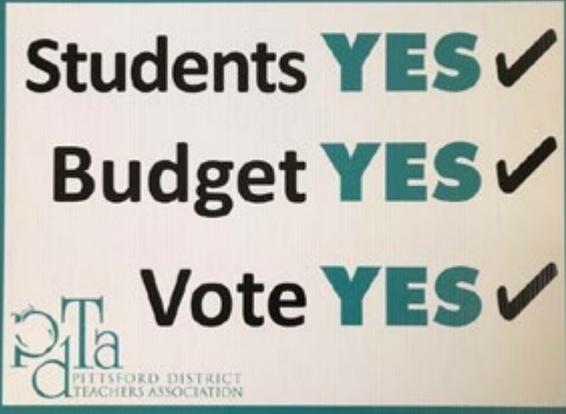


SPEAK OUT!



In this issue:

- 1 From the PRESIDENT
- 2 VP FOR ADMIN/ PROFESSIONAL LEARNING
- 3 BOE CANDIDATES
- 4 RESOLUTIONS
- 5 POLITICAL ACTION
- 6 SRP NEWSLINK
- 7-10 REPS, ADS, CUT & KEEP



Who Could That Be Knocking at My Door?

Dwayne Cerbone, President

In the coming weeks, leading up to the final decision in the Janus v. AFSCME case, (See President’s article, Speak Out, March 2018) you may have two diametrically opposed groups visit your home. It is important that you are informed of each group’s goals as well as the funding sources for their work.

NYSUT Membership Organizing Institute (MOI) has trained members of our own state union going door-to-door to meet with every member. This is a massive, statewide effort to bolster our union by connecting k-12 teachers, school related professionals and college faculty to other union members in our area. These are fellow educators and brothers and sisters of NYSUT. They are committed to this work because they care about the future of our union and believe that these conversations are vital for the protection of every member.

These individuals are excited to have conversations about our union, the threat of Janus, and the importance of sticking with our local union and NYSUT in these divisive times. Recalling the success we experienced, as a result of our member engagement campaigns,

turning the tide during the fight against the NYS Constitutional Convention, you can understand the value assigned to these visits. If you are interested in participating in this rewarding work, please contact me directly, as training for paid summer shifts is scheduled to be offered again in June.

If we allow the repeated experiences of unions in other states that adopted Right to Work legislation to serve as a warning, we can also expect to be visited by groups of professional canvassers working for powerful anti-union entities. I am told that these heavily funded groups have already begun their work in New York state through ad campaigns and door-to-door visits attempting to sway workers away from their unions. They pressure American middleclass union workers to drop their membership with promises of cost savings and independence while still maintaining the services and benefits of the union.

This is both misleading and short sighted. Yes, it may seem beneficial to save some money invested in union dues each paycheck but what happens to these members when they face disciplinary action, when the union

is no longer able to negotiate with the power of strong membership for fair wages, health coverage, working conditions, and retiree benefits?

Unrepresented individuals and groups, even in a district like Pittsford, easily identify the strength of our union and the significant personal benefits of membership! We would be wise to do the same with one voice and one purpose - solidarity. As always, reach out to any PDa leader if you have any questions regarding membership or need any support addressing these matters. Please know, you personally are as valued by me and our Association as the Association is valued by you!





PCSD 2018-2019 Budget Vote

Stephanie Warchol, VP for Administration

All area school districts will vote on budgets and board candidates on Tuesday, May 15. The Pittsford Central School District and its individual schools, consistently provide a nationally ranked academic program and are recognized to be among the highest achieving in New York State and Monroe County. PCSD has a 98% graduation rate and 96% of those students are college-bound. We are proud of these achievements and want to maintain our high standards of excellence.

On May 15, voters in Pittsford will be voting on a proposed budget that is within the NYS Tax Cap, preserves current programming, and adds Full-Day Kindergarten. They will also be voting on a proposition to purchase 12 replacement buses, from the Capital

Reserve Fund. The Bus Proposition will NOT impact taxes and will generate State Aid if approved by voters. Finally, voters will also be choosing their Board of Education representatives. This year we have three candidates running for three seats. Valerie Baum, Irene Narotsky and René Sanchez-Kazacos are incumbent candidates that are currently endorsed by PDTA.

Per NYS law, school boards can submit a budget to the voters a maximum of two times, then a "Contingent Budget" must be implemented. If the budget is defeated once, the Board may conduct a revote or go straight to a Contingent Budget. NYS law requires that a Contingent Budget not include certain non-ordinary contingent expenses and that the new budget must have a Tax Levy that is not greater than the previous year's Tax Levy. The Board of Education is charged with determining

a Contingent Budget, however, for PCSD a Contingent Budget would result in an almost \$6 million budget variance from the proposed 2018-19 budget of \$136,544,880.

It is so important to get out and vote wherever you reside! If you have students, or your own children who are 18 years or older, please encourage them to vote. It's easy, no voter registration is required, only proof of identification. The PCSD 18-19 budget vote and board election is on May 15, 7 am to 9 pm in the Barker Road Middle School gymnasium. Pittsford residents, please complete the quick exit poll so the District knows that PDTA members are voters too, this is an incredibly beneficial message for us to convey. For more information on the budget vote please click [here](#).



Professional Learning Updates

Julie Barker, Teacher Center Director

The summer professional learning calendar is in the final stages and we look forward to providing a full catalog of opportunities for you to continue your learning this summer. The summer sessions will run from June 25th through August 29th and all hours will count toward the 2018-2019 school year. The catalog for summer workshops is set to open on or around May 25th and you will be receiving emails from me prior to that date to confirm details.

Summer programs include a wide variety of topics such as:

the implementation of Full-Day Kindergarten; content-specific workshops; mental health and wellness workshops; and programs focused on inclusivity and diversity. In addition, there are multiple workshops focusing on the use of technology to support instruction including Office 365 tools, using Breakout EDU in the classroom, and building teacher webpages.

An area of continued interest is grading practices, specifically at the secondary level. This summer we are offering several programs that will address grading practices. Look for the following workshops in the summer catalog related to grading:

- Exploring Practices that Impact the Accuracy of Grades
- Grading Practices Related to Mathematical Calculations and Averages
- Grading EdCamp: Teacher Driven Discussions related to Grading
- Grading Practices and Infinite Campus
- Re-dos and Re-takes: Implementing them in the Classroom
- Designing High Quality Rubrics

As always, if you have any questions, please contact me directly. Wishing you all a happy and successful end to the school year!

SCHOOL BUDGET PHONE BANKING

5-8pm @ PDTA Offices at the LOMB building on Monday, May 14th.

There will be pizza and pop as well. :)

Please e-mail [Karen Grace](#) if you are able to attend.

Board of Education Candidate Statements



Valerie Baum

I am seeking my second term for the Pittsford Board of Education because the climate of education has changed significantly in the past decade and still remains

unsettled. I hope to continue to address the ongoing needs of the district while ensuring that PCSD remains as a model for excellent education. In my 20-year experience as a school and community volunteer and former District PTSA Co-President, I have seen that education is an asset to this community and want to preserve that achievement.

PCSD's greatest strength is the collaborative relationship amongst all stakeholders who bring their knowledge, experience, shared beliefs and values together to work toward a common goal. With the shared stakeholder creation and approval of the Vision Statement, the district has an opportunity for improvement by bringing this document to life in the future.

Securing financial resources will continue to be one of the major issues facing school districts and PCSD in the next few years. In addition, supporting the emotional well-being of our students and school safety and security will also be topics of concern.

To balance fiscal responsibility while maintaining our rich programming I will utilize our budget guidelines, fiduciary training, and stakeholder feedback for direction when making budgetary decisions. I will look for cost savings with little or no impact to students and continue to personally meet with legislators to advocate for funding.

I have truly enjoyed serving on the Board of Education and am grateful to be a part of an exceptional school community.



Irene Feldman Narotsky

The passion I felt when first elected in 2009 has not wavered. I know there is no better way

to honor this district than to give of my time and energy.

PCSD's excellence comes from its people—teachers/staff/students/parents and their unwavering interest in highest quality education. This unified mission and our ubiquitous collaborative culture is Pittsford's strength. However collaboration may sometimes be perceived as a weakness since it drives changes more slowly. History has shown that collaborative decisions take time but are stronger and more lasting.

With the wisdom of experience, I feel poised to continue the work ahead. There are still major issues facing public schools including: an increased need to support the social and emotional well-being of our students, school safety, diversity and inclusion, inequitable federal and state funding (without heavy advocacy), the tax cap and ensuring developmentally appropriate assessments for students.

It is incumbent upon the PCSD leaders to ensure a sustainable budget. Current evidence of significant budgetary strength are: alternative sources of revenue like KEEP-school foundation, Aa1 bond rating, prudent reserve accounts, active advocacy with legislators and participation in the county-wide health consortium. I am committed that PCSD has long-term budgetary sustainability to provide future generations with excellence. Compromising on educational programs is not something I can or will support.

There is no better way to “change the world” than to educate its youth—I am excited to partake in this “world change” via BOE work, alongside all of Pittsford's world-changing teachers and staff.



Rene Sanchez-Kazacos

1. Why do you desire to serve on the PCSD BOE?

I am looking to give back to my community. My main goal is to continue to be a voice that represents all

stakeholders and convey their concerns in regards to public education.

2. What do you believe are our school district's greatest strengths and opportunities for improvement?

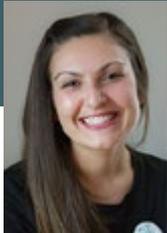
Our district's greatest strength is its willingness and desire to adapt to the needs of our community. I'm impressed by the diverse groups that have come together to work on specific issues such as FDK, Diversity and Inclusion, and positively shaping the social and emotional wellbeing of our students and staff.

3. What do you see as the major issues facing public education and our school district in the next few years?

- NYS Next Generation Learning Standards: What will they look like in all content areas? Potential impact on our students and teachers? Will assessments change?
- Developing multiple pathways to graduation
- Social and emotional awareness
- Lack of local control over state testing. Even with the few changes that were implemented this year, my opinion is that the state is not assessing our students fairly, nor have we seen necessary changes in providing relevant feedback for students, parents and teachers.
- Growing teacher shortage, including the inability to retain highly qualified substitutes
- Class sizes
- Balancing a budget while maintaining high standards the PCSD community has come to expect.

4. How your leadership will balance fiscal responsibilities while continuing to provide our tremendous programs?

NYS is not funding public school districts equitably. I believe that funding will become more difficult to secure in future years. To stay fiscally responsible, all members of the PCSD community need to work together to make changes that benefit all stakeholders. This includes maintaining our advocacy work in Albany, and continuing to assess our district's expenditures and revenues in order to ensure that we are using our financial resources in the most efficient way.



Happy May!

Kim Chesko, Resolution Specialist

I don't know about you, but I am already planning ahead to summer!

As we all know, not all teachers have students in front of us during summer, but most of us still work. It is important that we are aware of what summer work is compensated, and how. Read on for some contract highlights on this subject.

Compensation in the Event of Reassignment

Because of the addition of full day Kindergarten for next year, this contract item will be of major interest this summer, as many teachers will be moving to different assignments.

Per section 1-8 of the contract, professional employees are entitled to one day of paid summer work if they:

- a. Move from one school to another
- b. Move grade levels within the same elementary school
- c. Change subject areas
- d. Are notified of a change in room

assignment after June 15 for the following year.

If you fit any of those criteria and plan to work this summer, be sure that you are compensated for it. Contact your principal if you are planning on taking a summer work day in the event of reassignment.

Professional Learning Compensation and Requirements

Of special note for the 2018-2019 school year is that because we have one extra work day built into the school year (occurring on August 30th), our Professional Learning requirement for professional staff has been reduced to **6 hours** for next school year only. Keep in mind when you are planning your summer PD hours that you will be reimbursed at the rate of \$23.82 per hour (see contract section 2-2-2) for any PD done after fulfilling the 6-hour requirement.

Compensation for Curriculum Writing Committees

Professional staff who engage in

curriculum writing during summer months will be compensated at the rate of \$42.62 per hour, per section 1-10-1 of the contract. Your standards leader will be able to tell you if curriculum writing is happening in your grade level or subject area this summer

Compensation for Summer Employment and Enrichment

Summer work with students is compensated at different levels based on what program or responsibilities you are involved with. Professional staff who provide summer AIS services for our Extended School Year Program, who teach in the Summer Enrichment Institute, or who perform the same or comparable duties through the summer as during the rest of the year should check section 1-9 to be sure that they are being compensated appropriately.

These last couple of months move fast – enjoy the time with your students and colleagues as we gear up for summer!

MONDAY, MONDAY

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!



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Stephanie Warchol, Photographer



Political Action - NYSUT RA 2018 Buffalo Highlights

Karen Grace

Educational Policy

Delegates approved a resolution sounding the alarm on the

State Education Department's rush to computer-based testing. The resolution calls for SED to provide research-based studies on the validity and reliability of computerized testing; for additional funding to support districts that choose to move to computerized testing; and for NYSUT to form a committee to examine numerous implementation issues.

Delegates also approved a special order of business asking the Board of Regents to convene a study of the negative unintended consequences tied to New York's grades 3-8 standardized assessments.

In another testing matter, delegates called for SED and the Board of Regents to adopt a clear policy prohibiting schools from punishing or stigmatizing students whose parents opt them out of state testing.



In other educational policy measures, delegates including Pittsford TA's Kathleen Shea (pictured at mic) urged NYSUT to support legislation that would require students entering kindergarten to be 5 years old by Sept. 1 of the year they are attending kindergarten.

Pensions/Retirement

Delegates approved resolutions calling for NYSUT to encourage the state and local retirement systems to allow educators to buy back time accrued in private schools, colleges and universities and hospitals.

Political action and civil rights

delegates urged NYSUT to support the rights and dignity of all immigrants and advocate on behalf of members and students who could face deportation. NYSUT shall continue to strongly oppose ICE entering any public school and removing any students.

Organizational Matters

With the anti-union Janus case pending in the U.S. Supreme Court, delegates directed NYSUT to continue educating members about the case and continue its all-out campaign to commit members to pledge to stay in the union

A complete listing of resolutions can be found at <https://www.nysut.org/news/2018/may/delegates-call-for-nysut-to-demonstrate-union-pride-and-strength>

(summary taken from "About the RA" | NYSUT.org)

Vote-Cope Campaign Will Run April 22nd –June 1st, 2018

PDTA was awarded the 2017 NYSUT Dan Sanders Award at this year's NYSUT RA. This is awarded to locals who have contributions equivalent of at least \$25 per member. Let's keep up the great work!!

If you haven't contributed in the past, please consider contributing, if you are contributing please consider to increasing to at least \$5.00 per pay/\$100 per year.

VOTE-COPE Funds — which rely on donations and DO NOT come from dues — are put to work to lobby for PRO-NYSUT member legislation, to elect candidates who understand the importance of education and health care, who support the values of the organized labor movement, and to help pass school budgets. VOTE-COPE funds are also at work defeating dangerous voucher and parent-trigger proposals that would undermine public schools.

We will need all the resources we can get to ensure our profession is protected from all those who wish to dismantle us, especially with the upcoming JANUS Supreme Court decision.!!



Speak Out is edited and assembled by Brian Regan.

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



JANUS Q & A

(taken from NYSUT JANUS toolkit brochure)

Q: What is the motivation behind these pending cases?

A: These court cases — including Janus v. AFSCME, to be decided in 2018 — are backed by corporate profiteers and hedge-funders. Their goal is to weaken unions, which will hurt all workers, to the benefit of the 1 percent. That’s who is spreading the bogus claim that you can give yourself a raise — the wealthy.

They will get a raise, not you.

Q: What would happen?

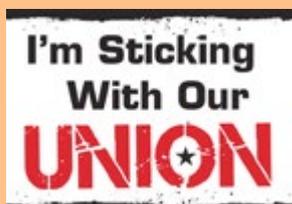
A: We’ve already seen what happens to union strength in states like Wisconsin, Michigan and Indiana, three states that lost the right to collective bargaining in the past several years. Compared to union workers in neighboring Illinois, Minnesota and Ohio, the workers in the right-to-work states earn 8 percent less annually, according to research from the Illinois Economic Policy Institute.

Salaries go down, benefits evaporate, jobs disappear and the economy stagnates.

Q: Bottom line: Why should I stay with the union?

A: Our local union negotiates for competitive pay and better benefits, and makes sure our contract is honored. NYSUT, our state affiliate, fights to protect our labor rights, retirement security and our professions.

Together, we have the power to exercise and protect our rights, to defend the things we value and to give our members a voice.



SRP Newslink

Lorinda Spring

I had the opportunity to attend

the most recent Para Academy workshop entitled, “Working Effectively with Adults in the Classroom”. It was presented by Jodi Coniglio, Teacher Center Director for Monroe#1 BOCES. Below are some important highlights from the presentation that will help improve your ability to be an effective communicator.

Basic Communication Skills

- **Active Listener**- It is important to use eye contact, be attentive and focus on what a person is saying. When a person is speaking, you should zip your lips, listen, and then be able to briefly paraphrase what was said. If you are unable to paraphrase what a person has said, then you haven’t listened.
- **Open-minded**- We need to show respect and be accepting of the thoughts of others even if we may not agree with them.
- **Truthful/Honest**- Be honest with yourself and others because people can tell if you’re not being upfront with them.
- **Body Language**- Be careful about how your body language is being perceived. Your facial expressions say a lot about how you are feeling. Your voice tone and body language have a much larger impact than the actual words you are saying.

Communication Styles

- **Passive**- letting people walk all over you; avoiding conflict
- **Aggressive**- confrontational; your needs are more important
- **Passive-Aggressive**- eye-rolling; denying personal responsibility
- **Assertive**- expressing your needs, wants and feelings with honesty; respecting yourself and others

Try to move away from being passive, aggressive or passive-aggressive when communicating with others. Instead, strive to be more assertive. Think of assertive as being kindly honest.

Reminders:

School Budget Vote- Tuesday, May 15th: Please vote in the district where you live!

Postings: If you desire a change in assignment or need to post for a new position, you will be able to refer to the [Posting and Transfer Process Document](#) on the PDTA website if you have questions. Please be advised that if you choose to apply for a job in a different category, you will need to write a letter of interest. If you get the new position, your seniority will be frozen in your current category and you will start over at the bottom of the new seniority list. However, your total years of service will remain intact with regards to the Longevity Award and Career Award.

BUILDING NEWS

MCE:

Courtney Harrison had a healthy baby boy, Benjamin on 4-6-18.

TRE:

Samantha Gulisano (St. James) was married to Brandon Gulisano on February 17, 2018.

Bernadette Canfield is the recipient of this year’s PTSA Honorary Life Membership Award.



YMCA CAMP CORY presents

KICKS for Campers

Kickball Tournament
Scholarship Fundraiser

Uniting Kids, Families & Communities

In partnership with:
Pittsford Central Schools & The Urban-Suburban Interdistrict Transfer Program

KICKBALL DIVISIONS

- Elementary
- Middle
- High
- Adult/
Non-student

Saturday, May 12, 2018

5:00-8:30pm

Pittsford Mendon High School

472 Mendon Road, Pittsford, NY 14534

Register before April 12!

Register In-Person:
All Pittsford Schools
Main Office

Celebrity MC:
Thad Brown
Channel 8 Sports

Concessions

**KICKS T-Shirts
for sale**



Spectators!

- \$15**
Ticket/T-Shirt
Combo
- \$5** Pre-Sale
- \$8** at Event
- 5 years & under
FREE

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campcory.org | rich.morgan@rochesterymca.org

Your Reps:

Building Representatives:

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

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Hendrina Schindeler, MCE
Jill Pink, PR
Greg Bischooping, TR
Karen Grace, Grace Kemp,
Tammy Cole, BRMS
Chrissy Doggett, Claudia Foti,
CRMS
Cindy Merrifield, Tom Kennell,
Paula Fink, MHS
Marc Hellems, Brian Schafer,
Amanda Marshall, SHS

SRP Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Maryanne Maland, JR
Sherry Tontarski, MC
Vicki McCutcheon, SHS
Tracy Anderson, PR

Thank You MEMBERS!

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

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

SPEAK OUT! Ads

You and your families are invited to place ads in future issues of SPEAK OUT!
Rates for Members and Family (price is for one issue):

1/8 Page: \$12.50 ¼ Page: \$25.00 ½ Page: \$50.00 Full Page: \$100.00

Above Rates are for copy ready advertising. If additional design or set-up is required, an additional fee of \$25 will be assessed. Space for ads is limited per issue. Checks should be made out to PDTA and mailed to the PDTA Office. **Ad PROCEEDS WILL SUPPORT PDTA CHARITABLE EFFORTS.**

Send copy and questions directly to brian_regan@pittsford.monroe.edu.

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

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

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

Financial Planning Center

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

NEW! -- Student Loan & Debt Consolidation Services

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

Expert legal assistance for NYSUT members

The program offers:

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

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

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

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



Learn more by visiting memberbenefits.nysut.org or calling 800-626-8101.

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

May / June '18

Cut and Keep Reminders

PD Requirement:

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

PDTA Yard signs can be picked up in the Lomb porch 8:00am-4:30pm weekdays.

Phone Banking: May 14th 5-8pm PDTA Offices/Lomb Building

Tenure Reception:

- o Monday May 21st BRMS Room 1
- o Informal Reception @ 6:30 p.m.
- o BOE Meeting 1st order of business; Certificates Presented at 7:00 p.m.

Employee Assistance:

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

Teachers, don't forget your contractual 12 hour obligation for professional development! All PD must be completed by May 31!

Retirement/Recognition Party; May 24th 4:30PM Eagle Vale Country Club.

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

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

Got Questions? Visit PDTA.org



Pittsford District Teachers Association

PDTA
A Union of Educators

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OUR VOICE
OUR
UNION
OUR VALUES

nysut

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.