

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



Wrapping Up the Year Dwayne Cerbone, President

I. Transitions

The month of June is a flurry of events in all nine of our buildings. Students are culminating academic coursework and preparing for exciting grade-level transitions. Each day provides an opportunity to celebrate growth while simultaneously opening windows to new beginnings. However, this time can also be filled with pressures and challenges as we can, at times, unnecessarily take on additional workload as we strive to maximize each student's final outcomes. I always need to check myself during the year, and even more so now in these last weeks, to assure that I am allowing students to own their portion of their personal progress. Earlier this week, a colleague conveyed to me that one of their favorite aspects of this job is the natural cycle it presents: built in celebrations and fresh starts for students and teachers alike. Please be sure to take some time to reflect and enjoy this phase; acknowledging the tremendous work you have done and the difference you have made in the lives of the students lucky enough to have connected with you this past year.

II. Hot Stuff

I am proud to share that NYSUT collected input from educators and has successfully advocated for the establishment of maximum classroom temperatures in NYS. A law addressing this passed both houses of the legislature last week and is awaiting signature by Governor Hochul. Though we are hopeful that it is signed prior to the start of the school year the Governor has until November to make such decisions. This law requires districts to mitigate heat conditions with additional safety precautions and cooling actions when classroom

temperatures reach 82 degrees. Additionally, the law mandates that students and staff be removed from overheated classrooms, cafeterias and support areas if the temperature rises to 88 degrees. While we are grateful for the acknowledgement that excessive temperatures create unsafe and unproductive working environments for students and staff, we are far from seeing this issue resolved with this legislative action. Without the necessary funding to provide adequate means to address the critical challenges, the law cannot truly provide the relief needed. As the excessive temperatures in our schools tend to be the highest on the first and last days of the school year, closure is not really the option that best serves our students or staff. Initial estimates reveal that the installation of air conditioning in our aged school buildings would be in excess of \$180 million. This is only exacerbated by the operational costs and potential conflict with sustainability goals. We will continue to work with state and local leaders to advocate for support and creative solutions to these complex issues on behalf of our members and students. [Here is a short segment with News8 WROC-TV we just filmed regarding the topic.](#)

III. Partners

I am thankful for each PDTA member who came out and engaged in the PTSA Membership meeting earlier this week. We look forward to our continued partnership with the elected leaders of this group of dedicated, thoughtful and supportive community members. We meet regularly with these leaders, exploring ways to support each other while honoring the unique yet significant role we each play in this educational environment.

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- 5-8 REMINDERS AND ADS

IV. Attendance at Summer PD

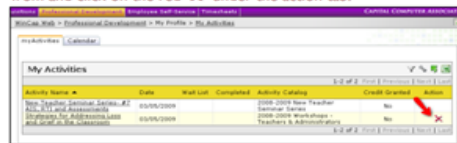
The Teacher Center Policy Board conducted a study of attendance of PCSD summer Professional Learning Activities. Their results indicated that a significant number of staff sign up for sessions and then unfortunately do not attend. This unexpected change in enrollment can create additional challenges for the Teacher Center as well as the presenter. We are asking all members to please "withdraw" from any activity that you have signed up for and find that you are unable to attend. You may do this anytime prior to the session starting. However, since we know "life happens," if you cannot make it at the last minute, an email or call to the Teacher Center is appreciated.

To withdraw from an activity

From the **My Activities** widget, find the activity that you wish to withdraw from and click on the red **X** under the action tab.



Or...from the list of your activities under **My Activities** within the Professional Development tab, find the activity that you wish to withdraw from and click on the red **X** under the action tab.



Click in the confirmation (disclaimer) box. A checkmark will appear. Click on the **Confirm** tab.

You will see the "Successfully Deleted" message and the activity will be removed from your **My Activities** list.





Executive Vice President Stephanie Warchol

NYSUT RA 2024

This year I had the pleasure of attending my first NYSUT RA as newly elected Delegate #7. The 52nd Annual NYSUT Representative Assembly was held in New York City in the beginning of May. Due to the high cost of lodging, meals and travel, our Delegates decided to send three out of seven representatives, all at the Officer level. I traveled with our Resolution Specialist, Kim Chesko, and President Dwayne Cerbone headed down a day early to participate in the Local and Retiree Council Presidents Conference.

Friday's session began with the [We Are NYSUT video montage](#) and the opening address from NYSUT President Melinda Person. She stated, "and in a major win we successfully advocated for the next step in fixing Tier 6!" Changing the Final Average Salary contribution for Tier 6 members from five to three years is the most significant improvement to public pensions in more than 20 years, Person explained. She pledged to continue fighting for pension equity for Tiers 5 and 6 members. Other policy goals include pushing back against punitive testing, and this year, after 14 long years, finally fixing APPR. Unfortunately, fixing APPR is a promise that has been made before, so we are eagerly awaiting real results.

The afternoon was filled with speeches, and next up was American Federation of Teachers President Randi Weingarten. In a passionate speech covering an array of initiatives, politics, and emotional appeals, Weingarten shared her thoughts on the past, present, and future of our union and the labor movement. "When NYSUT fights, NYSUT wins. But it takes intention, hard work, and a union. How do we make this work the norm, not the exception?" said Weingarten.



She also shared updates on record-setting organizing wins and how our national affiliate's strength is helping shape the world of politics, bridging gaps between education advocates and elected officials. Other Friday speakers included Governor Kathy Hochul and Mario Ciento, President of the NYS AFL-CIO.



A major component of the NYSUT RA is discussing, and voting on, the proposed Resolutions and Reaffirmations. Across the nine committees there were 55 proposed resolutions and two proposed reaffirmations. Ahead of the conference we chose our desired committees, which covered civil and human rights, college & university needs, educational issues (across three different committees), health care & workplace safety, legislative political action (across two different

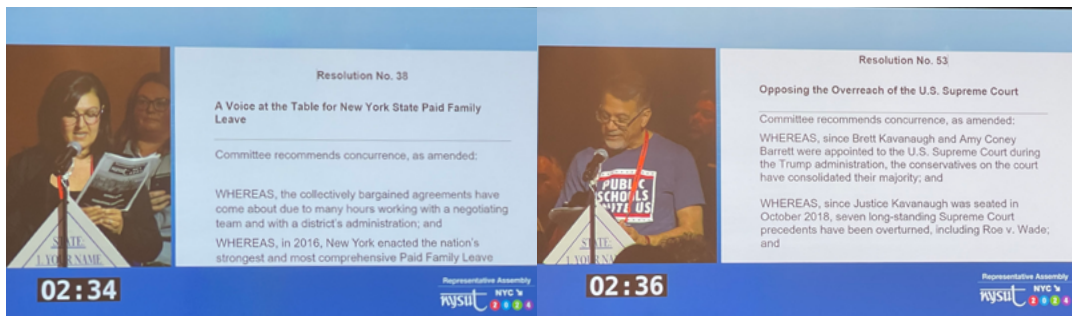
committees), organization, and finally pension & retirement. In order to cover a breadth of topics, the three of us were sure to sign up for different committees. In the end, the committees prioritized 2-3 resolutions to bring to the floor for voting.

Saturday began with more speakers, including the other NYSUT Officers, NYS Comptroller Thomas DiNapoli, New York's senior senator and Majority Leader in the United States Senate, Chuck Schumer, and New York State Attorney General Letitia James. During this general session they also recognized newly formed locals and gave out several awards. PDTA was honored with the Dan Sanders Award



based on our VOTE COPE contributions. To see a complete list of the awards, [click here](#). Throughout both general sessions, there were student performances and speeches as well.

A Delegate's final duty during the NYSUT RA is to vote on the proposed resolutions brought forward by the committees mentioned earlier. When resolutions are brought to the floor, Delegates are able to speak in support or opposition, which both Dwayne and Kim did masterfully. The resolutions brought to the floor were passed, most overwhelmingly, and will become the work of NYSUT over the next year and beyond. To see the Implementation of Action Plan of last year's adopted resolutions, [take a look here](#).



The 2025 NYSUT Representative Assembly will be held here in the Flower City! It will be an exciting opportunity to show those from around the state all our area has to offer. As always, I am honored and humbled to represent our PDTA members through my various leadership roles. I am grateful that once again I have received the signatures and support from my colleagues, as I assume the role of Delegate #5 for the next three years. I hope you all have the summer you desire, along with some down time and rest. See you in the fall!



SRP Newslink Connie Maust

We made it to the end of another school year. Hopefully, you will be able to take time for yourself this summer to enjoy, relax, and reenergize. If you have any questions over summer break, please send me an email. I will be checking in regularly and will get back to you as soon as possible.

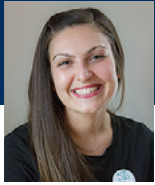
Here are some final reminders for the school year:

- You should have received a copy of your evaluation by June 1. Please reach out to your designated building supervisor/administrator if you have not or have any questions regarding your evaluation. You can also reach out to your building representative or me if you have any questions or concerns.
- The summer day of work form due date is June 14. If you have not already, please submit your form as soon as possible to your building supervisor/administrator.
- Postings will continue throughout the summer. If you are displaced or still interested in switching roles, remember to check your email weekly for those opportunities.

· Para Academy is offering new courses over the summer. These are paid learning opportunities that are thoughtfully designed to help us better support the students. You can read course descriptions and register on WinCap Web under the Elective Catalog:

- o CPI Refresher
- o Crisis Prevention Institution
- o New Technology Help Desk
- o Office 365
- o Outlook Upgrade
- Graduation will be Saturday, June 22, at RIT Gordon Field House. MHS's ceremony will start at 10:00 am and SHS's will be in the afternoon at 2:00 pm.

Have a great summer!



Resolution Specialist

Kim Chesko

I don't know about you, but my brain and heart are already screaming, "SUMMERRRR!"

As we all know, not all educators have students in front of us during summer, but many of us still work. It is important that we are aware of which summer work is compensated, and how. Read on for some contract highlights on this subject.

Very important to remember...

10-month employees are under **NO OBLIGATION** to work during the summer months. If you choose to do any kind of district-directed work over the summer, check first with your principal or immediate supervisor if it is paid work – especially if payment has not been laid out in the contract as in the instances below!

Professional Learning Compensation and Requirements - Sections 2-2, 26, 60

Our Professional Learning catalogue is (as usual) chock full of fantastic options to help certificated staff fulfill the contractual 12-hour requirement, hone your craft, and stay current on pedagogical best practices. Please be aware that due to computer managerial issues, PDTA negotiated that all PD hours past the contractually required 12 will be paid at the rate of \$28/hour for certificated staff. All SRP and Aux members will be paid at the rate of \$20/hour. Each of these are the higher of the two rates established in the current contract.

Compensation in the Event of Reassignment – Section 1-8

Each year we have staff members who need to move classrooms for various reasons, but not all rise to the level of a compensated workday. Check section 1-8 of the contract to

determine if your move qualifies for a compensated summer workday and contact your principal if you are planning on using that day.

Compensation for Summer Employment and Enrichment – Section 1-9

Summer work with students is compensated at different levels based on what program or responsibilities you are involved with. Certificated staff who provide summer AIS services for our Extended School Year Program, who teach in the Summer Enrichment Institute, or who perform the same or comparable duties through the summer as during the rest of the year should check section 1-9 to be sure that they are being compensated appropriately.

Compensation for Curriculum Writing Committees – Section 1-10

Professional staff who engage in curriculum writing during summer months will be compensated at the rate of \$43.90 per hour, per section 1-10-1 of the contract. Your standards leader will be able to tell you if curriculum writing is happening in your grade level or subject area this summer. Yearly asynchronous PD is required for all curriculum writers and will be pushed out by standards leaders before writing begins.

Take a WELL DESERVED and NEEDED break this summer. Enjoy your free time and families. Each and every year you do amazing things for our students and you should treat yourself to relaxation!



Health and Safety

Emily Natoli-Burns

It's ironic that as I write this, it's a cool 65 degrees in June. However, many of us are well aware of how the intense heat in June and September can make teaching feel like an impossible task. When classroom temperatures soar into the 80s and 90s, both students and educators struggle to engage in the essential work of teaching and learning.

NYSUT has been advocating for the passage of New York State Senate Bill 2021-S1825A. This bill would require all

school facilities to establish a maximum temperature limit, mandating that classrooms be vacated when temperatures reach 88 degrees. We know that excessive heat impacts both learning and teaching. Classrooms that are too hot for students are equally unbearable for teachers. If you can, please take a moment to encourage Governor Hochul to sign this bill ASAP.

May your summer days be cool and restful! See you in September!

Follow us on X
@PDTAunion





Congratulations to...

PDTA 2024 Retirees

Julie Barker	Phyllis Peters
Dana Brown	Peter Pratt
Deborah Farnsworth	Janet Realbuto
Jane Frame	Brian Regan
Bear Humphreys	Eva Regan
Tinarose DiPaulo	Letitia Romas
Patti Klenk	Anne Scherer
Teresa Lattuca	Michele Seidel
Susan Lochner	Barb Valente
Sara Malgieri	Julie Wittig
Shelly Osinski	Kathleen Yaeger
Laura Penkitis	

PDTA 2024 20-Year Honorees

Todd Benz	Sara Malgieri
David Burritt	Patty Morse
Jennifer Butler	Gina Mussumeci
Angela Carpin	Emily Natoli-Burns
Shari Ebert	Robert Novitsky
Kimberly Egan	James Page
Mindy Emerson	Amy Palermo
Jim Hedler	Casey Sanderson
Tracy Hopkins	Stephen Schreib
Anita Kealey	Steven Smith
Brett Lasser	Andrea Vangellow
Kimberly Maddaleno	Ben Winter



Your Reps:

Building Representatives:

Michele Riedl, ACE
Bret Burrows, JRE
Jennifer Villareale, MCE
Spencer Jones, PRE
Greg Bischooping, TRE
Kristen Dolan, BRMS
Melissa Althouse, CRMS
Todd Warren, MHS
Amanda Marshall, SHS
Connie Maust, SRP

Assistant Building Representatives:

Alyson Hallett, ACE
Patty Steeley, JRE
Nina Dezio and
Trisha Sullivan, MCE
Kelly Sanderson, TRE
Ann Conciardo, Ellen Fox, and
Karen Grace, BRMS
Jessica Wojcik and Sophie
Spyra, CRMS
Mindy Johnston and Sam
Hyde, MHS
Marc Hellems, Brian Shafer,
and Jeff Wing, SHS

Assistant SRP Representatives:

Susan Benson, ACE
Julie Pellegrino, JRE
Rebecca Tan and
Debbie Ricketts, MCE and
PRE
Radhika Ramesh, TRE
Farida Patrawala, CRMS
LaShanda Clark McCadney,
MHS
Brian Oliver, SHS

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.logosoftwear.com

Important Information and Dates:

- [Certificated Staff can find more information about APPR here.](#)
- 6/14/24 - Pittsford Education Fund fundraiser at Thirsty's from 4-7. Part of the proceeds will go to TALAT (Take a Look at Teaching) Club
- 6/22/24 - Graduation at RIT
- 8/20/24 - New Staff Orientation
- 10/13/24 - Making Strides Against Breast Cancer Walk
- 10/24/24 - Benefits Fair at CRMS



Speak Out! has been 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 1/4 Page: \$25.00 1/2 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.



FUND RAISER

What you're supporting

-  Inspire the next generation of diverse educators by funding two dedicated advisors for the Take a Look at Teaching (TALAT) program. TALAT is a mentorship-style program that encourages students explore a career path in teaching and education.
-  Support mental health by funding counseling services for 100 Pittsford students over the summer months.

Why it matters

- Enrollment in teacher education programs in New York State has seen a significant decline of over 50% since 2009.
- The NYS Teacher Retirement System indicates a potential retirement wave, with over a third of teachers reaching eligibility soon.
- New York may require up to 180,000 new teachers in the coming decade due to retirements and educational demands.
- The U.S. Department of Education has identified shortage areas in New York, including special education, bilingual education, and more.
- Despite the increasing diversity of New York's student body, the teaching workforce remains predominantly white.
- Teachers of color make up a small fraction of the workforce compared to their representation in the student population.
- Hispanic/Latinx and Black/African American teachers have higher attrition rates than their white counterparts.
- A significant number of public school districts in New York had no teachers of color as of the 2016-17 school year.



Our gracious host



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WHAT ARE YOUR PLANS THIS SUMMER?

NYSUT Member Benefits offers a variety of endorsed programs & services that can help you enjoy today, while planning for tomorrow.



As a NYSUT member, you have access to participate in a number of programs and services endorsed by NYSUT Member Benefits. These products have been carefully cultivated to provide members with quality programs at competitive prices, including insurance programs to help you protect your family; legal and financial plans to help you plan for the future; and shopping, travel & personal services to help save you money.

Member Benefits also offers a number of benefits available free of charge to members such as the premium Calm service, Peer Support Line, Financial Learning Center, and more.

Participation in our endorsed programs features the added protection of having a trusted advocate on your side. Our staff take great pride in stepping in to support members with any questions, concerns, or issues that may arise.

No matter what your plans may be, NYSUT Member Benefits is a great place to start. Explore all that your union membership has to offer!



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

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



May/June 2024