

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



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Take a Look at Teaching

Dwayne Cerbone, President

As teachers and school related professionals, I am confident you recognize that the service we provide to our students and our community is not only valuable, it is vital. Although the picture of public education painted by many in recent years has not been positive, our PDTA members have consistently demonstrated that progress is achievable when we work together with shared vision and purpose.

In dramatic contrast to the common narratives, I am consistently awed by the commitment and professionalism of those I have the privilege to work with and represent. This causes great pride to well up within me as an educator and a union leader. We, the members of PDTA, demonstrate to a much greater audience than our own community, that public education is not antiquated and is fully capable of adapting to meet the needs of all students.

Unfortunately, the attacks on public education and public sector teachers' unions have not been without casualties. The national teacher shortage is an example of this collateral damage, as potential bright

and qualified entrants to the field are looking elsewhere for a fulfilling career.

What are we to do? Will we sit by waiting to see if the narratives change or will we take purposeful steps to assure future generations are provided access to the very best teachers and SRPs as are currently employed in the Pittsford Centrals Schools? We must come to a place where we are spurred to action by a recognition that this is not only our profession, this is our students' future!

With these challenges in mind, I was



encouraged earlier this month to attend the *NYSUT Take A Look At Teaching* summit with PDTA leaders/members Wes Dixon, Liesa Ehrlich, Karen Grace and Jen Simons. I was

additionally proud that Superintendent Michael Pero, Board of Education President, Amy Thomas and HR Coordinator, Elizabeth Carpenter joined our contingent.

This broad representation from PCSD has equipped us to address this topic collaboratively with what I believe to be

shared knowledge, commitment and vision. The conversations between our members and the other engaged professionals (pre-K through college) in our region were powerful and transformative.

Topics discussed

included:

- Perceived impediments and strategies to remove/diminish these.
- These

Continued next page



Frequently Asked Questions

Kim Chesko, Resolution Specialist

Happy Spring everyone! As we enter the last third of the school year, I wanted to take this opportunity to answer some frequently asked questions about sick/personal days. Read on for all the information you need to know!

How many days are provided annually within the contract?

Per contract sections 3-1-1, 29-1-1, and 49-1-1, each full-time employee is granted 15 paid days of absence per school year. For part-time members, this number is prorated by your FTEs. Unused, these days can accumulate year over year to a maximum of 200 days.

Do we have a certain number of personal days per year?

Yes, and no. Any of your yearly bank of 15 “sick days,” plus anything accumulated, can be used as a personal day, but there are no days specifically earmarked as personal days. The 15 days we are granted per year are basically paid absence days, and can be used for sickness (either personal or immediate family,) or for personal business.

What constitutes as a personal day?

Per contract sections 3-9-2, 29-8-2, 49-8-2, a personal day is to be taken

for “the purpose of emergency or personal business which cannot be scheduled outside the normal work day.” All personal days are subject to administrator approval. You are not required to disclose the reason for the personal day, with one exception: see next question below! It is wise not to abuse the trust placed in us to use these days in the appropriate way. Check sections 3-9-3, 29-8-3 or 49-8-3 for some examples of appropriate uses of personal days.

Can I take a sick or personal day immediately prior to or following a school break?

You can take a sick day whenever you are sick. Germs don’t follow the school calendar, and it’s better to stay home and get better than to come in and spread illness. Personal days can only be taken immediately prior to or following break in extreme emergencies. In this situation, your administrator can ask for a reason, and you may need to provide this information in order to have your personal day approved.

Do I need to provide a doctor’s note for illness? What should it say?

If you are absent for 5 or more days due to illness, your administrator may ask for a doctor’s note. The note from your doctor can simply be a general reason for absence. Administrators will not ask and employees are not

required to provide the District with any confidential medical information pertaining to these absences.

For more specific and exhaustive information about sick days and personal days, including more information about longer term absences, check your contract:

for teachers and certificated staff – Section 3 (pages 24-27)

for paraprofessionals – Section 29 (pages 49-51)

for auxiliary staff – Section 49 (page 62-64)



Kim in Denver at the NEA Leadership Summit.

Cerbone, continued

influence of society and current educators on young adults.

- The unique challenges faced by minorities and those in communities lacking significant resources to support the pursuit of teaching as a career.
- Implementing a thoughtful process to identify realistic actions steps that could begin to positively effect the current scenario.

These initial discussions planted the seed for collaboration and planning here in Pittsford. I am hopeful many of

you share our interest in this initiative and will consider joining us as we begin this work together. More information will be forthcoming as we delve deeper into these conversations.

Although there are significant changes at the state and national level that we must focus our advocacy on, what can we do right now? I ask each of you to consider what it was that initially attracted you to this profession. With this in mind, can you, right where you are, begin to provide opportunities for others to experience that same calling?

Do you know anyone who may want to

fulfill a lifelong desire to find a career that is actually rewarding, who would benefit from valuable experience working as a substitute teacher, para or school nurse? When you observe a student demonstrating that unique blend of empathy and intelligence as they work with a peer, can you take the opportunity to discuss the rewards of a career in education?

You know your students. They are talented and they have so many options. Why not encourage them to

Take a Look At Teaching?



PDTA Constitution Updates

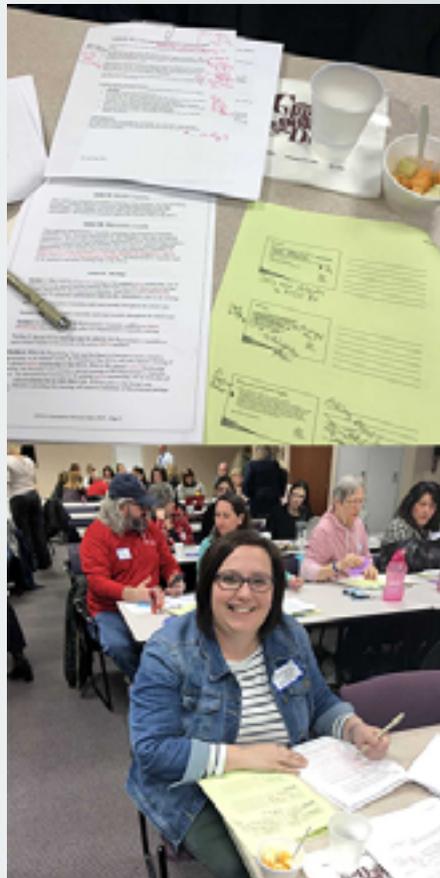
Stephanie Warchol, VP for Administration

One of the responsibilities of the Vice President for Administration is to review the PDTA Constitution, and recommend changes to the Representative Assembly (RA). After approval from RA, all active PDTA members will be able to review the document and vote on the proposal. As a result of the Janus decision in June of 2018 and a number of other important factors, PDTA is proposing significant changes to our constitution. Through this article I hope to give you a preview of what you will see, when you get the chance to vote on the changes come May, or June at the latest.

Even though we currently have 100% member participation, we know that this may not always be the case in a post-Janus world. Many locals were looking to update their constitution to make sure they were protecting their members, and were looking to add language highlighting active member vs. nonmember rights, and status change time periods. Due to the high demand, NYSUT provided training for local leaders at their regional office in Downtown Rochester. A lot of the suggestions and additions they recommended will now be a part of the proposed PDTA Constitution, and I am grateful that I had the opportunity to attend this workshop.

After conversations with our Labor Relations Specialist (LRS) at NYSUT, and our PDTA SRP Representative, we decided to combine the PDTA and SRP Constitutions. The SRP Constitution was a one-page document and the majority of the same language was also stated in the PDTA Constitution. As a sign of solidarity, and also for clearer readability for our members, we worked together to merge the two

documents. Following a ratification, you will only need to search in one governing document when needing this type of information.



Last Summer, as Dwayne and I were carpooling home from the NYSUT Leadership Institute, we used that time to come up with a list of things we wanted to implement as a result of our training. One of the items we discussed, was the need for a title change for the position of Vice President for Administration. When talking with other leaders from around the state, it was clear that there was a disconnect between the title and the responsibilities of the position. After discussing the idea of a title change with the PDTA Executive Committee, we decided to align the title with NYSUT, and other locals in our area. We

are proposing that the position should be called Executive Vice President. This also helps to differentiate the two VP positions, understanding that this person would assume the duties of the President in their absence.

Several other items throughout the constitution are being updated to reflect changes made in the last eighteen months at the District level, or through various votes at Exec or Rep Assembly. For example, it has been proposed that an additional TOSA sit on Representative Assembly as a non-voting member. Constitutional revisions, dating back to June 1996, will now be reflected at the end of the PDTA Constitution. The responsibility of sitting on the large and small APPR committees are now reflected in the position duties of President, and the two Vice Presidents. The position of Webmaster has been added. This person is responsible for the development and maintenance of the PDTA website. The term cycles for President and Treasurer will now alternate, as to not have a new President and Treasurer in the same year. PDTA has added a 7th Delegate to attend the NYSUT Representative Assembly, when at no cost to the Union. Finally, we have added recommended language around PDTA election challenges, and Officer impeachment protocols.

It is my plan to have the final PDTA Constitution ready for review by the PDTA Representative Assembly by the end of March, in preparation for our April RA meeting. If no significant changes need to be made, RA will vote on it, and then all active PDTA members will have the chance to vote on the final document before the end of the 2018-2019 school year.



Dear teachers, Do you know any seniors that are interested in pursuing a career in teaching (or working with kids in general)? Don't forget about our PDTA Barb Shapiro Student Scholarships! Each year we offer a \$1500 scholarship to one student from each high school for any senior that is planning to pursue a career in education or a related field. The application deadline is April 23rd! Please encourage students to apply for this. The application can be found in the counseling office at both high schools, or students can go to our PDTA webpage: <https://www.pdta.org/students> Kelly Jordan, Public Relations



Professional Learning Updates

Julie Barker, Teacher Center Director

At this time of year in the Teacher Center, we are beginning to plan for summer professional learning opportunities. However, there are still valuable activities available this spring that have open seats. Please keep in mind that all professional learning counting toward this year's contractual requirement for certificated staff needs to be completed by **May 31st**. As a result, all activities in the Professional Learning Initiatives catalog take place prior to that date.

This year, professional learning for the summer will begin on Thursday, June 27th. The summer catalog will be released in late May so you can begin making your summer plans.

Important dates to keep in mind this semester:

- Mentor Program: applications for new mentors are being accepted through April 5th. This date is typically March 31st but since that falls on a Sunday, I have extended the deadline. If you are interested in being a mentor, the application is on the Teacher Center webpage. www.pittsfordschools.org/teachercenter
- PDTA Study Grants: the purpose of study grants is to provide staff members interested in professional development an opportunity for reimbursement of expenses that would not be covered by other methods. If you are interested in professional

learning this summer that falls into this category, you can apply for a PDTA Study Grant. The deadline for summer requests is April 15th and the application is available on the PDTA webpage. www.pdta.org/forms

Grading Non-Negotiables

This year PCSD implemented the non-negotiables for grading and we have offered multiple professional learning opportunities for staff to learn about and discuss these practices. As with anything new, the first year presents successes and challenges and the learning curve can be steep. To support our professional learning in this area, I am continually looking for resources to promote dialogue and expand our understanding. I found one recently related to extra credit that is worth sharing. It was written by Gary Armida on www.teacherandadmin.com titled, "Extra Credit Diminishes Everything and Everyone."

Here is an excerpt:

"The purpose of education is to prepare kids for the world. We want them to pursue passions, develop interests, and become those creative problem solvers that we desperately need them to be. While I would argue that grades don't need to be a part of that process, we are, for the time being, stuck with giving kids a grade for their course. That grade often determines class placement for the following year, honor roll and principal roll designation, and that whole college process thing that everyone talks so much about.

Because we are still stuck with grades, we must do everything in our power to make sure they are an accurate reflection of student mastery of the skills set forth in the standards. There should not be anything outside of actual performance and mastery that determine a grade.

That argument can be applied to extra credit. Once a teacher begins to add extra credit to an average, that average is meaningless as it is no longer about the standards and skills. It is especially meaningless because it is a result of an activity outside of the graded work. A student could raise an average from a B to an A just because of something outside of the stated assessed work. Or, a student could go from a 92, a very good average, to a 96 because of extra credit.

Again, numbers should be meaningless when it comes to learning. But, if we are stuck with this current system, this practice of adding points makes grades illogical, misleading, and even less meaningful than they are already."

To read the full article, go to <https://theteacherandtheadmin.com/2019/03/03/extra-credit-diminishes-everything-and-everyone/>

If you are interested in additional professional learning opportunities that support the grading non-negotiables or other aspects of grading, please let me know.

Happy Spring!
Julie

Ways to Provide Effective Feedback for Learning

- Include an explanation of what students are doing correctly and incorrectly in your feedback.
- Provide feedback in a timely manner.
- Be sensitive to the needs of the individual student when giving feedback.
- Deliver feedback in multiple ways – verbal, non-verbal, and/or in written form.
- Concentrate on one skill or ability at a time.
- Use post-it notes during independent work time to acknowledge student progress on a task.
- Provide a model or example to accompany your feedback.
- Use a notebook to keep track of student progress.
- Invite students to give you feedback.
- Teach students how to give feedback to each other.
- Alternate due dates for students/classes to allow the necessary time to provide quality, written feedback.
- Make an effort to notice a student's behavior or effort on a task.
- Give genuine praise that is specific and avoid overusing terms such as 'good job' or 'nice work'.
- Focus on the 'Four Questions':
 1. What can the student do?
 2. What can't the student do?
 3. How does the student's work compare with that of others?
 4. How can the student do better?

Adapted from www.teachthought.com



NYSUT Teachers Converged on Albany

It's budget season at the Capitol, as both the Senate and Assembly put together one-house budget bills and begin to negotiate with the governor for the 2019-20 state budget due April 1.

At this time every year, NYSUT members converge on Albany for NYSUT's annual Committee of 100 Lobby Days. During these lobbying days, more than 700 educators and other staff members from public school districts, SUNY and CUNY campuses share their front-line experiences to help make the case for our collective legislative issues and recommendations.

A key topic this year was NYSUT advocating the repeal and replacement of the ill-conceived, punitive APPR law. The solutions: local control, collective bargaining, no state mandates and no required connection to standardized tests. A copy of other key issues/recommendations were sent to you in an earlier e-mail by your building reps. Please take a look at what was lobbied for this year.



Teachers Need to be Activists and You Can Do It WITHOUT Traveling to Albany!

We cannot rely on just a few days of lobbying in Albany, by only a few members of our profession, to tackle

all the issues we need our legislators to work on related to education. It is up to all of us, not just in times of dire straits, but at all times, to be activists on behalf of our students, our colleagues and our profession overall.

To that end, we can ALL lobby and you don't have to travel to Albany to do so! We still have time to let our local legislators know what they need to work on relative to educational issues. It couldn't be easier! All you need to do is go to the NYSUT MAC site <https://mac.nysut.org/issues>.

NYSUT takes care of everything for you! NYSUT puts together the letter you send and NYSUT provides the link to your local legislator's e-mail address.

Choose Elected Official(s) and send your fax:

<input type="button" value="Send fax"/>	State Assembly Mark Johns (518) 455-4629 District 136
<input type="button" value="Send fax"/>	State Senate Pamela Heimig (518) 426-6953 District 54

All you need to do is put in your information and literally press the send button that appears next to each of your local legislator's names.

Please be sure to take action on all of the issues for K-12, as well as higher ed. We are all in this together!!!

PDTA Members Attended NYSUT Rochester Regional Legislative Forum!

NYSUT strongly encourages each local to organize politically and take action regarding issues affecting their students, schools and communities. The annual legislative forum is one way for locals to be politically active.

This forum includes members from each of the state legislative districts in the greater Rochester and Finger Lakes region. This forum enables various local school districts to dialogue with local elected officials about New York's future regarding education, economics and the overall social health of the state.

Several PDTA members attended the forum this year which helps continue to send a strong message to our legislators that we are their constituents and they need to work on the issues that our important to us.

On behalf of PDTA, I would like to thank those members who took time out of their Saturday morning to attend the forum! We truly appreciate your willingness to be politically active!



New York State Retired Teachers' Association Grant Available

For over sixty-six years, one of the objectives of the New York State Retired Teachers Association has been to work toward the advancement of education in our state and country. In an attempt to help meet that objective, NYSRTA has developed a \$1,000 grant program to assist active educators in developing and implementing an innovative program or project.

To be eligible for the grant, an educator must be a full time teacher or administrator in a public school district in the counties that make up the Central Western Zone of the New York State Retired Teachers Association: Allegany; Livingston; Monroe; Ontario; Orleans; Seneca; Steuben; Wayne; Wyoming; and Yates.

The full grant amount may be used for a program or project to improve instruction, academic achievement, or in support of a current issue. The grant is for the 2019-2020 school year. The winner of the grant will be determined by a team of judges who are local members of the NYSRTA Central Western Zone by the end of the 2019 school year. Grant applications must be returned by April 15, 2019.

More information: <http://www.cwzretiredteachers.org/hudson-kramer-memorial-grant/>
Application available here: http://www.cwzretiredteachers.org/wp-content/uploads/2019/02/Hudson_Kramer-MemApplication.pdf

UPCOMING PDTA ELECTIONS

The election of PDTA district positions will be held on Tuesday, April 23, 2019. Forms are available at pdta.org. Once the elections at the district level are complete, each building will conduct individual elections for Building Representatives, Assistant Building Representatives, and other elected committee positions.

If you have further questions regarding the responsibilities of any position, please call Dwayne at ext. 3420. Additional PDTA job descriptions for some of the open positions are available by request. Email Karen_Kalinowski@pittsford.monroe.edu and ask that a job description be sent to you.

TIMELINE:

- Tuesday, April 9: Petitions due in PDTA office by 12:00 p.m.
- Wednesday, April 10: If necessary, listing of contested candidates posted in all buildings
- Friday, April 12: Speak Out "Special Edition Candidates Issue" arrives, if necessary
- Tuesday, April 23: Election, for PDTA members only, if required

Tax Information:

Some good news as you prepare your 2018 tax returns! Thanks to recent union victories, you still have access to the federal educator expense tax deduction ... AND you can now deduct your union dues on your state taxes. Check out all the details on these educator tax deductions on the NYSUT web site. The federal educator expense tax deduction allows eligible educators to deduct up to \$250 of qualified expenses paid in 2018. The new state tax deduction for your union dues is a direct result of legislation championed by NYSUT, the state AFL-CIO, and other unions -- and signed into law in April, 2017. Check out all the details on these educator tax deductions on the NYSUT web site. As always, check with a qualified tax professional about your own situation, but don't forget these two important deductions as you dig into your 2018 taxes!

PDTA DUES:

- Full dues - \$730.00 salary \$43,576 and higher
- Split dues - \$614.32 salary \$34,000 to \$43, 575
- Three quarters dues - \$489.66 salary \$25,500 to \$33,999
- Half dues - \$364.18 - salary \$17,000 to \$25,499
- Quarter dues - \$181.59 salary \$8,500 to \$16,999
- One eighth dues - \$89.29 salary under \$8,499

BUILDING NEWS

TRES:

- Hailey Anne Gulisano was born to Samantha and Brandon Gulisano on Sunday, February 17, 2019
- Anne Marie Cymerman's mother-in-law passed away on February 11, 2019
- Maria Rodriguez's uncle, John Holley, passed away on February 26, 2019
- Jane Frame's mother-in-law passed away on February 27, 2019

BRMS:

- Tammy Cole's father in law passed away.
- Dana Brown's father passed away.
- Marybeth Gillan (formerly Marybeth Weinman, former para at BRMS) 9 month old daughter passed away.

ACES:

- Alec Joseph Brown, step-brother to Alyson Hallet, passed away on January 28, 2019 and will be remembered always.

SHS:

- Brian Bohrer's father, Edward Ralph Bohrer, passed away February 24th.

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 Shafer,
Amanda Marshall, SHS

SRP Representatives:

Lisa Backscheider, SHS
Radhika Ramesh, TR
Constance Bader, BRMS
Suzanne Kaier-Tuttle, MC
Kristi Kelley, JR
Vicki McCutchon, 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 was not deposited until mid October. Your funds could now 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.

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

PD Requirement: If you are a certified professional staff member, please remember your contractual 12hour obligation for professional development is actually 6 hours this year! All PD must be completed by May 31.

Employee Assistance: Life can be difficult but you are not expected to do it alone. Your union is here to support you. Please know you also have a confidential and free service available to you through the Associates in Employee Assistance for any personal need. PLEASE CALL AHEAD TO SET UP AN APPOINTMENT at 585-383-4478 or call toll free 877-327-2278.

IMPORTANT DATES: Retirement Party (Eagle Vale) - May 16, 2019
Graduation June 29, 2018 (SHS @ 10:00am & MHS @ 2:00pm) - RIT

Got Questions? Visit PDTA.org



**Union-endorsed
benefits designed to
protect your loved ones**



Legal Service Plan

NYSUT members have access to dozens of endorsed programs available through NYSUT Member Benefits, including a variety of quality legal and financial planning assistance services that can help to protect their loved ones and provide them with peace of mind.



For an annual fee, the **Legal Service Plan** -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters such as dealing with a speeding ticket or handling estate planning. With the base plan, you'll get access to unlimited, toll-free advice from plan attorneys.



Financial Counseling Program

Meanwhile, the **Financial Counseling Program** -- provided by Stacey Braun Associates, Inc. -- offers unbiased, objective advice customized to your specific financial situation. The full-service program provides you up with to six hours of toll-free phone consultations with a certified financial planner or registered investment advisor.

And unlike with purchasing products available to the general public, 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.

Whether you are participating in one of our legal or financial services; insurance plans; or shopping, travel or entertainment offerings, NYSUT members have the **"Power of the Union"** behind them.

**A wealth of financial
information -- Now
available on the
NEW Member
Benefits website**

Financial Planning Center



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.

Mar./Apr. '19



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