

# SPEAK OUT!

## PITTSFORD DISTRICT TEACHERS ASSOCIATION



### Contrasting Forces Dwayne Cerbone, President

It has become apparent to me as a teacher leader in public education that much of what we do is confined within the dichotomy of contrasting forces. The one that is most prevalent at the moment can directly influence our personal and professional perceptions. At times, especially when mired in a negative scenario, we must intently seek out that contrast to restore our positive frame of reference.

A considerable focus this fall has been placed on how we, as educators, can manage and navigate challenging situations in our school and community. I have appreciated the conversations with many of you these past weeks regarding these topics, as we strive to provide an environment that is welcoming and affirming to all students and our colleagues. I do want to state, if it has not been evident through prior comments on these matters, the challenges we face are unfortunately not limited to the major conflicts that consume the typical news cycles. Our society, nationally and on the world stage, appears to be saturated by chaos, divisiveness and vivid examples of horrific human behaviors. Yet, amid these discouraging atrocities, you and I are blessed to support students that

possess the potential to carry light, hope and promise into the future. Each day, we have the privilege of providing rich opportunities for these transitional characteristics to be introduced and thrive in our school community.

As union leaders, we are often the first people our members justifiably reach out to when they are faced with devastating life scenarios due to an unforeseen health crisis, family tragedy, financial pitfalls or accusations of professional missteps. Though we may not have the ability to alleviate personal affliction, we do have the privilege of providing timely professional guidance as we support these individuals in their moment of great need. Through my role I am fortunate to witness colleagues engulfing these individuals with love and care to shroud them in deeply impactful ways. I have been consistently inspired by these actions as I watch you selflessly lift others up. One simple yet valued way we can do this is through joining and contributing to the PDTA Sick Leave Bank. Information regarding this negotiated provision, that is sustained through the collective donations of eligible members, is forthcoming in October from the PDTA office.

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These scenarios highlight my idealistic perspective regarding the powerful role of unions when we successfully keep our mission focused. We are empowered through solidarity to fill the gap for others, to stand up against competing interests and to advocate for fairness and justice. I thank the committed members of the PDTA Representative Assembly (roster provided on page 6) who embody these attributes in their committed service to our union. When I have an opportunity to speak to others about the strength of our local union I proudly detail the breadth of leadership that is shared among these officers, representatives, committee chairs and delegates. In their individual and collective roles I trust them to serve as one of our most valued, necessary, stable and effective contrasting forces.

Follow us on X  
@PDTAunion



Like us on  
**Facebook**

Pittsford District Teachers Association (PDTA) – A Union of Educators



## Executive Vice President Stephanie Warchol

Welcome back PDTA members! Did you know that your Pittsford Central PTSA membership needs to be renewed every year? If you are new or have never been a member of the PTSA before, please consider supporting the work they do for us and our students. Prior to my liaison role as the Executive Vice President of PDTA, I considered it a donation to programming that allowed my students to enjoy the extra experiences that make PCSD distinct. I never volunteered, maybe went to one meeting, and occasionally attended staff appreciation events within my building. But through my liaison role I have seen the effort and dedication our organization's volunteers put into their work and the impact that it has on me as an educator. I attend more meetings and events, and when my bank account allows, I've even donated a little extra in recent years.

Your membership dues benefit 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, the back-to-school picnic, and fifth grade transition.

All staff may join annually at the \$8 teacher/staff level, even if you have children who attend schools in the district or another. Four dollars of this membership goes to the NYS PTA and the remaining \$4 supports Pittsford students directly. PTSA representatives will be on hand at this year's Benefits Fair, if you prefer to pay with the paper form and cash/check, or [click here to join now using a credit/debit card](#).

The next evening District PTSA meeting will be held on November 20, 2024, from 7:00PM- 9:00PM at Sutherland High School. Check out [their website](#) to stay up to date on all things PTSA!

# Opening Day 2024





# Teacher Center Updates

## Nicole Barry

The Teacher Center had a busy summer! We offered many professional learning opportunities in a variety of formats. A highlight of our summer programs was the Socio-Emotional Learning Series.

The SEL Series is a four-part asynchronous learning opportunity that explores SEL for Adults, including the following modules:

- Introduction to NYS SEL Benchmarks
- Module One: NYS SEL Goal One, with a focus on the following SEL Competencies: Self-Awareness and Self-Management
- Module Two: NYS SEL Goal Two, with a focus on the following SEL Competencies: Social-Awareness and Relationship Skills
- Module Three: NYS SEL Goal Three, with a focus on the following SEL Competency: Decision Making Skills

These modules are being offered again in the fall so there is still time to participate!

### Important information related to professional learning for 2024-25:

- **Collegial Circles** – proposals will be accepted through March 1st. The proposal form is available on the TC webpage.
- **Individual Initiatives** – Certificated staff who attend professional learning outside the district and beyond regular work hours are eligible to request up to 12 hours of TC credit. The form is on the TC webpage and should be submitted to your principal in advance of the learning for approval.
- **Wanda Ward 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** – a full program of activities is planned for our SRPs this year. Look for the details in the Elective catalog.
- **Contractual Requirement** – Certificated staff who have not completed their contractual hours are encouraged to sign up for activities being offered this fall. Keep in mind that activities in the Electives catalog do not count toward your contractual hours. As always, if you have any questions related to professional learning, please let me know.

Have a great year!

Nicole

### PCSD Teacher Center Summer 2024:

**Activities offered: 144**  
**Certified Staff that completed their contractual requirement: 386**

## PDTA FUNDRAISER



### RETRACTABLE BADGE HOLDER

# \$5.00

READY TO PURCHASE  
NO ORDERING NECESSARY



CARABINER BADGE  
REEL WITH BELT CLIP

ATTACH TO YOUR  
PDTA LANYARD FOR  
LONGER REACH

AVAILABLE AT THE  
PDTA BENEFITS FAIR

CASH OR CHECK MADE OUT TO: PDTA

# OCTOBER 24TH

## PDTA FUNDRAISER



### HOT/COLD TUMBLER

# \$20.00

READY TO PURCHASE  
NO ORDERING NECESSARY  
LIMITED QUANTITY



20 OZ.  
NAVY BLUE  
HOT/COLD TUMBLER WITH  
A SNAP LID  
ENGRAVED PDTA LOGO

AVAILABLE AT THE  
PDTA BENEFITS FAIR

CASH OR CHECK MADE OUT TO: PDTA

# OCTOBER 24 2:30-5PM

# PDTA APPAREL SALE

- SHORT SLEEVE- \$13
- V-NECK SHORT SLEEVE- \$13
- BASEBALL 3/4 SLEEVE- \$15
- LONG SLEEVE- \$17
- HOODED SWEATSHIRT- \$22
- 1/4 ZIP PULL OVER - \$22
- FULL ZIP HOODIE - \$28

CHECK PAYABLE TO PDTA, OR CASH  
DUE NOVEMBER 6, 2024



(Sleeves are Midnight Navy)



NEW ITEMS!



## SRP Newslink Connie Maust

Welcome back! I hope everyone had a chance to relax and enjoy their much-deserved summer vacation.

Here are some reminders and dates to add to your calendar for the start of the year:

- If you still have questions regarding your hours of work, please reach out to your administrator as soon as possible. If there has been a late change that was not reflected in your September 15 pay, please make sure to check your September 30 pay statement for the adjustment.
- With the sub shortage continuing, the need to reassign paras from their daily responsibilities will unfortunately be continuing this year. Remember: if you are asked to fill in for a position you are not trained for or not comfortable with, please talk to your administrator. As per Dwayne's email, instead of completing a gray timesheet, you will use the new [Para Reassigned to Para Compensation Form](#). [Click here for an example of how to complete the form](#). Please submit in a timely manner and keep a copy for yourself.
- Your building Assistant SRP Representatives are Rebecca Tan (MCE/PR), Debbie Ricketts (MCE/PR), Radhika Ramesh (TRE), Julie Pellegrino (JRE), Farida Patrawala (CRMS), LaShanda Clark-McCadney (MHS) and Brian Oliver (SHS). They are there to support you and to provide you with answers for any

questions or concerns you may have throughout the year.

- The yearly mandated Sexual Harassment Training needs to be completed by September 31. You have until December 31, 2024, to complete all other mandatory training. All courses can be accessed through the Global Compliance icon on ClassLink by scrolling through your courses until you see the one that is labeled **"Yearly Compliance Courses for All Employees 2024-2025"**.
- Benefits Fair/ Flu Shot Clinic (CRMS) October 24, 2024, from 2:30-5:00 pm (Solidarity Wear Day-wear your PDTA gear or something blue)
- NYSERS (SRP's) Pre-Retirement Workshop: October 28, 2024 (SHS LGI) from 3:30-5:00 pm
- Please consider joining PTSA. Membership is \$8 for Faculty/ Staff. The membership dues benefit all nine buildings through cultural arts and field trips, student directories, gifts and grants, student agendas, and the PTSA e-news and website.
- Also, please remember [the PDTA website](#) is a great resource to find information regarding your union.

If you need to reach me or have any questions, please feel free to email or call me on ext. 1026.



## 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](http://pdta.logosoftware.com)

## Important Information and Dates:

- 10/24: Benefits Fair at Calkins Road
- 10/28: SRP Pre-Retirement Workshop (SHS LGI)
- 11/1: Deadline for fall applications to the Wanda Ward Study Grant
- 11/6: Deadline to order PDTA Apparel
- 11/20: Next evening PTSA Meeting (7:00-9:00) at SHS



**Speak Out!** is been edited and compiled by Murie Gillett. Feel free to contact me with any questions at [murie\\_gillett@pittsford.monroe.edu](mailto: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](mailto: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: Alyson Hallett, 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

# LIFE INSURANCE: *Crucial for protecting your loved ones*



Life insurance is a topic many people find confusing, complicated, and uncomfortable to think about. It is undoubtedly one of the most vital types of insurance products you can purchase, though. Whether you're looking into your first policy or to upgrade existing coverage, it's important to determine how much life insurance you need and which type is right for you.

One key fact about life insurance you may not be aware of is premiums are likely to be less expensive if you purchase it earlier in life. For those of you who currently have policies, what you purchased 10 years ago, five years ago, or even last year may not be enough to replace your income and all you provide for your family. And if you are part of the 30% of Americans who don't have any life insurance at all,\* you could be putting your family at great financial risk.

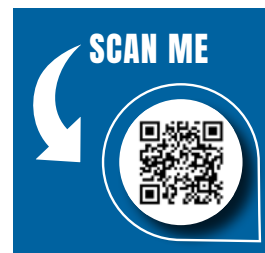
There are a variety of options to consider when it comes to life insurance, including:

- 1. Term Life** – this product pays a benefit in the event of the death of the insured during a specific timeframe but offers no cash value.
- 2. Level Term Life** – this insurance is similar to term life but is normally for a set period of time such as 10, 15, or 20 years; it also offers no cash value.
- 3. Universal Life** – this option offers a way to protect your family while building tax-deferred cash value; policyholders can usually access a portion of the balance without impacting the guaranteed death benefit.

\* Source: USA Today - <https://www.usatoday.com/money/blueprint/life-insurance/life-insurance-statistics>

NYSUT Member Benefits endorses a number of competitive life insurance programs (those listed to the left and others) available to NYSUT members and their spouse/certified domestic partner. Many of these plans offer reduced rates not available to the general public along with additional convenience and savings opportunities through payroll or pension deduction.

**Learn more about Member Benefits-endorsed life insurance programs by scanning the QR code, visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org), or calling 800-626-8101.**



**MEMBER  
BENEFITS**  
**nysut**  
Working to Benefit You  
September/October 2024



Pittsford  
Schools



**SAVE THE DATE:**

**PCSD & PDTA ANNUAL**

# **BENEFITS FAIR & FLU SHOT CLINIC**

• APPOINTMENT REQUIRED FOR FLU SHOTS



**OCTOBER 24, 2024**

CALKINS ROAD MIDDLE SCHOOL

**2:30 - 5:00 PM**

**ALL PCSD EMPLOYEES WELCOME !**

**PURCHASE RAFFLE TICKETS TO WIN  
FABULOUS PRIZES,  
ENJOY FREE REFRESHMENTS,  
AND VISIT EACH VENDOR TO GET USEFUL  
INFORMATION, FREEBIES, AND QUALIFY FOR  
DOOR PRIZES!**

**ALL RAFFLE PROCEEDS BENEFIT  
PDTA STUDENT SCHOLARSHIPS & LOCAL COMMUNITY PARTNERS**