

# INFORMATION, NEWS AND SUPPORT SPEAK OUT! PITTSFORD DISTRICT TEACHERS ASSOCIATION



## From the President: Jolene DiBrango - PLCs and Politics

Election season is upon us! It is time to cast our votes. While PDTA respects everyone's right to choose to vote or not, we encourage all of our members to vote. We also respect your right to vote for the candidates you feel will represent your own self-interests and who reflect your values.

In the PDTA office it is our job to inform you of who your NYSUT endorsed candidates are and who our national affiliates support. These endorsed candidates have a proven record of support for labor, education, health care issues, pensions, Social Security, tenure, collective bargaining, women's rights, voter rights, social justice issues, and racial and economic equality. A complete list of NYSUT endorsed candidates can be found here [www.nysut.org/endorsements](http://www.nysut.org/endorsements), so you can be an informed voter.

Nationally, NYSUT does not endorse candidates. However, the National Education Association and the American Federation of Teachers have endorsed Hillary Clinton for President. NYSUT has supported that endorsement, and PDTA has supported Secretary Clinton on our

social media accounts and in our union publications. To see where Mr. Trump and Secretary Clinton stand on issues of education I've provided a link to a Washington Post article where both were interviewed about their educational vision: [goo.gl/x27eVG](http://goo.gl/x27eVG)

The next President of the United States will be appointing justices to the Supreme Court, will be facing incredible global challenges and will need to bring this country together like never before. Your vote will make a difference.

If you have friends and family in other parts of the country, encourage them to vote. We live in the greatest country in the world. I believe in democracy. I believe in this nation, and I believe in the end, our American values of respect, civility and equality for ALL people will prevail, but we must get to the polls to ensure that our country continues to be the model for other nations to follow. Please be sure to read the open letter from several Teachers of the Year, reproduced in this edition of Speak Out (page 6), for their perspective on this election and the importance of it for our children.

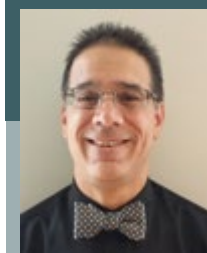


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Following this election, our work is not finished. We must come together to heal and bring all parties, voices and opinions to the table in order to move this country forward. Most importantly, we will need to hold our elected leaders accountable once in office. As citizens, our jobs don't end once we cast our votes. In fact, our work as citizens will never be complete!

(continued, p.3)



## Overage and Overloads Practices

Dwayne Cerbone, Resolution Specialist

**Overage:** When a full-time teacher teaches a class beyond their regular assignment.

**Overload:** When a teacher has a student enrollment which exceeds contractual limits.

A significant amount of time has been invested by the Association leadership the past two years addressing how overages and overloads are managed within buildings and at the District level.

As your President and Resolution Specialist, Jolene DiBrango and I have been working closely with District leadership to establish clear and appropriate practices that can be implemented in a sequential order to avoid the common issues which arise when deviations occur.

Both the PDTA Executive Committee and Representative Assembly have been actively involved in these conversations on your behalf. Although I believe past occurrences may have initiated with good intentions of members and administrators to quickly solve the problem, it is impossible for individuals at this level to be aware of the other contractual, staffing and unique factors associated with these scenarios. When the proper steps are not followed it can unfortunately have a negative impact on members, as we often must reverse course to do what is proper and necessary.

Please review the practices detailed below, from the updated shared document created by the Association and the District. It is important to note that members are only compensated for work performed, thus any supports or compensation relative to overloads and overages are only applied as long as the contractual concern exists.

Finally, I advise that the terms overage and overload should be avoided until a decision is made to proceed in that direction. Typically it is best to refer to an additional student or section in these early conversations.

## Potential "Overage and Overload" Steps

A violation of contractual language exists relating to class size, number of students with IEPs, or teacher load that requires a conversation.

1. The PDTA President is notified by either a building rep or admin. (per contract language).
2. The PDTA President or designee and the Assistant Superintendent for Human Resources engage in conversations.
3. A determination is made.
  - No change may be necessary following a review of the facts:
    - o Student(s) who do not need to be in a section are moved
    - o Enrollment has changed
    - o A student's 504 is not deemed to have an academic impact in the class/course, etc.
  - The creation of an additional section may be necessary:
    - o The section may be assigned to a part-time member,
    - o A teacher may be hired, or
    - o An overage is applied
  - No physical change is made so an overload is applied. [CBA 6-1-2]

- Other creative, responsive, and mutually agreed upon options may be determined.

4. The building administrator is notified if teachers/department leaders need to be contacted for assistance in implementing the determination.

- This is when staff enter into the conversation.

5. If an additional section is being added or students are being moved, parents are notified by Building Administration. Administration also notifies teachers involved

6. In the rare event an overage is assigned, staffing is determined by the building principal and the department leader including consultation with the appropriate staff members. The building administration informs the teachers impacted regarding any change in their assignments.

7. In the rare event an overload is assigned, the administrator and the teacher meet to discuss appropriate supports. If traditional supports are deemed not appropriate or beneficial the Association and District will again become involved to determine an acceptable form of compensation. Administration submits the necessary documentation with Human Resources for compensation when appropriate. Any change in compensation will be communicated to the teacher(s) by the Building Administration.



[http://www.lifeinthefingerlakes.com/wp-content/uploads/2015/10/IMG0320\\_edited-11.jpg](http://www.lifeinthefingerlakes.com/wp-content/uploads/2015/10/IMG0320_edited-11.jpg)





PDTA members & leaders Karen Grace & Mike Kutny representing on the @LGBTQNYST task force. #PDTApride



VP for Admin Kim Chesko traveled to Erie, PA to knock on doors for Hillary Clinton and other down-ballot Democrats in Pennsylvania.



@PDTAunion members & MCE teachers Krisi Caloyeras, Jill Drake, Kim Hosbach, Mary Kokinda & Jen Villareale join other local educators in participating in Master Kim's Bully Busting Night! #PDTAstrong

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)

## Building News:

**TRES:** Sarah and Luke Chapman welcome their daughter Lily. Lily was born on September 27th at 7:58am. She weighs 7 lbs. 3 oz. and is 20.5 inches. Mom and baby are both doing well.

**JRES:** Congratulations to Teri Backus (Grandmother) & Chris Webb (Dad)!!! Lincoln Thomas was born on 9/23.

**MHS / SHS:** Mark Critelli has a new baby boy Luca.

**SHS:** Annie Missell had a lovely little girl named Autumn Jane on 10/27.

**MCES:** Kathy Yaeger's father passed away.

**ACES:** Lindsey Onofrey had a baby. Dennise Zobel's Mother-in-Law passed away. Carolyn Wagner's Mother passed away. Erin Molinich's Mother passed away.

(DiBrango, continued from p.1)

**PLCs**  
Earlier this year there was some confusion around the guidelines surrounding Professional Learning Communities, and I spoke to the Superintendent about that confusion. The Superintendent then crafted a message that he emailed to principals in September. That message reflected our shared understanding of the expectations around PLCs. I'm reprinting, with his permission, Superintendent Pero's email to principals so all of our members can read it.

*"Please know that PDTA is highly supportive of the PLC work. As I have reiterated many times, we are all at different points in the PLC process and that is OK. As we begin to add a framework surrounding PLC's, please go slow. PLC learning could and should take place at Faculty meetings, ILT's,*

*Superintendent's Conference Day, etc. However, PLC work during preparation periods and team periods should not be mandated.*

*We have gone to new schedules at the Elementary level in attempts to allow for more for collaboration – however we discussed that during this initial year, we would not prescribe to teachers what had to be done during their meeting/planning time around PLC work or when or for how long they would have to meet. This work should look and feel more organic this initial year at the elementary level.*

*At the secondary level, we do not have structures to support true PLC work yet. Our focus surrounding PLC's should be aligned with elementary expectations as we work on structures to support future PLC work."*

If you have questions about PLCs, please see your building PDTA leader or give me a call directly.

PDTA will always support work that improves teaching and learning! And we are always open to hearing your feedback on how you think this work is going, so please communicate your triumphs, setbacks, worries and wonders.

★ ★ ★ ★

- ✓ Do you care about workers' rights and union protections?
- ✓ Do you care about civil rights and voting rights?
- ✓ Do you care about women's rights?
- ✓ Do you care about public education?
- ✓ Do you care who sits on the U.S. Supreme Court?
- ✓ Do you want health care you can afford?
- ✓ Do you care about our nation's world image?

If your answer is "yes," then you must care about who our next president will be.

You want a president who will protect your rights.

You want a leader who is prepared, professional and presidential.

You want a president who is a longtime friend of labor and a strong supporter of public education.

Stand up for what you care about!

**VOTE** Your future depends on it.

[www.nysut.org](http://www.nysut.org)



ROC the Day on November 29, 2016

**From District Office:**  
On Tuesday, November 29, the Rochester community will come together to **ROC the Day** for 24 hours of unprecedented community giving. You can make a difference right here in Pittsford by giving to the KEEP Foundation, a not-for-profit school foundation dedicated to **Keeping Education Extraordinary in Pittsford**. KEEP's mission is to enrich the educational experience for PCSD students by contributing financial resources to support and enhance educational programs beyond what government alone can provide. ROC the Day donations to the KEEP foundation will support two PCSD initiatives: technology in classrooms and teacher grants. Find out more and commit to give at: [goo.gl/AIQbva](http://goo.gl/AIQbva)  
To learn more about the KEEP Foundation, visit [www.KeepPittsford.org](http://www.KeepPittsford.org).



## VP for Administration: Kim Chesko

This year's PTSA membership drive was a huge success! Every school increased PTSA membership from last year– some nearly doubled!

We are still tallying the final results from the Great Bagel Challenge – watch your email next week to see if your school won!

Our PTSA is deeply grateful for our support as they work tirelessly to support our students at every level.

As the PDTA Vice President for

Administration, I attend the school board meetings twice a month and send notes to Jolene. This allows our union to glean information beyond the BOE agenda, and before the minutes are posted online.

The minutes are not posted until after they are approved at the following BOE meeting. If there's information that members need to know immediately (such as budget developments, candidates for BOE or budget votes), I will get that information out to all of you in Speak Out and by emails.

If you'd like to view BOE agendas or minutes you can click [here](#) for agendas

and [here](#) for minutes.

Please let me know if you have any questions about the BOE, and of course you're welcome to join me in the audience at any of the meetings.

A sincere Thank You goes out to our Board of Education!

President, Kim McCluski  
Vice President, Amy Thomas  
Board Members:  
Peter Sullivan, Ted Aroesty, Irene Feldman Narotsky, Valerie Baum and Interim Board Member Ray Brown.



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

**Assistant Building Representatives:**  
Rhonda Matthews, AC  
Elizabeth Kramer, JR  
Patty Mayer and Hendrina Schindeler, MCE  
Marcia Brown, PR  
Greg Bischooping, TR  
Karen Grace, Grace Kemp, Tammy Cole, BRMS  
Chrissy Doggett, Claudia Foti, CRMS  
Scott Bielec, Tom Kennell, Paula Fink, MHS  
Marc Hellems, Brian Schafer, Amanda Marshall, SHS

**SRP Representatives:**  
Tracy Anderson, PR  
Radhika Ramesh, TR  
Constance Bader, BRMS  
Suzanne Kaier-Tuttle, MC  
Maryanne Maland, JR  
Sherry Tontarski, MC  
Vicki McCutcheon, SHS

**Political Action:**  
Karen Grace

Since much of this issue is related to the coming election, we just have a couple of helpful links for you to check out:

A Complete List of NYSUT Endorsements: [goo.gl/2wlhG2](http://goo.gl/2wlhG2)  
A Comprehensive Guide to Where the Candidates Stand, By Issue, from NPR: [goo.gl/Kmbnky](http://goo.gl/Kmbnky)  
(click the links to visit)



## SRP Newslink

### Lorinda Spring

November 2016 - Contract Info/VOTE

Contract Information:

**Compensation** - Salary increases for all SRPs according to the new three year contract are as follows: 2016-17/3.9%, 2017-18/3.8%, 2018-19/3.6%.

**Health Fund** – A health fund is provided for all unit members of a .5 FTE or more. Staff members on the payroll as of October 1 of each year shall be eligible.

- Full-time unit members in the Paraprofessional, School Nurse, Health Office Assistant and Tutor category shall receive the following: \$900 for 2016-17, \$800 for 2017-18, and \$700 for 2018-19.
- Full-time unit members in the Auxiliary category shall receive the following: \$850 for 2016 -17, \$725 for 2017-18, and \$600 for 2018-19.
- Part-time unit members of .5 or more shall receive a prorated contribution.

Full and part-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 prorated portion of the health fund. **In order to receive this prorated contribution, staff members must fill out and submit the “Request for Prorated Health Fund Benefit” form and submit it to Human Resources by March 1 of the school year.** You may access this form by going to PDTA.org and clicking on Member Services. Scroll down to Prorated Health Fund Benefit Form.

Reminders:

- **November 8th –VOTE!!** As educators in a public school system, our elected officials have a direct impact on our jobs so it is important for you to exercise your right to vote.
- **November 15th**
  - Deductions from paychecks for union dues begins
  - New York State SRP Recognition Day

# Open Letter from 10 Teachers of the Year

We are teachers. We teach children to become better writers, readers, scientists, mathematicians, and thinkers, so they can go on to live the lives they dream. We also help children become good human beings — to work hard, to do the right thing, and above all else, to be kind to one another.

We are teachers. We are supposed to remain politically neutral. For valid reasons, we don’t want to offend our students, colleagues or community members. But there are times when a moral imperative outweighs traditional social norms. There are times when silence is the voice of complicity. This year’s presidential election is one such time.

As teachers, we welcome all children into our classrooms, regardless of the color of their skin, how much money their parents make, or their religious beliefs. That notion of equality is at the heart of what it means to be an American.

We believe that Donald Trump is a danger to our society in general and to our students in particular. His words and actions have shown a consistent disdain for human dignity. His behavior goes against everything we teach the children in our care.

We teach children that girls are just as smart, capable, and worthy of respect as boys. Donald Trump has mocked women in myriad ways, including his post-debate tirades against Alicia Machado, his off-color innuendo about FOX host Megyn Kelly, and his predatory boasts about groping.

We teach children that the content of their character, not the color of their skin, determines their worth. Donald Trump has attacked Latinos, Muslims, and African-Americans. He has described Mexican immigrants as “rapists,” called for an immigration ban based entirely on refugees’ religious beliefs, and questioned our first Black president’s citizenship long after it became clear that Obama is indeed American.

The fear felt by people of color, including young children and their families, is real. An eight-year old Mexican-American girl came up to her teacher, her eyes wide and her expression solemn. She asked: “Mr. Minkel, are you scared of Donald Trump? I am very afraid of him.”

An Indian-American woman told her former teacher: “Mr. O, my 9 year-old came home upset and asked me if we will have to live on the other side of the wall—because that’s where brown people will have to live—and whether I will still be her mom if Trump wins.”

We teach children to stand up for what is right when they see someone acting cruelly or disrespectfully toward others. At Donald Trump’s rallies, he has tolerated and even egged on chants like “Build a wall — kill them all!” He has shown a willingness to accept support from hate groups in our country, and he has made it acceptable to voice and act on that hate.

The impact on our students was seen during a high school game in Indiana where white students chanted “Trump!” and “Build the wall!” at a rival team whose players were primarily Hispanic.

Words matter. So do actions. Even when children don’t listen to what we say, they pay very careful attention to what we do. Donald Trump has mocked and mimicked the disability of a reporter — a form of bullying that no teacher would accept. He has coyly urged the assassination of his rival. He has disrespected the sacrifice of a military family who lost their son. He has cloaked hatred and discrimination, the most un-American of values, in a false patriotism. His vision of America is not a unified country based on common values; rather it is a separate and unequal country based on race, gender, ethnicity and religion. We believe the threat posed by Mr. Trump is too glaring to ignore.

Children are watching. They are listening. They are learning from the example we set as their parents and teachers—not only from what we say and do, but from what we accept when it comes to the words and actions of others. We have to show them that hatred, sexism, racism, disrespect, and threats of physical violence are not okay. They’re unacceptable at any age — for a kindergartener, a high school student, or a presidential candidate.

As teachers, we strongly oppose Donald Trump’s candidacy for president. Our students and our country deserve better. In our two-party electoral system, that means we must support Hillary Clinton, the only other candidate with a legitimate shot to beat him. She isn’t perfect, but we believe Clinton has the temperament and requisite skills to do the job.

Most importantly, we believe she will uphold the American values of civility, equality and dignity for all. Those values speak to our better angels and give hope to each new generation, including the youngest citizens who walk through our classroom doors each day.

Richard Ognibene, 2008 New York Teacher of the Year  
James Ford, 2015 North Carolina Teacher of the Year  
Jemelleh Coes, 2014 Georgia Teacher of the Year  
Megan Allen, 2010 Florida Teacher of the Year  
Dr. Patricia Jordan, 1993 New York Teacher of the Year  
Shanna Peeples, 2015 National Teacher of the Year and Texas Teacher of the Year

Justin Minkel, 2007 Arkansas Teacher of the Year  
Mohsen Ghafarri, 2015 Utah Teacher of the Year  
Pamela Cort, 2013 New Mexico Teacher of the Year  
Rich Mayorga, 2003 Arizona Teacher of the Year



2016  
★★★  
**VOTER GUIDE**

PLEDGE TO VOTE

**NYSUT's guide to union-endorsed candidates in the Nov. 8 general election**

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

**vote** COPE

MEMBER ACTION CENTER

**nysut**  
A Union of Professionals

At a time when the richest, most powerful corporate special interests in the nation have joined forces to destroy unions, to privatize public services for their own profit, and to disenfranchise and disempower working people, **VOTING** is our best chance to fight back to defend our rights, our professions and our future. Your VOTE is your voice. Use it Nov. 8!

**PdT**  
a union of educators

**PITTSFORD DISTRICT TEACHERS ASSOCIATION**

**NYSUT MEMBER BENEFITS ANNOUNCES 4 NEW ENDORSED PROGRAMS!**

**MEMBER BENEFITS**  
**nysut**  
Working to Benefit You

#### Office Depot/OfficeMax

This program offers NYSUT members & their families the opportunity to save up to 80% on almost 100,000 products in all Office Depot/OfficeMax locations or online through the company's website; the average savings on items is approximately 30%. NYSUT members can save on school supplies, office supplies, ink & toner, copying & printing, and much more.

#### Tunstall Medical Alert

Tunstall offers a variety of medical alert products that ensure NYSUT members and/or their family members living alone can get quick assistance when they need it; the majority of Tunstall's products have a lightweight, waterproof activator that can be worn around the neck or wrist.

When pushed, the Tunstall activator signals a base unit that in turn communicates directly with the Tunstall 24/7/365 Emergency Response Center. Tunstall offers personal emergency response systems for both traditional landline and cell phone users that directly connect with the Tunstall Emergency Response Center when the activator button is pushed.

#### Premier World Discovery

This program offers a variety of group tour vacations designed for active adult American travelers specializing in domestic and international worldwide tours. NYSUT members & their family members who use the Premier

World Discovery program can save \$100 per person on specific tours and cruises.

Since the company's inception in 1999, Premier World Discovery has developed a lineup of more than 70 travel programs around the globe, including fully-escorted tours, unique rail tours, private-chartered European river cruises, festive holiday and New Year's getaways, and more.

#### Abenity Discounts

The Abenity discounts program gives NYSUT members access to approximately 290,000 exclusive member discounts across 10,000 U.S. cities, including discounted tickets for entertainment & sporting events; a variety of travel opportunities; and numerous local deals.

With the Abenity discounts program, you'll be able to enjoy substantial savings on tickets to the latest blockbuster movies or theater events, theme parks, museums & attractions, zoos, major appliances/televisions, restaurants, groceries, gym memberships, and much more!

NYSUT members can utilize their Abenity discounts program on any mobile device and gain access to exclusive local deals no matter where you are. Purchase tickets to more than 3,000 movie theaters and theme parks. There are no hidden fees and you'll receive electronic tickets immediately!

To learn more about Member Benefits-endorsed programs & services, visit **[memberbenefits.nysut.org](http://memberbenefits.nysut.org)** or call **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.

Nov./Dec. '16



# The Ebeling Family Story

**Please help PDTA raise awareness and funds to help our fellow Pittsford employee, Kevin, his wife Janis, and their two daughters who are attending SHS. -JD**

Over a year ago I began feeling extremely fatigued and would become very easily winded. Doctor visits, medicines, exercised, taking it easy--nothing seemed to help. The negative impact on my daily life began to take its toll.

In June of this year, I was initially diagnosed with a pulmonary embolism. The drug regimen wasn't working, and after a 3rd ambulance ride, I was scheduled for emergency surgery to remove the clot. Upon receiving anesthesia, I went into massive cardiac arrest. As a result of this, surgeons put me on an external bypass machine (ECMO). ECMO works as both the lungs and heart and as I now understand it, only 2000 people worldwide go on ECMO annually.

I am very lucky that Strong Memorial is one such hospital with the technology. I was also on a ventilator. From there, the surgeons discovered that the clot was actually a tumor. Surgeons replaced 1/3 of my right ventricle, pulmonary valve, pulmonary artery, and the beginnings of my right and left pulmonary arteries with cadaver tissue.

Despite all of this, two portions of the tumor remain and can't ever be removed because of their location. Because the cancer is in my heart and part of my lungs, it cannot be treated with radiation, though chemo is still a very distant possibility down the road. The cancer is called Spindle Cell Sarcoma, an exceedingly rare form of cancer--approximately only 70 similar cases have ever been recorded.

Since the surgery, there have been many complications. Due to a lack of blood flow to my legs, multiple areas have been compromised. A lot of tissue/muscle in my left foot and calf has died. We were on schedule to have my leg amputated, but my soft blood pressure postponed surgery. Then a blood clot damaged my spine leaving me partially paralyzed from the waist down while leaving me with extreme nerve damage and never pain in

both legs. My right lung has also started to die.

I went from being in a coma, to waking up in excruciating pain, intubated, and powerless to communicate. After weeks of ICU treatment from some fantastic caregivers (my family included!) I was weaned from the ECMO machine, then the ventilator; I had a tracheotomy so I could finally talk, eat, and drink. I was moved among four different floors in the hospital over the course of 10 weeks.

Despite overcoming each obstacle, my cancer is considered very aggressive and terminal. I still have a limited time here and my fervent wish is to get home for even a short period of time.

I have been at the Jewish Home for the past 2 weeks receiving intensive physical therapy and wound care. Up until now insurance has been picking up the bill. Now they are beginning to consider my care to be more custodial than health--need based and I am in very real danger of losing that coverage.

The approximate out-of-pocket cost to maintain this level of 24-hour care is \$21,600 a month. This is on top of the money necessary to maintain the basic household expenses. There is some money coming in but, it will never come close to our expenses.

As many of you know, my husband Kevin and I have 2 daughters (Kiera and Gillian). Our concern is really about them and their future. Bills and expenses of this magnitude, even for more than a few months, will be crippling. I am very much concerned for the financial stability of my family so I have finally succumbed to asking for help. Should you choose to offer support please know that my family and I are eternally grateful.

I have seen the tremendous support given to me and my family, as many of you have given time, hugs, prayers, food, and help around the house. Many have asked how else they may help. The continued inquiring about a Go Fund Me Page has worn me down to really asking you for help. I finally succumbed to setting up a page as my care threatens the long term financial stability of my

family and the educational support for Kiera and Gillian who both have overcome major healthcare issues of their own.

Thank you so, so much for all your love and support.

Janis Ebeling



*To learn more and to donate, please visit:*

**Go Fund Me:** <https://www.gofundme.com/janisebeling>  
**Caring Bridge:** <https://www.caringbridge.org/visit/janisebeling>

*A family fun event will be held at CRMS with movies, pizza, popcorn and a bake sale. All proceeds will be donated to the Ebeling family. (See flyer, opposite)*

*To participate in the four dress down days in the months of November and December by donating \$5, please see your PDTA officers.*

*We have designated December 21st as a District-Wide dress down day and will focus on wearing a color that is special to the family. More details to follow!*



## Calkins Road

HOSTS:

### FAMILY FUN NIGHT BENEFIT

MOVIES • PIZZA • POPCORN • BAKE SALE

ALL PROCEEDS WILL BE DONATED TO  
THE EBELING FAMILY

## 11.19.2016 :: 3-5PM

CALKINS ROAD AUDITORIUM, GYM AND CAFETERIA

TICKETS ARE AVAILABLE AT EACH BUILDING  
(SEE YOUR PDTA SPECIAL EVENTS REP)  
AND AT THE DOOR THE DAY OF THE EVENT

Please see the following people to purchase a ticket to the event: COLLEEN TEEL, SPECIAL EVENTS CHAIR  
ACE - Michele Seidel; JRE - Kerry Duignan; MCE - Linda Lamontagne; PRE - Angie Stewart; TRE - Lindsay Crumb, Lindsay Stephens; BRMS - Shelly Osinski, Suzanne Graser; CRMS - Claudia Foti; MHS - Shari Ebert; SHS - Dawn Howe.

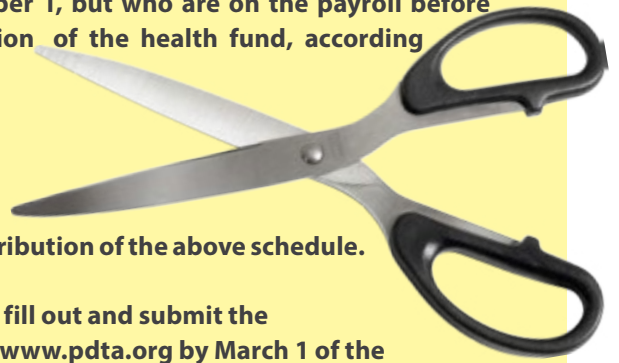
# Cut and Keep Reminders

• 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:

- o On the payroll before November 1: 80% of the benefit
- o On the payroll before December 1: 70% of the benefit
- o On the payroll before January 1: 60% of the benefit
- o 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 on [www.pdta.org](http://www.pdta.org) by March 1 of the school year.



• \$\$\$\$\$\$\$ Reminder--Dues will begin coming out of the November 15th paycheck--\$\$\$\$\$\$\$\$

• The upcoming holidays can be a stressful time of year. Many times this season leaves people feeling anxious and alone. Please know you have a confidential and free service available to you through the Associates in Employee Assistance. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585-383-4478 or call toll free 877-327-2278.

• Reminder for teachers: the Pre-Retirement Teacher Retirement System Workshop is scheduled for Dec. 15th. It's open to all teachers of any age. Spouses are welcome! It is from 3:30-5 pm in the SHS LGI. Jolene DiBrango, NYSTRS trustee and your president, is the presenter.

• December 21st will be our District-Wide Ebeling family day. If you are not familiar with the Ebeling family story, please reference our article about their plight and be sure to dress down, donate and don the family's color of choice to show your support.

