

SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



MONROE COUNTY ELECTIONS TUESDAY, NOVEMBER FIFTH.



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A Representative Union

Dwayne Cerbone, President

As members of the PDTA you are represented by well trained, knowledgeable, dedicated, and invested teachers and SRPs. Each has a unique and important role in the function of our union. We are exceedingly proud that our work remains student-centered while we simultaneously attend to the needs and concerns of each member of our union.

Most members are keenly aware of the Officers and Building/SRP Representatives who serve our unit in a very public manner. They represent member interests at the district and the building level regarding contractual, workplace and other professionally associated topics. We hear from them through email and publications such as *SpeakOut* and observe them performing their duties on a regular basis.

However, many may not be aware that we also have many more members serving our union through their work actively addressing school safety, APPR regulatory changes, professional growth, public relations, political action and so much more!

I have not even mentioned dozens of others who serve on District committees, representing the voice of our members in those important venues.

It is my belief that this shared member leadership is the root and the strength of our union. Please follow these links to the current roster for your [PDTA Representative Assembly](#) as well as the [PDTA Committee List](#) to assist each of you in identifying these member leaders. Hopefully, this will aid you in accessing the appropriate resource for information or to bring forward a specific concern or interest. Please take advantage of these services and while doing so, I ask that you take a moment to express your appreciation for the investment of your colleague.

Member-to-Member

In the work of unions, we typically focus on conflicts and resolution between management and workers. Yet, these are not the only challenges that can arise in the workplace. What is our responsibility as individuals and as a union when that conflict is between our own members? We are here to support and mediate these situations as needed but my heart on

this topic is that we each personally commit to working together to mend, grow, and accept in ways that model for our students the same expected behaviors we have for them.

It is my hope that we continually challenge each other to improve our practices but in doing so we recognize and tolerate that we are all at different places of understanding and personal experience. As our culture spins so increasingly negatively around us, it is my sincere hope that we can each work diligently to protect this environment, not only for our students, but for each member of our Association as well.

If you are finding the challenges of work and/or family to be too much to bear, please reach out for assistance. At times we all get busy in our daily efforts and miss the opportunity to recognize that a colleague is struggling. For this, on behalf of us all, I apologize. Please, help us to slow down, so that

Continued next page

Cerbone, continued... we may support each other in all that we do and in all that we are.

Is Social Media Good or Bad?

I am sorry if you decided to read on to find the answer to this burning question. Admittedly, I am not wise, nor informed, enough to address this adequately. I do suspect, in and of

itself, it is neither. I perceive "good" when used to encourage, motivate and connect. Yet I observe "bad" within hate filled rants, abrasive comments veiled in anonymity and messages that are intended to divide. We can ultimately only take responsibility for our small part in this ever evolving environment. I am asking you to consider demonstrating the same professionalism online as you would within your school environment. We, as professional public employees need

to be cognizant that isolated lapses in judgment, including those captured for social media by ourselves or others, can unfortunately have a negative impact on our professional lives.

As with any environment that has its pitfalls and dangers, please remain attentive and practice personal caution. If any concerns are brought to you by your supervisor, be sure to immediately seek the support of your Building Representative.

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



A Medley of Contract Reminders – And a New Coaching Provision Kim Chesko, Resolution Specialist

The beginning of the school year always brings some questions and issues regarding overages, overloads, travel time and lunch. We can almost always find fair resolutions to these issues. Read on to learn more.

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 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.

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.

If you experience either an overage or an overload, the first step is to speak with your building representative. He or she will contact me and we will move forward to resolve the issue.

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 you teaching assignments be sure to check this document and contact your building representative if you see a discrepancy in your assignment.

Lunch and Planning Time

All members are guaranteed an uninterrupted, duty-free lunch. Check your section of the contract to confirm how many minutes you should be receiving for lunch. All teachers are also guaranteed varying amounts of planning time. Again, check the contract to confirm that your assigned schedule provides

the correct number of minutes for planning. If you find a discrepancy in your assignment and the contract requirements, contact your building representative as soon as possible.

BONUS Highlight:

Our newly ratified contract contains a provision for members that I wanted you to be aware of. Section 1-3-2 now reads:

"Members interested in coaching are encouraged to express interest to the Director of Athletics. When there are coaching vacancies, preferences in hiring shall be given to qualified current unit members over outside applicants."

Unit members of the PDTA are encouraged to express interest to the Director of Athletics annually for any PCSD coaching position regardless of vacancy status or standard posting practices. The Director of Athletics will maintain a list of interested unit members for each athletics position. This list will provide an opportunity for consideration when filling annual appointments to all PCSD athletics positions. More communication will come out in the Spring regarding this practice, but we wanted all members to be aware as soon as possible this school year.

Professional Learning Update

Julie Barker, Teacher Center Director



In January 2019, SED implemented a shift in terminology from professional

development to professional learning. In their explanation of the change, SED indicated this was “more than just a shift in language.” This move is in alignment with the work of professional organizations and educational leaders and it emphasizes the importance of educators taking an active role in their own continuous development. This mindset includes teachers being partners in determining the content of their learning and how they evaluate its effectiveness.

I recently came across a blog by Ryan Estes on www.frontlineeducation.com describing the shift in terminology used in this area from the 1960s to today. Here is an excerpt (included here with the author’s permission) from that piece that might be of interest to you:

“Staff Development” — Late 1960’s / Early 1970’s

Somewhere around the late 60’s the term “staff development” began to be used. Although people had already understood that teachers were important, around this time it became clearer that teachers are vital to student success, and that investing in teachers could lead to better student outcomes.

Staff development tended to focus on short-term needs. A school might determine that teachers needed to learn more about a certain topic, and then hold a workshop on that topic. The

term “development” is important, since it indicates something that happens to teachers, rather than teachers being active agents in the process.

Kirsten Mattson, Ed.D. puts it well: “Developing is not a word typically used to describe consciously made actions. Often, development happens to people or objects. Policies, property, film, and expectations are developed by people for their purposes. The objects of this ‘development’ often have very little to say in the process.”

“Professional Development” – Late 1990’s / Early 2000’s

The shift in terminology to “professional development” reflected an increased focus on training individuals for a professional career, and an elevated view of teaching as a profession. This eye toward people and their careers — versus a focus on the needs of a particular position — enabled learning that was aligned with long-term goals, not just immediate needs. One example: professional judgment. Teachers make thousands of quick decisions every day, so how can schools equip them to make the best decisions possible?

At this point, more sustained forms of learning such as coaching and professional learning communities, gained footing. Yet the word “development” still pointed to top-down initiatives such as large group workshops, in-service days and after school seminars that were often determined and led by people other than the teachers themselves.

“Professional Learning” – Early 2010’s

In 2010, the National Staff Development Council changed its name to Learning Forward to reflect a greater focus on educator growth to impact student outcomes. At the same time, “professional learning” became the preferred term for ongoing educator learning. This term emphasized the need for teachers to drive their learning based on their own needs and goals and reflecting the needs of the communities and students they serve.

The effectiveness of collaborative and job-embedded professional learning was forcefully stated in the Every Student Succeeds Act as well. The law listed those criteria alongside “sustained,” “intensive,” “data-driven,” and “classroom-focused” as hallmarks of effective professional learning.

A Trend Toward Impact

The changes in what we call professional learning reflect an increasingly individualized, targeted, goal-aligned and results-driven approach to educator growth. While it’s unlikely the educational world will ever reach the place where it can plant a flag and say, “We’ve arrived,” it’s always wise to learn from those who are leading the way in providing relevant and impactful professional learning.

The full post is here: www.frontlineeducation.com/blog/professional-development-professional-learning/





Board of Education and PTSA Stephanie Warchol, Executive Vice President

At the Board of Education meeting held on October 21, various District stakeholders took time to recognize the diligent efforts of our Board of Education members. The week of October 21-25 was School Board Recognition Week in New York State.

This year PDTA donated \$200 to the KEEP general fund in honor of our seven Pittsford Board members. That evening we also presented each BOE member with a personalized thank you card, filled out by one of our members of the Representative Assembly. I was incredibly proud to represent our 750+ members along with Shawn Clark, President of PDAA, Christine Karpovich, President of PEOP, and PTSA President Robin Scott along with

President-Elect Sarah Pelusio.

During my brief presentation I thanked the BOE members for their tireless dedication and commitment, I spoke to the successful collaboration we had during our contract negotiations, and touched on various themes sent to me by our own members. In an attempt to celebrate with them throughout the week, I filled their inboxes with images and personalized notes of gratitude from the PDTA officers. I received several messages back, which truly captures the special relationship between PDTA and the Board of Education.

We typically kick off our PTSA membership drive at the Benefits Fair and I am so excited that many of you took the opportunity to renew

your PTSA membership on site. Thank you! We are currently at 26% for staff participation and I am hoping we can grow that number in the next few weeks.

Staff can join for as little as \$8 and you can choose to donate additional funds, or register as a family for \$17 if you live in Pittsford. This is a yearly membership, requiring you to rejoin every Fall. All PDTA members who have registered/renewed their PTSA membership by November 15th will be entered into a drawing for a \$50 Visa gift card. Follow this link to see the programs that benefit from your membership, and to join PTSA online: <https://www.pittsfordptsa.net/membership>.

Have you joined PTSA this year?

All PDTA members who have registered/renewed their PTSA membership by November 15th will be entered into a drawing for a \$50 Visa gift card. Below are the total percentages so far by building:

ACE- 42%	JRE- 50%	MCE- 47%	PRE- 15%	TRE- 23%
BRMS- 24%	CRMS- 20%	MHS- 11%	SHS- 19%	



SRP Newslink Lorinda Spring

Para Academy: The Teacher Center has several course offerings for paraprofessionals. Log into WinCap Web and click on Professional Development- Catalogues -Electives to enroll. You will receive \$17.50/hour for these professional training opportunities. The upcoming sessions are as follows:

- Adult and Child CPR/AED Training- 12/16/19, 2/12/20, or 4/16/20
- Current Brain Research in Education- 2/24/20
- Data Security- 11/25/19
- Microaggressions- What are they and how so I respond to them? 1/27/20

- Putting First Things First- 4/27/20
- Periodically, check the website as more workshops will be added throughout the year.

Reminders:

- School-Related Professionals Meet & Greet at NYSUT Rochester Regional Office, 30 N Union St. Wednesday, November 20th. Learn about what your union does for you and network with other SRPs! It is free of charge and there will be door prizes, raffles, food, and drinks. RSVP by Nov. 6th at <http://www.cvent.com/d/yhq7rm>
- Your union dues for 2019-2020 will be paid via payroll deduction if you used that method of payment last

year. Deductions will be reflected in fifteen checks beginning on November 15th.

- 403(b) account- The District offers a 403(b) retirement plan as a benefit to employees. The plan allows you to save and invest by making tax-deferred contributions directly from your paychecks. If you are contemplating retirement and are eligible for the Career Award, you will need to open up a 403(b) account. This is where your Career Award money will be placed when you retire. For more information, contact www.omni403b.com.

Political Action

Karen Grace



NYSUT & PDTA encourages all members to vote in elections at every level: local, state, and national because...Voting Matters!!

Early voting in New York elections started October 26! NYSUT has provided you with a three step guide for participating:

1. Learn about NYSUT members who are running for office:
<https://www.nysut.org/news/nysut-united/issues/2019/november-december/dozens-of-nysut-member-pipeline-candidates-are-on-the-ballot-in-november>
2. Find your early voting location:
<https://my.lvv.org/new-york-state/new-york-state-early-voting-counties>
3. VOTE!

(General Election takes place November 5, 2019 POLLS OPEN AT 6 AM - CLOSE AT 9 PM)

NYSUT/MCC Endorsements as of 9/10/2019:

County Executive: Adam Bello
District Attorney: Shani Curry Mitchell

1st: Amanda Geneax-Hauser	8th: Megan K. Thompson
2nd: Kren LoBracco	9th: Catherine Dean
3rd: Marvin L. Stepherson	10th: Howard Maffucci
4th: Josh Mack	11th: Joshua I. Foladare
5th: Terry Daniele	13th: Michael Yudelson
6th: Dan J. Maloney	16th: Lorie Barnum
7th: Jim F. Leary, Jr.	17th: Joe Morelle, Jr.



Election Day 2019 Voter Guide:

Every race, Every candidate in Monroe County:

<https://www.rochesterfirst.com/local-politics/election-day-2019-voter-guide-every-race-every-candidate-in-monroe-county-rochester-local-politics-dinolfo-bello-doorley-mitchell-da-county-executive-carbone-judge-supervisor-council/>

Building News:

ACE:

Sara Dehm (grade 3 teacher) welcomed a daughter, Luna Elizabeth, on October 22, 2019.

PRE:

Holli Rissberger is welcoming a daughter to her family from China.

SHS:

Congratulations to

Our reading teacher Rachel McDonald on the birth of her baby girl on Monday! Baby Ava and family are doing great!



Shari Ebert PDTA Special Events Chairperson

The annual Benefits Fair was a huge success with a great increase in attendance, and lines for the flu shots out the door! We raffled off 23 beautiful baskets of goodies, earning PDTA \$867 towards our Barb Shapiro scholarships. Thank you to all of our members who attended the event and to the volunteers who contributed to our tremendous success. If you have any feedback you would like to share, feel free to email me.

See you in May for the retirement party!



PDTA Supports UAW Families

PDTA members, thank you for helping our Brothers and Sisters in UAW Local 1097. Along with the Greece Teachers Association, Victor Teachers' Association, BOCES United Professionals, BOCES United Support Services, and NYSUT we were able to make these contributions for those in need.



Sick Leave Bank (SLB)

As PDTA President, I often provide guidance and support to members requiring extended medical leaves of absence. In these scenarios it is very disappointing when I am forced to share with a member that they neglected to join the 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 four (4) 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 (members are notified and are provided the option of contributing 1 day or withdrawing) or a member voluntarily elects in writing to donate additional days. According to a new provision of our recently 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 especially encourage to take advantage of this voluntary contribution during the open enrollment period. -Dwayne

Links: [SLB Guidelines](#) [SLB Enrollment Form](#)

Thank You Pittsford Board of Education!



School Board Member Fact Sheet 2019



Commitment to Public Education

School board members take on one of the most important citizen responsibilities: overseeing the education of the community's youth.

Boards of education guide their local school systems and ensure public schools are flexible and responsive to the needs of the community. School boards are comprised of volunteers, most of whom do not receive any compensation for their service. They are individuals within the community who dedicate their time to improving public education.

School board members statewide collectively oversee more than 2.4 million K-12 students and \$73 billion in budgeted spending.

With schoolchildren their primary focus, school board members:

- Create a shared vision for the future of education
- Set the direction of the school district to achieve the highest student performance
- Provide accountability for student achievement results
- Develop a budget and present it to the community
- Align district resources to improve achievement
- Support a healthy school district culture in which to work and to learn
- And much more!

School Boards in New York

New York has 690 public school districts, each with its own board of education. Except for New York City and Yonkers, board members are publicly elected. The number of board members in these districts ranges from three to 13, with seven being the most common. New York also has 37 Boards of Cooperative Educational Services (BOCES) that provide shared educational programs and services to school districts across the state. BOCES boards range in size from seven to 15 members, with nine being the most common. BOCES board members are elected by school board members in districts within their service area.

School Board Members by the Numbers

No. of board seats in New York.....	5,095
Male board members	53%
Female board members	47%
Board member tenure.....	55% have served five years or fewer, 50% six years or more
Most board members spend	6 hours or more per week on board activities

Your Reps:

Building Representatives:

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

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Trisha Sullivan, MCE
Jill Pink, PR
Amy Adams, TR
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Chrissy Doggett, Heather
Trapiss, CRMS
Dave Larson, Tom Kennell,
Paula Fink, 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

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.

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.

Health and Safety: In the event that a health and safety issue arises in your building, please know that your union supports you in resolving these issues in a timely manner. To report a health and safety concern, simply go to the [PDTA website](#) and locate the green tab labeled documents. Clicking this it will bring you to a menu with a number of document options. Select forms, and find the form labeled health and safety concerns form. Follow the directions on this form, and alert your building health and safety representative. If you are unsure if something is in fact a health and safety issue, speak with your building representative or your health and safety representative.

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





Your Union-Endorsed Benefits: Debt Consolidation & Mortgage Savings

NYSUT Member Benefits understands the challenges that the hardworking women and men of this labor union face when it comes to financial issues such as student loan re-payment options, credit card consolidation or debt management, or saving on purchasing or refinancing a home.

Student Loan & Debt Counseling Program

Your union membership allows you to receive a no-obligation debt and/or student loan consultation at no cost with a certified counselor through the Member Benefits Corporation-endorsed **Cambridge Credit Counseling** program. Cambridge provides individualized student loan counseling along with a unique web portal available at a reduced rate to help explain the various options when paying student debt; debt relief services are also offered.

UnionDirect Mortgage Discount Program

The Member Benefits Corporation-endorsed **UnionDirect Mortgage Discount Program presented by Mid-Island Mortgage Corp.** offers union members and their families savings of up to \$2,700 on lender fees and closing costs. Your union membership also entitles you to no application or processing fees; no commitment fees; no underwriting fees; no lender or broker fees; and reduced attorney and title fees.

The Power of the Union

Regardless of whether you are participating in either of the programs mentioned above; one of our endorsed insurance, financial or legal programs; or our many shopping, entertainment or travel offerings, NYSUT members receive a quality product and enjoy the "**Power of the Union**" behind them. Unlike when purchasing products available to the general public, Member Benefits is here as your advocate if you ever have any issues or concerns with our endorsed programs.

To learn more about Member Benefits-endorsed programs, 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.

Your feedback is welcome at brian_regan@pittsford.monroe.edu