planning tips, which will help you develop a plan to achieve your retirement goals.

Seminars are held from 8:30 a.m. to 1 p.m. with registration beginning at 8 a.m. Topics include: NYSTRS benefits, financial planning, Social Security, estate planning, and the retirement process. Seminars are free and your spouse/companion may attend but you must make reservations in advance.

## Fall 2023 Schedule of PREP Seminars

Make your reservation via your online MyNYSTRS account at NYSTRS.org or by calling (800) 348-7298, Ext. 6180 weekdays from 8:30 a.m. to 4:15 p.m. Seminars fill quickly so book early!

<p><b>ALBANY</b></p> <p>November 16 (Thursday)</p> <p>NYSTRS Headquarters 10 Corporate Woods Drive Albany, NY 12211</p>	<p><b>SYRACUSE</b></p> <p>November 17 (Friday)</p> <p>OCM BOCES Main Campus 110 Elwood Davis Drive Liverpool, NY 13088</p>
<p><b>PLAINVIEW</b></p> <p>November 29 (Wednesday)</p> <p>Holiday Inn Plainview – Long Island 215 Sunnyside Blvd Plainview, NY 11803</p>	<p><b>MOUNT KISCO</b></p> <p>November 30 (Thursday)</p> <p>Hotel MTK 1 Pat Reilly Way Mt Kisco, New York 10549</p>
<p><b>BUFFALO</b></p> <p>December 6 (Wednesday)</p> <p>Buffalo Airport Hotel 4600 Genesee Street Cheektowaga, NY 14225</p>	<p><b>ROCHESTER</b></p> <p>December 7 (Thursday)</p> <p>RIT Inn &amp; Conference Center 5257 West Henrietta Road Rochester, NY 14467</p>

### Helpful tips:

- When calling to make a reservation, have the following information at hand: your EmplID or Social Security number, email address, and phone number (and the same information for your spouse/companion if they are a NYSTRS member and will attend with you).
- Bring your latest annual *Benefit Profile* with you to the seminar. (You may print it from MyNYSTRS.)
- If you make a reservation but cannot attend, please call the number above to cancel (or cancel via MyNYSTRS) so we can offer your spot to another member.
- PREP seminars do not include individual retirement counseling. Visit the Retirement Planning/Benefits Consultations page at NYSTRS.org to learn how to schedule a consultation.

*Administrative Bulletins dating from 2005 to the present are available on our website at [NYSTRS.org](https://www.nystrs.org). Select Employers and visit the Administrative Bulletins page.*

**10 Corporate Woods Drive • Albany, NY 12211-2395 • (800) 348-7298**



# NYSUT PITTSFORD DISTRICT TEACHERS' ASSOCIATION JOIN OUR TEAM!



Together, we are part of the making strides movement and leading the fight to end breast cancer!



Visit PDTA's team page or the QR code to join our team or make a donation!