

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



PDTA Building Representation Dwayne Cerbone, President

Each building in our district has an elected PDTA Building Representative. Our unit is also strengthened by having SRP Representatives at most sites as well as an Ancillary Representative for members who are typically assigned to Barker Road East. I am proud to work with and in support of these effective, dedicated, knowledgeable, compassionate and dynamic member-leaders who provide amazing service to our members. I believe the heart of your union value is most readily observable in the work these individuals do daily. They are the first line of access, guidance, oversight, protection and advocacy for members when scenarios arise.

It is important to proactively understand your right to access the services of these leaders as it often becomes more challenging to determine how to leverage these supports when directly involved in an emotionally charged situation. Many of the general responsibilities of a PDTA Building Representative are clearly defined [here, in the PDTA Constitution By-Law 7](#). In short, your PDTA Building Representative's role is to represent your contractual, work environment and professional interests at the most local level: where you are. They also advocate for positive changes on behalf of our members and work closely with building administrators on topics that most directly impact your employment.

Your Weingarten Rights are derived from the Supreme Court's 1975 Weingarten decision where the court recognized union employees' rights to representation in certain situations. Weingarten rights include the right to have a coworker, in our

case a union representative, present at an investigatory interview or any meaning that the employee reasonably believes might result in discipline. If a supervisor/administrator asks to meet with you and you are not initially encouraged to invite representation, we recommend you ask the following questions:

- What is this meeting regarding and could it result in discipline?
- Will I need union representation?

If the answers are anything but "no", seek representation prior to beginning the meeting.



If you innocently begin a meeting with your supervisor/administrator without asking these questions and later suspect that you need to do so, you are permitted to request the meeting "pause" so that you may secure union representation in a timely manner. If the administrator says something like "this is urgent" or "it cannot wait," you should make your request for representation exceedingly clear and again request time to speak to your union representative. They should then allow you reasonable time to secure the appropriate representation.

Despite any perceived relationship with your supervisor or administrator, you should still secure union representation

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prior to meeting in these unique scenarios. The proverb "better safe than sorry" seems advisable. In fact, we encourage members to secure guidance and support from their Building Representative any time they are discussing a topic that has revealed a significant conflict with their supervisor. A unique instance and a recent topic of discussion in our leadership team is the recommendation that members obtain union representation prior to engaging with an administrator following an incident of workplace violence and/or an injury directly resulting from your work with students.

Unfortunately, some members are hesitant to reach out for our support, as they do not want others to be aware of what is happening, they believe they can manage it on their own, or they are confident they have not done anything wrong. Though I respect these personal inclinations, my vast experience demonstrates this may not be in your best interests in certain scenarios. We assure you, as your representatives, unless we are released to act specifically on your behalf, we are obligated to keep all matters discussed confidential. We are here to support you, even if just to discuss options or to serve as a trusted ally.



Executive Vice President Stephanie Warchol

Board of Education Recognition

The week of October 14-18 was School Board Recognition Week in New York.

PCSD celebrated our seven Board of Education members at the meeting on October 15. I stood proudly with PDAA, PEOP, PTSA, and PDRTA leaders to convey the appreciation and gratitude of those in our organizations. In addition to cards for each member filled out by members of the PDTA Executive Committee, PDTA also made a donation in their honor to the Pittsford Education Foundation and Pittsford Youth Services, in the amount of \$125 each. Below are the remarks I made at the meeting:

I am here representing the nearly 800 members of the PDTA. We want to express our heartfelt gratitude and say thank you for supporting what we do as educators. We are in awe of the countless hours you dedicate to this volunteer position, to the benefit of all of us within the PCSD and Pittsford community.

As we learned at the leadership retreat over the summer, culture is not something you are, it's something you do. Here within PCSD, you all model these attributes through your

advocacy, collaboration, and ability to build safety- both relationally and in physical spaces. You do all of this through the lens of our established purpose- which always has our students and staff at the forefront.

To show our appreciation, members of our Executive Committee have written personalized messages in the card at your seat, and PDTA has pledged to make a donation in your honor to both the Pittsford Education Foundation and Pittsford Youth Services. Happy Board Appreciation Week!

PTSA Membership

It's not too late to join the PTSA! For as little as \$8 you can become a member of the Pittsford Central PTSA. This is an annual membership that does not roll over, so it must be renewed each year. If you want to check your membership status, email the PTSA Membership Chair at membership@pittsfordptsa.net.

[Join online here!](#)

Follow us on X
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Resolution Specialist Kim Chesko

Happy Fall!

As we have settled into this school year, I'd like to share some contract related reminders. These are inspired by questions that I have been asked recently by members or scenarios I have been working on. As always, if you have any questions or concerns about these items, please email me or contact your building representative.

Extra Duty Contracts

An extra duty contract is generated and distributed to members who have an overage (CBA 6-7) or overload (generally negotiated as cases arise), or are a para with unique responsibilities (CBA 25-2-5). These contracts will come directly from Human Resources and should have been delivered to all members receiving them by this point. If you have not received an extra duty contract and are expecting one, please contact your building representative or reach out to me directly. Additionally, please check and make a copy of your contract before you sign it and return it to HR. If anything seems incorrect, please DO NOT SIGN your contract and contact your building representative or me.

Checking Paychecks

Continue checking your paycheck for accuracy, especially if you have reason to expect additional compensation for any purpose. If you have questions about a paycheck, begin by asking your building representative. Please note a change this year – if an SPR subs for a teacher, this will be listed on a paycheck and compensated as 6.5 hours instead of the 7 that you may have seen last year. This is correct; the district legally cannot pay a member for lunch and that practice has been corrected this year.

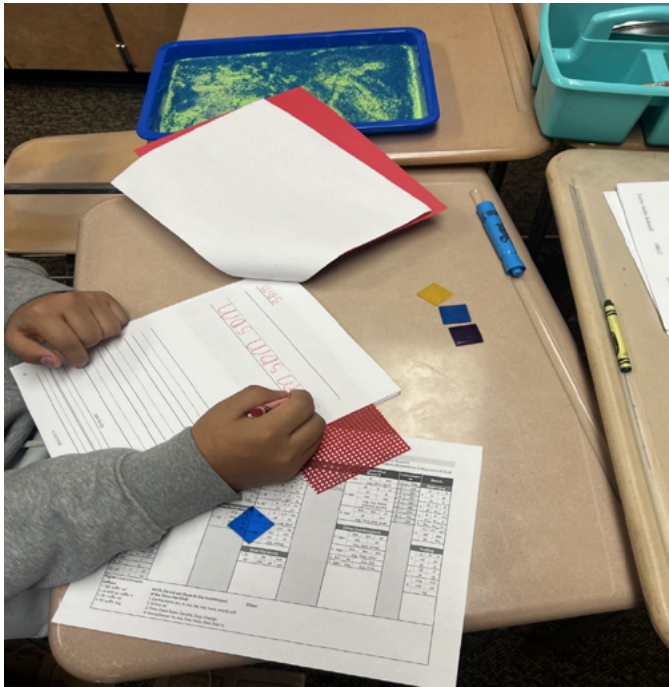
Duty Free Lunch and Prep Time

Make sure that your schedule includes the appropriate allotted time for an uninterrupted, duty-free lunch (CBA 5-1-1, 25-7, 48-2) and appropriate planning time for certificated staff (CBA 5-6). PDTA urges you to take your lunch! It is a great time to connect with colleagues, temporarily detach from the stressors of our jobs, and take care of yourself physically and mentally. If you have any concerns about your assigned schedule, once again, reach out to your building representative or directly to me.

PDTA Study Grant

Tara Fox (CRMS), Emily Labenski (BRMS), Chris Lappas (BRMS), and Rachel McDonald (MHS/SHS)

With the PDTA Study Grant, we attended the Institute for Multi-Sensory Education (IMSE) Comprehensive Orton-Gillingham Course and Program. It is a 30-hour, hands-on, interactive, and personalized class that provides a complete understanding of the Orton-Gillingham Method, the essential five components of literacy, and the tools necessary to apply it to the classroom.



Orton-Gillingham is a structured, multisensory approach to teaching reading and writing, particularly designed for individuals with dyslexia or other reading difficulties. Developed by Dr. Samuel Orton and Anna Gillingham in the early 20th century, this method emphasizes the systematic teaching of phonics, spelling, and vocabulary through visual,

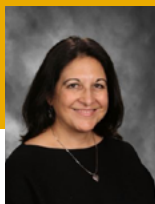
auditory, and kinesthetic activities.

After participating in this accredited Structured Literacy course, we have a deeper understanding of the structure and foundation of the English language, as

well as the research behind the Science of Reading. This provided us with an enhanced knowledge of how to assess and teach students in all three tiers of RTI along with students with dyslexia. In addition, there is a component that broadened our understanding of how English as a New Language students best acquire language and literacy skills.

In addition to the extensive knowledge gained from the course, we were also provided with an immense list of resources and materials for use during instruction to further engage students in learning and retention. The variety of resources and materials are used to facilitate the Orton-Gillingham multisensory approach to teaching reading and writing.

We appreciate PDTA's support in this endeavor to better support our students. The knowledge we gained from this highly informative course is invaluable. We are grateful for our union!



SRP Newslink Connie Maust

As a reminder, union dues will start to be deducted from the November 15 pay. In addition to the support and benefits negotiated by your PDTA Leadership team and representatives, there are benefits and services available to you on the NYSUT website along with valuable information. Click [here](#) to explore all the discounts on vacations, cars, event tickets and stores to partnerships with insurance, legal and financial services. Also, on the NYSUT website, there are online learning opportunities for SRPs through NYSUT ELT. If you haven't logged in, I encourage you to do so to see all that is offered.

SRP Recognition Day is November 19, and it is a day to acknowledge and thank School Related Professionals for the hard work, support and care you provide each day to

help educate our students and provide them with a positive learning experience.

Also, for those that work in the District Based Programs or CSE Assigned Paras working with students that have unique needs, you should have received and returned your extra duty contract to reflect semester distributions of the stipend.

Please continue to check your pay statements to ensure you are being paid accurately, especially for the times you are filling in for any absences and will be receiving sub pay.

If you have any questions or concerns, please reach out to your building representative or your building SRP assistant representative.

Member Benefits can help you save during the holidays

Another holiday season full of anticipation and joy is upon us, and NYSUT Member Benefits is ready to help with gift giving. Before purchasing any items on your list, make sure to check out all that Member Benefits has to offer.



Whether you're looking for savings on gift baskets, flowers or chocolates, Bose products, clothing or shoes, movie tickets, sporting events and concerts, theme parks and attractions, restaurants, or thousands of other deals, you'll want to check out MB Discounts & Deals.

While you're on our website, take some time to explore the Buyer's Edge, Inc., ODP Business Solutions, and Purchasing Power programs for new and used vehicles; appliances, televisions, furniture, and mattresses; school and office supplies; electronics; and more.

Don't forget about making sure your family is protected during the holidays and beyond. Going back over 40 years, NYSUT members have historically counted on Member Benefits for crucial

insurance, legal, and financial offerings. Member Benefits endorses quality life, disability, auto/home/renter's, dental and vision, and pet insurance offerings – along with unbiased legal services and financial counseling options.

Learn more by scanning the QR code, visiting memberbenefits.nysut.org, or calling 800-626-8101.



**MEMBER
BENEFITS**
nysut
Working to Benefit You
November/December 2024

EMBROIDERED PDTA SWAG



15% of all sales go directly to our PDTA Student Scholarship Fund. We've raised over \$345 since the program began!

All products are embroidered.

Purchases are done online through the company and shipped directly to your house. Keep an eye out for sale codes and free shipping deals which are frequently offered.

Link will always be open - make purchases whenever and as often as you like.

Makes a perfect gift for yourself or your favorite PDTA member- feel free to share the link with friends or family.

pdta.logosoftware.com

Important Information and Dates:

- 11/8: Open Enrollment for Health Insurance closes
- 11/19: SRP Recognition Day
- 11/20: Next evening PTSA Meeting (7:00-9:00) at SHS
- 11/25: SRP Induction/Orientation (3:30 at BRE Meeting Room 1)
- 11/25: Open Enrollment for Flexible Spending Accounts closes
- 12/16: NYSTRS Pre-Retirement Workshop (3:30 PM at SHS)
- 1/13: Membership Meeting (3:30 PM at SHS)
- 2/1: Pink the Rink (6:30PM)
- 4/22: Retirement Party at Eagle Vale



Speak Out! is edited and compiled by Murie Gillett. Feel free to contact me with any questions at murie_gillett@pittsford.monroe.edu.

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 murie_gillett@pittsford.monroe.edu.

Your PDTA Representative Assembly 2024-2025:

President: Dwayne Cerbone * (SHS)
Executive Vice President: Stephanie Warchol * (CRMS)
Vice President for Negotiations: Dennise Zobel * (BRE)
Secretary: Alyson Hallett * (ACE)
Treasurer: Ryan Domina * (SHS)
Resolution Specialist (non-voting): Kim Chesko * (JRE)

Allen Creek Elementary

Michele Riedl, Building Representative *
Alyson Hallett, Assistant Building Representative
Susan Benson, Assistant SRP Representative

Jefferson Road Elementary

Bret Burrows, Building Representative *
Patty Steeley, Assistant Building Rep.
Julie Pellegrino, Assistant SRP Representative

Mendon Center Elementary

Jen Villareale, Building Representative *
Nina Dezio, Assistant Building Representative
Trisha Sullivan, Assistant Building Representative
Deborah Ricketts, Assistant SRP Representative
Rebecca Tan, Assistant SRP Representative

Park Road Elementary

Spencer Jones, Building Representative *
Allison Luta, Assistant Building Representative

Thornell Road Elementary

Greg Bischooping, Building Representative *
Kelly Sanderson, Assistant Building Representative
Radhika Ramesh, Assistant SRP Representative

Barker Road Middle School

Kristen Dolan, Building Representative *
Ann Conciardo, Assistant Building Representative
Ellen Fox, Assistant Building Representative
Karen Grace, Assistant Building Representative
Connie Maust, SRP Representative *

Calkins Road Middle School

Melissa Althouse, Building Representative *
Sophie Spyra, Assistant Building Representative
Jessica Wojcik, Assistant Building Representative
Farida Patrawala, Assistant SRP Representative

Mendon High School

Samantha Hyde, Building Representative *
Mindy Emmerson, Assistant Building Representative
Mike Madden, Assistant Building Representative
Brandon Mauks, Assistant Building Representative
LaShanda Clark McCadney, Assistant SRP Representative

Sutherland High School

Amanda Marshall, Building Representative *
Marc Hellems, Assistant Building Representative
Brian Shafer, Assistant Building Representative
Jeff Wing, Assistant Building Representative
Brian Oliver, Assistant SRP Representative

Non-voting:

Irene Hopp, Retiree Representative & Amy Lamb, Ancillary Representative

Standing Committee Chairs:

Communications: Murie Gillett, SHS
Extracurricular: Katie Shea, SHS
Membership: Paul LeVan, SHS
Political Action: Karen Grace, BRMS
Professional Advancement: Dennise Zobel, BRE
Professional Growth: Nicole Barry, BRE
Public Relations: Kelly Jordan, PRE, and Allison Luta, PRE
Safety and Wellness: Emily Natoli-Burns, SHS
Special Events: Erica Bonin, MHS

Delegates:

1. Dwayne Cerbone
2. Kimberly Chesko
3. Katie Shea
4. Karen Grace
5. Stephanie Warchol
6. Jennifer Simons
7. Vacant



*Indicates Executive Committee Member