



PENFIELD EDUCATION ASSOCIATION
United in Excellence

The Broadside

REMINDERS AND UPCOMING EVENTS:

- December 16th: Open Health Insurance Enrollment Ends
- January 30th: Tentative Date for Our 1st Annual District-Wide Chili Cook Off
- January 31st: Full Day (6-12) Superintendent's Conference Day



Inside this issue:

| | |
|--|-------|
| President's Message | 2 |
| VP's Message | 3 |
| Treasurer's Message | 4 |
| Secretary's Message | 5 |
| Making Strides | 6 |
| Kerry Young Acts Up | 7 |
| SEPTA Book Fair | 8 |
| Bldg Rep Contact Info | |
| Karen's 5K | 9 |
| Know Your Contract | |
| SRP Day Reflection | 10 |
| Benefits of Massage | 11 |
| NYSUT News and Sonia's December Talking Points | 12 |
| Highlighting Social Workers | 13 |
| Common Core Letter | 14 |
| Advertisements and Special Reminders | 15-17 |

Susan Vadakin is Honored by Genesee Valley PTA

Susan Vadakin, Art Teacher at Cobbles, was confounded when she heard J. Ernest DuBois talking about a teacher who sounded a lot like her at a Genesee Valley PTA awards banquet last month. When she looked at the faces of her friends around the table, she quickly realized that she had been duped. She wasn't invited to the banquet to support a friend in the PTA, she was the award recipient!

Loretta Mueller, a PTA parent, nominated Susan for the J. Ernest DuBois PTA Educator Award which is given every fall. The award recognizes educators who have made significant contributions to the PTA, the school, and the students they serve.



Susan Vadakin and Her Family at the Awards Banquet in November



"I wish there were more venues available for recognizing teachers. My colleagues really do amazing things!"



Susan and J. Earnest DuBois, the Retired Rochester City Social Studies Teacher for Whom the Award is Named

Loretta said that when Susan tie dyed 500 t-shirts for Cobbles students, she knew right then and there that she was going to write a nomination. In addition to Susan being a PTA member, she has Chaired or Co-Chaired 3 committees including Square One Art, a PTA fundraiser. In the words of her nominator, "She is not just an art teacher. She is a champion for developing creativity in learning. A champion for Arts in Education. A role model for students and adults alike."

Since the Award's inception in 1986, Penfield educators have won the award three times. Terri Ercole of Cobbles (2011) and Sherrill Moon of Scribner (2012) have both been award recipients as well. The Genesee Valley Region PTA includes Monroe, Yates, Livingston, Seneca, Ontario, and Wayne Counties.

Recipients of this notable award each receive a crystal bell.

Photos by Michelle Sharman

Sonia's Message

PEA Executive Board

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Renee Yandow, Cobbles

Broadside Editor

Sue Mietus, Bay Trail

Our leadership has been focusing on how to build Union Solidarity, meaning that we want to build a strong union that involves its members at every level of decision making. We want to start to come together as an entire association, not just as educators at six different buildings. We want to educate members on what it means to be part of our union and how members fit into the larger union and the labor movement. Our union isn't only about solving problems and upholding the contract but it is also about creating a better educational system for Penfield students and adding value to the Penfield community. Our increased solidarity and strength can help to make solving problems easier and will help us pave the way to a fair contract in the upcoming negotiations.

I want to thank the membership for joining us at the recent Informational Meeting Sessions on Negotiations. We have had meaningful conversations at the High School, at Bay Trail, and at Cobbles. I look forward to the remaining sessions at the other three buildings and to meeting with our nurse representatives. I am hopeful that these conversations about the negotiations process coupled with continued dialogue with the membership about issues that matter most will help us secure what we all want and deserve in the upcoming negotiations.

At this point we have requested the necessary financial data and membership information from the District which will help us to draft our proposals. We should have this information from the District before the holiday break. There will certainly be more union dialogue to come as we continue moving forward.

We have much to do in getting ready to negotiate but the PEA leadership team is looking forward to the challenge and in representing your interests at the table.

I want to reiterate once again that **YOUR Union starts with YOU**. To build solidarity and strength in our organization, we need you to get involved in the work of our union. The first way to get involved is to stay up-to-date; take time to read the union correspondence through emails and the Broadside; be sure to attend your building level meetings and ask questions. Second, I would ask that you take what you are learning from these sessions and help us educate the rest of our members. Lastly, I ask you to please attend one of our upcoming events. It is my sincerest hope that you will find a way to get involved in our union. We certainly need your help, support, and input to be the strong union you are worthy of.

The tagline in our logo has never been more necessary than in the year ahead: *"United in Excellence."*

In Solidarity,

Sonia



NEW PEA WEBSITE

Our new website is under construction but check it out as we update it over the upcoming weeks:

<http://penfieldea.ny.aft.org/>

Thank you to Chris Masters, our Webmaster, for his work on this huge project.



Broadsidepea@gmail.com

Our Next Broadside
Submission Deadline is:
Wednesday, February 5th

A Message from PEA Vice President, Russ Byer

Actions Have Consequences, as Does Inaction

While we know there is a Board of Regents, for many of us the regents were simply exams we took at the end of high school classes.

Now more than ever, the Board of Regents is becoming well known. The Regents preside over the State Ed Department and SUNY, are responsible for their Reform Agenda, and the appointment of Commissioner King. This spring, four Regents are up for re-appointment: Christine Cea, James Jackson, James Cottrell, and Wade Norwood. If the latter Regent's name is familiar, it is because Wade Norwood is from the Rochester area, though he serves as an at-large member of the board. The Regents are elected by the Legislature in the spring, though many argue it is a rubber stamp. This, we must change.

The time is ripe for us to exert pressure on our legislators regarding these upcoming appointments. Our legislators must realize that we know the Regents are the responsibility of the legislature and we will hold them accountable for their actions in the fall election.

The NYS Allies for Public Education provided a **sample letter** which can be used or modified to help get our point across:

Dear Assemblyman _____,

This year 4 members of the NYS Board of Regents are up for re-appointment, Cea, Jackson, Cotrell, and Norwood. New candidates will be interviewed by the Education Committees in February, and you will be voting on these re-appointments in March of 2014. I am writing to let you know that I am very concerned about the damaging effects of Regents Reform Agenda, and that this year, the public will hold NYS legislators accountable for their votes for or against the appointment of individual Regents. Therefore, I am asking that you **please appoint Regents who support an immediate moratorium on:**

- ◆ Common Core
- ◆ High stakes testing
- ◆ The uploading of student information to the inBloom cloud

The Regent's Reform agenda in NYS is destroying public education and violating student privacy. As an elected NYS legislator, you MUST represent the interests of our children and the will of the people.

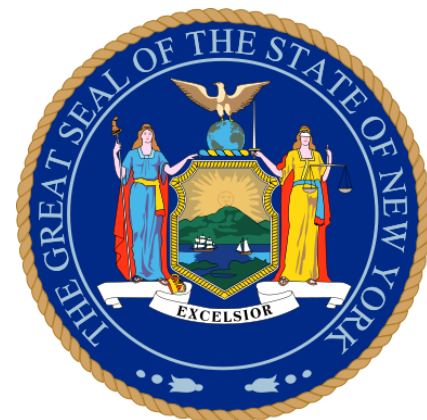
Sincerely,

Your Name

Call, write and email your Assemblyman. You may contact them more than once.

Assemblyman Mark Johns: <http://assembly.state.ny.us/mem/Mark-Johns/contact/>
 Assemblyman David Gantt: <http://assembly.state.ny.us/mem/David-F-Gantt/contact/>
 Assemblyman Harry Bronson: <http://assembly.state.ny.us/mem/Harry-B-Bronson/contact/>
 Assemblyman Brian Kolb: <http://assembly.state.ny.us/mem/Brian-M-Kolb/contact/>
 Assemblyman Bill Nojay: <http://assembly.state.ny.us/mem/Bill-Nojay/contact/>
 Assemblyman Bill Reilich: <http://assembly.state.ny.us/mem/Bill-Reilich/contact/>

List of All Assembly Members: <http://assembly.state.ny.us/mem/>



Message from PEA Treasurer, Michael Pray



Chili Cook Off Planned!

Do you have a chili recipe that you'd like to enter? Do you love chili and want to sample some of Penfield's best? Join us for our First Annual Chili Cook Off in late January!

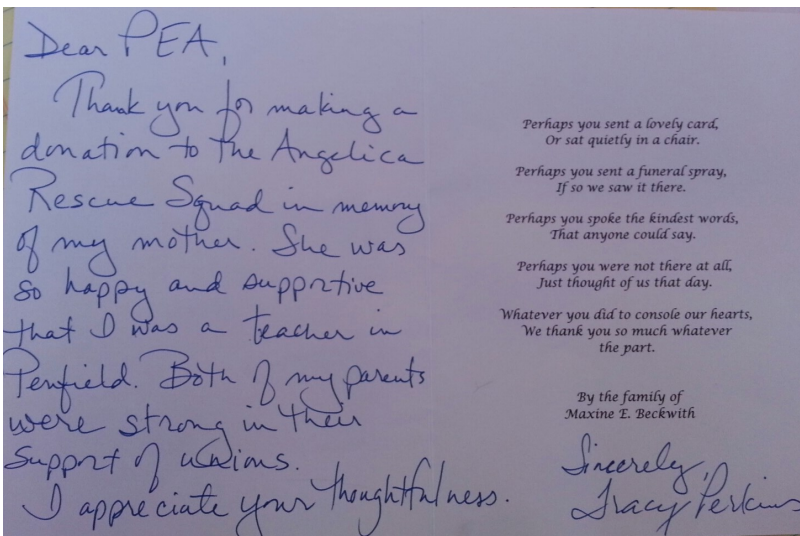
To support the Scholarship Fund, the LAP team is sponsoring this event. If you are interested in entering your chili, please contact any of the LAP Committee members: Sonia Basko, Russ Byer, Liz Brown, Mike Pray, Sue Mietus, or Kevin Quinn.



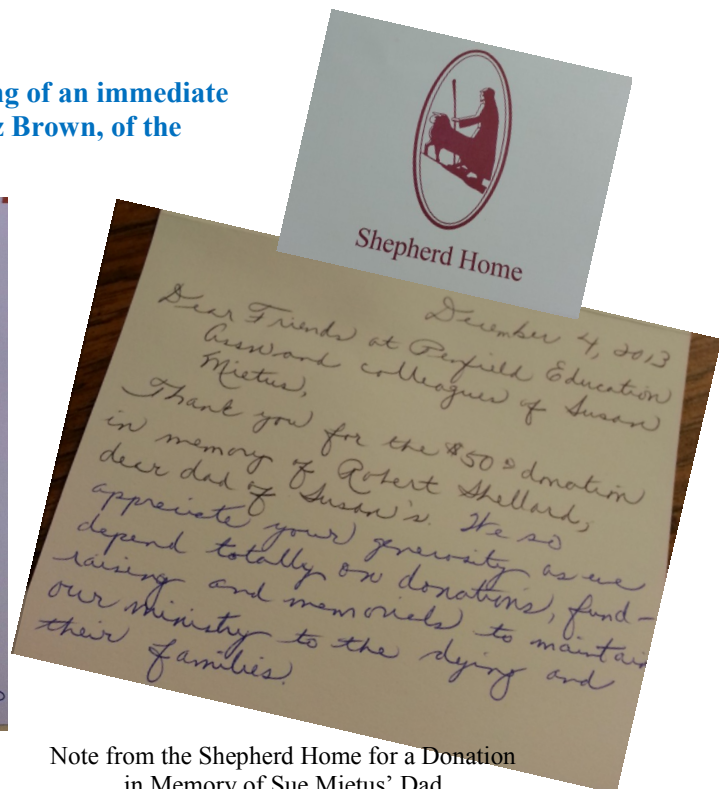
The winner will receive a very cool trophy and bragging rights!

Memorial Gift Thank You Cards

The PEA sends a memorial donation of \$50 to honor the passing of an immediate family member. Building reps should notify our Secretary, Liz Brown, of the passing.



Note to the PEA from Tracy Perkins



Note from the Shepherd Home for a Donation in Memory of Sue Mietus' Dad

Message from PEA Secretary, Liz Brown

I just wanted to bring you all up to speed on something positive and uplifting that will be an ongoing effort across the 6 buildings in the district. **The PEA has signed on to sponsor 6 shelves at the Ecumenical Food Pantry of Penfield.** I have been in touch with the ladies who run the show over there, and we have figured out the items that are most lacking in donations, or that are just hard to keep on the shelves. Shelves will be sponsored by building, with the largest 2 buildings sponsoring the highest need items.

We are very excited about this opportunity to help our community members in such a positive and meaningful way!! Please join us in our efforts!

We ask that you bring in whichever item is designated for your building just once every 2 months. You are free to donate more often if you'd like, and email reminders will be sent on occasion to let you know when it's time again. **Boxes will be placed in the faculty room at each building with signage indicating the requested item.** These boxes will be distributed this week, and collection will begin immediately. Our first donations will be delivered just prior to the holiday vacation. We will be donating every other month only, but collection can be continuous. A schedule for volunteers to deliver the items for their building will need to be worked out by the LAP committee. If you are interested in helping out with deliveries, let me know!



Items by Building:

High School- Boxed Dinners
(Mac n' cheese, hamburger helper, etc.)



Bay Trail- Dish Soap

Cobbles- Shampoo and Conditioner

Last name beginning with A-M= Shampoo

Last name beginning with N-Z= Conditioner



Indian Landing- Pancake Mix/Syrup

Last name beginning with A-M= Mix

Last name beginning with N-Z= Syrup

Harris Hill- Rice

Scribner- Stuffing Mixes





Making Strides a Success

Thank you to everyone who came out to support the Making Strides of Rochester Walk that took place on October 20th!

Nearly 10,000 people from all over Rochester participated in the event to support the fight against Breast Cancer. It was moving to see teachers and students come out to support this worthy cause, and we are excited to see this event grow in Penfield in coming years! Many of us have been affected by Breast Cancer in our inner circles and we look up to those around us who face this disease with admirable strength. Moments where we can come together to make a difference, big or small, are valuable and remind us of the encouraging community we have in our school district. Money raised from this event helped to support research and resources for patients and families affected by Breast Cancer.



If you would like to make a personal donation, any amount helps and is greatly appreciated by the American Cancer Society. You can continue to support the American Cancer Society's fight to end breast cancer through December 31st for this event. All checks should be made out to the "American Cancer Society." See mailing address below.

Making Strides of Rochester

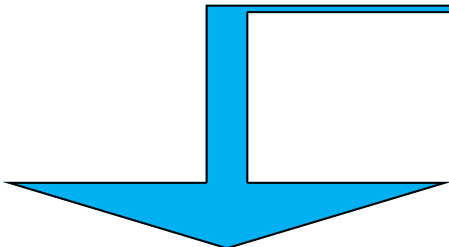
American Cancer Society

1120 South Goodman St

Rochester, New York 14620

Submitted by: *Laura Krebs*, PEA Strides Coordinator

Thank you again for all of your support!



Share My Lesson is the space for educators to share free K-12 learning materials, including activities, worksheets and lesson plans. Discover how you can upload or download resources on a number of subjects for students at any grade by checking out their website:

<http://www.sharemylesson.com/teaching-resources/>

SPECIAL PROMOTION!

Win one of three Macy's gift cards one \$1000 and two \$500 cards—just for **signing up by December 19**. That's certain to make your holiday a Season of Sharing!

Go to:

http://www.sharemylesson.com/article.aspx?storyCode=50006971&cid=SML_Home_macys_2014?utm_source=aff&utm_medium=nysut&utm_campaign=rochester_rd



Kerry Young Acts Up

Kerry Young epitomizes the famous William Shakespeare quote: “to thine own self be true.”

When she’s not expanding young minds in her role as House C Enrichment teacher at Bay Trail, Kerry is active in the Rochester theater scene. Actually, active is an understatement. Not only is she an actor, but she also directs, produces and writes. She just finished directing “Rapunzel, Rapunzel, A Very Hairy Fairy Tale” through the Rochester Children’s Theater in conjunction with the Nazareth College Arts Center. Barely taking a breath, this month she moves on to direct and act in a comedic montage of 1-act plays called “Relatively Speaking” at the JCC Centerstage.

She finds her theater endeavors to be fulfilling and energizing. She says, “When I’m busy, I’m more productive and being able to express myself creatively helps keep me focused.” On average, she spends about 5 weeks rehearsing for a performance, 3 hours a night, 5 days a week (she sometimes has to bring papers to grade to rehearsals). She lives with her family in Ontario and her daughter is a senior in

high school. She is grateful for the support from her family who she describes as “super supportive.” Theater helps her to stay in the moment and gives her a lot to look forward to. She is constantly making new friends and collaborating with artists and the network that she’s developed has positively affected what she does as a middle school teacher. Nazareth students have helped with set design and costuming for Bay Trail’s musicals and guest artists are more willing to come to talk with students based on the relationships she has developed.

In addition to her stage performances, she is also part of a comedy improvisational (improv) troupe which performs throughout the year, most recently at the Rochester Fringe Festival. The improvised musical documentary about Rochester titled ROCumentary they created for the festival was a blast and each performance was very unique because of the diverse contributions made by the audience at each show. If she wasn’t busy enough, Kerry’s responsibilities also include managing the TheatreROCS Stage at the Xerox Auditorium annually for the Fringe Festival. Although the bulk of



the work is done over the summer, the planning begins in March for the festival which happens in September.

Originally from Oneonta, Kerry wrote plays her whole life and used to make her family members act out what she had created on paper. She hit the big time in 6th grade when she wrote an alternate “Wizard of Oz” play and a teacher supported her so Kerry could bring it to life as the Producer. She took a circuitous route to her theater roles however, and attended the Fashion Institute of Technology her senior year of college. While she loved her art courses, she took a few business courses which completely turned her off to opening her own boutique. In order to keep her sanity, she auditioned for a musical and got in which kept her going enough so that she could complete her degree. She went on to earn Masters degrees in both English and Administration as well as becoming certified in N-6 Gifted, English 7-12, Art K-12 and Enrichment.

You can find Kerry in January and February in a leading role in “Boeing, Boeing”, a bedroom farce, at the Blackfriars Theatre. In March, she’s looking forward to participating in “The Normal Heart”, a dramatic play at the JCC about the AIDS epidemic in the 1980’s.

So the next time you’re in a darkened auditorium and you see a familiar face on stage, you may be watching Kerry do what she absolutely loves.



Kerry (far right) poses with her Improv Troupe, *Unleashed*



This “Another Dimension” column was first created in the Broadside in the 1970’s and we’re bringing it back! Do you do something outside of school that members might be surprised to know?

Contact Sue Mietus
Broadside Editor



Teachers Help at the SEPTA Barnes & Noble Book Fair



Shelby Sponholz, Special Educator at Harris Hill, poses next to the SEPTA table.

Many teachers came out to assist organizers with the SEPTA (Special Education PTA) Book Fair at Barnes and Noble on Saturday, December 7th. Christa Knaak, the Program Coordinator for SEPTA, shared that this yearly fundraising effort is very much a team effort. Not only do parents and teachers help out, but also students and administrators. The funds raised at this event will go towards student scholarships and book purchases for PCSD libraries. Their goal was to earn \$15,000 as a percentage of sales generated by the event. The event is really a win/win. Not only does SEPTA utilize the funds to help students, educators also get a discount of 25% on their school and non-school related purchases with their teacher ID.

About 4 years ago the Book Fair became a full-day event, including musical performances by Penfield students, student art displays, and book readings by Principals. This year they added an author visit and a Lego competition.

Watch for the event next December—it's usually held the first Saturday of the month. For more information, please contact Christa Knaak at cmknaak@aol.com.

Other PEA members who participated in the event included:

- ◆ Laurie Kennedy, Cobbles
- ◆ Kerry Young, Bay Trail
- ◆ Cynthia Andrews, Indian Landing
- ◆ Colleen Krug, Bay Trail

PEA Building Representatives

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|----------|-------------------|--|
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| BT | KEVIN QUINN | quinner326@gmail.com |
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| CO | JANE SERESKY | jsaresky@gmail.com |
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LAP TEAM

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| LAP TEAM MEMBER | MIKE PRAY | BT | peatreasurepenfield@gmail.com |
| LAP TEAM MEMBER | KEVIN QUINN | BT | quinner326@gmail.com |



Karen's 5K: Not Your Average Race



On October 6th, 237 people joined to celebrate former Penfield High School teacher, Karen Grant. For many of the participants over the past 5 years, Karen's 5k fun run and 2 mile walk is their first race. Many teachers and administrators train over the summer just to be prepared for the event using training programs such as "couch to 5k". Students that said "I will never run a race" are often heard commenting that they can not wait until next year's event. Local businesses are eager to sponsor the race and are placed on the back of the shirts proudly worn by the participating students, teachers, and administrators. Some of our local community sponsors for the 2013 race were:

- ◆ Dick Ide Dealership
- ◆ Lisa's Liquor Barn
- ◆ Baker Commodities
- ◆ Dawson Law Firm
- ◆ The PEA

Karen's 5k is quite an unique event. The 3.1 mile course weaves from the Penfield High School track, around the community center, up into a nearby neighborhood, and then returns to the track. The course is fairly flat with only one hill. The students of the Varsity Club, supervised by PHS P.E. teacher Robert Young, cheer all participants on the course whether they are first or last, running or walking. The overall atmosphere is unlike most races in the Rochester area. **Karen's 5k is very much like Karen was: filled with positive energy, going the extra mile, and always giving it your best effort.**

In addition to the 5k and 2 mile walk, many teachers, parents, and community members contribute to the Karen Grant Memorial Scholarship through donations and buying raffle tickets. The raffle baskets are put together by various departments within the high school and contain everything from Penfield spirit wear, books, coffee and exotic foods. On Open House night and the day of the race, the National Honor Society students assist with the raffles.

It is through the raffle baskets and the 5k that the funds for the scholarship are able to be generated. This Spring a deserving senior will receive a scholarship from Karen's 5K fund at the senior award's night.

The Karen's 5k committee hopes to see all of you next year as we honor our former colleague by "going the extra mile". For more information about Karen's 5k, please go to:

<http://www.karens5kmemorial.webs.com/>

or

<https://runsignup.com/Race/NY/Penfield/Karens5Kand2MileWalk>

Information about the October 2014 race will be shared via email in the Spring.

Submitted by:

Kimberly Bradshaw,
Karen's 5K Race Director
PHS Science Teacher



Know Your Contract

Each issue of the Broadside will spotlight a particular part of our contract in an effort to make our members more familiar with their rights and the terms and conditions of their employment. If you have a section you would like to see featured, email the Broadside Editor at Broadsidepea@gmail.com.

Section 3-2. NEGOTIATION TEAMS

Neither party in any negotiations shall have any control over the selection of the representatives of the other party, and each party may select its representatives from within or outside the school district. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations.

SRP DAY 2013

Feedback & Kudos!



Thank you **PEA** for your support. Teaching Assistants appreciate all that you do in the celebration of School- Related Professionals Day!

Sherry Peets

President of Penfield Paraprofessional Association



What a well done newsletter! I think this is the first time in my career here where we have visually acknowledged our support staff! Thank you! I love the pictures! I loved the tribute to Kathy Salmon!

Debbie Nelson

Bay Trail 6th Grade Science Teacher

I would like to thank you so much for a wonderful article that provides insight into all our units at Penfield. What is very clear in reading about all our units is that we want the best for our students. Love all the pictures of our units. We love our jobs and strive to make our Penfield School District successful for our students. We all must work together and we do just that. GREAT JOB!

Cathy Underberg

President of the Transportation Unit



Thank you for taking the time to celebrate our support staff.

Jill Jones

Bay Trail 6th Grade Math Teacher

Nice job –this is a wonderful edition. You did a great job highlighting different roles that we often take for granted. Our SRP’s are amazing.

Stephanie Dana

PHS School Counselor



I just want to express what a great edition of the Broadside this is. I enjoyed how you added the voice and perspective of each of the different groups, and the pictures really personalized it as well. Congratulations on a job well done to everyone who contributed to this issue....and thanks for sharing it!

Stephen Grimm

Superintendent



Benefits of Therapeutic Massage

*Submitted By Jacqueline Holtzman
Licensed Massage Therapist and Certified Fitness Trainer
Body Renewal & Rejuvenation, Penfield*

Many people know how relaxing a massage can be, but do you know of the many benefits massage can offer?

Everyone feels emotionally stressed at times. We may feel the physical manifestations of emotional stress in our upper back, shoulders, and neck. When we are under stress, our shoulders tend to elevate causing that feeling of tension that we have all felt from one time or another. When the stress does not let up, it accumulates as physical manifestations throughout our body.

Poor posture can also attribute to physical stress on our body. For example, we lean into our computers to do our work. This simple “leaning” causes rounded shoulders and forward head posture. Rounded shoulders are most commonly caused by tight pectoral muscles and weak middle back muscles (rhomboids, middle trapezius) which cause us pain in our middle back. Forward head posture is most commonly caused by tight neck flexor muscles (the muscles in the front and sides of your neck) and weak neck extensor muscles (the muscles in the back of your neck) which causes us pain in our neck and upper back.

Receiving a regular massage can keep your muscles tuned and relieve them of the accumulations of stress. A good massage therapist will give you recommendations to help relieve the stress on your own and keep it at bay. We all usually visit the dentist once or twice a year for a cleaning. We don’t usually wait until we are in pain to see the dentist. It also makes sense that you should not wait to be in pain to see your massage therapist. Stay a step ahead of the pain in your body to live a relatively pain-free life.

Massage can also help the healing of rotator cuff tears, frozen shoulder, strains, sprains, low back pain, sciatic pain, knee problems tennis elbow, etc. The list goes on and on. Find a trained Orthopedic Massage Therapist to help with your orthopedic conditions. In my practice, I have found that just after the first visit, clients are relieved of much of their pain. As a trained Orthopedic Massage Therapist, I balance the muscles around the injured area while also assessing the joint capsule. A visit to your Orthopedic Massage Therapist can help to reduce or even eliminate the need for surgery or cortisone injections.

Massage Can Help:

- ◆ Reduce anxiety
- ◆ Improve sleep
- ◆ Reduce the flow of stress hormones
- ◆ Improve energy levels and reduce fatigue
- ◆ Improve concentration
- ◆ Increase circulation
- ◆ Reduce frequency of headaches
- ◆ Stimulate parasympathetic nervous system while calming sympathetic nervous system (fight or flight)
- ◆ Reduce muscle soreness and stiffness
- ◆ Improve joint range of motion
- ◆ Break down and free adhesions
- ◆ Reduce trigger point formation and activity
- ◆ Stimulate peristalsis of the large intestine
- ◆ Boost the immune system
- ◆ Release endorphins

“We don’t usually wait until we are in pain to see the dentist. It also makes sense that you should not wait to be in pain to see your massage therapist.”

*Body Renewal & Rejuvenation is located at 2130 Five Mile Line Road at the Four Corners in Penfield
www.BodyRenewal-NY.com 585-315-1726*



If you know a business in Penfield that would like to contribute an article for the good of the PEA membership, please ask them to contact the Broadside Editor at: Broadsidepea@gmail.com



News From NYSUT

Action Steps You Can Take to Hold Regents Accountable

NYSUT members can:

- ◆ Sign the letter at www.nysut.org/dayofactionletter.
- ◆ Watch what they do. Regents meet monthly in Albany. Video of the proceedings is streamed from the State Education Department's website - www.regents.nysed.gov - where you'll find the meeting schedule, agenda and videos from past meetings.
- ◆ Find the Regent who represents your area by going to the interactive map at www.regents.nysed.gov/members/findrep.html.
- ◆ Contact your Regent via email or phone from information listed on www.regents.nysed.gov.
- ◆ Invite your Regent for a classroom visit to show first-hand what you do and the impact their decisions have on your students.
- ◆ Ask your local leader to invite your Regent to your next membership meeting.
- ◆ Keep your legislators updated about the decisions Regents make that affect your school.

December Talking Points from Sonia

APPR UPDATE: Our next TERT meeting is scheduled for January. At this time we will be looking through the questionnaires you filled out last month. The Grade 3 SLOs will need to be changed; Assistant Superintendent Jim Pieffer met with the PEA Executive Committee to explain what will need to change and why so that we can help answer questions after this information is shared with Grade 3 teachers.

KNOW YOUR APPR AGREEMENT: Right now our main focus is in trying to ensure consistency in implementation of the plan across the six buildings and among over 20 administrators.

Administrators do not get to dictate what the content of your lesson for your observations will be: Our agreement is meant to be teacher-centered and so that teachers can showcase their best work and practice. In section 3.1 of the APPR Red Book Agreement, it states that the role of the teacher is to be the "lesson plan presenter." The administration should not be telling teachers that their observation lesson will be on "Math Expressions" or a "Lucy Caulkins Writing Lesson." If this happens, please comply with the request but let your building rep know immediately as this is a simple procedural grievance.

NEGOTIATIONS AND PARC:

The PARC Team is looking through the data we have received thus far from the membership and will be looking to turn those ideas into proposals for negotiations.

We hope to have all the requested data from the district by mid-December (individual salaries, benefits, sick bank data, days without subs as well as district financial data, audits, etc.) so that we can further draft proposals and be educated about the current financial standing of the district.

We hope to come up with a list of negotiations topics in early January and will start negotiating with the district shortly thereafter.

We have just received notification of the NYSUT Negotiations Training that will be held in January. We will be getting this information out to PARC members in the next few days so that anyone that is interested may attend.

Our other focus right now is trying to get the membership educated on some of the basics of negotiations and up to speed on what they can expect in the months ahead.

2014-2015 SCHOOL CALENDAR: By this time last year, I had already seen a tentative Monroe County Core Calendar. So far this year, I have not heard a word about the calendar for next year. I have put word out to a member on the committee asking for an update. I'll let you know when we know more; I know that some of you plan far in advance for vacations and the like.

GRIEVANCE #6: Grievance About Pays on the 15th and 30th The PEA has escalated this Grievance to Stage II, which was of course rejected by Assistant Superintendent Gallagher. The Association will be escalating the grievance to Stage III. In Stage III, the President of the PEA and the Superintendent work to find a remedy. We will keep you posted as things progress.

Potential Remedies to Grievance #6: The PEA has proposed 2 possible remedies to the Grievance: (1) that the District follow the contract and pay members on the 15th and 30th *this is highly unlikely as not all of the other unions have agreed to this pay schedule* or (2) that the District distribute Salary Statements one week prior to the first pay date of every year *this is the real discussion; we are advocating for members to get Salary Statements in a timely fashion.*

Penfield School District Social Workers

The school social worker is becoming a useful professional to assist children who are marginalized whether economically, socially, politically or personally. Social workers can assist in helping to make the education process effective. School social workers may work one-on-one with teachers, families and children to address individual situations and needs. We become part of joint efforts to make schools safe and productive for all students.

Penfield has three full time school social workers who cover elementary, middle and high school levels. Our names are Jane Richards-Hyde at Bay Trail and Scribner Road Elementary, Linda Dengal at Indian Landing and Harris Hill Elementary and Karen Lewis who is at Penfield High School and Cobbles Elementary. All three of us are master level practitioners and hold various certifications in our own field as well as within the educational arena. All of us have been with the Penfield School District for over 20 years and came to our positions with several years' experience within the private mental health sector and BOCES prior to beginning our work for Penfield.

Social work services can vary from level to level and building to building, depending upon what is needed. Services are always flexible and are adjusted according to the needs of the particular building and student/family population. All of us provide individual and group counseling, often with the most involved



students with specialized needs. We provide comprehensive social work services including family education, supports, advocacy, networking and liaison with other schools, community service agencies and mental health centers, pediatricians, hospitals, CPS, FACT and private mental health providers. We take our children and families to intakes for specialized out of district school programs and act as case managers and liaisons between those programs and our district. We are knowledgeable about community resources and agencies for families experiencing challenges regarding housing, food, clothing, mental and physical needs. We work with students that are experiencing social and emotional problems that are interfering with the adjustment and achievement in school. We assist students with anger management issues, bullying, social skills, stress, divorce, conflict resolution, self-esteem, grief and loss, coping skills, attendance issues, behavioral support and relationship issues. We deal with issues concerning depression and

suicide; develop FBA's and behavior support plans for regular and special education students. As part of the special education team we do social history assessments that may lead to recommendations regarding special education eligibility and services. We participate on various building level and district level teams and are all members of our building TIG teams, RtI and Autism teams. We attend building team meetings, parent meetings, CSEs, assist in providing in class lessons (i.e. SOS program) and social emotional education. We participate in transition meetings for students with special needs and assist in developing appropriate educational programs for these students.

We continue to work closely with our school counselors, nurses, administration and teaching staff in order to provide comprehensive support services to our students and families of the Penfield Central School District. It has been a pleasure working alongside the many professionals who consistently provide outstanding support for all of our students and families in order to make the education process safe and effective.

Submitted by:

Jane Richards-Hyde,
Linda Dengal, and Karen Lewis

In future editions of the Broadside, we will be highlighting the many underrepresented groups that fall within PEA membership. These groups include (but are not limited to) social workers, school psychologists, speech language pathologists, and guidance counselors. If you are a member of one of these groups or another "minority" group, please contact me—we'd love to hear your thoughts!

- Sue Mietus, Broadside Editor

A Letter Regarding the Common Core

Written by Michelle Duffy, PHS Science Teacher

Submitted to the Democrat & Chronicle, November 18, 2013

Today, parents across New York State plan to keep their children home from school to protest the Common Core. I sent my son to school as usual. Truth is, that while I do have some real concerns with the Common Core, I am not definitively opposed to it, in theory. There is some sense in the idea that Earth Science taught in New York State resemble Earth Science taught in Idaho, for example. There is truth in the notion that when we raise our standards and expectations, students meet the challenge. I know that as a classroom teacher, I ultimately decide what to teach and how to teach it. I will be able to decide that Suzy and Johnny each benefit from a different learning strategy and will invent ways to reach them both. I know that if I teach well, my students will perform well on the State's tests. I teach in Penfield, NY. Most of my students come from families that value education and work hard to help their children succeed. Most of my students have parents who have taught them that their education is their job and that they have to do their homework and study. Most of my students are well fed and get enough sleep. Most of them live in quiet, safe neighborhoods. Most of our students will go on to a 4 year college. Kids in the suburbs have problems, but their basic needs are met. Likewise, kids in urban and rural impoverished areas can and do rise above the profound reality of their environment and succeed.

The problem is when I consider how my view of Common Core might be different if I had accepted the teaching job that I had been offered in the City of Rochester instead of in Penfield; or if I taught Special Education instead of Earth Science. Or if I taught English or Math in a district that insists that the Common Core modules take precedence over my bachelor's degree in Earth Science, master's degree in Education, professional development and years of experience. When did we as a society decide that one size fits all educational reform really fits anyone? How can a student in my Honors Earth Science class be measured by the same standards as one whose life is riddled with the all too real impacts of poverty? By extension, how can it be fair for a City School teacher and I to be evaluated by each of our student's performance on the same standardized tests? How can it be fair to expect that EVERY student pass the same tests? How can it be right that my 9 year old son hates school in part because of the 6 consecutive days of testing that he endured last year? How do I tell him that there is so much more testing in his future? How can it possibly be appropriate for students in kindergarten to be spending time prepping for and taking standardized tests?

Despite the fact that the Common Core curriculum lacks a sound foundation in educational research, is brought to us by corporate interests and despite all of my unanswered questions, my real concern is not with the curriculum as it is written; my real problem lies with Commissioner King and New York State's implementation of this new curriculum. I also have sincere concerns over what the curriculum means to teachers who are being evaluated by the new teacher evaluation system, APPR. When New York State committed to Common Core, they raced to put this new silver bullet in place; they admitted as much by referring to this initiative as a "race to the top." Teachers were asked to teach from modules that were not ready yet and when the modules arrived they were riddled with error. Why the rush? Isn't anything worth doing, worth doing well? Shouldn't teachers be adequately prepared for such a shift? Shouldn't any new curriculum be phased in at an appropriate pace rather than pushed forward in an effort to win some metaphorical race? I do not believe that the actions of New York State under the watch of our Commissioner of Education, John King, have been taken on behalf of or in the best interest of students. In fact, we were all told to expect poor scores on the tests last year. Where is the educational research that supports giving an assessment that students are expected to fail?

Because of the thoughtless nature of the implementation of the Common Core, teachers, parents and other concerned members of our communities have been very vocal in opposition to the Common Core. Commissioner King has attempted to appease these interests by holding forums for public comment so that we could be heard, perhaps an attempt to compensate for not having included such vested interest in any conversation prior to implementation. One such meeting in Poughkeepsie was an embarrassment to Commissioner King and the Department of Education as angry stakeholders lost their patience with the monotonous, thoughtless answers that were given their grave concerns. I attended one such meeting at Brighton High School on November 8th, 2013. I was both amazed and unimpressed with what I experienced that evening. When I arrived, I learned that tickets had been issued for the event, but I still have no idea how individuals were selected to receive these tickets. When the meeting began I learned that numbers had been issued to those who wished to speak, but I had never seen anyone issuing number, nor did I encounter anyone who had. Members of teacher unions had agreed to stand in support of statements instead of applauding in order to allow the meeting to continue uninterrupted. We were told that Commissioner King would hear about 2 dozen questions or comments before answering any. Steps were taken on all parties to avoid a Poughkeepsie like event that prevents continuing the dialog. I heard almost 40 very prepared, well spoken, passionate speakers over about an hour and a half before Commissioner King addressed any of their concerns. Of the almost 40, 1 spoke in favor of the Common Core; the rest had concerns and questions for the Commissioner. How could Commissioner King possibly address all of these very specific and differing concerns at once, you ask? He could not and clearly had never intended to. I have never seen so many speak so eloquently to be so blatantly disregarded. The meeting was a disgrace to the democratic process.

Finally, at the same time that New York is rushing to institute Common Core, they, under Commissioner King's leadership, rolled out and began using APPR, New York's new teacher evaluation program which ties teachers evaluations to their students test scores. Really? As I stated previously, my students score well and as a result of that (and my clearly superior teaching which is done without curriculum modules) I was rated as "Highly effective." I wonder how many of the teachers in the City of Rochester or of Special Education can say the same.

All of this during the tenure of State of New York Education Commissioner John King. I now join the ranks of those calling for the resignation or termination of Commissioner King. His leadership has failed New York's schools, students, parents and teachers.

Although the Democrat & Chronicle did not print Michelle's article, a New York State Senator entered it as testimony at a committee hearing!





Working to Benefit You

Check out the Member Benefits section of the NYSUT website to learn more about discounts and various programs and services they endorse.

<http://memberbenefits.nysut.org/>

Or Call: 1-800-626-8101

This Month's Discount Highlights:

- * Bose Music Systems
- * OfficeMax
- * **New! Ski Tickets**

NYSUT Members can purchase tickets for the following:

Killington, Pico, Gore, Whiteface, Jiminy Peak, Willard Mountain, and Belleayre Mountain



Payday Fridays!



Come and kick off the weekend every paycheck Friday with your Penfield colleagues. Enjoy a free wing buffet, drink specials, and all around good company!

When? Paycheck Fridays
3:00-5:00 PM

Where? The Back Nine Grill
3500 East Avenue
Rochester



As an NEA member, when you post your request for up to \$500 for classroom materials on DonorsChoose.org, the NEA Foundation will match the public donations you receive. For every dollar given, we'll give one, too!

Last year, we helped fund close to 1,500 NEA member project requests. As a result, more than 120,000 public school students benefited.

This year, with your support, we hope to help even more students reach their potential and thrive.

The NEA Foundation funds and supports educator-driven solutions to improve student performance. Through our work, we've learned that the best teaching ideas come from our greatest assets, educators. Teachers have great ideas to help their students learn more, but often lack the resources they need to bring these ideas to life. Last year, through our partnership with DonorsChoose.org, we matched public donations to support 1,500 NEA member requests for classroom materials, reaching 120,000 public school students.

Visit this site for more information:

http://www.donorschoose.org/nea-foundation-match#nea-foundation-match/?matchingId=634&_suid=1380812239977018188406864333728



Coffee Corner

In each edition, we will pose a question to our membership in this column. The first 2 people to respond to broadsidepea@gmail.com will each win a \$10 Starbucks Gift Card.


What is the best way a student has ever shown their appreciation for what you have taught them?

Last edition's question:

What is your favorite NYSUT benefit?

Kevin Leisten wrote that *retirement* was his favorite benefit, even though he is far from that point in his life!

He received a \$10 Starbucks gift card.



Please remember to notify our Treasurer, Mike Pray, and the District Office of Address or Name Changes

HELLO

my name is

A financial safety net for NYSUT members & their families

Long-term care insurance pays for services that aren't covered by Medicare or traditional health insurance but are important when you can't fully take care of yourself.

You may think it's unnecessary since you have no plans of ending up in a nursing home or requiring assistance for basic daily activities. The fact remains, though, that none of us can predict what's going to happen in the future.

This is where long-term care insurance comes into play – helping to pay the high cost of custodial care and other long-term care expenses that a long-term illness or injury can bring.

That's why the NYSUT Member Benefits Trust is excited to be back in the long-term care business with the endorsement of New York Long-Term Care Brokers.

With this endorsed program, NYSUT members and their eligible family members have the opportunity to receive a 5% to 10% discount on various plans.

With regional representatives throughout New York state and beyond, eligible individuals have access to long-term care insurance plans from multiple highly-rated insurance companies – including the New York State Partnership for Long-Term Care.

And with Americans living longer than ever today, the need for a financial safety net has never been greater. Through this endorsed program, eligible individuals can get a long-term care insurance plan designed with their specific needs in mind.



And don't automatically discount the cost of this type of insurance as it may be far more affordable than you may think.

If you or a loved one has been previously declined for long-term care insurance, you may still be insurable with a different company.

NYLTCB represents numerous long-term care insurance companies – all with different medical underwriting guidelines. Make sure to ask your long-term care insurance specialist for more details.

We encourage you to look into the cost of a long-term care plan tailored to your specific needs.

For more information about this endorsed offering, please contact **NYLTCB toll-free at 888-884-0077**. You can also contact Member Benefits with any questions at **800-626-8101** or visit memberbenefits.nysut.org.

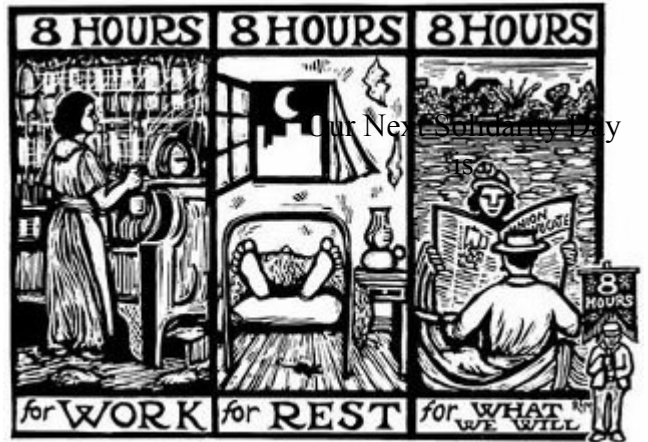


For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

This Week in Union History

December 9, 1869

The Knights of Labor was founded on this date in Philadelphia as a secret society open to all members of the producing classes except "parasites" like stockbrokers, gamblers and lawyers. The Knights were one of the most important labor organizations of the late 1800s, reaching a membership of 700,000 by 1886. While other unions were fighting for a 10-hour work day, the Knights were demanding a 8-hour day, as well as an end to child and convict labor. They were also one of the earliest labor organizations to accept blacks and women.



GET SUBS EARLY IF POSSIBLE!

Despite any efforts on the part of the District to increase our pool of substitutes, this is cold and flu season and sometimes it is hard to secure subs without calling them early.



What You Can Do To Support Negotiations

Show solidarity by wearing your new black PEA t-shirt on "Solidarity Days". You'll receive an email about the one day a month that we will all show our unity and commitment to a fair contract.

**Our Next Solidarity Day is:
Friday, December 20th**



If you did not get a black PEA shirt email
Sonia:
sbaskopea@gmail.com

Keep Laughing....

(Almost) Roving Reporters Needed!

Are you one of those people who always knows "what's what" in your building? Would you like to share the interesting things your colleagues do in their classrooms? Then the Broadside needs you! We are looking for members to be our ears and eyes on the ground. If you're interested, please let me know with an email:

broadsidepea@gmail.com

Thanks!

Sue Mietus, Broadside Editor

The Deadline for Submission for the January/February Broadside is:

February 5th, 2014

