

SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION

I'm Sticking With Our **UNION**



In this issue:

- 1 From the PRESIDENT
- 2 NEGOTIATIONS, RA
- 3 PROFESSIONAL LEARNING
- 4 EXEC VP
- 5 POLITICAL ACTION
- 6 RESOLUTIONS
- 7 COMMITTEE REPORTS
- 8 PR, SRP
- 9-11 CUT & KEEP, REPS, ADS



It's Been a Good Year!

Dwayne Cerbone, President

Last month in my Speak Out article, I shared the multitude of tasks your PDTA leadership teams were addressing. As the year winds down, so does our work on many of these tasks. Together with the District, in typical PDTA/PCSD excellence, we honored our retirees and 20-year members at our annual celebration. With the dedicated efforts of our PDTA Political Action Committee the PCSD Budget vote passed and our endorsed candidates for the Board of Education were elected. Simultaneously, the PDTA Public Relations Committee organized another exceedingly successful Chicken Barbecue, raising \$2400 for our student college scholarships. For the first time ever in coordination with Pittsford Youth Services and the giving hearts of the PDTA Executive Committee we provided 37 meals from the barbecue to local families in need. Additionally, the PDTA Constitution has been revised with the most significant changes since the inception of the union.

Most recently, we ratified a 4-year Contract that is both fair and sustainable. It is important to share that these negotiations were quite

unique, as both parties engaged in meaningful, respectful and collaborative dialogue. We shared many interests including providing responsive student services while still addressing the financial and professional interests of our members. We are grateful that the District and Association took this opportunity to provide additional student support staff while also addressing the income imbalance for our paraprofessionals and nurses. We look forward to continued conversations with our members regarding all of these activities.

The Association values the exceptional Professional Learning opportunities provided through our Teacher Center. This year, we resume the standard 12-hour PD requirement for certificated staff. We are encouraging all members to consider enrolling in offerings from each of the District's major initiatives. This enables us to remain connected to the valued work we have committed to as a community of learners in these areas of professional and personal growth. Please view the online catalog, focusing your attention on Professional Learning Communities (PLCs) as well as equity, diversity and inclusivity offerings.

In conclusion, I am asked by NYSUT to remind members that we once again expect those who oppose unions to be out this summer trying to sway our members from their membership in our union. Although we are confident our members recognize and appreciate the collective work of our union, we remain open to your input, questions and discussions. Please reach out to any of our Officers or Building Representatives if you have interests you desire to address. I am asking, if this opposition comes knocking at your door, calls your phone or creeps into your social media feed you simply respond, "I am sticking with my Union!" If you are contacted by any of these groups, please reach out to our office over the summer to let us know. This will assist with our local efforts to address these divisive efforts. We appreciate you, our members, and look forward to another year together.

Thank You for your Support!

Cindy Merrifield, Vice-President for Negotiations



The 2019-2023 Contract has been ratified by our members:
95.2% Yes 4.8% No

Please go to the PDTA website (pdta.org) to find the summary of PDTA Contract changes by sections. Please remember what is not changed in this document remains the same in our contract.

NYSUT Representative Assembly Meeting May 3-4, 2019

Shari Ebert , PDTA delegate 6



On May 3rd, delegates from the local association met in Albany for the 47th Annual Representative Assembly. During this meeting, your delegates participated in discussions, voted on resolutions, and attended to special orders of business on your behalf. PDTA sent 5 delegates to the RA this year: *Dwayne Cerbone, Kim Chesko, Melissa Althouse, Katie Shea, and Shari Ebert (pictured here, with Jolene DiBrango).*



During our meetings, we heard messages of the strength of our union, although anti-union propaganda is at an all-time high. We reviewed all of the work the union has done this past year to support woman's issues, and correct the broken elementary testing system in NY State. We also voted on important resolutions to keep our pension strong in addition to a special order of business to hold the Commissioner accountable to fix the broken state tests.

NYSUT president, Andrew Palotta spoke about the strength of our union during this post Janus time. His words were encouraging but he reminded us that the anti-union force is strong, so we have to stick together more than ever now to maintain our rights to organize and collectively bargain in good faith. Executive Vice President Jolene DiBrango spoke about the campaign to correct the numerous issues with the elementary state tests, along with NYSUTs push to end violence against woman in the work place.

This conference gives PDTA a voice at the table when dealing with important work of the union. The delegates attend as your representatives, and we would be open to discussing anything about this process with the membership.

Have a GREAT Summer, PDTA!



Professional Growth

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:

The PLC Series: Join us this summer as we explore different topics related to PLCs. Wherever you and your team are on the PLC journey, there are workshops for you! Talk with your team to identify which modules will best meet your needs and then enroll together to maximize the experience. Workshops in the series include:

- PLC 101 – June 28th, July 24th, and August 13th
- Essential Learning Targets: Answering PLC Question 1 – June 28th, July 1st, July 24th and July 25th
- Common Formative Assessments: Answering PLC Question 2 – July 1st, July 2nd, July 25th, and August 15th
- Looking at Student Work [grades K-12] – July 25th and August 15th
- Effective Strategies for the Elementary RtI Block [grades K-5] – July 2nd and August 15th
- Planning an Effective 30-minute PLC Meeting – June 28th, July 2nd, July 24th, July 25th, and August 13th
- Tools and Resources for Singletons – July 1st
- Inclusivity workshops: We once again have a series of workshops designed to further your learning related to inclusivity. A few highlights from the catalog include:
- Spotlight on Contemporary

Antisemitism – Echoes and Reflections/Anti-Defamation League – July 15th

- Advancing Racial Justice – Shelly Clements, NYSUT – July 16 and 17
- Let's Talk About Hate – Kit Miller, Gandhi Institute – July 18th
- Understanding Equity, Diversity, and Inclusivity in Our Schools – Adrian Hale, Rochester Chamber of Commerce – July 22nd
- Using Diverse Literature to Develop Empathy – Toni Baller, Liesa Ehrlich, and Kaylie Northrup [PCSD] – August 1st

In addition, we are offering returning workshops including Creating Safe and Inclusive Schools for LGBTQ Students and Staff; Hidden Biases of Good People; Restorative Practices; and SafeZone Training with Out Alliance. Check the Professional Learning Initiatives catalog for further details. 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.
- 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.
- LOCATIONS will be subject to change throughout the summer due to roof work at District Office. Please check your emails prior to workshops for notifications from the Teacher Center or WinCap Web so you are aware of any changes that may have taken place.

Have a wonderful end to the year. I look forward to seeing you at Teacher Center activities in the 2019-2020 school year!

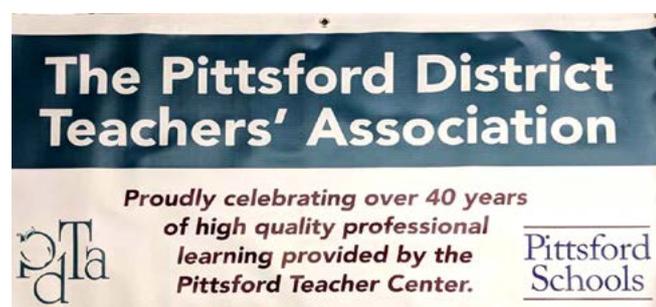
- Julie

PDTA Study Grants Update

Four PDTA members received funding through the Wanda Ward Honorary Study Grant and the Crump Family Award for Innovative Program Development to attend professional learning out of the district this summer.

Congratulations to Sarah Bedrin-Staub [MHS], Danielle de Manincor [MC], Ashley Ford [MC], and Mary Kokinda [JR] on their funding.

Look for articles from the grant recipients in Speak Out! next fall to hear about their experiences.



PDTA Celebrates Our Teacher Center!

PDTA had this banner created to celebrate the 40th Anniversary of the Teacher Center. Along with the banner, we unanimously voted to rename the PDTA Study Grant, The Wanda Ward PDTA Study Grant to honor the first director of the Teacher Center. We presented these at the April BOE meeting when the anniversary of the Teacher Center was celebrated. Wanda Ward, now in her nineties was present for the celebration and was incredibly surprised and honored.



PCSD Student Opportunity Fund Stephanie Warchol, Executive Vice President

The end of the school year can be a very exciting time for everyone.

For students whose families are in financial crisis, the end of the school year can bring on additional stress. With end of the year celebrations, trips, field days, yearbooks, and even special exams & educational programming, some students may be left feeling as if they can't participate fully like their peers. Through Dr. Vaughan-Brogan's Office of Student Services and with SHS Assistant Principal Eileen Scoville, I help to oversee the PCSD Student Opportunity Fund.

The Student Opportunity Fund has been established to provide assistance for students experiencing financial difficulties that would limit their opportunity to learn or participate in school-sponsored activities. The following information includes guidelines pertaining to the Student Opportunity Fund. The applicant must be a student attending Pittsford Central Schools. No specific family income criterion will be used. To assist with personal health needs (i.e., glasses) the principal must make a recommendation. Maximum contribution for a school-sponsored trip will be 50% of the total cost up to a maximum of \$300. All matters

regarding the student will be kept confidential.

Resources for this fund are provided by the KEEP Foundation, Pittsford PTSA, PDAA and PEOP.

Also, a large source of funding comes from your United Way donations. As the school year comes to a close, if you have a student in mind that would benefit from this type of assistance, you can direct inquires to your building principal. Please click [here](#) to access the request form. For additional information about the program, please contact the Office of Student Services at 585.267.1023.

Congratulations to our Retirees!



TEACHERS: John Banker, Marilyn Berkebile, Cindy Chambers, Susan Dodsworth, Jill Drake, Irene Hopp, Gail Hall, Dianne Howard, Debbie Keeley, Anthony O'Heron, Pamela Patton, Denise Rizzo, and Ann Shelp

SRPs: Sherry Baron, Debbie Brunelle, Wendy Clark, Mary Davies, Annie Disch, Mary Ellen Galusha, Beth Gerlach, Chris Hall, Dede Holmes, Suzanne Kaier-Tuttle, Maureen Kempiski, Kathleen Kloc, Kelly Kogut, Cristin Langer, Kathleen Lewis, Lynn Lillie, Madeleine Lucas, Sean McBride, Debra Mule, Denise O'Neill, Jean Reinhardt, Karen Shannon, and Patricia Wills.



Political Action

Karen Grace



School Budget & School Board Vote

A special thanks goes out to PDTA members Dwayne Cerbone, Paula Fink, Karen Grace, Rhonda Matthews, Shelly Osinski & Amy Patmore who literally went "the extra mile" and traveled to NYSUT Rochester Regional Office to phone bank for our Pittsford Budget and PDTA endorsed Board candidates. We thank those members who phoned banked from their own homes as well.

Additionally, PDTA would like to thank all members who got out and voted YES on school budgets and for their union endorsed school board candidates throughout the county.

Vote-Cope Campaign

Thank you to all NEW contributing members and those members who

continue to be loyal contributors' year after year!

Our contributing members are the reason PDTA contributions rank among the highest in the county, with teacher contributions equivalent of at least \$25 per member & SRP contributions equivalent of at least \$10 per member.

Knock, Knock

A \$10 million national anti-worker campaign, funded by billionaires, began last month. They started out by running campaign ads on social media and digital video platforms, including YouTube and Hulu.

These anti-union campaigns will literally be taken a step further this Summer, as these people will be knocking on your doors.

We encourage you to tell these anti-

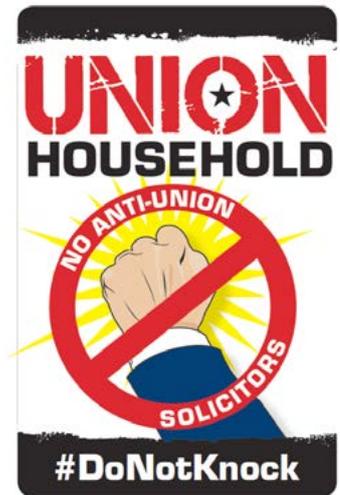
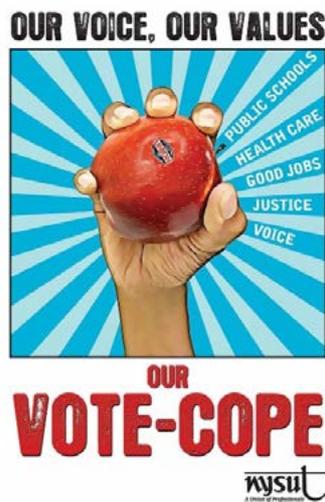
union doorknockers that you are "sticking with our unions because New York is union strong!"

You can also stop them in their tracks, by showing your Union Pride and hanging this sign on your door or in your window. This should help deter these anti-union workers from even knocking on your door.

Print your own signs at www.nysut.org/unionbusters



As always... STAY ACTIVE DURING THE SUMMER! NYSUT's Member Action Center: <https://mac.nysut.org/>





New Contract! Kim Chesko, Resolution Specialist

Happy Almost Summer!

I hope that you have had a chance to review all of the changes to our newly ratified contract. We have negotiated some great new benefits for our members. In this month's article, I will be outlining some information about one benefit I think is particularly valuable.

In our last contract, you were able to use any accrued personal illness, prolonged illness, and sick bank days to cover your 6- to 8-week pregnancy related disability leave. **If you chose to stay out of work for the remainder of your 12 week FMLA leave, the leave was unpaid.**

In our new contract, you can still use any accrued personal illness, prolonged illness, and sick bank days to cover your 6- to 8-week pregnancy related disability leave. However, you can additionally use any accrued **personal illness days (not prolonged illness or sick bank days) to cover the remainder of your 12 week FMLA leave**, making the whole leave paid if you have enough days available. This is a unique new benefit that we were able to secure through negotiations with the district.

Here are some examples of how this could work.

Scenario: Your doctor prescribes that you leave work two weeks before your baby is due, and then determines that you remain out of work for six weeks following the delivery. At that point, you have been out for a total of 8 weeks. You have 4 weeks remaining of your available 12 week FMLA leave, and decide to stay out of work for those remaining weeks. (These examples assume no breaks during your absence.)

Ex 1 - You have 30 accrued personal illness days, no prolonged illness days, and second year membership in the sick leave bank (access to 20 days.) You may choose to use your days like this:

20 accrued personal illness days for 4 weeks of pregnancy disability.

20 sick leave days for remaining 4 weeks of pregnancy disability.

10 accrued personal illness days for 2 weeks of remaining FMLA leave.

Total – 10 weeks of paid pregnancy disability/FMLA leave.

Ex 2 - You have 50 accrued personal illness days, 25 prolonged illness days, and fourth year membership in the sick leave bank (access to 30 days.) You may choose to use your days like this:

25 prolonged illness days for 5 weeks of pregnancy disability.

15 personal illness days for remaining 3 weeks of pregnancy disability.

20 additional personal illness days for remaining 4 weeks of FMLA leave.

Total – 12 weeks of paid pregnancy disability/FMLA leave.

I would like to stress that no two leaves are the same. There are so many factors involved: length of pregnancy related disability leave, number of accrued personal illness days, due date and breaks, years of service in PCSD, and membership in the sick leave bank are just a few.

For this reason, Dwayne Cerbone and I have taken on additional roles as your **PDTA Medical Leave Advocates**. Our job is to support members as they navigate pregnancy, medical and FMLA leaves, and to make the process of applying for and returning from such leaves as easy as possible. We are here to answer your questions – please send them along!

I hope everyone has a relaxing summer break – see you in September!



PDTA 2018-19 Committee Reports

Membership

Our PDTA Membership Drive has once again proven to be a great success. In uncertain times such as these, both statewide and national, a united membership is of the utmost importance. For 2018 - 2019, even though many rules and laws regarding Unions nationwide have changed, much to the detriment of the Union movement, PDTA remains strong at 100%! Every eligible member has chosen to join PDTA! Without the help of our building membership chairs, a successful membership drive wouldn't have been possible. Special thanks go out to: Michele Seidel, Kate Lane, Jen Villareale, Sue Ann McGrath, Julie Dunn, Rebecca Scheidt, Shelly Osinski, Karen McKenna, Annemarie Inzana, Steve Smith, and Katrina Devlin. Thank you all for your continued membership. It is our unity that gives us strength.
-Paul LeVan, PDTA Membership Chair

Political Action

The main goal of Political Action is to: Educate, Agitate, & Get more to Participate

We did just that & here are some highlights from this year:

1. Keep Members informed of Top Political Issues NYSUT, National & Local
2. VOTE-COPE Campaign this year focused on members who have never contributed
3. Encourage & get members to phone bank for school budget and school board Vote!
4. Meetings & Events Attended this year by PAC:
 - ED 5/6 Meetings
 - Monthly Monroe County Federation of Teachers Meetings
 - NYSUT Political Action Annual Meeting Albany
 - NYSUT Legislative Meeting Rochester Regional Office
 - NYSUT Vote Cope Annual Meeting Albany
 - NYSUT/ED 5/6 Legislative Forum
 - NYSUT Women's Summit Rochester Regional Office
 - Phone Banking School Board & School Budget
 - PDTA VOTE-COPE Meetings
 - PDTA VOTE-COPE Summer Check

- Karen Grace, PDTA Political Action Chair

Extracurricular

- We met for our annual meeting May 28th, from 3:30-6:30 PM
- Building level committee members should be sharing information about any changes in stipend level that have occurred as a result of our meeting.
- Elementary advisors should be aware of a few assistant stipends that were added last year. It looks like a number of people did not get the Student Council Assistant contract, again
- Please be aware that the committee has recommended that assistant stipends should be given to a second

person, usually because the committee feels a second person should be supervising the kids for safety reasons.

- Michael Leone should have posted an updated stipend list on the district website at this time as the contractual deadline is June 1st – this may be delayed slightly because we met so late this year.
- If the list is still not posted, please see a committee member for the most updated information.
- As a chair, I have also spent a number of hours dealing with individual member issues about stipends and communicating directly with Michael Leone in order to advocate for members.
- As a chair, I have also spent some time in subcommittee meetings with Michael Leone in regards to a new process for our annual evaluation of extracurriculars.

- Kathleen Shea, PDTA Extracurricular Committee Chair

Communications

SPEAK OUT! Newsletters were published electronically on the PDTA website in September, November, January, March, May (special BOE/Budget vote issue) and June. The PDTA website has been updated regularly through the school year (typically several times per month), with regular postings of meeting minutes, updated documents, and photos/graphics of PDTA events and activities rotated through the front page photo scroller.

Brian Regan, PDTA Communications Chair and Webmaster

Safety and Wellness

A strong focus of the District Safety Council (renamed this year from the Health and Safety Committee) was the ongoing active shooter training with the Monroe County Sheriff's Office. This included completing a training power-point to be used district-wide, and selection of training videos. "Sources of Strength" and "See Something, Say Something" was also reviewed and discussed. The incident reporting form was also reviewed and discussed. A new phone system is being installed to allow quicker communication with building administrators in cases of emergency. This year we implemented the change of having one member from EACH building to Safety Council.

The Health and Wellness Council worked on revising/ updating its policy. We are adding members so there is representation at each building to support communication. Human Resources will also be represented on the committee. This year we promoted American Heart Health month and Kicks for Campers. We continue to discuss healthiest food options, increasing physical activity/involvement in sports, and mandatory lunch periods for high school students. All cafeterias were visited by members of Council. Youth Risk Behavior Survey Data is available.

- Lizbeth Kecskemety, PDTA Safety and Wellness Chair

Continued next page...

Public Relations

Kelly Jordan



Wow, I cannot thank all of our PDTA members enough for your support of our PDTA Scholarship Fund this year!

We had three fundraisers this year - the Annual Benefits Fair raffles, the

Chipotle fundraiser, and the Chicken BBQ. We raised over \$3000 for scholarships through these fundraisers! We were also thrilled to join the Pink the Rink event this year as a new PDTA Family Event, and we look forward to

participating in this again next year.

As always, we love seeing you all sport our PDTA Solidarity Wear throughout the year. A big thank you to Alex Chesko for helping us improve the options available for sale this year for our apparel.

We plan to continue working with Alex again next year and will kick off the sales as soon as school starts in the fall.

In addition to all of these wonderful events, every school donated to the Pittsford Food Cupboard collection throughout the year, and we had a nice group of walkers participate in our Making Strides Walk for Breast Cancer. I would like to extend my thanks to an amazing team of PR Committee workers - Joe Juzwiak, Trish Sullivan, Sue Nuffer, Jen Terenzi, Rhadika Ramesh, Vicky McCutcheon, Jim Hedler, Chrissy Doggett, and Peggy Carr. I am grateful to all of the time you volunteered this year to make it a success!



SRP Newslink

Lorinda Spring

It is hard to believe that we are coming to the end of another school year! This past year has been a busy one for our union. We have been involved in contract negotiations with the District and as part of the Negotiating Team, I've seen firsthand, the value of union membership. I am pleased to report that both the new Contract Agreement and revisions to our PDTA Constitution have been approved by our members. As School Related Paraprofessionals, we are extremely fortunate to be included with the teachers in the contract.

Several SRP members have stepped forward into leadership roles. I want to take this opportunity to introduce and welcome Jenny Telek, Rebecca Tan, Janet Realbuto and Cathleen Anstrom as our new SRP Assistant Representatives for PDTA for the 2019-2020 school year. They will join our current representatives, Kristina Otto, Kristi Kelley, Radhika Ramesh, and Lisa Backsheider in representing and advocating for our members.

Reminders:

- As part of our contractual obligation, SRPs are required to complete one summer work day. Please complete the Summer Work Day Prior Approval/

Verification form and submit it to your building principal. You will find the form on the www.pdta.org website.

- If you need to post for a new position or are thinking of making a change, please check your emails regularly from now until the end of the school year and throughout the summer months. Postings for job opportunities will occur through August 15th.

Enjoy these last few weeks with your students and I wish you a restful, relaxing summer vacation!

PDTA 2018-19 Committee Reports (cont.)

Special Events

The Special Events committee successfully planned and implemented both the Benefits fair and the Retirement party. The Benefits fair was located at the Burgundy Basin Inn and served approximately 300 members. The event hosted a successful flu clinic along with numerous vendors promoting services for our members.

This committee also looked into moving the venue of the

Benefits Fair to Nazareth College. It was decided that this move was not in the best interest of the event due to the parking being far away from the event, the exclusion of vendors that represented competing universities and the slightly higher cost in food.

The Retirement party was held on May 16th, 2019 at Eagle Vale Country Club. We hosted a Red Carpet event that honored 23 retirees and 17 inductees to the 20 year club.

- Shari Ebert, Special Events Chairperson

Cut and Keep Reminders

You have rights won for you by your union! Under the law, you have a right to union representation at an investigatory interview with a supervisor if you reasonably believe that the interview will lead to discipline. This right is triggered when you request union representation. The representative must be a union leader. If you believe you may be disciplined, you should ask, "Could this meeting result in discipline? If so, I request my union representative be present." A reasonable period of time shall be afforded to you to obtain such representation. That means you never have to meet with the supervisor right away, and you are also entitled to know the subject of the meeting. These are known as your Weingarten Rights.

Monday afternoons are reserved for PDTA meetings. If you are a teacher leader, please avoid scheduling meetings on Monday afternoons to enable our PDTA leaders to attend their meetings representing you and our member's interests. Please share this information with any non-member who desires to schedule a meeting that conflicts with this agreement. Thank you!

All permanently or professionally certified teachers or educational leaders and Level III teaching assistant certificate holders are required to register with SED in the month of his/her birth. This registration process will be done using the State Education Department's TEACH system. These certificate holders will be required to register every five (5) years thereafter.

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

Follow us on Twitter [@PDTAUnion](#)

Employee Assistance: Life can be difficult but you are not expected to do it alone. Your union is here to support you. Please know you also have a confidential and free service available to you through the Associates in Employee Assistance for any personal need. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585-383-4478 or call toll free 877-327-2278.

IMPORTANT DATES: Graduation (RIT) June 29, 2018 (SHS 10:00am & MHS 2:00pm)

First Days of School, 2019:

- Elementary School Staff: Thursday, August 28th
- All Staff K-12: Tuesday, September 3rd
- Students: Wednesday, September 4th

Got Questions? Visit PDTA.org

Pittsford District Teachers Association

PDTA
A Union of Educators

HOME PEOPLE DOCUMENTS PARTNERS

OUR VOICE
OUR
UNION
OUR VALUES

rysut

PEOPLE

DOCUMENTS

PARTNERS

- Providing support for successful careers in public education.
- Developing collaborative relationships among all educators.
- Targeting positive public relations.
- Advancing a strong professional spirit.

Your Reps:

Building Representatives:

Allen Creek: Stephanie Barg
Jefferson Road: Julie Shaw
Mendon Center: Jill Drake
Park Road: Karen Socker
Thornell Road: Lisa Mauger
Barker Road: Kristen Dolan
Calkins Road: Melissa Althouse
Mendon High School:
Dave Larson
Sutherland High School:
Lynne Drake
SRP Representative:
Lorinda Spring

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Hendrina Schindeler, MCE
Jill Pink, PR
Greg Bischooping, TR
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Chrissy Doggett, Heather
Trapiss, CRMS
Paige LaBarr, Tom Kennell,
Paula Fink, MHS
Marc Hellems, Brian Shafer,
Amanda Marshall, SHS

SRP Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Kristi Kelley, JR
Vicki McCutcheon, SHS
Tracy Anderson, PR
Kristina Otto, MHS

Thank You MEMBERS!

**PDTA is committed
to retaining 100%
membership!!**

**We thank our members
for the great work
you do, for valuing
the work of our
Association, and for
committing with us to
move forward in unity.**

SPEAK OUT! Ads

You and your 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.



Protect Your Loved Ones with Union-Endorsed Benefits

Insurance... it's often the type of product you hope to never have to utilize. In the event you do need it, though, it's important to have the insurance product that best meets your needs and those of your loved ones.

NYSUT Member Benefits endorses a variety of **crucial insurance programs** that provide important protection for NYSUT members and their families, including life, auto and home, disability, long-term care, dental and vision plans, and more.

The Power of the Union

Regardless of whether you're participating in one of our endorsed insurance programs; legal or financial services; or many shopping, entertainment or travel offerings, NYSUT members receive a quality product and enjoy the **"Power of the Union"** behind them.

The **"Power of the Union"** should serve as a steadfast reminder to all NYSUT members that we are your advocate. Unlike when purchasing products available to the general public, NYSUT Member Benefits is here if you ever have any issues or concerns with our endorsed programs. You aren't just a member to us... you are part of our union family.

Member Benefits is here to offer assistance with the student loan crisis. Visit our website for more information.

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

May/June '19



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