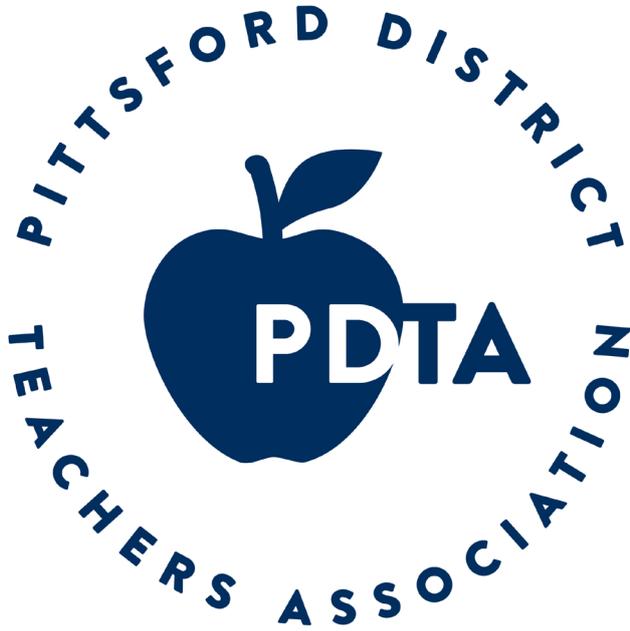


# SPEAK OUT!



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## PDTA - The Era of "AW"

Dwayne Cerbone, President



This summer and the start of the 2020-21 school year have been like no other. Having no real authority to do so, in my own mind I have deemed this the era of "AW." Please, allow me to explain.

As I engage with members across the district daily, a common theme appears to be that members end each day **AW**fully exhausted and defeated. The work we do is new in virtually every facet. It is challenging, and at times it is just frustrating. Things that in the past were not even necessary or took just a few moments of our time, now require thoughtful consideration and a significant amount of time to address. All of this while we struggle to identify and address the academic and mental health needs of our students.

As a union and as individuals, it is important that we continue to establish realistic and sustainable expectations for our students and for ourselves. We have been working

with district leaders throughout these past weeks to refine systems and processes, shift staff assignments, establish standardized cleaning protocols, and coordinate communication in order to address the initial onslaught of overwhelming burdens. Though our current learning models are said to be temporary, we are keenly **AW**are that does not mean they will be brief. Thus, it is wise and necessary to take steps to protect our own mental and physical health for the weeks and months ahead.

As professionals, we typically take pride in our autonomy, creativity and unique styles. I encourage you to consider if you need to set some of those aside, instead sharing workloads with colleagues and incorporating externally produced resources more than ever.

Many of us are struggling with the **AW**kward use of technology as a primary and required means of engaging with students. Tools that are meant to assist, unfortunately

create a new list of issues and are often influenced by factors such as compatibility and student access that are well out of our control. We continue to advocate for the needed technology and the additional support.

We are deeply appreciative of PCSD technicians, and our ITTs and ITTSs who are accomplishing **AW**esome feats being shorthanded in these critical roles. As your union president, I must once again emphasize, though it may appear that some instructional interests can be best obtained through live-streaming or use of break-out rooms, we are left contending with the myriad of legal and disciplinary challenges these introduce when young students are unsupervised in these environments.

The PDTA cautions our members to carefully consider the potential negative impact on you and your students. If you opt to

Continued next page

## Cerbone, continued...

incorporate these tools, please take care to implement all protective measures available.

As we are dealing with these very real and present challenges to our instructional environment we are simultaneously confronting, as individuals and as educators, an **AW**akening of social issues that have been perpetuated on our communities and nation. Similarly, an election cycle is underway that is dividing our nation in far more caustic ways than we have previously experienced.

As educators, it is vital that we provide a safe and supportive environment for all students. I want to acknowledge and address the challenge we face doing so in the current climate. Though we should not avoid such opportunities to connect our students and our curriculum with these topics, we do need to do so in an appropriate and thoughtful manner. Our words

and actions need to express tolerance for varied ideas while opposing hatred and discrimination of any form.

I am grateful that we remain committed to model, teach and foster civil discourse assuring our students have the ability to reflect, challenge and develop their own thoughts. It is important as public educators, especially as we find ourselves drawn into the divisive rhetoric of our society in general, that we take care to not allow our personal beliefs, no matter how passionately and firmly held, to encroach on or affront the student's learning environment.

I will conclude stating that I am privileged to work with you and

**To contact your PDTA  
President confidentially off  
of school email,  
please use  
dcerbonepdta@gmail.com**

to serve this union. The work you are doing for your student is **AW**e inspiring.

I appreciate you and I stand with you though every step forward. We will press on despite the challenges, **AW**aiting the end of this seemingly endless ride. When that time comes, and we have opportunity to reflect (and celebrate), I know you will be filled with the same pride I have for you at this time.

## The PDTA Sick Leave Bank (SLB)

**The intent of the SLB program** is to provide the means to assist employees who, because of long-term personal illness (more than 15 consecutive school days), have nearly exhausted their personal leave benefits and would be otherwise subject to a significant loss of income. Each current unit member of the PDTA who works 0.5 or more may join the Sick Leave Bank. By contributing four days of accumulated sick leave the member is eligible for up to 30 days annually from the SLB. Unit members that have not completed 2 years of service may enroll on a prorated basis. Only persons who have contributed to the Sick Leave Bank may make a request for SLB days. You will receive an email from the PDTA office with the necessary documentation prior to the open enrollment period, Oct 1st – 31st. It is important to note, that the days are not deducted annually. Once a member, no additional days are deducted from an individual's personal leave account unless, as mandated by the agreement, the bank falls below 500 days. At that time, the PDTA Representative Assembly will take action, notifying the members of the need to contribute additional day(s) to sustain membership or the ability to instead withdraw from the bank.

**The current SLB balance leads us to believe we will likely need to perform a reassessment this year.** According to a provision of our negotiated contract, along with retirees, "All employees who are members of Sick Leave Bank may elect to donate up to four (4) additional sick days to the Sick Leave Bank each year during open enrollment." Members with sufficient days available are asked to consider this new option to help maintain the health of our fund. Specifically, those with more than 200 available days, recognizing that those days are sacrificed at the end of each school year, are encouraged to take advantage of this voluntary contribution during the open enrollment period.

**The SLB Documents have been revised** by the 2019-20 PDTA Representative Assembly and can be found on [PDTA.org](https://www.pdta.org) under Documents - Forms:

[Revised SLB Guidelines](#)

[Revised SLB Enrollment Form](#)

[Revised SLB Request Form](#)



**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)**

## PDTA LANYARD SALE

# \$5 BUNDLE

LANYARD & STICKER- WHILE SUPPLIES LAST



LIMITED AMOUNT OF LANYARDS  
WITH QUICK RELEASE BUCKLE

SEE YOUR PDTA PUBLIC RELATIONS  
BUILDING VOLUNTEER WITH CASH OR  
CHECK MADE OUT TO: PDTA

**10/5-10/16**

**LANYARD ONLY-\$3.00**



## SRP Newslink Lorinda Spring

Welcome to the 2020-2021 school year! After having been away for quite some time, it is wonderful to be back working with our kids again. For those new to PCSD, my name is Lorinda Spring and I am the SRP Representative for PDTA (Pittsford District Teachers Association).

Currently, we have seven Assistant SRP Representatives. They are as follows: Rebecca Tan, Lisa Backscheider, Cathy Anstrom, Janet Realbuto, Jenny Telek, Kristi Kelley and Radhika Ramesh. We are all available to assist SRPs with questions and concerns.

It goes without saying that these are challenging times and we are all working in roles that may be different than what we have done in previous years. It is evident, now more than ever, the value SRPs bring to the Pittsford Central School District.

Everyone has gone above and beyond to help and assist our students with the new Temporary Learning Models. That being said, it is important for you to take care of yourself and to communicate with your union about any concerns you may have regarding

your role. Your union continues to advocate on your behalf.

***One very important win for us as a union is that PDTA has secured protection of work duties, full-time or equivalent pay and benefits for our unit members if we are again required to pivot to a fully remote model. This is just one of many interests that demonstrates the value of union membership!***

### Reminders:

- Please read the monthly Executive Committee and RA minutes that your Building Reps send out. They are filled with important information and updates for teachers and SRPs.
- Paras should have a 30 minute, uninterrupted lunch each day. If this is not occurring, please inform an SRP Rep or your Building Rep.
- Sick Leave Bank- Members may join through October 31st.
- Flu Shot Clinic- October 8, 2020 at BRMS. You must call to make an appointment.
- New SRP Orientation- Tentatively

scheduled for Tuesday, October 13, 2020 in the board room at BRMS

- Global Compliance- The Sexual Harassment Module must be completed by October 15, 2020. All other modules have an extended completion time of March 31, 2021.
- SRP Leadership Conference- October 23-25th (scheduled to be virtual this year)
- Please review your paychecks for accuracy.
- Please visit our union website at [www.pdta.org](http://www.pdta.org) where you will be able to access the contract, documents/forms and information related to the union.

Follow us on  
Twitter  
@PDTAunion



## Executive Vice President Stephanie Warchol

As the PDTA's liaison to PTSA, I like to start each school year by reminding you of all the fantastic ways you can get involved with PTSA.

**Membership:** Your membership dues benefit all nine buildings through cultural arts and field trips, student directories, gifts and grants, student agendas, and the PTSA e-news and web site. To be more specific, at the high schools it covers student awards, the student opportunity fund, homecoming, college night, and the senior bash/year end celebration.

At the middle schools it supports library and reading programs, fun nights, and the year-end celebration. The elementary buildings benefit through the art ambassador, science action, library and reading programs, red ribbon week, visiting authors, back to school picnic, and fifth grade transition.

All staff may join at the \$8 faculty/staff level, even if you have children

who attend schools in the district. Additional donations are always appreciated. \$4 of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. If you would like to be one of the first to register, you can find the yellow paper form in the district issued calendar, or follow this link now and hit the yellow button labeled "PTSA Membership Application": [www.pittsfordptsanet/membership](http://www.pittsfordptsanet/membership)

**Super Sale Trail:** In addition to becoming a member of PTSA we encourage you to get involved in their Super Sale Trail! While the sale looks very different this year, this major fundraiser has generated over \$50,000 in the past several years. The money goes directly to every student in the district through programs and funding.

You can sign up to host your own sale or go buy great stuff at amazing prices by shopping the trail! The Super Sale is on October 17, 2020 (Rain Date- 10/18/2020). For more information about the PTSA Super Sale- including the trail map, or to

sign up to host, visit here: [www.pittsfordptsanet/super-sale](http://www.pittsfordptsanet/super-sale)

**PTSA Enrichment Grants:** Each year, PTSA awards enrichment grants to teachers and parents who are starting up new programs for our kids. These grants are intended as a one-time startup funding, when other funds are not available.

They fund programs that affect a large number of students- such as clubs or programs, or teacher programs or supplies. Some restrictions include covering transportation, funds for another non-profit or booster club, or funding for the same program within a 3-year timeframe.

The application has a monthly, rolling approval process and the funds are available upon approval by the committee (usually the turnaround is just a couple of weeks). If you are interested in finding out more information, or applying, please follow this link: <https://www.pittsfordptsanet/enrichmentgrant>



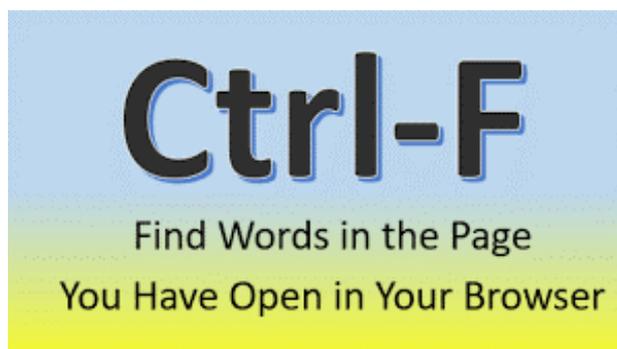
## PDTA Vice-President for Negotiations Cynthia Merrifield

Welcome back to the 2020-2021 school year. PDTA has been hard at work throughout the summer to ensure the safest return for you. Our executive committee met bi-weekly (at a minimum) tackling the ever-changing issues before us. Our PDTA President and I reviewed and developed multiple agreements on our union's behalf outlining safety at the forefront for all. Members who typically complete this work are myself along with our President (Dwayne Cerbone) and our Resolution Specialist (Kimberly Chesko). These agreements are negotiated in good faith by both parties (The District

and The Association) for specific interests and (typically) for a specific length of time (usually the duration of the temporary change of working conditions or the length of the current contract).

If you have any questions...If you have any questions concerning your

contract, you will find it on the PDTA website under documents. This clickable document provides ease when looking through the 70 (+) pages. Your building Reps are also a go to resource regarding the contract as am I Please feel free to contact me at [cynthia\\_merrifield@pittsford.monroe.edu](mailto:cynthia_merrifield@pittsford.monroe.edu)



**FRIENDLY TIP:** You can also use Ctrl F and type in a search word this will take you to the section in the contract you are looking for.



# Political Action

Karen Grace

## VOTING INFORMATION

The Full Slate of General Election Endorsements can be found here:  
<https://www.nysut.org/news/2020/july/media-release-endorsements>



NYSUT Voter Guide

<https://www.nysut.org/resources/special-resources-sites/voter-guide/voter-guide>

AFT Endorsement

<https://www.aftvotes.org/biden-2020>

Biden PalmCard

<https://www.aftvotes.org/sites/default/files/biden-palmcard2020.pdf>

## AFT, NEA, NYSUT & PDTA encourage members to register to vote & to vote in local, state, and national elections.

**2020 VOTER GUIDE**  
NYSUT's guide to union-endorsed candidates in the general election  
**NEW YORK**  
What's Your Plan To Vote?

**OPTION 1**  
**VOTE BY MAIL**  
Apply Online by Oct. 27  
Ballot Postmarked by Nov. 3

**OPTION 2**  
**VOTE EARLY**  
Oct. 24 – Nov. 1

**OPTION 3**  
**VOTE ON ELECTION DAY**  
Nov. 3

**nysut** NYSUT.org/Vote2020

“The right to vote underpins every other right we have and we want to make sure you, your family, your friends and your colleagues are registered to vote in this year’s election. We can invest in schools, states and localities to provide vital services, teach the next generation and keep public employees on the job. We can choose lawmakers who put working families first and will assist people who are struggling. But we can’t accomplish any of that if we can’t vote” ~AFT

Confirm your registration:

<https://www.aftvotes.org/voter-registration>

Voter registration information:

<http://www.elections.ny.gov/VotingRegister.html>

Election Protection Information:

<https://www.aftvotes.org/election-protection>



# Safety & Wellness

Emily Natoli-Burns

This summer PDTA spent a tremendous amount of time working to make our schools safe for staff and students. Your building safety representatives worked tirelessly with district administration, and the

safety protocols are a reflection of this effort. Please be sure to familiarize yourself with the safety protocols on the district website, and if you have any safety concerns this year, please contact your building’s safety representative for assistance. Here are your incredible representatives:

**Allen Creek: Michele Riedl**

**Jefferson Road: Cathy Anstrom**

**Mendon Center: Elizabeth Mitchell**

**Park Road: Laura Penkitis**

**Thornell Road: Anne Rizk**

**Barker Road: Elizabeth Willis**

**Calkins Road: Diana Page**

**Mendon High School: Joani Moffett**

**Sutherland High School:**

**Emily Natoli-Burns/ Ben Winter**

**Got Questions? Visit PDTA.org**



# Kim Chesko

## PDTA Resolution Specialist

I almost began this column with some kind of “Hello and welcome to the school year” greeting. Then I quickly remembered that absolutely nothing about this year is the same as it has ever been. Read on for some beginning-of-the-year reminders that have been updated to reflect this unique year.

### Overage vs. Overload

An **overage** is a situation in which a teacher’s class/minute load exceeds contractual maximums. When the total sections/minutes needed to be taught exceed the available personnel, a conversation begins between PDTA and the principal/HR. We then come to resolution about how to best cover the extra section/minutes. In some instances, an overage is the best solution. The principal would then offer the overage to a teacher, who can accept or decline. If accepted, a teacher would receive an extra duty stipend for such an assignment, as outlined in contract section 6-7

An **overload** is a situation in which a teacher’s class size, or number of IEP’s in one section exceeds contractual maximums. If this occurs, a conversation begins between PDTA and the principal/HR about how to best resolve the situation. In some instances, an extra section is created, in others a teacher receives a negotiated payment.

This year, due to our TLMS, more teachers than ever before are receiving compensation for overages and overloads. If you have

an overage or overload that was not resolved by the second week of school, make sure you have been in touch with your PDTA building representative about a resolution.

### Travel

If you are a traveling teacher, PDTA has worked to put into place some practices that will make a traveling assignment a bit easier. You can find the full list of practices on the PDTA website under documents and info documents. Some highlights are:

- 30 minutes allowed between assignments for travel
- Paid mileage
- Specially designated parking spots

If you travel for your teaching assignments be sure to check this document and contact your building representative if you see a discrepancy in your assignment. This has not changed during our TLMS – our previous practices remain in place.

### Lunch and Planning Time

All members are guaranteed an uninterrupted, duty-free lunch. This year, due to our TLMS, there may be times when students are in buildings that it is not possible for staff to be allocated their typical time for lunch. In these cases a minimum of 30 minutes of uninterrupted lunch shall be provided. Contact your building representative if you are not receiving a minimum of 30 minutes of uninterrupted lunch.

Additionally, planning time is also atypical under our TLMS. PDTA has

come to an agreement with the district that certificated members providing instruction shall be provided an average of 40 minutes of planning time over the 5 or 6 day cycle, with the understanding that, to the extent possible, that time will be uninterrupted. Contact your building representative if you have questions or concerns about this provision.

### Taking Time Away from Work

In closing, I want – no need to implore you to take care of yourselves. This will possibly be one of the most difficult school years that any of us have ever experienced. You need to take time to be away from school and work. It is ok and healthy if you:

- Take an entire weekend away from school work and emails.
- Don’t take work home at night.
- Go to bed early and get a good night’s sleep.
- Do something special to treat yourself like get a coffee treat every Friday.
- Leave the building when your work obligations are over to exercise or meditate or go shopping.

***Do things for you to balance all that you are doing for others.*** This is crucial if we are to get through this year and beyond.

Thank you for your dedication and flexibility. Keep looking out for one another and we can do this together. PDTA has your back – chins up!

## Building News:

MCE: We have three members who had babies! Congratulations and welcome to Leslie Psaty’s baby boy, Courtney Harrison’s baby girl, and Nellie Yandek’s baby boy!

BRMS: Rhonda Matthews mother in law passed away.

SHS: Nancy Hakes Father passed away.  
Vicki McCutcheon’s son Andrew married Jackie Cawley on May 3, 2020.

# Come to us for the savings...



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-  DINING & SHOPPING DISCOUNTS
-  TRAVEL & TOURS
-  CAR & TRUCK RENTALS

# Come back for the insurance



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-  AUTO & HOME
-  LONG-TERM CARE & DISABILITY

To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](https://memberbenefits.nysut.org), call 800-626-8101 or scan the QR codes above.

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



Sept./Oct. '20

# Your Reps:

## Building Representatives:

Stephanie Barg, AC  
Brett Burrows, JR  
Jennifer Villareale, MC  
Spencer Jones, PR  
Lisa Mauger, TR  
Kristen Dolan, BR  
Melissa Althouse, CR  
Paige LaBarr, MHS  
Lynne Drake, SHS  
Lorinda Spring, SRP

## Assistant Building Representatives:

Kathy Rudd, AC  
Elizabeth Kramer, JR  
Patty Mayer and  
Trisha Sullivan, MCE  
Rachel Sweet, PR  
Amy Adams, TR  
Liesa Ehrlich, Rhonda  
Matthews,  
Tammy Cole, BRMS  
Adrienne Ehrlich, Lisa Riley,  
CRMS  
Tom Kennell,  
Paula Fink, Kelly Jordan MHS  
Marc Hellems, Brian Shafer,  
Amanda Marshall, SHS

## SRP Representatives:

Cathy Anstrom, JR  
Lisa Backscheider, SHS  
Kristi Kelley, JR  
Kristina Otto, MHS  
Radhika Ramesh, TR  
Janet Realbuto, SHS  
Jenny Telek, MCE  
Rebecca Tan, MCE

## 2020 FLU SHOT CLINIC

Pittsford  
Schools



Pittsford Schools @ Barker Rd. School

**Thursday, October 8, 2020**

**2:00pm – 6:00 pm**

**Get Your Flu Shot – By Appointment!**

**Schedule an appointment for your family today!**

- Call 716-805-1020 or 1-800-869-2496 for an Appointment
- Flu Shots available to individuals 4 years of age and older

**Bring your insurance card!**

Most insurance plans accepted as payment (Aetna, BC/BS, Cigna, Excellus, IHA, Medicare, MVP, Univera, etc.)

**Please wear a facemask and practice social distancing!**



For additional information please contact

[Info@INCnursing.com](mailto:Info@INCnursing.com)

716-805-1020  
Flu Shot Hotline



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