

# INFORMATION, NEWS AND SUPPORT SPEAK OUT! PITTSFORD DISTRICT TEACHERS ASSOCIATION



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## UNION

### Dwayne Cerbone, President



It is hard to believe that my first year as PDta President is already coming to a close. In this position I have a unique vantage point, observing the activity of the union in countless scenarios on behalf of our members. I hope within this article I can paint a detailed word picture that will enable each of you to further recognize the incredible value associated with your membership in PDta. At the heart of this work is a relatively small group of amazing local teacher leaders, dedicated to making our work environment safe, effective, meaningful and rewarding.

Our elected PDta officers manage the association in an effective and fiscally responsible manner addressing employee contractual and workplace rights as well as furthering these interests for members that find themselves in inequitable or

challenging situations. These officers represent member interests working closely with district administration, the Board of Education, our community, NYSUT regional specialists and other local union leaders with integrity and professionalism that is respected and appreciated by those who have the opportunity to work with each of them.

PDta committee chairs lead varied groups of teachers and SRPs that focus on the many areas of importance to our members. Their commitment to important professional interests, along with that of their valued volunteer committee members, provides the backbone and structure that serves our members and students. These committees include Political Action, Professional Growth, Special Events, Membership, Communications, Public Relations, Professional Advancement, Safety and Wellness, and Extracurricular.

## REGISTER NOW on WINCAP (under electives)

### PDta: The Role of the Teacher Leader, 8/13/18 8-11am

In this workshop, the role, responsibility, and rewards of the teacher leader will be explored with participants. This will include:

- Role of the teacher leader and the value it adds to our systems.
- Identifying key constituency group.
- Representing people and interests appropriately and effectively.
- Managing group and personal interests.
- Effective communication with constituency group.
- Common challenges, pitfalls and triumphs.
- Self awareness as a teacher leader.

PDta building representatives, assistant representatives and building committee members serve within each individual building community, representing member interests and needs directly, responsively and effectively. This talented and committed group of leaders invest themselves above and beyond their traditional job responsibilities, adding this important representation to their already challenging daily work as Professional Staff, SRP's and Auxiliary members. Although these leaders regularly address concerns brought forward by building members, most of their efforts are directed towards working proactively to identify potential issues and provide creative resolution long before the problem actually surfaces for our members. Along with the officers and our dedicated committee chairs, these leaders meet together for more than 3 hours per month in Executive Council and Representative Assembly to address concerns, provide guidance, learn from each other, make important decisions for our union, and to identify specific areas of focus to direct our

Continued next page...



## Behind the Scenes

Stephanie Warchol, VP for Administration

During my first full year as PDTA's Vice President for Administration,

I have been fortunate enough to get a behind the scenes look at the various groups that are involved in our collaborative decision-making process here in PCSD. You may often wonder "what exactly does my Union do for me", I know I did prior to becoming more involved with PDTA as an assistant building rep, building rep, and now an officer. Through each role, I have discovered just how deeply committed PDTA is to its members and maintaining a positive working relationship with the District.

As I've discussed in previous articles, part of my position is to be a liaison to the Board of Education, and PTSA. Through various meetings and interactions, I have a clearer picture of how the District and parent group operate, and of the processes they follow to try to do what is best for our students. I also was involved with our APPR process for the first time, and while this year was somewhat status quo, there was a sense of collaboration to have information between the

District and PTDA exchanged and communicated to our membership in a timely manner. While sitting on the District Planning Team (DPT), I formed relationships and collaborated with some of our Central Office Team, parents, and community members. I immensely enjoyed this work, and found it to be very gratifying, knowing that the decisions I help to make will have a positive impact on everyone in the PCSD community.

Finally, the most rewarding part of my position was to assist with the District's Student Opportunity Fund. This fund exists to help students receive funds for basic needs (like glasses, clothing, etc.) and curricular needs (money to participate in various school programs) and extra-curricular needs (community events and programs). Next year I am looking forward to being involved with my first round of PDTA contract negotiations.

If you too are interested in getting a behind-the-scenes look into the workings and processes of the District, I encourage you to get involved! As you begin to think ahead to the 2018-19 school year, you can figure out what

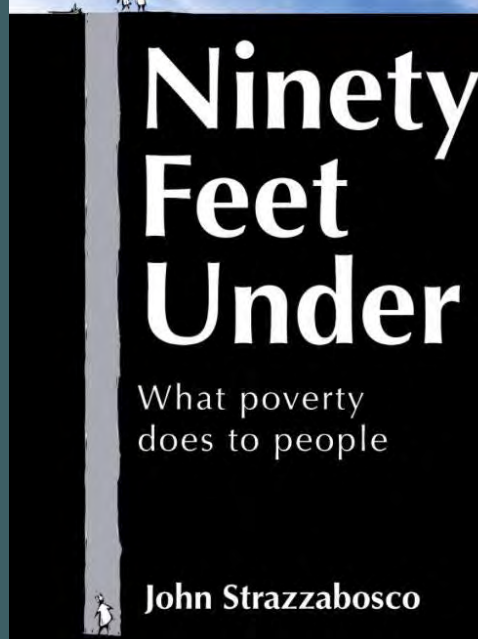
that may look like. Maybe you attend some Board of Education or PTSA meetings. This is the best way to stay informed of all the things happening within the District. You could make a commitment to read every edition of Speak Out, or attend one of PDTA's general membership meetings. We already have at least two planned.

If that's not enough, you can volunteer within your building to help with a PDTA committee. Many of these positions have been decided, but we are always looking for extra volunteers, click [here](#) to see who to contact. If you feel that you have strong leadership abilities or want to give your expertise in a certain area, you can apply for one of the PDTA positions on various district committees. Are you someone that likes to interact with and help other staff at PCSD, are people always going to you for advice? Then you should look into finding out more about the PDTA Assistant Rep and Building Representative positions. Various job descriptions can be found on our website [here](#). The best way to discover what PDTA does for you, is to become more involved with PDTA!

Cerbone continued:  
efforts.

The most significant challenge I find in my attempts to detail the work of the union is the fact that much of what I and other leaders do is necessarily confidential. This entails representation of members during disciplinary processes, discussing work environment and culture with administrators, serving on committees that have defined processes of sharing topics of discussion, and legally confidential negotiations. Regrettably, our members are typically unaware of these activities until they find themselves directly involved or in need of the support. Those moments and challenges are when the value of our union is clearly obvious. When things are going well we can forget all the work that went into creating and maintaining that environment. This is when we may need to reflect on the value of our union. Please know, that in return, as your Union serves on your behalf, we value YOU!

This book is a long awaited support for parents, teachers and all people who care for children.  
*Janet Korn, RSM Justice Coordinator, Sisters of Mercy*



We are excited to share that retired teacher John Strazzabosco, whom many of you know through his eye-opening professional development workshops, has published a new book on the subject of poverty.

You are invited to celebrate the launch of his new book "Ninety Feet Under - What poverty does to people." on June 15th 7-8PM at The Mercy Center on Blossom Road. They will have a brief presentation, followed by refreshments and a book signing. You may purchase (by check) for \$25.90. If you cannot attend, John's book will soon be available on Amazon.



# Professional Learning Updates

Julie Barker, Teacher Center Director

The summer catalogs for professional learning are currently available in WinCap PD. As you are making plans for your summer activities, here are a few highlights of programs we are offering:

## Diversity/Inclusivity workshops:

We have a series of workshops designed to further your learning related to diversity and inclusivity. Two workshops are being offered by consultants who are new to the Teacher Center – Untying the Knot: The Systems and Institutions that Keep Rochester Divided, by Adrian Hale, Rochester Chamber of Commerce, on July 13th and Cultural Humility by Kit Miller from the Gandhi Institute, on July 30th. In addition, we have other workshops being offered including Creating Safe and Inclusive Schools for LGBTQ Students and Staff; Hidden Biases of Good People; Poverty and Racial Bias: Strategies to Reach Students of all Cultures; and SafeZone Training with Out Alliance. Check the Professional Learning Initiatives catalog for further details.

## Teacher Webpage Training:

This summer we are offering three workshops designed to assist teachers in enhancing their webpages. Teacher Webpage Training Part 1 is the same workshop we offered last summer to assist teachers who are new to using the current website platform to build their webpages. We have also added multiple sections of Teacher Webpage Training Part 2 which is intended for those who want to learn more about the advanced features provided for our webpages. A third workshop, Building a Student-Centered Webpage, is designed

for teachers who want more time to design a robust webpage. In this activity, teachers will be able to work independently on aspects of their webpage they will use the most. There will be ITSSs on hand to assist when technical support is needed but the purpose of the session is to give you time to design your webpage as an effective communication tool with students, and parents, in mind as users.

## Office 365:

There are six different opportunities to learn how to use Office 365 more effectively this summer. These sessions include the introductory offering – What is it and how can I use it in my teaching? – as well as workshops focused on different tools within Office 365 such as Class Notebook and Sway. There are many ways to use this tool with students and colleagues so I hope you are able to take advantage of the opportunities to learn more about it.

**When you are enrolling in workshops, please note the following:**

- The audience for each workshop is listed in the NOTES section which can be found on the details page for the activity. Please read the description and audience before requesting enrollment to be sure the activity is intended for you. In addition, some workshops run on a series of dates and participation is expected for all of the dates listed. This information can also be found on the details page.
- The majority of our summer programs are designed for Professional Staff – including teachers, counselors, and psychologists. This is designed so Professional Staff have access to their learning during the summer while planning for the upcoming school year

and to meet their contractual PD requirement. We have a separate series that runs during the school year – Para Academy – in which we offer workshops specifically designed for paraprofessionals/SRPs.

- If you are enrolled in an activity and your plans change, please withdraw from the activity in WinCap PD by clicking on the red 'X' to the right of the activity name. Some of our workshops already have wait lists and it is a courtesy to remove yourself as soon as you know you will not be attending a workshop.
- If you are on a wait list for an activity, please do not show up the day of the activity hoping to get in. There is an automated wait list in WinCap PD and people are placed on the wait list in the order they enroll. We ask that you wait to be contacted by the Teacher Center or through an email from WinCap Web before coming to a workshop so everyone has fair access to the open seats.
- The contractual PD requirement has been reduced to 6 hours for full-time Professional Staff members due to an additional work day in the calendar for 2018-2019 only. We have many high quality programs being offered this summer and I encourage you to attend the workshops that will best meet your needs despite the reduction in required hours. Keep in mind that you will receive pay for any hours beyond your contractual requirement so I hope you will take advantage of the learning we are offering.

***Have a wonderful end to the school year. I look forward to seeing you at Teacher Center activities in the 2018-2019.***





# Gearing Up for Next Year!

Kim Chesko, Resolution Specialist

As my last article looked forward to summer, I am sticking with that theme and looking

forward to next year for this one. I know that at the elementary level, some teachers get our schedules for next year at the end of the previous school year. If you receive your 2018-19 schedule before the summer, even if it is tentative, this is a great time to check for some important scheduling related contract provisions.

## Lunch

All Professional Staff have a guaranteed minimum uninterrupted 40 minute lunch (section 5-1-1) Make sure that your lunch falls during a reasonable time when the cafeteria would be open in case you need to grab something.

## Preparation Time

Check the contract (section 5-5) to be

sure that you have the appropriate preparation time available in your schedule. Be careful to differentiate between uninterrupted blocks and total minutes.

## Travel

It is a District policy that all traveling teachers should have at least 30 minutes of travel time scheduled between assignments, no matter how close or far away the buildings are that you travel between. If you are a teacher who is scheduled by minutes, these 30 minutes are included in your total teaching minutes. And while we're on that subject...

## Count Your Minutes/Tenths

If you are scheduled by minutes (example: elementary specials, ELL teachers, some service providers, etc.) take a quick look at your total minutes to make sure you are scheduled

appropriately. If you are not sure how to do this, your Standards Leader or Building Rep can help. Check your contract (sections 6-2 through 6-4) to determine the maximum number of minutes you can be scheduled per cycle.

If you find that your schedule is inconsistent in any way with the above contract provisions – DON'T PANIC! Oftentimes, this is simply an oversight or clerical mistake. Contact your PDTA Building Rep ASAP, and he or she can help you to go through the correct channels to have your schedule corrected. Remember – your schedule cannot be fixed if you don't let anyone know it needs to be. The contract provisions described above have been collectively bargained for your benefit and you have a right to them.

*I hope everyone has a restful and fun-filled summer – see you all in the fall!*



## PR Thank You!!

Thank you to everyone who supported our **PDTA Barb Shapiro Student Scholarships** this year! We are thrilled to announce that our raffle in the fall raised \$831 and our Chicken BBQ raised \$803! In addition to our work to raise money for student scholarships, the Public Relations committee has been involved with the Rochester Making Strides walk for Breast Cancer and collecting food for the Pittsford Food Cupboard. We are looking forward to offering more PDTA apparel options to our members next fall and also joining in on Pink the Rink in January 2019. Please follow PDTA on Facebook to keep up with our PR events!

- Kelly Jordan

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Stephanie Warchol, Photographer



## Political Action - Karen Grace

### JANUS v. AFSCME : NEWS AND

### OPINION UPDATE

The U.S. Supreme Court heard oral arguments beginning in February 2018 for the Janus versus AFSCME Council 31.

The Court is expected to issue a decision on the case, which involves public sector unions' ability to collect fair-share fees, in June 2018.

According to CSEA, "the case could overturn 40 years of legal precedent and create a class of 'free riders,' or people who benefit from the contract negotiations that a union provides while paying nothing. Because the court has a 5-4 conservative majority, it is expected to rule against unions.

Dropping union membership may sound like a savings, but the harm it could bring you and your family could far outweigh the initial

benefit to your wallet.

*If enough people decide not to be union members, your union will cease to exist at your workplace.*

What does that mean? Valuable gains such as negotiated salary increases, health insurance plans, workplace protections, leave time, class size limits and more would disappear. Then there would be nothing to prevent your employer from doubling or even tripling your health insurance contributions, nor would there be any guarantee to future raises.

Your union contract allows you the freedom to earn a fair return on your work. It also guarantees you the freedom to take care of important off-the-job issues, such as caring for a sick parent or child. If the union doesn't exist these protections will not exist either." [More Info.](#)

To learn more:

- [What you could lose under Janus v. AFSCME Council 31](#)

- [Janus v. AFSCME Council 31 News and Opinion Update](#)

- ["Supreme Court Janus case is bigger than unions. Upward mobility is at stake" \(USAToday\) 2/26/2018](#)

A summary of arguments presented before the Court can be found [here \(NY Times\)](#), and a full transcript is [here \[PDF\]](#).

When the ruling does happen, PDTA will be out in full force wearing our union gear to show our support of unions, no matter what!

*"The case before the Supreme Court on Monday threatens the freedom of millions of Americans working in the public sector to bargain for decent pay, better benefits and a voice in their workplace. But the court's decision won't just affect government employees. Unions help boost equality and build our nation's middle class." -USAToday*

## JANUS ACTION CENTER



### LET'S RAISE OUR VOICE

<https://www.nysut.org/resources/special-resources-sites/janus-action>

**I'm Sticking  
With Our  
UNION**



Speak Out is edited and assembled by Brian Regan.

Your feedback is welcome at [brian\\_regan@pittsford.monroe.edu](mailto:brian_regan@pittsford.monroe.edu)

# 2018 PDTA Retirees: Thank You, and Good Luck!

## TEACHER RETIREES

Elizabeth Berens, CRMS  
Bernadette Canfield, TRE  
Pamela Carty, BRMS  
Ellen Crowley, JRE  
Claudia Foti, CRMS  
Gail Habecker, JRE  
Katherine Matychak, PRE  
Sandra Mead-Allen, MHS  
Carol Moriarty, TRE  
Donna Nichols, MCE  
Robert Rountree, BRMS  
Susan Stare, PRE  
Penny Vasile, JRE

## SRP RETIREES

Marcia Brown, PRE  
Michelle Cohen, JRE  
Patricia D'Angelo, ACE  
Heidi Fjermedal, CRMS  
Elizabeth Fritz, SHS  
Amy Iserson, MCE  
Thomas Johncox, CRMS  
Kathleen Kyhos, PRE  
Jennifer Lonardo(11/1/17), SHS  
Maryanne Maland, JRE  
Andrea Patton, MHS  
Jeanne Shaw (11/21/17), JRE  
Peggy Snyder, JRE  
Irene Steele (12/31/17), MHS  
Sherry Tontarski, MCE  
Anne Marie Van Patten, MHS  
Karen Yager (12/29/17), MHS

## BUILDING NEWS

**BRMS:** Steve Thering and his wife had a baby boy.

**MHS:** Shari Ebert's baby Rhea Annette Ebert joined the world at 2:06pm 6/1/18.



## SRP Newslink

Lorinda Spring

I would like to welcome Kristi Kelley and Kristina Otto as our new SRP Assistant Representatives for PDTA. They will join Radhika Ramesh, Suzanne Kaier-Tuttle, Constance Bader, Tracy Anderson, Vicki McCutcheon and Lisa Backscheider as our SRP Assistant Representatives for the 2018-19 school year. We are thrilled to have new members engaged in our union!

I also want to thank everyone who recommitted to the union. There is definitely strength in numbers, especially for SRPs, when it comes to protecting our jobs and benefits. As always, please reach out to any of your representatives with questions or concerns. We would also love to hear details about how the union has helped you as well!

### Reminders:

- Before you leave for the summer, please remember to complete your Summer Work Day Prior Approval/Verification form and submit it to your building principal. You may print a copy of the form through the [PDTA.org](http://PDTA.org) website

by clicking on *Documents and Forms*.

- If you need to post for a new position or are thinking of making a change, please check your emails from now until the end of the school year and throughout the summer months. Postings for job opportunities will occur through August 15th.
- There is one additional work day added to the 2018-19 school year, therefore paraprofessionals *will not* attend the April 8, 2019 Superintendent's Conference Day.
- PDTA is looking for member volunteers to serve on the new PCSD Inclusivity Committee. If you are interested and have experience/expertise in any of the following areas: Diversity & Inclusion, Gender Equity, Interfaith, Mental Health, Special Education, or Sexual Orientation, please apply through [this link](#) by June 15, 2018.

Enjoy the rest of the school year and have a wonderful summer vacation!

## Congratulations to our 2018 Tenure Recipients:

**ACE:** Sara Dehm and Jenna Randisi

**BRMS:** Christine Lappas

**CRMS:** Nicole Zaromitidis

**MCE:** Tammy Engert

**MHS:** Anna Dobrzynski, Anne Muoio, Michele Slonimski, Matt Lindstrom

**PRE:** Carissa Carlsen, Elizabeth Day

**SHS:** Dawn Howe, Leslie Hanellin

**TRE:** Meghan Hurley



Tickets just  
**\$20.99** plus tax

A savings of \$29.00!



**July 7-22, 2018**



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**A stamped, self-addressed business-sized envelope must be included to receive your tickets,  
along with a check made payable to Darien Lake or credit card information**

**OR**

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**Here's how:**

**Log on to [www.DarienLake.com](http://www.DarienLake.com) • Enter promo code: NYSUT • Pay by credit card...then • Print-N-Go!**

NAME: \_\_\_\_\_ School Name: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

CITY: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**PAYMENT INFORMATION:**

Credit Card Type: \_\_\_\_\_ Credit Card # \_\_\_\_\_ security code \_\_\_\_\_

Exp date: \_\_\_\_\_ Amount Enclosed: \_\_\_\_\_ Signature: \_\_\_\_\_

**Mail your order with a self addressed envelope to:**  
Darien Lake, ATTN: NYSUT Days, PO Box 91, Darien Center, NY 14040  
**Or email [groups@darienlake.com](mailto:groups@darienlake.com) (Credit Card Orders Only)**

**Tickets are available the day of for \$24.99 plus tax at any ticket window.**



# Your Reps:

## Building Representatives:

Allen Creek: Dennise Zobel  
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  
Karen Grace, Grace Kemp,  
Tammy Cole, BRMS  
Chrissy Doggett, Claudia Foti,  
CRMS  
Cindy Merrifield, 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  
Maryanne Maland, JR  
Sherry Tontarski, MC  
Vicki McCutcheon, SHS  
Tracy Anderson, PR

# 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](mailto:brian_regan@pittsford.monroe.edu).



# Financial advice shouldn't be a one-size-fits-all approach!

Stacey Braun Associates, Inc. -- the program provider of the NYSUT Member Benefits Corporation-endorsed Financial Counseling Program -- understands the unique benefits and retirement options of NYSUT members and how to address your specific financial needs.

**There are two types of services available: a Full-Service Program and a 403(b) Advisor Option.**

## Financial Planning Center

Member Benefits also offers NYSUT members access at no charge to an online Financial Planning Center. Choose from more than 100 modules on a variety of financial topics.

## **NEW! -- Student Loan & Debt Consolidation Services**

The NYSUT Member Benefits Corporation is pleased to announce the endorsement of Cambridge Credit Counseling as a provider to assist NYSUT members and their loved ones with better understanding their student loan re-payment options and/or debt consolidation. **Learn more about this new endorsed program by visiting [memberbenefits.nysut.org/cambridge](http://memberbenefits.nysut.org/cambridge).**



## Expert legal assistance for NYSUT members



### The program offers:

- Low annual cost of just \$85 (\$55 for retirees)
- Unlimited toll-free legal advice
- Includes Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney

Did you know NYSUT members have access to expert legal assistance for everything from preparing crucial estate planning documents to dealing with traffic violations?

Provided by Feldman, Kramer & Monaco, P.C., the NYSUT Member Benefits Trust-endorsed Legal Service Plan offers access to a national network of attorneys that deal with personal legal matters.

For an additional fee, Plan participants can add an Elder Law Rider and/or Business Protection Rider that provides access to attorneys who specialize in these areas.



Learn more by visiting [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or calling 800-626-8101.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

May / June '18

## Cut and Keep Reminders

### PD Requirement:

- If you are a certified professional staff member, please remember your contractual 12 hour obligation for professional development! All PD must be completed by May 31.

### Employee Assistance:

- As a PDTA member, you have a confidential and free service available to you through the Associates in Employee Assistance for any personal needs or concerns. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585-383-4478 or call toll free 877-327-2278.

**New Staff Orientation is August 20, 2018 at Country Club of Rochester.**

**Member responsibility:** Members should always obtain and retain evidence (email reply, dated receipt, or other formal communication) of any official communication with District Offices.

## Got Questions? Visit [PDTA.org](http://PDTA.org)

