

SPEAK OUT!



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The Role of the Union Leader

Dwayne Cerbone, President

The Pittsford District Teachers Association is privileged to have teacher and SRP leaders in many vital positions. Each of these skilled leaders enables us to serve our members efficiently and effectively. They willingly take on these responsibilities in addition to the numerous expectations associated with their own jobs. In each, I observe a recognition that the work of the union is valuable and vital.

A member recently shared the following quote from an anonymous source, which I believe captures the essence of what we do as your union:

“PEACE. It does not mean to be in a place where there is no noise, trouble, or hard work. It means to be in the midst of those things and still be calm in your heart.”

Although there is much noise, trouble, and hard work in the world of education, it is the shared desire of the PDTA leaders to do all we can to provide the structures and supports which enable you to thrive in this environment with PEACE. We are aware that family, financial, social, emotional, curricular, instructional and health challenges

may arise for each of our members at some time during their career. These are the moments when many express to us they are so glad that others are prepared to watch out for their best interests and to do for them what they may not be able to accomplish themselves. It would be unreasonable to expect every member to serve as a liaison to the Board of Education, to act as a public relations connection to our community, to influence district health and safety protocols, to be aware of every provision of the contract or to be familiar with legal precedent for potential disciplinary actions. With this in mind, we are grateful for the ability to rely on our elected and volunteer member-leaders. Each is highly knowledgeable, skilled in what they do and exceedingly committed to our Association. If you have personal or work-related needs and are unsure who to reach out to in the Association, please begin with your Building Representative, our PDTA Administrative Assistant or myself. Our services are at no additional cost to you and remain confidential.

I encourage you to take a moment in the coming weeks to thank at least one of these leaders for all they do for

us and our Association. Although I am the one blessed to visit your buildings regularly and to interact with many of our members, these individuals are the backbone of what we as a union do each and every day. Our daily efforts are directed by the needs and desires of you, our valued members. PDTA officers, representatives and committee chairs work diligently to assure your voice is heard. I could not be prouder of them nor more reliant on their knowledge and thoughtfulness.



PDTA invites you and your family to join us at this year's event, as we partner with the Panthers Hockey team to raise money for the Breast Cancer Coalition of Rochester.





PDTA Student Benefit Fund Stephanie Warchol, VP for Administration

As Vice President for Administration, one of my responsibilities is to approve

requests for the **PDTA Student Benefit Fund**.

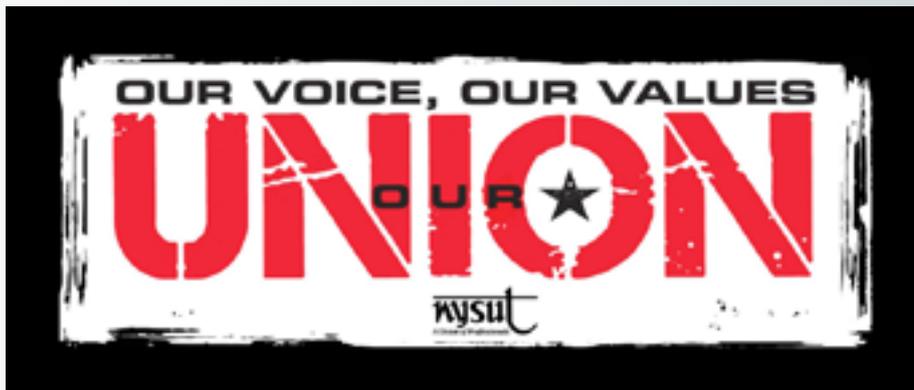
The Fund was established to provide assistance for families experiencing financial difficulties, which could limit their child's opportunity to learn or participate in school-sponsored educational activities. PDTA provides the resources for this fund, however we occasionally accept contributions from other organizations as well. We want to encourage all

PDTA members to utilize the Student Benefit Fund when they know children are in need, only the signature of the building principal is required.

The selection committee, which consists of PDTA leaders, will determine the merit of each request and identify the amount to be allotted (\$50.00 maximum), all while keeping the information confidential. The

applicant must be a student attending Pittsford Central Schools and no specific income criteria is necessary. Funding requests can be used for items including, but not limited to, field trips, college exam fees, Pittsford Youth Services programming, new glasses, etc.

If you are interested in learning more, click [here](#), and for a copy of the application form click [here](#), both can be found at PDTA.org. Once the form is complete, please return it to the PDTA Office in the Lomb Building. If you have any questions about the fund, please don't hesitate to contact me.



New Year's Resolutions Kim Chesko, Resolution Specialist

Happy New Year! As we all embark on 2019, and some of us embark on a new semester, I wanted to highlight a few

contract provisions to keep in mind as we go about our business this new year/semester.

Weingarten Rights – Right to Union Representation

All employees should keep their Weingarten rights in mind whenever they are asked to meet with an administrator or supervisor. If you believe that the meeting may lead to disciplinary action, or have been told it may, you should contact your building rep right away so that he or she can be present at the meeting. The meeting must then be postponed until your building rep is available. Err on the side of caution – if you have ANY concerns about the reason for a meeting, have your union rep there – better to have it and not need it, than need it and not have it!

College Recommendation Writing Release – Contract pg. 31, Section 5-4-3

Any teacher who has been asked to write 15 or more college recommendations is entitled to one day of release time to complete these recommendations. The expectation is that the teacher will be on-site at his or her building, but a sub will be secured to cover their classes while they complete their recommendation letters.

IEP Writing – Special Education and Speech – Contract pg. 31, Section 5-4-1

All Special Education and Speech teachers are entitled to one day of release time annually for each child in their caseload with an IEP. Again, there is an expectation that the teacher will be working on-site, while a substitute covers his or her teaching responsibilities.

504 Writing/Reading Progress Reports – Contract pg. 31, Section 5-4-2

Secondary reading teachers are entitled to 3 days per year of release to write IEPs or complete reading progress reports. Once again, there is an expectation that the teacher will be working on-site, while a substitute covers his or her teaching responsibilities.

Additionally, Secondary reading teachers are also entitled to one day per year of clerical/paraprofessional support for this 504/reading progress report work.

Check your class sizes and work load! – Contract pgs. 32-34

As the new semester begins for secondary schools, please be sure to check that your class sizes and work load are within contractually accepted parameters for your position. If you are not sure, or have a question or concern, talk to your building rep as soon as possible.



Political Action

Karen Grace

I, along with other local presidents and PA Chairs attended a presentation this month by NYSUT Political Director, Melinda Person. Melinda provided an overview of NYSUT Legislative actions that all members need to be aware of. Here are some of the highlights of that presentation:

1. Don't be Fooled! Union Membership is Strong!

Post JANUS, Union hate groups have continued to try and spread their anti-union rhetoric through social media, mailed literature, radio & T.V. ads, as well as door to door campaigns. One of the largest anti-union groups, funded by the Devos and Koch Families, is New Choice NY. NYSUT has put together information on how you can combat this surge of hate [here](#).

2. Elections Matter

Midterm elections took place in November. These are the national elections that occur at the two-year midpoint of a president's four-year term. Because members of the U.S. House of Representatives are elected for two-year terms and U.S. Senators for six-year terms, all 435 House seats and one-third of Senate seats are decided at the midterm. Additionally, in 2018, the election decided 36 state governorships and three U.S. territory governorships.

Redistricting will be a major part of the upcoming legislative process. The U.S.

Constitution requires that legislative and congressional districts get redrawn at least once every 10 years using new census data to guarantee equal representation, and the states are in charge. With the 2020 census fast approaching, preparations are beginning in earnest and the governors elected in 2018 will be governor of their states in 2021, after the next redistricting. For further information regarding redistricting go [here](#).

3. NYSUT Legislative Priorities

APPR Bill, School Aid, Higher Ed Funding, Charter School Transparency, Tax Cap Changes, Safe Staffing Bill and Protecting member information from being foiled are just a few of the top legislative priorities this year. For further information regarding NYSUT legislative priorities go [here](#).

4. Member Activation: year round organizing needs to be our focus, not just organizing when "necessary".

17% of locals state wide participated in phone banking this mid-term election session

9% of locals in the Rochester region participated in phone banking this mid-term election session

We need to keep in mind that being involved in politics is essential to our professions. Working on behalf of a candidate who earns a NYSUT endorsement is not based on party lines alone. As stated by NYSUT President Andy Pallotta, "candidates who earn NYSUT's endorsement

all showed through their advocacy, their accessibility and their strong pro-education, pro-labor voting records that they are true friends of public education, organized labor and working people. They have demonstrated a willingness to stand shoulder to shoulder with educators to fight for better public schools, colleges and hospitals. We are proud to support them and will work hard to get them elected."

To that end, each member of PDTA must realize that their participation in the political process, such as phone banking and contributing to VOTE-COPE are vital to our profession.

Upcoming Political Action Events:

Let Dwayne Cerbone or Karen Grace know if you are interested.

*Saturday, February 9th Monroe County Federation of Teachers Legislative Breakfast @ RIT INN & Convention Center
8:15 Coffee/8:30 Breakfast and program

*NYSUT Candidate Training (school boards, county legislation, mayor): Thursday's starting Feb 28th-April 4th

*NYSUT Committee of 100 Lobbying March 4th & 5th

*NYSUT SRP Member Organizing Institute (MOI): March 22-23rd in Albany. More information [here](#).



SRP and Auxiliary Staff retirement notification for Career Award Eligibility:

- SRPs who meet the contractual provisions can retire at any time between November 1 and March 31 with the career award.
- To be eligible for the career award, notice of retirement is required by April 1 for an end of school year retirement.
- If notice is not received by April 1, it is assumed that an SRP will be finishing the school year and working through October 31 of the following school year in order to be eligible for the career award.



Negotiations Update

Cindy Merrifield , Vice President for Negotiations

My thanks to all who attended the General Assembly Meeting Monday. For those of you that could not attend, an outline of the Negotiations process is below:

Timeline to date:

Winter of 2018: General Assembly Meeting: A highly collaborative process that provided approximately 170 interests from our members.

Spring of 2018: Negotiation Team formed. Through email we solicited interest in participating in the negotiations process. Team voted on at June R.A. meeting

Summer of 2018: Processing and collating of interests, as well as ongoing meetings with the district establishing our timeline and building on our relationship.

Fall of 2018: Professional Advancement Committee (PAC) met for over 6 hours to review and prioritize our interests.

Winter 2019: Negotiations begin. At this time the negotiations team goes silent as we negotiate in good faith on your behalf.

Interests:

You may be asking yourself...What is an interest?

An interest is something both sides can work towards.

Finding a solution that meets both of our needs: **WIN/WIN**

Our interest can be divided into 3 categories:

Mandatory Interest:

Anything that exists in our current contract, even if an item is a non-mandatory subject. Must be negotiated upon demand by either side, items may include: salary, paid leave of absence, insurance and length of work day.

Non-Mandatory Interests:

Parties may negotiate voluntarily. However, non-mandatory items that affect items in the contract will require

the impact to be negotiated items may include: budget, cuts, staffing, filling vacancies, and class size.

Prohibited Subjects:

Neither party may negotiate these items as they fall outside of the jurisdiction to do so. Items may include: subcontracting through BOCES and Pension/Retirement benefits.

Questions asked at meeting:

Q: When can we expect to hear something??

A: We do not want to share a date with the association at this time. By doing so it could weaken our bargaining ability with the district.

We will share info with you as soon as we can!



Your Negotiations Team 2018-2019

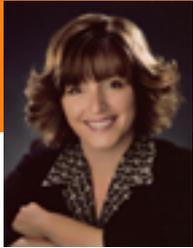
From left to right: Dwayne Cerbone, Lorinda Spring, Kimberly Chesko, Stephanie Warchol, Cindy Merrifield and Dennise Zobel. Not pictured: Jill Drake

Pro-Rated Health Fund:

- Full-time staff members who are not on the payroll as of October 1, but who are on the payroll before February 1 of the school year, shall be eligible for a pro-rated portion of the health fund, according to the schedule found within the contract (refer to contract provision Sections 4-6 (Certificated) ; 31 (Para), 55 (AUX)).
- In order to receive this prorated contribution, staff members must fill out and submit the "Request for Prorated Health Fund Benefit" form found on www.pdta.org by March 1 of the school year.

Employee Assistance:

Life can be difficult but you are not expected to do it alone. Your union is here to support you and 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.



Professional Learning Updates

Julie Barker, Teacher Center Director

The Spring catalog for professional learning will be available at the end of January. All certificated staff members should check their completed hours for the year to be sure they have met the contractual requirement. For any staff who have not yet completed their hours, there will be activities in the spring catalog. In addition, Para Academy classes will be scheduled monthly from January through May.

If you have any questions about your completed professional learning hours, please contact me directly.

Upcoming dates of interest:

- March 1st: last day to submit a collegial circle proposal for this school year.

- March 1st – 31st: mentor applications accepted for professional staff members who are interested in joining the mentor pool. Information about the mentor program and the mentor application can be found on the [Teacher Center webpage](#).

- April 15th: deadline for submitting PDTA Study Grant applications for summer work. Additional information about study grants is on the [PDTA website](#).

- May 15th: collegial circle final reports for this school year are due

- May 31st: deadline for Professional Staff to complete contractual hours for professional learning for this school year



PD Requirement:

If you are a certified professional staff member, please remember your contractual obligation for professional development is actually 6 hours this year! All PD must be completed by May 31.

BUILDING NEWS

ACE:

- Mary-Jo Farrell welcomed a grandson, Daniel Thomas, on December 2, 2018.
- Jenna Randisi's grandfather passed away in November.

BRMS:

- Dana Brown's father passed

away.

- Jill Pazo's mother passed away in October.
- Elizabeth Willis's father passed away.

MCE:

- Sue Ann McGrath's husband, Vincent, passed away.

PRE:

- Libby Day had twin baby boys! Colton and Case were born on 11/30/2018 at 2:12 and 2:15pm. Both weighed about 7lbs 15oz and were 22 inches long.

In loving memory to our dear friend and fellow PDTA member Robbie Buntaine. We Love You!

1993-1994 Psychology intern at PRE
 1994-1995 Part-time psychologist at PRE and SHS
 1995-1997 Full-time psychologist at PRE and SHS
 1997-2002 Full-time psychologist at PRE and St. Louis
 2002-2003 Full-time psychologist at PRE
 2004-2006 Full-time psychologist at PRE and Pittsford Middle School
 2006-2007 Full-time psychologist at PRE and BRMS
 2007- 2009 Full-time psychologist at PRE
 2009-2019 Psychologist/SST at PRE



Pittsford - Roberta "Robbie" L. (Culberson) Buntaine, passed away on January 7, 2019. She was born November 17, 1953 in Salem, Ohio to the late June and the late Dale Culberson. Robbie is survived by her wife, Cheryl Rhodes; sons, Mark (Ryoko), Adam (Jenn), and Kevin; grandsons, Remy and Carter; and brother, Jim. She supported students and staff as a School Psychologist at Pittsford Schools. In lieu of flowers those who wish may donate in Robbie's name to Bailey-Matthews National Shell Museum. (Published in Rochester Democrat And Chronicle from Jan. 12 to Jan. 13, 2019)



SRP Newslink: Union Value

Lorinda Spring

A few months ago, I reached out to all of our SRPs

requesting input regarding what the union means to you and why you are thankful for the union. It is important to have your voice heard so I thought sharing your ideas would help us learn from each other. I received many responses that highlighted examples of our union at work. Hopefully, this compilation of thoughts will serve to reinforce the value of your continued union membership. We are very proud that our current membership is at 100%!

- It's reassuring to know that we can request that a union representative be present during meetings/discussions with administration.

- Union leaders are always fighting to improve our working conditions.

- I am incredibly thankful for my union reps! They are the best and most supportive people ever! They are approachable and easy talk to!

- Union leaders helped rectify discrepancies in some salary notices in order to ensure that SRP paychecks were aligned with hours worked.

- We currently have a health fund that helps to cover things like co-pays, medications, and glasses.

- I am so grateful that I belong to a union, and that here in Pittsford, SRPs are part of the teachers' bargaining unit. I know from para colleagues in other districts who negotiate on their own behalf, that we have much better benefits, protection and voice. I have found PDTA leaders to be approachable and ready to help with any questions or problems I have encountered. While union dues are not insignificant, I feel I am getting good value for my money

and will always choose to support our union.

- I was not getting my full lunch break (at least 30 minutes uninterrupted) so the union made sure this issue was resolved.

- In the last contract, the union negotiated the addition of a \$150 per year longevity award for SRPs who had completed a minimum of 5 years and had at least 5,940 continuous hours of seniority. Also, the longevity awards that were already in place, were increased (10+ yrs. \$350 to \$500, 15+ yrs. \$500 to \$750 and 20+ yrs. \$750 to \$900).

- I like the convenience of having a union rep right in our building. It makes me feel more comfortable to ask questions and get important information that I otherwise may not seek out.



- We have the ability to join a Sick Leave Bank which will provide additional sick days to staff, if needed.

- When some SRPs and I were displaced from our positions, the union was there to make sure that we understood what had happened and made us aware of when we should look for different jobs. Union leaders reassured us that with our seniority, we were guaranteed a position.

- I had a medical emergency occur in 2009 and was hospitalized for 3 months. The copays were modest thanks to our great health care benefits. I continue to benefit from our health care as I am taking several medications since that day. I thank our union for continuing to fight to maintain our health insurance.

- I appreciate that the union organizes the Benefits Fair for our members. It's great to be able to receive a flu shot there instead of having to go to the doctor's office.

- I have been here less than a year but I can say the union and its reps have been helpful with providing important information.

- I attended NYSUT's Certification Day and had many of my questions answered regarding the difficulty I had obtaining my license. Knowing I have advocates to help me hurdle this obstacle is very reassuring.

- I'm thankful that we are only required to contribute 10% to our insurance coverage. If we were responsible for covering it in full, it would cost about \$7,000-\$8,000+ for a single plan or \$18,000-\$19,000+ for a family plan.

- Salary increases for SRPs were negotiated by the union. If the union didn't have our backs, the increases would be significantly lower.

- When I had payroll issues for my after school work, the union stepped in and resolved the problem.

- The union was instrumental in negotiating the Career Award for SRPs. If you are eligible upon retirement, you will receive \$250 for each year of service and \$40 for each unused sick day to a maximum of 200 days.

Spring, continued. next page.

- I wanted to make a change to a different position, so the union gave me feedback as to what I could do to help make that happen.
- We receive 15 sick/personal days each year which is more than what some other districts get. They can accrue to 200 days.
- The PDTA is a big family and I count on it to provide me with information and to also protect me. Being a part of the RA (Representative Assembly) has given me a deeper understanding of how proactive the union is. It is constantly looking out for the interests and welfare of its members. Our Executive Committee is very approachable and efficient. The email response time is phenomenal. Being a member gives me a sense of belonging and I know they will always have my back. Thank you, PDTA!

This last contribution was shared by an SRP who was dealing with a family crisis and details how the union helped support her.

My daughter-in-law had developed complications in the first trimester of her second pregnancy. The doctor ordered her to bed rest. My son called me at wits end doing his best to tend to his wife, look after his busy 2-year-old son, manage the household chores all at the same time while running his own company. "Mom, please come", he pleaded. I was needed in California and quick! But how? I was a full-time EA with contractual days off. I immediately went to speak with my SRP union rep. I was pretty stressed out but she calmly reassured me by simply saying- "We will get this to work." She then encouraged me to contact our union president and we discussed a family medical leave (FMLA). Honestly, I did not even know that was an option! Every step of the way, my union reps educated me as to what paperwork to fill out, who I needed to meet with

(I had union representation at these meetings), and how the FMLA worked to best meet the needs of my family (not having to take the time off all at once which was very important to know). There was a tremendous, respectful and cooperative spirit between the Human Resource Department and me. I truly believe a major part of this was how prepared and supported I was by my union representatives. I am so grateful to have been given the time off to be with my family during this difficult time. PS. All is well... my grandson is healthy and awesome and I am grateful for that too! I could not have done it without the guidance and support of my union. It's that simple!

This is just a snapshot of some of the situations where the union has helped our members. If you have a contribution in the future, we urge you to share it in a Speak Out article. I encourage each of you to continue to think about this question: What is your Union Value story?

Photos from SRP Recognition Day 2018 Stephanie Warchol



NYSTRS (New York State Teachers' Retirement System) Annual Convention Saratoga Springs, November 4-5, 2018

Kathleen Curtis



Pittsford Delegates Kathleen Curtis, Kelly Sanderson, and Lynn Smith attended

the NYSTRS Annual Meeting to accomplish two goals: Elect an active teacher delegate to the NYSTRS Board and attend seminar presentations to share with colleagues. Below you will find convention highlights and links to the presentations.

Election Outcome:

- Ronald Gross of William Floyd Union Free Schools was elected to the Retirement Board.

Other Teacher Delegates currently serving on the 10 member NYSTRS Board

- Paul J. Farfaglia of the Jordan-Elbridge School District
- Sheila Buck of Rush-Henrietta Central Schools

Workshop Highlights:

The mission of NYSTRS is to provide members with a secure pension. The vision; to be the model pension fund of excellence and exceptional customer service. NYSTRS is among the best funded plans in the nation, largely due to employer and employee contributions. Investment earnings have accounted for about 85% of NYSTRS income over the last 30 years. In fact, investment returns over the past 30 years are 9.2%, and returns over the last 5 years are 9.3%. The investment fees average 25 cents per \$100, compared to more than double that cost, if monies are part of a typical defined contribution plan. Domestic Equity, International Equity, and Domestic Fixed Income are the top three assets accounting for about 72% of the total investments in the diversified NYSTRS.

- The Calculation for pensions is determined by your pension tier. All pensions are determined by calculating the pension factor X age factor X final average salary (FAS).

The Final Average Salary (FAS) is determined by your three highest consecutive school years of regular

service. This excludes increases above 10% from year to year.

- Your Benefits Profile, prepared for mid-November gives you many individual details including service credit as of June 30, 2018, pension projections, and designated beneficiary. Please take time to read through this pamphlet and alert NYSTRS if the information is incomplete or incorrect. Planning for retirement at least 5 years in advance is advised as not all work is creditable to your FAS or could even be detrimental. For example, working summer school and then retiring in October of that year may actually decrease your FAS. We suggest attending a PREP Seminar and scheduling a consultation through your MyNYSTRS account or call (800) 348-7298 Ext.6100.

- If you have not set up a MyNYSTRS account, consider doing so. Here you can check out the pension estimator, review your benefit profile, manage

Your Schedule

- [Social Security Information](#)
- [Disability, Divorce and Death Benefits](#)
- [Know the Rules Before Working in Retirement](#)
- [Test Your NYSTRS Knowledge](#)
- [NYSTRS Services—We Offer Free Delivery](#)
- [Retirement Security—Plan Early!](#)

New at this year's meeting was the use of graphic recording to visually capture key points of the various presentations. Links to each of the artist renderings follow.

- [MyNYSTRS: Your Information on Your Schedule](#)
- [Disability, Divorce and Death Benefits](#)
- [Test Your NYSTRS Knowledge](#)
- [NYSTRS Services—We Offer Free Delivery](#)
- [Retirement Security—Plan Early!](#)



There are six tiers, each with different benefit structures and eligibility rules. What you may find surprising is 21.7% of NYSTRS members are Tier 6.

- Tier 1: Membership prior to 7/1/73
- Tier 2: Membership 7/1/73 — 7/26/76
- Tier 3: Membership 7/27/76 — 8/31/83

- Tier 4: Membership 9/1/83 — 12/31/09
- Tier 5: Membership 1/1/10 — 3/31/12
- Tier 6: Membership on or after 4/1/12

Active membership 264,590
Beneficiaries 6,236

Retired members 160,049
Total membership 430,875

contact information, consider prior service credit, utilize secure messaging and download forms that you may need. There is a new feature, the on-line retirement application. One of the advantages of using the on-line method is the program will not continue if a question has been skipped. Keep in mind, the earliest you can file for retirement is 90 days prior to your retirement date, so April 2nd is the earliest you can file if you plan to retire on July 1st for example.

Seminar presentation slides can be downloaded from the links below.

- [MyNYSTRS: Your Information on](#)



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.

Don't forget Health Fund money was not deposited until mid October. Your funds could now be available to you. Full-time staff members who are not on the payroll as of October 1, but who are on the payroll before February 1 of the school year, shall be eligible for a pro-rated portion of the health fund, according to the following schedule:

On the payroll before November 1: 80% of the benefit

On the payroll before December 1: 70% of the benefit

On the payroll before January 1: 60% of the benefit

On the payroll before February 1: 50% of the benefit

Part-time staff members of .5 or more shall receive a prorated contribution of the above schedule.

In order to receive this prorated contribution, staff members must fill out and submit the "Request for Prorated Health Fund Benefit" form found at <https://www.pdta.org/forms> by March 1 of the school year.

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

Follow us on Twitter [@PDTAUnion](#)

IMPORTANT DATES: Pink the Rink (RIT) - January 19, 2019 (Wear Pink)
Study Grant Applications Due, April 15.
Retirement Party (Eagle Vale) - May 16, 2019
Graduation June 29, 2018 (SHS @ 10:00am & MHS @ 2:00pm) - RIT

Got Questions? Visit PDTA.org

Pittsford District Teachers Association
PDTA
A Union of Educators

HOME PEOPLE DOCUMENTS PARTNERS

OUR VOICE
OUR
UNION
OUR VALUES

KYSIT

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 Schafer,
Amanda Marshall, SHS

SRP Assistant Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Kristi Kelley, JR
Vicki McCutchon, 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 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.



Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

The following is just a sample of the endorsed programs available to NYSUT members:

Bose -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

Orlando Employee Discounts -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

Grand Circle Travel -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

Member Appreciation Month is back!

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



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.

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Speak Out is edited and assembled by Brian Regan.

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