

INFORMATION, NEWS AND SUPPORT

SPEAK OUT!

PITTSFORD DISTRICT TEACHERS ASSOCIATION



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Union Value

Dwayne Cerbone, President

You have likely heard or seen the slogan, "Union Value", frequently in recent months. You will find it on car magnets, lawn signs and imprinted on apparel. Leading up to and following the SCOTUS Janus decision it was clear to most unions, including PDTA, that our members would continue to walk in solidarity with their fellow colleagues if they perceived significant personal value in their union. It has become increasingly poignant to me as I consider that this value is reciprocal in its very nature.

The union, through our elected and volunteer leaders, provides many direct and indirect services to our members. These services could be delivered efficiently and effectively by trained individuals who enact the contract and other services and legal protections flawlessly in isolation. An aspect of PDTA that contributes to our

pride and strength is that, although our leaders are well trained and execute their roles with fidelity, they remain foremost educators themselves and further, genuinely care for the members they represent.

This value for others combined with their selfless character serve as their guiding light and driving force as they speak with your voice and uphold your values in all they do. As in any relationship based on mutuality, it is important that both sides are attentive to their role and actively engage to assure maximized outcomes. This remains our shared responsibility and our uniting principle.

Striving to best deliver this value, Stephanie Warchol, PDTA VP for Administration, and I had the amazing opportunity this summer to attend NYSUT Leadership Training, a weeklong educational opportunity for local

union leaders. We were submersed in intensive training focused on our personal leadership styles and skills, a focus on the new reality of the function of unions, and developing strategic structures.

Recognizing the need to continually meet the daily transactional needs of our members, we delved deeply into simultaneously pursuing a transformational vision for our association. The large and small group structured sessions as well the time to interact casually and learn from other union leaders from across the state was motivating and effectual.

We will continue with the second phase of the training over a long weekend this winter. Also this summer, I was invited to attend a 2-day training at NYSUT for those serving as new local presidents. At this training I was thrilled to meet and interact with NYSUT employees from many of the departments that serve our members and leaders. As we consider "Union

Continued next page...





PTSApate! Stephanie Warchol, VP for Administration

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: If you have never been a member, then you may be wondering why you should join. First of all, parents are great advocates for our students, and when it feels like many outside forces are against public education, the PTSA is an ideal ally. Your money benefits 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. \$4 of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. Our official kick-off will begin at the Benefits Fair on Thursday, October 11. We will have forms on site and you can submit your form and cash or check in person, to gain TWO entries into a gift card raffle.

All other PDTA members that register online or send in the form on their own by Friday, November 9 will gain one entry into the gift card raffle. Official prizes will be announced at the benefits fair and on our social media sites. 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".

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](#).

Super Sale: In addition to becoming a member of PTSA we encourage you to get involved in their Super Sale! Now in its 55th year, this major fundraiser has generated over \$50,000 in the past several years. This money goes directly to every student in the district through programs and funding.

You can donate items for PTSA to sell, volunteer your time, or go buy great stuff at amazing prices! The Super Sale runs from October 13-20 and is held at Mendon High School. Staff can attend the pre-sale day on 10/16, just bring your Pittsford ID. For more information about the PTSA Super Sale, and to sign-up to volunteer, visit [this link](#).



Speak Out is edited and assembled by Brian Regan.

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

Cerbone continued:

Value", I am spurred to share with you the vast resources available to us ranging from legal counsel, financial guidance, SRP specific interests and negotiations.

Since then, I have reached out to a number of these departments for support and have consistently found each to be equally responsive and well informed. I am grateful that our union, through your dues dollars, invests in preparing local leaders for the challenging tasks we are expected

to tackle on a daily basis. Members of our Representative Assembly and Negotiations Team will similarly have an opportunity for a full day of training later this fall at a NYSUT Rochester Regional Conference.

As a final note, the Association has been working with HR and various PCSD departments to revise our [Pregnancy, Disability and Child Care Leave Resource](#) now available on the PDTA website or the PDTA office. As part of this process we have decide to identify myself

and Kim Chesko, PDTA Resolution Specialist, as your Confidential Medical and Personal Leave Advocates. Please reach out to either of us if you are dealing with a personal or family situation necessitating you to take a leave from work. We are here to help you during a time that you should be focused on things far more pertinent and important. We also ask that if you believe a colleague would benefit from our assistance that you encourage them to reach out for this confidential service.



Summer Professional Learning Recap

Julie Barker, Teacher Center Director

This summer was a great kick-off to professional learning for the 2018-2019 school year. There were 190 opportunities to complete PD in 128 different workshop topics. In addition, 83% of professional staff completed their contractual requirement for professional learning.

The **Professional Learning Initiatives** catalog is now available for the fall semester in WinCap PD. It includes topics such as: Poverty and Racial Bias, Fundamentals of Special Ed Regulations, Gifted with Grit, Copyright Dos and Don'ts, BreakOut Edu, Office 365 Sway, and Teacher Webpage Training.

In the **Electives** catalog, there are several Adult and Child AED/CPR offerings as well as a CPI Refresher and the Para Academy workshops for the fall semester.

Other information related to professional learning:

Summer Professional Learning by the Numbers:



57

Number of Paras who attended PD

648

Total number of PD hours offered

2412

Total number of participants in PD

- **Collegial Circles** – proposals will be accepted through **March 1st**. The proposal form is available on the TC webpage.
- **Individual Initiatives** – Professional staff who attend PD outside the district, and beyond normal work hours, are eligible to request TC credit for those hours. The form is on the TC webpage and is submitted to your principal for approval.
- **PDTA Study Grants** – the fall application deadline is **November 1st** and the spring deadline is **April 15th**. Application forms are on

the PDTA webpage and should be submitted to the PDTA Office. Please remember that study grants will only be awarded for activities that take place outside of work days.

Para Academy Topics – Fall Semester

October 22nd – Autism 101

November 26th – Working with ELL Students who have Disabilities

December 17th – Supporting Our Elementary Writers

January 28th – Copyright Dos and Don'ts

You can enroll in Para Academy workshops through the Electives catalog.



Political Action

Karen Grace

Upcoming Elections

The general election will be held on Tuesday, November 6, 2018. See NYSUT Endorsements [here](#).

PDTA Phone Banking

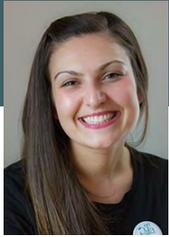
October 15th: NYSUT Rochester Offices 5:30-7:30
Contact Karen Grace if you are able to phone bank



VOTING: Registering to Vote/ Understanding the importance of voting.

Voting in primary and general elections is essential to keeping our representative democracy healthy and strong. Volunteering to work in NYSUT phone banks and on political campaigns is critical if we are to exert influence beyond our classrooms, cafeterias and health care centers.

We encourage members to register to vote and we encourage members to vote in local, state, and national elections.



Gearing Up for Next Year!

Kim Chesko, Resolution Specialist

Welcome to another school year!

In my September article I like to touch on some common “beginning of the year” member interests that are brought to our attention each year.

Traveling Teachers

PDTA and the District collaborated to create a document to provide some guidance to members regarding our current practice for all teachers who travel. This document can be found on the [PDTA website](#). Below are some highlights from the document:

- Travel time – Our practice is to allow a minimum of 30 minutes of travel time between teaching assignments. On rare occasions, this is not feasible with schedules – in these cases please contact your building rep, as a travel of less than 30 minutes will trigger a conversation between the District and PDTA about appropriate accommodations to assist a traveling teacher.
- Mileage – Don’t forget to log your mileage! Mileage between schools should be kept track of

regularly and submitted monthly when possible. A mileage form can be accessed [here](#).

- Lunch and Prep –It is our practice that lunch and prep cannot be diminished by travel.

Our [Traveling Teachers Document](#) offers further guidance on parking, home schools, and substitutes that would be useful to a traveling teacher. Please make sure to read over this document and contact your building rep if you have any concerns about your traveling teacher schedule.

Lunch/Prep Time

All Professional Staff have a guaranteed minimum uninterrupted 40 minute lunch (section 5-1-1) Make sure that your lunch falls during a reasonable time when the cafeteria would be open in case you need to grab something. Additionally, check the contract (section 5-5) to be sure that you have the appropriate preparation time available in your schedule. Be careful to differentiate between uninterrupted blocks and total minutes. If you find that your provided schedule lacks either of these elements, contact your Building Rep. as soon as possible.

And lastly, the most common one...

Minutes/FTEs

If you are scheduled by minutes (example: elementary specials, ELL teachers, some service providers, ect.) take a quick look at your total minutes to make sure you are scheduled appropriately. If you are not sure how to do this, your Standards Leader or Building Rep can help. Check your contract (sections 6-2 through 6-4) to determine the maximum number of minutes you can be scheduled per cycle. In other subjects and levels, your load is calculated by tenths (we say “FTEs”) The manner in which FTEs are calculated can be complicated and nuanced, so please feel free to reach out to your Building Rep if you feel like something isn’t quite right. The earlier you do this, the better!

As always, if you have any contract related questions, please feel free to reach out to me or your building rep at any point during the year. Have a great start to the 2018-19 school year!



Negotiations Update

Cindy Merrifield , Vice President for Negotiations

In 2018-19 PDTA will be negotiating two separate agreements with the District on your behalf. The first is the Annual Professional Performance Review (APPR).

We have always negotiated in good faith regarding APPR and are confident this will continue. Any changes to the APPR will be shared with our members once these negotiations are completed.

The second is our contract (The Big One) containing language about

our employment benefits, salary, workload, and much more. We are in the process of reviewing the interests submitted by our members and setting up meetings with the district.

We will try to keep you updated as the process allows. We have two teams negotiating these agreements and I have listed them below. They all do a tremendous amount of work on your behalf so take the time to thank them if you see them.

APPR Negotiations:

Cindy Merrifield, Dwayne Cerbone and Stephanie Warchol

Advisory Group:

Bret Burrows, Brian Daly, Jude Dietz, Marc Hellems, Lenore McPherson, Trisha Sullivan

Contract Negotiations:

Cindy Merrifield, Dwayne Cerbone, Kim Chesko, Stephanie Warchol, Jill Drake, Lorinda Spring, and Denise Zobel

Advisory Group:

Professional Advancement Committee (Building Reps)



PDTA Study Grant Recipient

Beth Latini, MHS Social Studies Teacher



Imagine a History teacher's dream:

- immersing yourself for 2 full weeks in the unique culture of Normandy, France...
- bearing witness to the stories of French citizens who can remember with vivid detail the events of June 6, 1944 like it was yesterday, and who still hug and tearfully thank Americans for liberating them from Nazi occupation...
- collecting sand from the beaches where the Normandy landings occurred beginning on D-Day...
- having a college professor available 12 hours a day, ready & willing to add details, geographic context & answer any questions you might possibly have about WWII...

I was fortunate to have this dream become a reality over the summer! Thanks in part to receiving a PDTA study grant, I was able to participate in the Normandy Allies

program which included:

- 33 participants ranging in age from 16-80
- high school & college students
- teachers & professors
- civilians & veterans, and
- adult children of WWII service members who participated in D-Day.

This unique experience was absolutely life-changing for me as a teacher and as an American! Having the opportunity to view this part of history through such a personal lens has changed the way I approach teaching, especially this part of my curriculum. Even though I cannot take all of my students on a field trip to Normandy, my stories & tangible items will help make history become more real & accessible to them. I am excited to share my first hand experiences, stories, pictures, videos and other resources with my students & colleagues, not only in History, but in many different departments ranging from Foreign Language to the Library.

If you have a professional interest or passion you would like to pursue, don't let cost impede you! PDTA study grants are available and can help you achieve your professional learning dreams, too!



11 students who participated in the Normandy Allies program at Utah Beach in France, including MHS 2018 graduate Hunter Phillips.



Students pose on a tank at Patton's Command Post in Nehou where he prepared secret liberation battle plans from July 6-August 2, 1944.



Hunter Phillips (MHS class of '18) translates for 93 year-old Madame Vico as she recalls her experiences with & expresses her thanks to the Allied liberators. Marsha Smith (left), President of Normandy Allies, assists with the group memorial service. The Normandy Allies program "perpetuates the memory of Allied accomplishments and sacrifices in World War II, primarily through study trips to Normandy."



Matt Cohen (MHS class of '07) poses with 2 of his US History students from the EMH Charter School in Rochester.



Visit [the site](#) to learn more about this summer's trip!

Follow us on
Twitter
@PDTAunion



SRP Newslink

Lorinda Spring

Welcome to the 2018-19 school year! I

hope that everyone had a very restful summer vacation and a smooth transition to the new school year. For those of you who are new to the District, my name is Lorinda Spring and I am honored to be continuing my role as your SRP Representative for PDTA.

Throughout the year, I attend three monthly meetings on your behalf: Executive Committee, Representative Assembly (RA) and District Planning Team (DPT). In addition, I will once again be representing all members as part of the Negotiating Team.

Our Assistant SRP Representatives for this year are as follows:

Lisa Backscheider, Radhika Ramesh, Constance Bader, Suzanne Kaier-Tuttle, Kristi Kelley, Kristina Otto, Vicki McCutcheon, and Tracy Anderson.

These representatives, along with the Building Reps and Assistant Building Reps are always available to help answer any questions you may have throughout the year.

Reminders:

- Thursday, October 11th is the PDTA Benefits Fair/Flu Shot Clinic at the Burgundy Basin Inn. It will run from 2:30-5:00 PM.
- The ERS Pre-Retirement Workshop will be held on October 17th from 3:30-5:00 PM in the SHS LGI. You should have received an email last week with details. If you wish to attend, you will need to reserve your spot. Please contact Karen Kalinowski or me if you have any questions.
- Please become familiar with your PDTA contract. Many of your questions may be answered by simply referring

to the contract. You may access it at www.pdta.org. Click on *Documents* and then *Contracts*. You may also access the contract through the District website by clicking on *For Staff, Contract Agreements* and then *Teachers' PDTA Contract Agreement*.

- Para Academy workshops will be available for you to attend throughout the school year. Log into WincapWeb and click on *Professional Development, Catalogues* and then *Electives* to enroll. You will receive \$17.00 per hour for these valuable in-service training opportunities.
- Health Fund- Full-time staff members should receive new health fund money sometime in October. Paraprofessionals, school nurses, health office assistants and tutors will receive \$700 and Auxiliary staff will receive \$600. Part-time staff and those who are hired between October 1 and February 1 will receive a prorated contribution. A form needs to be filled out by March 1 in order to receive this prorated contribution.
- As a follow up to our PDTA President, Dwayne Cerbone's email to all SRPs, this is an important reminder to **please check to be sure that your salary notice coincides with the number of hours you are expected to work.**

If you need to reach out to me for any reason, please do so by email at Lorinda_spring@pittsford.monroe.edu or by phone at x3372.

Have a wonderful school year!



Mark Your Calendar!

17th ANNUAL DISTRICT-WIDE
BENEFITS FAIR &
FLU SHOT CLINIC

ALL District Employees are Welcome!

Burgundy Basin Inn

1361 Marsh Road

Thursday, October 11, 2018

2:30-5:15 p.m.

(Prizes drawn at 5 p.m.)

JOIN YOUR COLLEAGUES
and enjoy beverages from
the cash bar and free
yummy refreshments at
this social event.

Useful Information and Freebies!

Co-Sponsored by



ENTER RAFFLES
to win fabulous
PRIZES!

I'm Sticking
With Our
UNION

BUILDING NEWS

ACES: Sara Dehm and her husband Erich welcomed their son, Camden Paul Dehm on September 14, 2018.



PDTA Study Grant Recipient Article

Stephanie Warchol, Art Teacher, CRMS

“My Summer at Sagamore”

This year I was the proud recipient of a PDTA Study Grant! Every summer The New York State Art Teacher’s Association hosts a week long, intensive study program at The Great Camp Sagamore in Raquette Lake. Built in 1897, by great camp designer William West Durant on 1,526 acres of remote wilderness in the Adirondacks, the camp was a retreat for the Vanderbilt family for half a century.

Leading up to my departure, my husband and I joked that I was going to art camp for adults, but it was so much more than that. The recommended packing list was at least four pages long and when I arrived in the barn, where close to 40 artists and educators were setting up, I quickly realized I had majorly under packed. People had multiple carts and bins of art supplies, comfortable chairs and table cloths, power strips with fans and additional lights, and even sewing machines. It was also clear that where you sat had its advantages too. I immediately felt how my students must feel when they walk into my classroom for the first time. Where should I sit? I don’t know anyone. Do I have the right supplies? Wow, these artists are so much more talented than me. I was so nervous.

I took the newbie tour, there were only six of us. We learned about the grounds of Camp Sagamore, our housing accommodations, the dining room and when to listen for the dinner bell, and we got a swimming and boating safety talk, since we had private access to Sagamore Lake. Our homework

leading up to the program was to make Artist Trading Cards for everyone in attendance. Our initial activity was to exchange these personal works of art and get to know each other. Following dinner, we began the first of many workshops, the workshops presented information which were all tied to nature, science, craft, and art. The workshops were heavy at the beginning of the week and then towards the end of the week we had open studio time to finish the projects we started in the workshops, and to have time around the grounds to create our own artwork.

Sprinkled in around all of the art making were early morning birds and bunnies walks, campfires with s’mores and singing, fishing, boating, swimming, late night constellation talks, hiking, and plenty of bonding and idea sharing. Most nights we were in the barn past midnight working and creating, with music blasting and plenty of laughing. The resources I gained through this experience go way beyond lesson plans. I learned new ways to interact with my students, new media and

supplies to try, how to be an artist and an educator, how to incorporate other content areas into my art room, and I also gained friends and mentors that



I can reach out to (and already have) to exchange ideas and collaborate on projects.

I was also given time to explore my craft and passion, which is photography. There were so many talented people present, making amazing drawings, paintings, books, sculptures and weavings. It wasn’t until our final day, when we had the chance to exhibit our work for each other and the other group staying at Sagamore, that I felt like I was in my element and people were seeing the type of art I like to make. Throughout the week I had watched the sunrise and set, I had witnessed nature changing around me, I had stayed up (way too) late to catch the Milky Way and the Perseid Meteor Shower, and I did all of this through the lens of my camera. I even had the opportunity to do some light painting with other artists.

Continued next page...



This entire opportunity was life changing, I can see why so many participants return year after year. It was inspiring and I left feeling excited and invigorated, and ready to start the school year. I have since made major changes to the set up and visuals in my room. The procedures and handouts that I use to start the year also got a major overhaul. My lesson plans are also being tweaked, or changed altogether, as a result of this experience. I am already looking forward to next summer as the organizers of the program have asked me to teach a night photography workshop. The week would not have been possible without the financial support from the PDTA Study Grant and I am so thankful to the application committee for choosing me as one of the recipients.



**Mark your
CALENDAR!**

**PINK
THE
RINK**

**January 19,
2019...**



Public Relations - Kelly Jordan

Dear Colleagues,

We hope your year is off to a terrific start! PDTA would like to invite you to get involved this year with one of our many PR events scheduled throughout this year. As you know, we hold fundraisers to raise money for our Barb Shapiro Student Scholarship fund, but we also like to

support our Pittsford community in other ways. I see our PDTA flyer below for details on all of our PR committee events this year, and we hope you will mark your calendars. All of these events are already on Facebook, so we hope you will join them and share on your own pages. We kick off October with three large events right off the bat, and we hope

you can join us!

1. The apparel sale will begin October 1st and run for the whole month of October. We will offer a short sleeve t shirt, a ladies' cut short sleeve t shirt, a long sleeve t shirt, and a hoodie sweatshirt. Ordering details will be out soon. Get your PDTA apparel so you can show your solidarity throughout the year!

2. The raffle for the Benefits Fair - WE NEED DONATIONS! Please email me if you have something that you would like to contribute to this from a business you have a connection with. This raffle is a large fundraiser for our student scholarships, and the more baskets we have to raffle off the more successful it will be!

3. The Making Strides walk for Breast Cancer - PLEASE get your building together to participate! The more we have walking, the more fun it will be! This is a wonderful event, and families are welcome to attend. Please click [here](#) to join our team and/or donate.

I look forward to seeing you all sometime soon at one of these events!

Want to get more involved with PDTA? Join us this year!

Make a difference in our community and get to know your colleagues!

October 1-31 - PDTA Apparel Sale

Show solidarity, purchase your own PDTA gear!

October 11 - Annual Benefits Fair Raffle

Attend the Benefits Fair, win big and raise money for our PDTA student scholarships!

October 14 - Making Strides Walk for Breast Cancer

Join our team to walk OR make a donation!

January 19 - Pink the Rink at RIT

BRING THE WHOLE FAMILY for this fun Pittsford event!

May 21 - PDTA Chicken BBQ

Fundraiser for our PDTA student scholarships.

Ongoing - Pittsford Food Cupboard Collection

See your Public Relations Rep for details on which month your school is collecting.

Kelly Jordan, Public Relations Chairperson; Joe Juzwiak, ACE; Jen Terenzi, JRE; Trisha Sullivan, MCE; Karen Socker, PRE; Radhika Ramesh, TRE; Peggy Carr, BRMS; Chrissy Doggett, CRMS; Jim Hedler, MHS; Vicki McCutcheon, SHS.

 @PittsfordDistrictTeachersAssociation pdta.org  @PDTAunion

Your Reps:

Building Representatives:

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

Assistant Building Representatives:

Kathy Rudd, AC
Elizabeth Kramer, JR
Patty Mayer and
Hendrina Schindeler, MCE
Jill Pink, PR
Greg Bischooping, TR
Liesa Ehrlich, Rhonda
Matthews,
Tammy Cole, BRMS
Chrissy Doggett, Heather
Trapiss, CRMS
Paige LaBarr, Tom Kennell,
Paula Fink, MHS
Marc Hellems, Brian Schafer,
Amanda Marshall, SHS

SRP Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Kristi Kelley, JR
Vicki McCutcheon, SHS
Tracy Anderson, PR
Kristina Otto, MHS

Thank You MEMBERS!

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

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

SPEAK OUT! Ads

You and your families are invited to place ads in future issues of SPEAK OUT!

Rates for Members and Family (price is for one issue):

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

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

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

Cut and Keep Reminders

You have rights won for you by your union! Under the law, you have a right to union representation at an investigatory interview with a supervisor if you reasonably believe that the interview will lead to discipline. This right is triggered when you request union representation. The representative must be a union leader. If you believe you may be disciplined, you should ask, "Could this meeting result in discipline? If so, I request my union representative be present." A reasonable period of time shall be afforded to you to obtain such representation. That means you never have to meet with the supervisor right away, and you are also entitled to know the subject of the meeting. These are known as your Weingarten Rights.

Monday afternoons are reserved for PDTA meetings. If you are a teacher leader, please avoid scheduling meetings on Monday afternoons to enable our PDTA leaders to attend their meetings representing you and our member's interests. Please share this information with any non-member who desires to schedule a meeting that conflicts with this agreement. Thank you!

All permanently or professionally certified teachers or educational leaders and Level III teaching assistant certificate holders are required to register with SED in the month of his/her birth. This registration process will be done using the State Education Department's TEACH system. These certificate holders will be required to register every five (5) years thereafter.

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

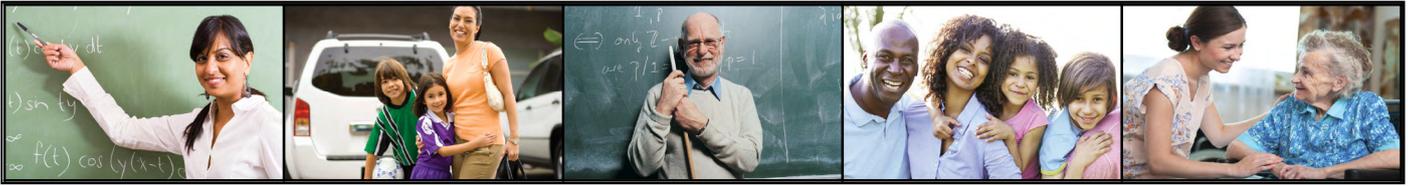
- On the payroll before November 1: 80% of the benefit
 - On the payroll before December 1: 70% of the benefit
 - On the payroll before January 1: 60% of the benefit
 - On the payroll before February 1: 50% of the benefit
- Part-time staff members of .5 or more shall receive a prorated contribution of the above schedule.

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

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

IMPORTANT DATES: Benefits Fair (Burgundy Basin Inn) - October 11, 2018 (Solidarity Wear Day)
 Making Strides Walk (Frontier Field) - October 14, 2018
 ERS (Paras/Aux) Pre-Retirement Workshop (SHS LGI) – October 17, 2018
 NYSTRS (Certificated Staff) Pre-Retirement Workshop (SHS LGI) – November 29, 2018
 Membership Meeting (SHS Aud) – January 14, 2019 (Solidarity Wear Day)
 Pink the Rink (RIT) - January 19, 2019 (Wear Pink)
 Retirement Party (Eagle Vale) - May 16, 2019

Got Questions? Visit PDTA.org



Union-endorsed benefits designed for NYSUT members

Whether it's our endorsed homeowners or auto insurance plans, life or disability insurance, financial or legal service plans, or any of our travel, entertainment or shopping offerings, NYSUT members have the **Power of the Union** behind them when participating in NYSUT Member Benefits-endorsed programs.

There's no need to go it alone when Member Benefits has your back! Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

The following is just a sampling of the dozens of endorsed programs & services available to NYSUT members and their loved ones:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings

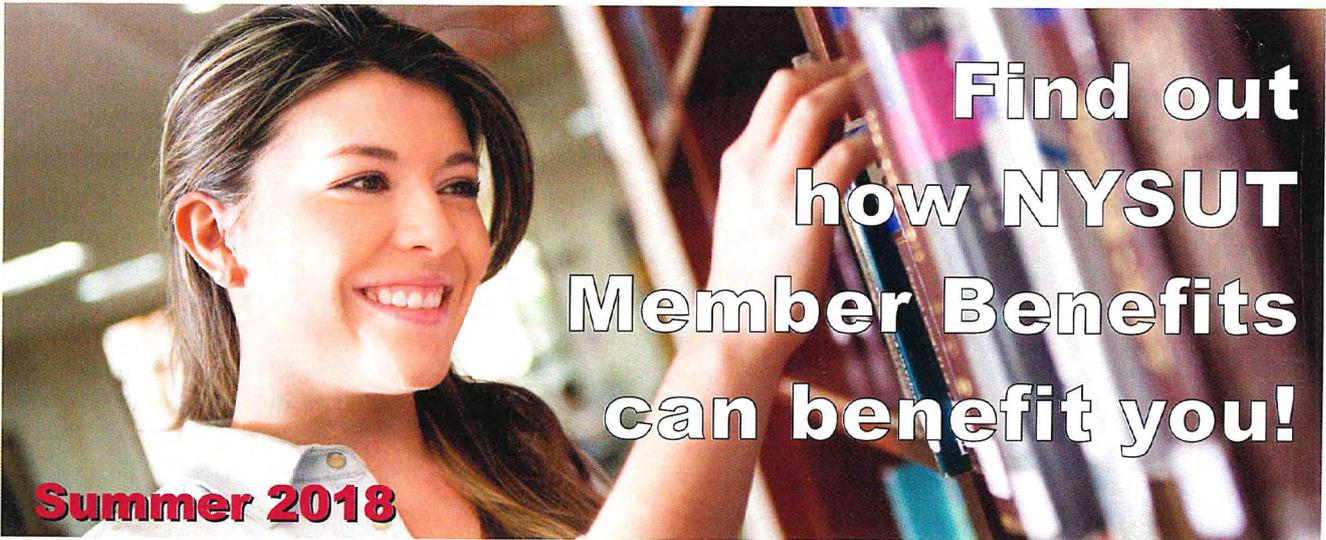
We encourage you to take the time to explore the Member Benefits website and find out all we have to offer NYSUT members.

The Power of the Union

To learn more about Member Benefits-endorsed programs
& services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



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



Programs & Services Designed with the Member in Mind

NYSUT Member Benefits, which includes both the NYSUT Member Benefits Trust & NYSUT Member Benefits Corporation, endorses more than 40 programs & services that are available to NYSUT members and their families.

The insurance and legal programs endorsed by Member Benefits fall under the Member Benefits Trust, while our endorsed financial and shopping/travel/personal programs fall under the Member Benefits Corporation. Each of our programs are regularly reviewed and monitored to ensure member satisfaction, and we serve as your advocate for any of the endorsed programs that you participate in.

 **Insurance Programs** 

The NYSUT Member Benefits Trust endorses a number of quality, competitive insurance programs that are available to NYSUT members and agency fee payers. Some of these programs are also available to or cover spouses/domestic partners of members, dependent children, dependent parents, and grandparents.

- Term & Level Term Life Insurance
- WrapPlan® II Universal Life Insurance
- Auto & Home Insurance
- Disability Insurance
- Long-Term Care Insurance
- Dental Plan
- Vision Plan
- Accidental Death & Dismemberment Insurance
- Pet Insurance

 **Shopping/Travel/Personal Programs** 

The NYSUT Member Benefits Corporation endorses a number of shopping/travel/personal programs designed to help NYSUT members and their families save money on entertainment, electronics, vacations, everyday shopping, business trips, and much more.

Online Shopping

- Abenity Discounts
- Office Depot/OfficeMax
- 1800Flowers.com
- Buyer's Edge, Inc.
- Purchasing Power Member Shopping Program

Travel

- Premier World Discovery
- Orlando Employee Discounts
- Grand Circle Travel
- Wyndham Hotels
- TripBeat by Endless Vacation
- Car & Truck Rentals



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Entertainment

- AFT Magazine Subscription Services
- Powell's Books
- Bose

Home Energy Services

- American Solar Partners
- Heat USA
- Tankfarm

Personal Services

- Tunstall Medical Alert
- EPIC Hearing Service Plan
- Defensive Driving (online)

 **Legal & Financial Programs** 

NYSUT members can get quality legal and financial planning assistance for themselves and their families by purchasing the NYSUT Member Benefits Trust-endorsed Legal Service Plan or NYSUT Member Benefits Corporation-endorsed Financial Counseling Program.

Our legal and financial planning assistance programs include the following:

- Legal Service Plan
- Financial Counseling Program
- ID Watchdog
- Synchrony Bank Savings Program
- Cambridge Credit Counseling
- 403(b) Field Guide

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

For information about these programs or 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.

Important Phone Numbers

NYSUT Member Benefits	800-626-8101
Abenity Discounts	1-855-ABENITY (223-6489)
AFT Subscription Services	800-729-6247
Alamo Car Rental (Discount Code: 213855)	800-462-5266
American Solar Partners	914-699-3366
Auto & Home Insurance	866-697-8822
Avis Car Rental (Discount Code: A441200)	800-698-5685
Bose®	877-709-2073
Budget Car Rental (Discount Code: BCDX928400)	800-455-2848
Budget Truck Rental (Discount Code: 56000070789)	800-566-8422
Buyer's Edge, Inc. (Username: 215, Password: NYSUT)	800-626-8101
Cambridge Credit Counseling	888-254-0398
Defensive Driving (Discount Code: NYSUTDDC)	800-626-8101
Dental Plan	888-883-0046
Disability Insurance	800-515-2471
Enterprise Car Rental (Discount Code: NYSUTMB)	800-736-8222
EPIC Hearing Service Plan (Discount Code: NYSUTMBC)	866-956-5400
Financial Counseling Program	800-626-8101
1800Flowers.com (Promotion Code: NYSUTMB)	800-356-9377
Grand Circle Travel	800-597-2452 (option #2)
Heat USA	888-432-8872
Hertz Car Rental (Discount Code: CDP85352)	800-654-2210
ID Watchdog	866-513-0823
Legal Service Plan	800-626-8101
Level Term Life Insurance	888-386-9788
National Car Rental (Discount Code: 5028191)	800-227-7368
New York Long-Term Care Brokers	888-884-0077
Office Depot/OfficeMax	855-337-6811, ext. 12897
Orlando Employee Discounts	866-463-0193
Pet Insurance	866-838-3461
Premier World Discovery	877-953-8687
<i>(Make sure to mention that you are a NYSUT member when calling)</i>	
Student Loan Counseling	888-254-9827
Synchrony Bank Savings Program	866-226-5638
<i>(Make sure to mention that you are a NYSUT member when calling)</i>	
Tankfarm	855-966-1444
Term Life Insurance	888-386-9788
TripBeat by Endless Vacation	844-367-6433
<i>(Make sure to mention that you are a NYSUT member when calling)</i>	
Tunstall Medical Alert	844-996-9788
Vision Plan	800-626-8101
WrapPlan® II Universal Life Insurance	866-697-8897
Wyndham Hotels (Promotion Code: 1000007844)	877-670-7088



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