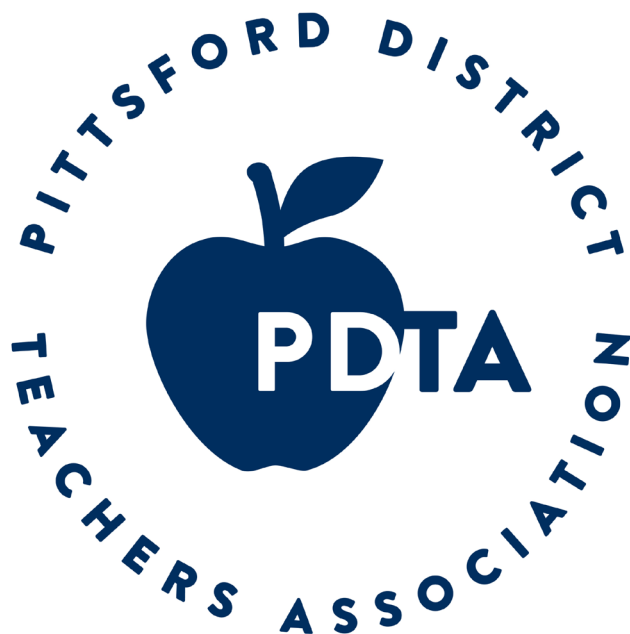


INFORMATION, NEWS AND SUPPORT SPEAK OUT! PITTSFORD DISTRICT TEACHERS ASSOCIATION



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PDТА - Sustainable Energy

Dwayne Cerbone, President

As I meet with members, read emails, connect virtually and process our survey results, I am clearly hearing two distinct and contrary messages. "It is amazing to have our students back in school and connected through remote programs" and "what we are doing is just not sustainable."

There is an evident and uplifting sense of pride when we find that rare moment to pause and celebrate all that we have done to get us to where we are now. Our students are actively engaged in instruction, we have developed an entire K-12 remote program, we are meeting many of our students' academic, physical and mental health needs, we are incorporating new and transformative practices at every turn and our protective protocols appear to be restricting the spread of COVID-19 in our schools.

Yet, within each of us who are battered and beaten by the daily workload

required by these models, there is a gnawing, and at times overwhelming, recognition that our initial perceptions on the length of "temporary" are likely getting stretched. Like any successful pioneer, when the winds keep coming, we must settle in and take protective measures.

Although each of our individual roles within these Temporary Learning Models are unique, we are all engaging in exhausting work that is new and challenges us and our systems in nearly every way.

- Teachers are developing lessons for multiple groups of students incorporating a flood of emerging technology.
- Mental health staff are connecting with students whose needs are skyrocketing at the time when they are least accessible.
- Special areas teachers are delivering totally revised instruction with less time and inaccessible resources.
- Paraprofessionals are supervising and supporting student learning

in a far more substantive manner than ever before.

- Remote teachers and paras are enduring long hours in front of a screen to provide top notch group and individualized instruction.
- Nurses are revising health and documentation protocols weekly with little clear guidance.
- Service providers are incorporating novel strategies to support their students.



Continued next page

Cerbone, continued...

- Auxiliary staff are addressing student and staff requests for support as fast as they roll in.

...and this does not even scratch the surface of all that is being accomplished daily by the members of the PDTA.

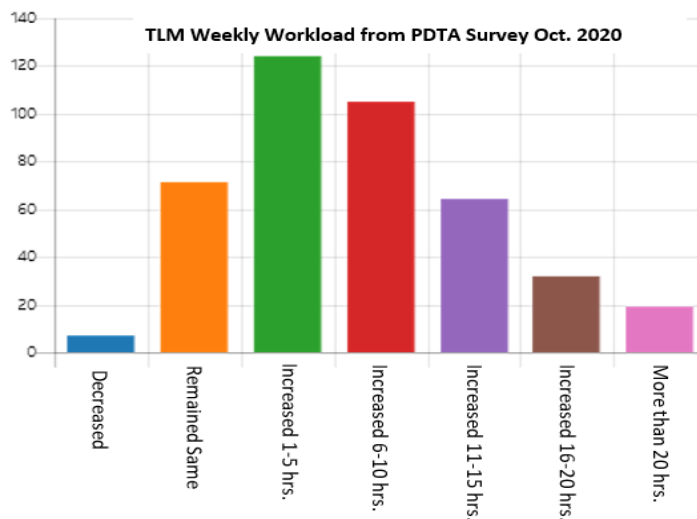
This message is to simply acknowledge that we are aware of all that you are doing, we sincerely regret the hardships this has imposed, to celebrate that each day you do this work better and more efficiently than the day before, and you let you know that PDTA continues to advocate for the changes needed to improve your situation.

As mentioned, much of what we are doing is not sustainable. The herculean efforts and workload you are engaged in are mentally and physically exhausting. As your Union President, I feel that it is my duty to protect each of you to the utmost of my ability. I, along with all PDTA leaders, will continue doing so as we address broad and specific interests across the district. However, I must also ask that you each not lose sight of the fact that we are still in a pandemic.

It is not only appropriate, it is necessary to call into balance personal and perceived systems-based expectations that are well within our control. There may be some things that, though beneficial for students, are aligned with best practices for instruction or that we

just do annually that we must, for the good of all involved, be set aside for this period of time.

Please, this is 2020, do not hold yourself, your colleagues or your students to an unreasonable, unachievable and unsustainable standard. Though I respect your



desires and commitment, I must ask, "at what cost?" Remaining responsive to this pandemic, your job may indeed need to be different but it does not need to be devastating to you or your family.

As the number of COVID-19 positive cases rise within our buildings, so do our personal and corporate apprehensions. The union has maintained frequent contact with district leaders and local health officials throughout the past weeks. Though we remain confident the recent processes have been handled diligently and appropriately, we remain committed to continually advocating for safe protocols/practices and transparent, informative

communication.

Some members with family in other states are seeking input relative to their ability to travel over breaks if such travel requires a period of quarantine following their return. The Association is working with HR to assess the district's stance on this topic but have not yet received the clarification needed for our members. We will continue our efforts to obtain the information needed for you and your family.

Your union remains actively engaged representing the ongoing needs of our members. Through long hours, committed service and a passion for what is right your officers and representatives diligently serve our members. It is important to point out that, as with parenting, most of our differences with district and building administration are addressed in non-public environments. This typically allows us to reach agreement on messages and practices that are responsive, appropriate and mutually agreeable. Though you may not be aware of these frequent meetings nor the fervency of our representation, the outcomes hopefully speak for themselves. Regrettably, despite our commitment to resolution, we may at times find ourselves with positions that are not yet aligned. In these situations, such as the Union's ongoing concern regarding the use of online break-out rooms or classroom streaming, the Association will continue to keep you informed.

Building News:

- **ACE:** Alyson Hallett's (ACE) mother, Mary Hallett-Brown, passed away peacefully on Sunday, October 18, 2020.
- **JRE:** Evie (Boughton) Costanza 5th grade teacher was married 10/10/2020. Kristin Rose's mom passed away this summer. Courtney Baker has a new baby girl, Elsie. Julie Williams has a new baby boy, Collin Jae.
- **PRE:** Marissa Conciardo, SRP, was married on Friday, October 16th. Tami Holihan, librarian, will be getting married on Saturday, November 7th.
- **TRE:** Kathy and Mike Kirwan's daughter Andrea and son in law Ian had a son on 10/4/20 - Charles Tuttle weighs 6 lbs 14 oz. All are doing well!
- **BRMS:** Rhonda Matthews' mother in law passed away. David John's father in law passed away.
- **SHS:** Paul and Jessica LeVan have welcomed a baby boy: Lawson James LeVan.

ELECTION INFORMATION

[NYSUT Voting Guide](#)

[NYSUT Endorsements](#)

[Monroe County Board of Elections](#)



SRP Newslink Lorinda Spring

As we approach the November election, I am reminded of how fortunate we are to have a voice. Funding for our schools and protection for our educators are topics to consider when casting your ballot. It is more critical than ever to exercise your right to vote!

Superintendent's Conference Day is on Tuesday, November 3rd - More

information will be forthcoming.

November 15th - Payroll deduction for union dues begins.

SRP Recognition Day- Tuesday, November 17th. This is a day to acknowledge and thank you for all your hard work each day!!

Whether you are new to the district or have been here a while, please review your paychecks to be sure that you are part of the ERS (Employees' Retirement

System). This is where you accrue years of service for your pension.

Volunteers needed: We are seeking subcommittee volunteers to help with creating a Retirement Information Guide. The purpose is to help members answer common questions and assist with planning for retirement. We would love to have an SRP on the committee so please contact me if you are interested!



* photos are pre-COVID!!!



Executive Vice President Stephanie Warchol

The week of October 19-23 was School Board Recognition Week in New

York. PCSD honored our 7 Board of Education (BOE) members at the meeting on October 13th. Since we were unable to celebrate with them in person, PDTA compiled video messages from several members of the Representative Assembly and created this montage, which was presented to them ahead of the meeting: www.youtube.com/watch?v=kSGlIZpnyQs.

In addition to the video, this year PDTA donated \$250 to the Pittsford Education Foundation (formally KEEP) in honor of the BOE members.

With the cancellation of our Benefits Fair, you were not afforded the pleasure of my in-person reminder to join the PTSA, and Faculty/Staff membership is well below where it typically is. In a year when the PTSA could really use our support and

funds by way of our membership dues, I am hoping that a reminder like this will encourage you to join and/or make an additional donation. If you have been a member in the past, THANK YOU, but you must renew your membership every year. PTSA will soon be conducting a membership drive, within your building you may begin to see some PTSA lead incentives and messaging. Click on the link below, and become a PTSA member today! If you wish to pay with cash or check, in the middle of the district issued calendar you will find a paper application. You can then submit this to your PTSA Building Membership Chair.

www.cognitofrms.com/PittsfordPTSA/ptsamembershipform20202021

With this link you can find additional information about member benefits and how your membership dues are used: www.pittsfordptsa.net/membership.

PTSA Membership Options:

Family Membership Fee

Family Memberships are \$17 and include **one adult** and all students of that family attending schools in the district. Families may choose to add an additional adult for \$10 extra. \$4 of the membership goes to NYS PTA to fund programs for students throughout NYS and nationwide. The remaining amount stays with the Pittsford PTSA to support our students and programs.

Faculty/Staff Membership Fee

Faculty/Staff Memberships are \$8 and available to any employee within the PCSD or to Pittsford Community Members. \$4 of this membership goes to NYS PTA and the remaining \$4 supports Pittsford students directly.

Faculty/Staff who work at PCSD AND have children in the District can select either one of these memberships.

Student Membership Fee

Student Only Memberships are \$8 and available to any PCSD student who plans to join separately from an adult or family membership. \$4 of this membership goes to NYS PTA and the remaining \$4 supports Pittsford students directly.

IMPORTANT DATES:

- **Tuesday, Nov. 3rd: Federal/State General Elections**
- **Sunday, Nov. 15th: First PDTA Membership Dues Payroll Deduction.**
- **Tuesday, Nov. 17th: SRP Recognition Day**
- **Thursday, Nov. 19th: NYSTRS Pre-Retirement Workshop (Zoom) – at 3:30 p.m.**
- **Monday, January 11th, 2021: Membership Meeting (location TBA) – (Solidarity Wear Day)**
- **Saturday, Feb. 6th: Pink the Rink at RIT (Wear Pink)**
- **Thursday, May 20, 2021 at 4:30 pm: Retirement Party (Eagle Vale)**

Follow us on
Twitter
@PDTAunion



Speak Out is edited and assembled by Brian Regan.
Your feedback is welcome at brian_regan@pittsford.monroe.edu



Professional Learning Updates

Julie Barker

The summer of 2020 brought changes and transitions related to professional learning. For the first time, the Teacher Center offered workshops in one of four formats – asynchronous, synchronous, blended, and face-to-face. This meant re-configuring our existing systems and structures to meet the demands of online learning. Despite the challenges, our presenters continued to deliver high quality professional learning to meet the ever-changing needs of our staff. Feedback from participants remained overwhelmingly positive and we had more than 5,800 participants in our activities.

Throughout the 2020-2021 school

year, we will continue to provide opportunities to support your professional learning needs. This will include open 'Tech Time' sessions for elementary and secondary staff as well as upcoming activities in the catalogs.

A new addition to professional learning options this year is the Pittsford Teacher Center Resources Team. There you can access asynchronous modules on many of the activities we offered over the summer. Interested staff can use the code **5knde8b** to join the Team. Other information related to professional learning:

- Collegial Circles – proposals will be accepted through **March 1st**. The proposal form is available on the TC

webpage.

- Individual Initiatives – Professional staff who attend professional learning 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.



Safety & Wellness

Emily Natoli-Burns

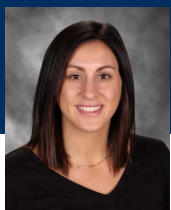
As we are beginning to see students and staff in the district testing positive for COVID-19, it is important to remember that the Monroe

County Department of Health (MCDPH) defines 'close contact' with an infected individual as a person who is closer than six feet, without a mask for more than 15 minutes.

This is important to remember when filling out the daily survey. Following our district protocols means that we should not be in 'close contact' with a student.

Thanks to our collective efforts there have not been any positive COVID-19 cases that started in our school buildings.

Thank you all for your diligence with all of our protocols.



Public Relations

Nina Talamo

Thank you to everyone who purchased a PDTA lanyard! We raised \$250. If anyone wants to purchase a PDTA lanyard, please email Nina Talamo as the sale will be ongoing throughout the year. We are also working on an upcoming PDTA apparel sale, stay tuned!

Got Questions? Visit [PDTA.org](https://www.pdta.org).

To contact your PDTA President confidentially

off of school email, please use dcerbonepdta@gmail.com

Your Reps:

Building Representatives:

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

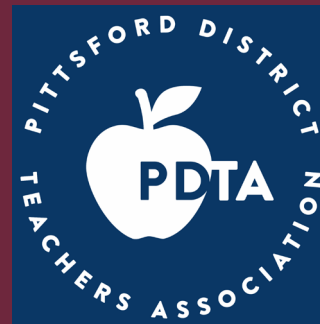
Assistant Building Representatives:

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

SRP Representatives:

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

PDTA APPAREL SALE IS COMING SOON!



SPEAK OUT! Ads

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

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

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

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

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&
TOURS



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TRUCK
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DISABILITY

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org, call 800-626-8101 or scan the QR codes above.

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

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Sept./Oct.'20