

INFORMATION, NEWS AND SUPPORT SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



A Union of Individuals Dwayne Cerbone, President

As members of the Pittsford District Teacher's Association, you and I share many benefits, privileges, and responsibilities. There are a plethora of professional and personal factors that unite us, providing common interests as well as directing the focus for our work together.

These aspects permeate our experiences in small and large ways, day in and day out. The unique challenges of the past few years have brought forth quite a few new issues that have required us to represent member interest at a higher magnitude and at a far faster pace than is typical.

As you can imagine, this has stretched thin our already tapped leadership team. I have been grateful for the leadership of our elected leaders and for new members stepping up to difficult roles. The umbrella of the PDTA enables us to function with strength as a singular entity in daily advocacy or problem-solving efforts at the building level and in more overarching conversations with Central Office staff or during contract negotiations.

Our solidarity is not only unifying, it is empowering. Your commitment to PDTA provides the voice of our nearly 800 member strong union behind each representative serving our unit. Those of us entrenched in this work often make reference to this, even to the point of envisioning all of you sitting behind us when we need encouragement in various settings representing your interests.

In all engagements, we hold ourselves to a high standard, remaining committed to our shared values, mission and vision. To those who may

not have direct access to participate in these interactions, this may not align with expectations for a union pressing to obtain their own desired outcomes. The term "fight" is more often associated with unions than the term "collaboration." For those who wonder about this differential, it is worth explaining that there are numerous reasons we remain committed to these strategies.

The first and foremost is that we consistently find these tenets provide the greatest benefit to the members we serve. The big battles that unions are most noted for in the media usually follow long periods of attempted resolution processes prior to it becoming a public spectacle. It is the intent of PDTA and the District to avoid such scenarios, to the extent possible, as it squelches the opportunity for continued progress and relational transactions. Those fires of opposition consume all good will and the ability to communicate, leaving each party solely with that win or loss.

Simultaneously, a folder full of additional topics remain unresolved and unaddressed. Successful negotiations are not identified by a scoreboard of wins and losses. Instead, they result in win-win outcomes for both sides. Neither party may actually get exactly what they anticipated but the final outcomes leave each with an aspect of what they needed to move forward in an environment that welcomes continued discussion.

Those who believe a union has failed when it does not obtain a specific, pre-concluded outcome, do not understand the complexity of the process nor can they acknowledge that interests rarely reside in isolation. Though an individual may perceive it

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simply as our A vs their B, more often it is a discussion of A and B relative to the impact on C, D and E while considering factors F-Z. For those of us in public sector unions we have an additional challenge worth noting.

Unlike our brothers and sisters in the private sector, we are not competing for a portion of the exorbitant profits of management. Instead, we strive to obtain an appropriate balance of compensation, benefits and working conditions in conjunction with the District's need to steward limited public resources while assuring sustainability.

I share each of these points as we are just starting to embark on the negotiations path for our unit. Any conversation related to these topics later in the year may justifiably be perceived as me preparing members for some type of negative outcome. This is far from my intention as I implicitly trust our Negotiations Team in the representation of our Association's interests. I just felt it was important to get these topics in the forefront as our team will be restricted from any open communication throughout the negotiations process. Just as we

Continued next page...



Executive Vice-President Stephanie Warchol

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. Throughout the school year, please consider supporting PTSA initiatives.

You'll find some examples below. The next evening PTSA meeting will be held on Wednesday, March 15, 2023 from 7:00PM-8:30PM at Park Road Elementary. As PDTA's liaison to the PTSA feel free to reach out to me if you see ways to strengthen our partnership!

Membership: 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, 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. \$4 of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. The PTSA needs 211 more memberships to reach this year's goal, click this link to join NOW: <https://pittsfordptsa.memberhub.com/store/items/7547>

PTSA Program Enrichment Grants: Each year, PTSA awards Program Enrichment Grants to teachers, school organizations, and parents who are creating new opportunities for our kids. These grants are intended as a one-time startup funding, when other funds are not available. They fund programs that impact a large number of students- such as clubs or programs, or teacher programs or supplies, up to \$2000.

Some restrictions include covering transportation, funds for another non-

profit or booster club, or funding for the same program within a 3-year time frame. The application has a monthly, rolling approval process and the funds are available upon approval by the committee (usually the turnaround is just a couple of weeks). If you are interested in finding out more information, or applying, please follow this link: <https://www.pittsfordptsa.net/enrichmentgrant>

AmazonSmile: AmazonSmile is a simple way for you to support your favorite charitable organization every time you shop, at no cost to you. AmazonSmile is available at smile.amazon.com on your web browser and can be activated in the Amazon Shopping app for iOS and Android phones.

When you shop, you'll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added benefit that AmazonSmile will donate 0.5% of your eligible purchases to the charitable organization of your choice. When making your next Amazon purchase, be sure to add: PTA New York Congress 07-118 Pittsford Central PTSA as your charitable organization!

How to turn on AmazonSmile in the mobile app

1

Get the app

Download or update to the latest version of the Amazon Shopping app on your phone. You can find it in the [App Store](#) for iOS or [Google Play](#) for Android.

2

Join AmazonSmile

If you are not already an AmazonSmile member, simply sign up at smile.amazon.com and select your favorite charity to start generating donations, at no cost to you.

3

Turn on AmazonSmile

Open the app and find 'Settings' in the main menu (≡). Tap on 'AmazonSmile' and follow the on-screen instructions to turn on AmazonSmile on your phone.

Cerbone continued:

do daily, the team is committed to obtaining the best outcomes for our members and their families.

Though we often hear that others observe our commitment to provide the very best educational opportunities to all students while others find reason to publicly express their displeasure with our pedagogy, actions or outcomes, it is imperative that we retain in our perspective, that this is also our career.

Yes, we are caring and empathetic public servants but, no matter our title or role, this is ultimately our job. We have every reasonable right to address any and all interests regarding the conditions of this employment through our collective bargaining agreement. We look forward to doing so and bringing you a proposal at a later date. For now, we appreciate your trust and support.

**FYI: PDTA
Payroll Dues
Deduction will
begin
with your
November 15th
paycheck!**



SRP Newslink Lorinda Spring

Tuesday, November 15th

- SRP Recognition Day. This is a day to honor and acknowledge School Related Professionals for all the hard work that is done each day to help educate and care for our students.
- Payroll deductions begin for union dues.

Upcoming Para Academy Workshops

- Crisis Prevention Institute Training- 11/10/22 or 11/15/22 (6.5 hours beginning at 8:00 AM)–Working with students who have complex needs (These workshops occur during the workday so you would need prior approval from your principal and put in a request for a substitute for your duties.)
- Equity Series- Implicit Bias 11/21/22 (3:30 -5:00 PM)
- Equity Series- An Introduction to the Social Justice Standards- 1/23/23 (3:30-5:00 PM)
- If you are interested in these offerings, please go to WinCap Web to enroll. SRPs will receive \$17.50 per hour for attending professional development workshops.

Para Compensation

- PDTA is working to rectify work hours and compensation. If you are unpaid or paid incorrectly, creating a financial burden, PDTA can help while the problem is being addressed. Please reach out to Dwayne Cerbone directly, for assistance.
- For the 2023-24 school year, PDTA will be initiating a collaborative effort with district leaders to implement new protocols that include appropriate checks and balances for communication of assignment to member and HR/Payroll, for all paraprofessionals.



Political Action Karen Grace

This month's message is simple:

GET OUT AND VOTE!

Check out the NYSUT VOTING GUIDE and ENDORSEMENTS [here](#).

NYSUT Rochester Regional Office

The Rochester Americans are hosting a Teacher Appreciation Night on Friday, November 11th and want YOU to be a part of it! This is a FREE TICKET offer for all teachers and school employees.

The Amerks take on the Cleveland Monsters on Friday, November 11th at 7:05pm at Blue Cross Arena. They picked this game date knowing that many in our community have this day off from school and they hope that you can join for this special night of honoring our local teachers and school related professionals.

All teachers and school employees have access for up to one (1) complimentary ticket through this offer with additional discounted tickets available for up to 25% off the gameday rate. The free ticket offer expires on Wednesday, November 9th at 5pm. If there is more than one teacher or school employee in your family you are each eligible for the free ticket but must log in separately to access the offer. If you wind up with seats that aren't next to each other or have any questions about this offer, you can email Tim Darrow at tim.darrow@bluecrossarena.com for assistance.

Use this link and code to access your tickets:

TEACHER APPRECIATION NIGHT OFFER

Passcode: Union

Go Amerks!



By 2017-18 AHL official guide and record book, Fair use, <https://en.wikipedia.org/w/index.php?curid=22370540>

2022 VOTER GUIDE

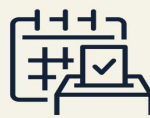
VOTE ABSENTEE



NOW THROUGH NOV. 8

OR

VOTE EARLY



OCT. 29-NOV. 6

OR

VOTE ON ELECTION DAY



TUESDAY, NOV. 8



Live the Osa

Sarah Bedrin-Staub, PDTA Study Grant Recipient

With the PDTA study grant, I traveled to and worked with educators from all over the United States in the Osa Peninsula, Costa Rica for nine days this July. The goal was to learn teaching strategies for World Language using Comprehensible

their classrooms. We would often have the opportunity to practice in small groups and share out our own strategies.

During these nine days we visited an elementary and secondary school in the area to conduct mini lessons using the strategies we learned.

been common themes these past few years.

Besides our family and school experiences, we were able to interact with Costa Ricans in some of their daily jobs. We visited a farm that harvests cocoa beans and makes its own chocolate. We also



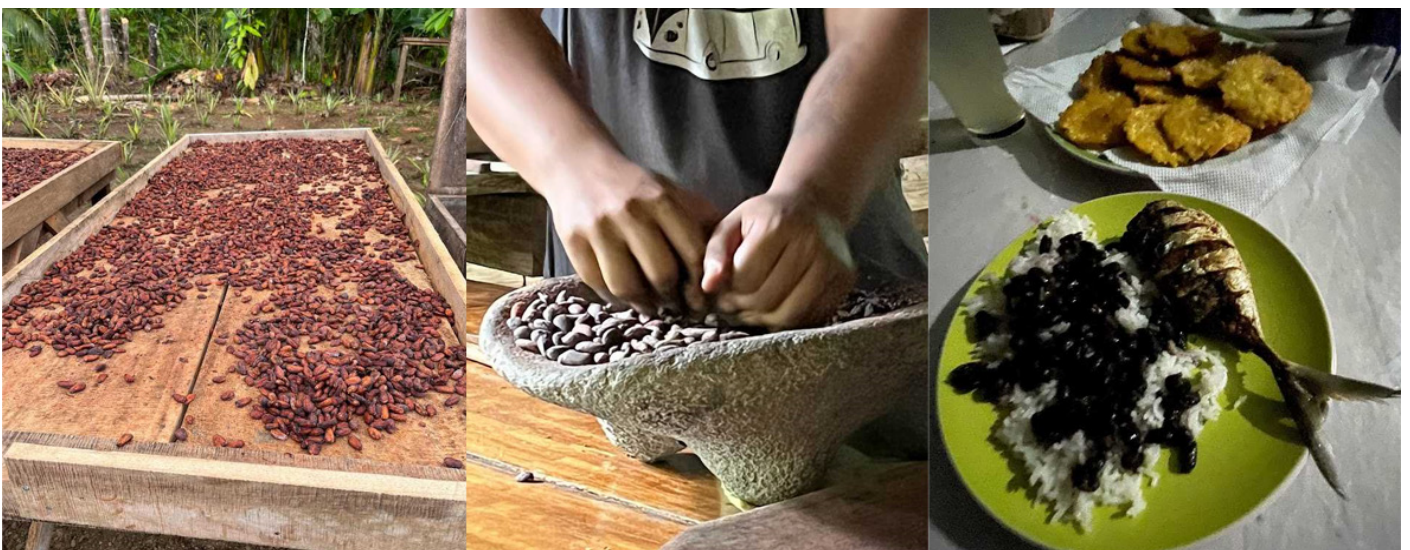
Input and then apply these techniques in Costa Rican classrooms.

The other part of this cultural experience was living with local families in the town of Puerto Jimenez and taking part in their daily activities such as cooking, soccer and dancing. We were welcomed as part of their family and encouraged to learn about their lives. Every day we would all gather and the three expert teachers leading the group would present strategies, resources and lessons they do in

The lessons applied the strategies we learned in the workshop, and we could see how these strategies would work in our lessons in our own classrooms. We also had the opportunity to participate in their cultural assemblies and talk with other teachers at the high school about their experiences with students, especially post-pandemic education. It showed us that despite the differences in geography, teachers across the world are dealing with the same issues since Covid and that adjustment, flexibility and compassion have

talked with local groups about their commitment to preserving the natural beauty of the area despite increased tourism.

The motto of Costa Rica is Pura Vida, which means to take life slow and enjoy every moment. Everyone we came in contact with showed us hospitality, warmth and acceptance, truly showing us fast-paced Americans the benefits of slowing down and smelling the Costa Rican coffee.



Life is complicated. NYSUT Member Benefits can help.

PEER SUPPORT LINE



The Peer Support Line is a new service available through NYSUT Member Benefits that's offered at no cost to all NYSUT members and their families.



The Peer Support Line can help with:

- Finding mental health services or support groups
- Answering questions about Medicare and Medicaid
- Managing work-related stress
- Providing support to new members
- Sourcing elder care or caregiving services
- Assisting with marital, relationship or child rearing concerns
- Reducing feelings of isolation and loneliness

The Peer Support Line is a partnership between NYSUT Member Benefits and Rutgers University Behavioral Health Care.

For more information or assistance, call toll-free 844-444-0152.

Nov/Dec 2022



**Speak Out is edited and assembled by Brian Regan.
Your feedback is welcome at brian_regan@pittsford.monroe.edu
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Building News:

MCE: Wedding Bells! Congratulations to Nina Talamo on her October Wedding!

PRE: Grade 1 Teacher Katie Greco gave birth to daughter Sofia Rose on 10/15 at 11:51 a.m. Congratulations to the new family!

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 Hellems, 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:

- Nov. 4-6th: SRP Leadership Conference, Albany, Register by Sept 30, contact Lorinda.
- Nov. 15th: SRP Recognition Day.
- Nov. 17th: NYSTRS Pre-Retirement Workshop (SHS LGI) 3:30 -5:00 p.m.
- 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.