

INFORMATION, NEWS AND SUPPORT SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



PDTA Services Dwayne Cerbone, President

The Pittsford District Teachers Association serves two broadly defined responsibilities for our members. The structures of our local union are established to enable these related yet distinct primary initiatives. Most, if not all, of what we do is intended to enable each member to perform their designated role in a safe, sustainable, productive, and rewarding environment. As a union member, you are not expected to understand all the ins and outs of dealing with each scenario, independently assess the most appropriate path for resolution, nor manage complex details involving various district departments.

Likely the most recognizable aspect of our work is managing the terms and conditions of your employment. This is a necessary yet broad level of representation that occurs on your behalf at the bargaining table with District and Board of Education officials. We then continue to engage in less formal bargaining throughout the duration of the finalized agreement.

These ongoing efforts are focused on addressing changes that result from novel or nuanced applications of the language, responding to intentional innovative transitions, or collaboratively seeking remedies to imposed work-related changes. Whether the impetus to these changes are unique to a member's specific job duties, a single building or level, the Pittsford district, or regional / state / national factors, our role remains the same. We strive to serve our members with fidelity.

We work to meet these goals through regular meetings with District leadership, the ability to engage when an immediate need arises, and teachers and SRPs serving as our representatives on a vast array of district committees.

We also provide support for our members in a more individualized and personal manner on a day-to-day basis. Our representatives assist with resolving pay/benefits issues, balancing workload constraints,

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managing personal leaves of absence, navigating challenges in the workplace, dealing with potential disciplinary scenarios, preparing for retirement, or simply providing guidance and direction. Though this list is in no way comprehensive, it was quite easy to generate as each topic noted has been addressed by a member of our leadership team within 24-hours of me writing this article.

In all of our work, we have regional and state partners through NYSUT that remain available to support our efforts.



Executive Vice-President Stephanie Warchol

Board of Education Recognition

The week of October 16-20 was School Board Recognition Week in New York. PCSD celebrated our seven Board of Education members at the meeting on October 17. I stood proudly with PDAA, PEOB, and PTSA leaders to convey the appreciation and gratitude of those in our organizations. In addition to cards for each member filled out by members of the PDTA Rep Assembly, PDTA also made a donation in their honor to the Pittsford Education Foundation and Pittsford Youth Services, in the amount of \$125 each.

SEPTA (Special Education PTA)

Pittsford SEPTA is a district-wide committee within the PTSA of our district. SEPTA exists for the benefit of students whose needs and requirements are outside the general education domain. As a committee, they seek to inform, support, and advocate for the unique and diverse learning needs of our students. They host information workshops each month to address specific areas as requested by members and they are exploring ways to offer support and programming for educators as well. If you are interested in getting involved or learning more about SEPTA and

their resources, check out the links below:

· [Website](#) - [Facebook Page](#) ·

PTSA Membership

It's not too late to join the PTSA! For as little as \$8 you can become a member of the Pittsford PTSA. This is an annual membership that does not roll over, so it must be renewed each year. If you want to check your membership status, email the PTSA Membership Chair at membership@pittsfordptsa.net. [Join online here!](#)



SRP Newslink

Connie Maust

Important Dates:

Union Dues will start to be deducted with the November 15 paycheck.

SRP Recognition Day is November 21! Use this day to acknowledge and thank School Related Professionals for everything they do each day to help support our students.

PDTA is hosting our Annual PDTA Employee Retirement System (ERS) Pre-Retirement Workshop (SRPs, Aux, Transportation, PEOP, etc.) on Thursday, November 16th 3:30-5:00 pm via Zoom (the link will be sent to your PCSD email the week of the workshop.) [Click the Registration link HERE to sign up.](#)

New Para Academy Workshops being offered this school year:

Restorative Practices Overview, November 20, District Meeting room 1, from 3:30 to 5:00. This is a face-to-face learning opportunity to understand the restorative practices by reviewing levels of proactive and responsive strategies and how they fit together to create a more restorative and trauma-sensitive environment. Attendees will learn practical strategies to incorporate in daily interactions with students and colleagues as a part of a supportive environment for all.

Building Relationships with Students is a blended learning opportunity. In this blended activity, paraprofessionals will complete a 1-hour asynchronous training through CypherWorx between December 4 and December 17. Then they will attend the in-person session on December 18

for 1 hour in District Meeting Room 1. It is expected that participants complete both sessions for 2 hours of credit. Additional details will be sent to participants on December 4 for accessing the content in CypherWorx.

What does it Mean to be Gifted? Is a face-to-face opportunity in District Meeting Room 1 on January 29, 2024, from 3:30 to 5:00. This workshop will provide an overview of the unique characteristics of gifted individuals. We will discuss the model that PCSD uses to meet the needs of our gifted learners. We will also share a few instructional approaches to meet the needs of gifted learners in the general education classroom.

Registration for these learning opportunities can be found in WinCap Web under the Professional Development Tab and the Elective Catalog.

Follow ups:

Those that work in the District Based Programs or CSE Assigned Paras working with students that have unique needs will be receiving a modified extra duty contract to reflect semester distributions of the stipend.

Please continue to monitor your pay statements to ensure you are being paid accurately, especially for the times you are filling in for any absences that are eligible for additional pay.

If you have any questions or concerns, please reach out to your building rep or your building SRP assistant rep.

Follow us on
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@PDTAunion



Like us on
Facebook
Pittsford District Teachers Association (PDTA) – A Union of Educators



Health and Safety

Emily Natoli-Burns

In the Spring of 2023, I was able to attend the first ever New York State School Safety Summit in Albany. This event brought together safety personnel, teachers, and district leaders from all over the state to talk about topics related to school safety and security. Breakout session topics ranged from mental health to large scale reunification plans for districts and everything in between. It was helpful to hear what other districts were experiencing and what advice they had for supporting safer, healthier schools. Some of the key takeaways for me were the importance of creating and nurturing a positive school climate, and the value of planning and conducting trauma informed drills. There were so many important issues discussed, it is hard to summarize them all in this limited space. [To learn more about the summit, click here.](#)

One tool that Pittsford took from the summit was from the [I Love You Guys](#) foundation. The mission of I Love You Guys is: **To restore and protect the joy of youth through educational programs and positive actions in collaboration with families, schools, communities, organizations and government entities.** Pittsford is working with I Love You Guys on reunification plans in the event of an ALL-school evacuation. We learned a great deal about the value of having these plans in place from the swatting events of last spring. We will continue our work on ALL school evacuation and reunification plans over the course of this year. To learn more about [I Love you Guys](#), [click the link and check out what they do.](#)

It is a pleasure to inform you that the MCC Faculty Association has endorsed candidates for Monroe County Legislators in the 2023 General Election.

These endorsements recognize the candidate's commitment to addressing the needs and concerns of Monroe County citizens, K12 and Higher Ed. In addition, they support the labor movement. Their knowledge shows concern for the fiscal stress and health needs we currently face. Finding solutions for long term issues is paramount.



COUNTY EXECUTIVE

Adam Bello (D)



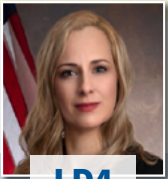
LD2

Jacqueline E. Smith (R)



LD3

Marvin Stepherson (D)



LD4

Virginia McIntyre (R)



LD5

Richard B. Milne (R)



LD6

Sean H. McCabe (R)



LD7

Kirk Morris (R)



LD8

Mark C. Johns (R)



LD9

Mel Callan (D)



LD10

Howard Maffucci (D)



LD11

John Baynes (D)



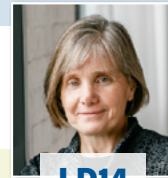
LD12

Steve Brew (R)



LD13

Michael Yudelson (D)



LD14

Susan Hughes-Smith (D)



LD15

Frank Ciardi (R)



LD16

Dave Long (D)



LD18

Lystra Bartholomew McCoy (D)



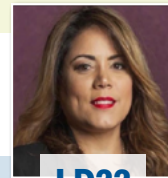
LD20

Robert J. Colby (R)



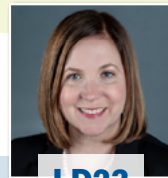
LD21

Santos Cruz (D)



LD22

Mercedes Simmons (D)



LD23

Linda M. Hasman (D)



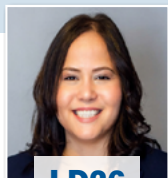
LD24

Albert A. Blankley (D)



LD25

Carolyn D. Hoffman (D)



LD26

Yversha M. Roman (D)



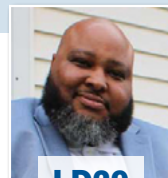
LD27

Rose Bonnick (D)



LD28

Ricky G. Frazier (D)



LD29

William T. Burgess (D)

We believe informed and energetic Monroe County Legislature make a difference for Monroe County, K12, Higher Education and labor. That is why, we are supporting their candidacy.

BETHANY GIZZI, FACULTY ASSOCIATION PRESIDENT | ELLEN MANCUSO, FACULTY ASSOCIATION LEGISLATIVE CHAIR



Vice President for Negotiations Dennise Zobel

What is PSC and Where can I Find Information About Evaluations?

The Professional Standards Committee, fondly referred to as PSC in our alphabet soup of acronyms, is the committee that was previously known as the APPR committee. PSC is comprised of 19 members including a teacher rep from each building. Your VP of Negotiations co-chairs this committee with the Assistant Superintendent for Human Resources. Last year, one of our brilliant PDTA members brought forward the idea of creating a Q & A-type document to demystify the evaluation process for certificated staff with rostered students, and create consistency across buildings.

PSC spent a significant amount of time in both large and small group meetings to develop this document; [you can find it here](#). This document covers Announced and Unannounced Observations by building administrators as well as Outside Observations. Responsibilities for both Teachers and Evaluators regarding scheduling, timeline, forms, and lesson plan format have been outlined, as well as pre-observation, post-observation, and the observation itself.

PSC met at the beginning of October, and formed the Small Group PSC based on teacher feedback. The Small Group PSC, which comprises only 6 members, will be meeting in early November to address the concerns of non-APPR staff and other staff who don't quite fit the standard evaluation rubric.

Below is the PSC committee roster, so you are aware of who represents YOU on this committee. If you have any questions regarding evaluations, please let your building PSC representative know so they may share with the larger PSC committee.

Professional Standards Committee Members

PDTA: Dwayne Cerbone, Stephanie Warchol, and Dennise Zobel
ACE: Michele Riedl JRE: Bret Burrows MCE: Jennifer Montgomery PRE: Stacey Beyer TRE: Katie Ryan
BRMS: Brian Daly CRMS: Toni Baller
MHS: Jude Dietz SHS: Marc Hellem
PDAA: Heather Clayton, Edward Foote, Melissa Julian, Richard Vigdor, and Josh Walker
COT: Shawn Clark and Melanie Ward

☆☆☆ Nov. 7th ☆☆☆

**VOTE YES ON
PROP 1**

Because every student deserves opportunity.

Voting YES for Proposition 1 on November 7 corrects a decades-old unjust flaw in our laws. It will ensure that finally, students in New York State's smaller cities receive the same opportunities as those in other districts. Proposition 1 is about correcting a mistake. It's about fairness. [Learn more here.](#)

[You can also visit the Member Action Center](#) to learn more about further action you can take. **Make a difference!**



Speak Out! has been edited and compiled by Murie Gillett. Feel free to contact me with any questions at 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 and PRE
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

Important Information and Dates:

- November 15: First paycheck that deducts union dues
- November 21: SRP Appreciation Day
- You will find more information about NYSUT's Student Debt Webinars here.
- You can find more information about APPR here.
- Certificated staff are still obligated to 12- hours of professional learning initiatives. WinCap Web is showing both 12 and 24 hours required. This was needed to address limitations in the system, enabling recording of the tiered pay rate amounts agreed to in our most recent Contract.

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.

Being ready for the holidays can mean a lot of different things:

- Gifts for your loved ones
- Appliances for your home
- Confirming travel plans
- Entertainment for the kids
- Food delivery in case of inclement weather
- Savings set aside for unexpected expenses

NYSUT Member Benefits offers dozens of endorsed programs and services that could help make you as prepared as possible for whatever the holiday season may throw at you.

No matter what your plans may be this holiday season, NYSUT Member Benefits is a great place to start. With a number of shopping, travel and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

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 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 products, 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.

Member Benefits also endorses life insurance programs, auto & home insurance, dental & vision plans, legal & financial services, and other programs to help protect yourself and those you care about most.

Participating in Member Benefits-endorsed programs also offers the added protection of having a trusted advocate on their side. Member Benefits staff take great pride in stepping in to support members with any questions, concerns, or issues that may arise.

Explore all that your union membership has to offer!



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.
Nov./Dec. 2023



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>ALBANY</p> <p>November 16 (Thursday)</p> <p>NYSTRS Headquarters 10 Corporate Woods Drive Albany, NY 12211</p>	<p>SYRACUSE</p> <p>November 17 (Friday)</p> <p>OCM BOCES Main Campus 110 Elwood Davis Drive Liverpool, NY 13088</p>
<p>PLAINVIEW</p> <p>November 29 (Wednesday)</p> <p>Holiday Inn Plainview – Long Island 215 Sunnyside Blvd Plainview, NY 11803</p>	<p>MOUNT KISCO</p> <p>November 30 (Thursday)</p> <p>Hotel MTK 1 Pat Reilly Way Mt Kisco, New York 10549</p>
<p>BUFFALO</p> <p>December 6 (Wednesday)</p> <p>Buffalo Airport Hotel 4600 Genesee Street Cheektowaga, NY 14225</p>	<p>ROCHESTER</p> <p>December 7 (Thursday)</p> <p>RIT Inn & 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. Select Employers and visit the Administrative Bulletins page.

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