

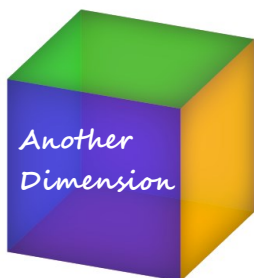


PENFIELD EDUCATION ASSOCIATION
United in Excellence

The Broadside

REMINDERS AND UPCOMING EVENTS:

- **Deadline for Donation to the Sick Bank: Tuesday, 10/15**
- **Strides for Breast Cancer Walk: Sunday, 10/20**
- **Retirement Seminar: Thursday, 10/24**
- **Regents Visit & Next Solidarity Day to Wear our PEA T-Shirts: Monday 11/4**



Stewart Plays with Bublé

Shana Stewart, orchestra teacher at PHS, is secretly a famous rock star. Shhh. Don't tell anyone.

If you check out YouTube, you may spot her on stage performing only a few feet from Michael Bublé on September 24th at the First Niagara Center in Buffalo.

So how did she get so "lucky" you ask? She was discovered by a national music contractor while she was subbing for a violinist on the Josh Groban "Awake" tour in Western New York. The contractor noticed right away that Stewart had talent and moxie – a winning combination in his business. Whenever one of his artists (so far Groban, Buble, and Trans Siberian Orchestra) comes through Western New York looking to hire local talent, Shana gets a call. For each performance, Shana is also tasked with hiring the other local musicians. Whenever she can, she uses her former Penfield string students who have gone on to careers in music. She's worked with many alumni, including Carolyn and John Kluge, children of Wendy Kluge, a music teacher at Bay Trail.

When the lights came up at the Bublé concert, Shana said all she could see was a wall of people. With a nearly sold out show of almost

20,000, the people looked tiny from her vantage point. Her violin (she also plays viola) was rigged with a wireless microphone and she wore an ear piece to get instructions from the band leader. Before she played, the entire platform she and the other 7 string players were sitting on moved from the back to the front of the stage. Shana joked that it felt like an amusement park ride. "It was so exciting" she said, but when she

realized video of the musicians was being projected on the jumbo tron all she could think was "don't screw up, and look like you're having fun!"

When she comes back down to earth after such an amazing experience, she enjoys sharing her brushes with fame with her students. Before the shows, Shana says, students don't really understand that I'm up on the stage, just a few feet from the artists; that I can be seen as well as heard. After the performances she shows them a YouTube video and they're shocked. Shana says **"I don't just teach music, I live it"** and her passion is definitely contagious!



This "Another Dimension" column was first created in the Broadside in the 1970's and we're bringing it back! Is there another side of you that you'd like to share with our members? Do you do something outside of school that members might be surprised to know? Contact the Broadside Editor!

Sonia's Message

PEA Executive Board

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I hope your school year is off to a good start and that you are enjoying time back at work with your students.

Despite all that is going on right now in education and in Penfield: APPR, Common Core, SIP work, RtI, SMART Goals, common planning, common assessments, data—data—data, and hundreds of other initiatives, I must ask that we focus on one more thing: our upcoming contract negotiations.

The PEA has not been through full-blown negotiations since 2002. It has been over ten years since then and in that time, nearly half of our membership is new. So only half of our members have ever been through a full-blown negotiation here in Penfield and for those of us that were here, it was so long ago that I am sure we remember little of it.

As such, we will be offering educational sessions at each building throughout November, December and into January. We will start talking about negotiations at our November building-level PEA meetings. In addition to our negotiations education sessions, we will also hold information gathering forums to hear your concerns about the contract so that we can prepare for the negotiations ahead. These meetings will be held in every building to better meet your needs and busy schedules. We hope that you will make every effort to attend as many of them as you can.

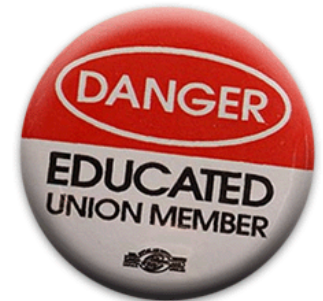
Please remember that “**Your** Union Starts with **You**.” Please remember that we cannot be successful without each other as our collective strength is in our numbers. In spite of opposing viewpoints and differences of opinion, we must find a way to all work together to find what is in the best interests of ALL PEA members. In other words, by working with each other, we might be successful in obtaining the fair contract we all want and deserve. Too much is at stake—our job security, our salaries, our health benefits, our working conditions and our retirement—to do otherwise. It is essential to all of us that we find a way to move forward together and all rowing the boat in the same direction. I am here for you, your union is here for you, please also be here for our union. In addition to office hours in each building, I will be holding a Presidents meeting in each building over the upcoming weeks to share information and to hear your concerns.

There is an old union button that reads, “United We Stand and Divided We Beg.” Please join us in our collective efforts by staying informed, attending our meetings, and reading any PEA correspondence. We need your input and we want to serve your best interests.

In an effort to start learning more about negotiations, please take the Negotiations Procedures Self-Check on the next page.

Sincerely,

Sonia



Letter From the Editor

I am honored and excited to walk in the footsteps of other committed Broadside Editors before me and while I realize that I have rather large shoes to fill, I am grateful for this opportunity.

With the huge shift in the overall look of the Broadside which occurred last year, it has grown into a source for not only local happenings but also statewide and even nationwide events and trends.

As educational professionals, it is often challenging to come up for air

during our day-to-day grind. I hope that the expansion of the Broadside under Sonia's leadership can fill the information void for many. With unions being assailed by many forces, there has never been a better time to take an extra step and become more informed. Let's not forget that **knowledge is power**.

I am especially looking forward to highlighting our own members in the Broadside. With the pressures we are facing now, it is crucial that we focus on

the amazing contributions we make to both education and to the world.

I welcome and encourage your input and feedback as I start this new journey and hope that you will be able to find ways in which you can contribute to your Broadside.

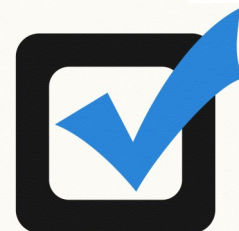
Sue Mietus

Broadsidepea@gmail.com

Our Next Broadside Submission Deadline is: Wednesday, December 4th

Negotiations Procedures Self-Check

There are a few basics we should all review about negotiations before we get too far into the year. To help get you thinking about negotiations, please use the following questions to help learn or relearn some of the basic information about our negotiation procedures. This information was taken from Article III: Negotiation Procedures of the PEA Collective Bargaining Agreement (CBA).



True or False:

1. Neither party in any negotiations shall have any control over the selection of the representatives of the other party.
2. Neither party can have representatives from outside of the school district on its negotiations team.
3. Negotiations must open on or before March 15 of any given school year.
4. Negotiations will proceed with both parties meeting every 15 days after the first meeting.
5. Our contract states in Section 3-1 Principles, that "The Superintendent and the Association agree to negotiate in good faith in order to reach mutual understandings regarding matters related to terms and conditions of employment." What does it mean to "negotiate in good faith"?

Answers:

1. True: We cannot tell the District who should be on their negotiations team any more than they can tell us who can or cannot be on our negotiations team (Section 3-2 Negotiation Teams).
2. False: Each party gets to select their negotiations team and members of the team can be from outside the district. For example, the District may choose to have their lawyers present as part of the team and the PEA might choose to have a NYSUT Labor Relations Specialist or retired PEA member as part of its negotiations team (Section 3-2 Negotiation Teams).
3. True: Either party may request a meeting to open negotiations and both parties must mutually agree to meet within 15 days of the request (Section 3-3 Opening Negotiations).
4. False: The second meeting must happen no later than 15 days after the first meeting but any meetings after that are to be mutually agreed upon by both parties (Section 3-3 Opening Negotiations).
5. Good-faith bargaining generally refers to the duty of the parties to meet and negotiate at reasonable times with willingness to reach agreement on matters within the scope of representation; however, neither party is required to make a concession or agree to any proposal. Good faith bargaining requires employers and unions involved in collective bargaining to:
 - Do their best to agree to an effective bargaining process
 - Meet, consider and respond to proposals made by each other
 - Respect the role of the other's representatives by not seeking to bargain directly with those for whom the representative acts
 - Not do anything to undermine the bargaining process or the authority of the other's representatives.



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/>

Share My Lesson was developed by the American Federation of Teachers and TES Connect, the largest network of teachers in the world.



A Union of Professionals



Message from PEA Vice President, Russ Byer

Just One More Action

So much is happening “to us” as teachers. We all feel the target on our back. When members ask me “why”, or “what are we doing about it?”, the answer is the same. It is politics and the only way to change the climate is political action.

In a democracy, political action requires the participation of its citizens. This is happening to us because of effective political action of others. We must (all of us) be politically active to counter. It isn't enough to think someone else will do it, or whatever reason anyone can come up with not to act. Political action is a numbers game. We are in the place we are today due to not enough action on all of our parts. I know I could have done more.

My goal this year is to increase the number of times I engage in political action for the betterment of education. If I can do one more thing this year, whether it is one more email to my Assemblyman, or one more FAX using the MAC App, or attend one more rally, or one more ...

Ask that you all join me in the challenge of just one more action. Will you do just one more? Who is with me?

Download the Member Action Center App:

iPhones:

<https://itunes.apple.com/us/app/nysut-mac/id575255229>

Android:

<https://play.google.com/store/apps/details?id=org.nysut.mac.actioncenter>

How do I contact my Legislators?

<https://mac.nysut.org/find-my-elected-officials>

The PEA Political Action Committee has a few people who signed up the opening day. We will always welcome more. The goals/projects for this committee may/will be:

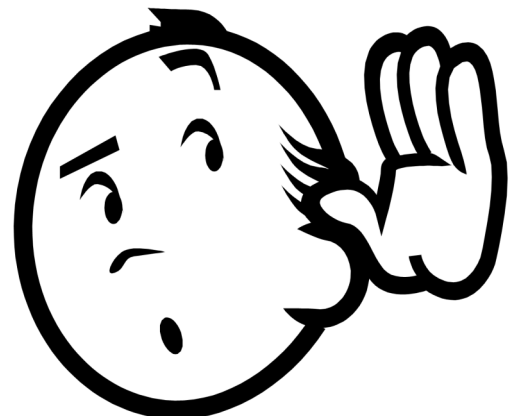
- Vote-Cope Drive
- Coordinate communication to/from members
- Member Action Center
- Visit with legislators
- PCSD Budget (lawn signs, postcards, etc...)
- School Board Election (promote candidate, meet candidate's night, etc...)
- Plan for next year

And possibly more...

Monthly Talking Points: September/October

This important list is generated by Sonia and distributed to building reps to share with members in their buildings. If you need more details about any of these items, please see a building rep.

- ◆ Reach out to new members—show them that they are important to us!
- ◆ Be vigilant when it comes to APPR—let the PEA know if policies or procedures are not being followed as they were outlined in our red APPR manual.
- ◆ If you have a PEA concern, please seek out your building rep first before going to an officer; of course if it is an egregious issue, the officers are more than willing to jump in right away.
- ◆ Thanks to those at Scribner who pointed out the Global Compliance issue. Your vigilance means that those who completed the modules over the summer don't have to re-take it. Remember to get your Global Compliance done by December 1st.
- ◆ Please join your building's PTA or PTSA. We really want to send the Penfield parents a strong unified message that we care about education and are hoping to build a stronger coalition with them.
- ◆ Use your personal email accounts for union business. Under the Freedom of Information Act (FOIL), community members could ask to see our email communications.
- ◆ Watch your personal email for more information about healthcare changes.
- ◆ PARC has met already and has established their plans for the year; more info to follow at your November PEA meetings.
- ◆ If you haven't already, please return your signed salary notifications to the Personnel Office





Message from PEA Treasurer, Michael Pray

Greetings Fellow PEA Members,

In this issue of the Broadside I would like to try and explain the finances involved in the NYSUT LAP (Local Action Project) program and how this fits into the overall PEA budget.

Involvement in LAP requires a certain financial obligation by the PEA. This obligation increases from 50% to 70% over the course of three years. The LAP plan really looks to the fourth year where we are completely self sustaining; at least that is the goal.

In order to participate in the LAP program, funds in excess of our PEA working budget are not needed. The required PEA percentage is and has always been built into our working budget. The difference is that now those expenses incurred for such things as political action, communications, member services, etc. receive funding from both our working budget AND the NYSUT LAP grant.

In this **example** you can see that the LAP grant adjusts to our PEA working budget- even if we don't increase the PEA portion.

Total LAP Monies	PEA Portion	NYSUT Grant	Year
\$16,000	\$8000	\$8000	1st
\$13,333	\$8000	\$5333	2nd
\$11,428	\$8000	\$3428	3rd

The first two years of the grant are really for trying out different things due to the larger amount of money from NYSUT. As we get into the third and, certainly, the fourth year, the LAP plan must meet the limits of the PEA budget. This means only the most cost effective LAP activities will continue to be funded by PEA- subject to membership vote.

On another note, I would like to thank the audit committee for their hard work examining our last year's finances and finding them to be appropriate and in order. Documentation will be sent to AFT and the IRS to that effect.

If there are further questions regarding LAP or any financial questions, please let me know.

Michael Pray, PEA Treasurer

Breaking News!
NYSUT approved our budget and we received \$14,480 to continue our LAP efforts this year!



John Giotto, Bay Trail Social Studies Teacher

It's a quiet afternoon in House C at Bay Trail and John's classroom is dark. Walking by his room, you can't help but notice his 6th grade students intently focused on his SmartBoard, but he's not showing a video or giving notes. Upon closer inspection, there are students from another classroom peering back at his class on the screen. John uses Skype to play Social Studies quiz games with students in Croatia. Yup, I said Croatia.

He first got connected with Ms. Kralj and her class through Zondle, a site where teachers can "create, play and share games to support teaching and learning." Giotto communicated with Doug Lapsley, the Zondle developer, in a mutual effort to improve the software. At first Giotto's students competed with Mr. Lapsley from his Zondle office in Scotland through Skype. It was Doug Lapsley who recommended that Giotto connect with Ms. Kralj, a Zondle "Guru," who had been using the web-based software since its inception; now the classes Skype about once a quarter.

The Croatian students love it so much that they actually stay after school to participate due to the time difference. John says that his students get a kick out of the experience and that they are incredulous at first that they are actually talking to English-speaking Croats halfway around the globe. John would recommend Skyping with an international class to any teacher who is interested. Both the American students and the international students come away with a new level of understanding about their student counterparts.

In each Broadside issue, we hope to focus on a member who is doing something interesting during their work day. If you or someone you know would be willing to share, please contact the Editor.

The 2013 Annual Leadership and Union Representative Conference

Three of our building reps attended the 2-day 2013 Annual Leadership and Union Representative Conference at Cornell University in August. Kevin Leisten (Bay Trail), Jeanne Crowther (Harris Hill), and Randy Hartman (Harris Hill) took advantage of the specialized training and support provided through NYSUT. Topics included:

- ◆ Grievance Process and problem solving
- ◆ Seniority, recall, and certification
- ◆ Leadership and membership
- ◆ Roles and Responsibilities of union representatives

- ◆ Teacher Discipline and Termination Issues and procedures
- ◆ APPR
- ◆ NYSTRS information and updates

Randy Hartman said that he has always obtained practical, current, and relevant information to assist and support our PEA membership from NYSUT workshops.

In addition, the August 2013 conference provided a session on important union, legislative, and legal updates that affect our membership on many levels.

Hartman says “It is always reassuring to hear all of the work NYSUT is doing at the national, state, and local levels to support educators and ensure the integrity of our profession.”



PEA Building Representatives

BUILDING	NAME	PERSONAL EMAIL
BT	FRANK ABREAU	fabreau@rochester.rr.com
BT	KEVIN LEISTEN	Kevin.leisten@yahoo.com
BT	KEVIN QUINN	quinner326@gmail.com
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CO	JANE SERESKY	jsaresky@gmail.com
HH	JEANNE CROWTHER	jgcrowther@aol.com
HH	RANDY HARTMAN	rchartman1@gmail.com
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PHS	BOBBY YOUNG	Young1652@msn.com
SR	CAROL KONCELIK	cakoncelik@gmail.com
SR	AMY REINHARDT	amylreinhardt@me.com

LAP TEAM

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LAP TEAM MEMBER	KEVIN QUINN	BT	quinner326@gmail.com

The Government Shutdown & You

A Message from Andy Pallotta
 NYSUT Executive Vice President

At midnight, October 1, the federal Fiscal Year 2014 began. With no budget in place the United States government was forced to shut down. Here is where things stand:

In the days prior to the shutdown, the House and Senate have had numerous votes to amend a continuing resolution (CR) to keep the government running. The leadership of the House of Representatives demanded defunding all or part of the Affordable Care Act (ACA or “Obamacare”) as a condition for funding the federal government through the CR. Early Sunday morning (9/29) the House voted once again to defund the ACA and to remove a tax on medical devices. The vote was 231-192 along party lines, though the only two Republicans to vote against defunding the ACA were New Yorkers Chris Gibson (CD-19) and Richard Hanna (CD-22).

This vote sparked a back and forth between the House and the Senate with the House determined to delay the implementation of the ACA and the Senate declaring they would only pass a “clean” continuing resolution. On Monday night another key vote in the House occurred to amend the CR by delaying the individual mandate. This vote was 228-201. The following members of the New York delegation voted for this version of the continuing

resolution: Republicans Chris Collins, Chris Gibson, Michael Grimm, Richard Hanna, and Tom Reed along with Democrats Dan Maffei and Sean Maloney. The following (all Democrats) voted against this version: Bishop, Clarke, Crowley, Engel, Higgins, Israel, Jeffries, King, Lowey, C. Maloney, Meeks, Meng, Nadler, Owens, Rangel, Serrano, Slaughter, Tonko, and Velazquez. Carolyn McCarthy did not vote due to ongoing cancer treatment.

The House finally agreed to conference with the Senate on the budget, however, this wasn't until after midnight when the federal government had officially been shut down.

So where does that leave us?

The morning of October 1st the Senate rejected a request from the House to conference on a CR that includes the ACA amendments. As this budget debate continues, Congress will also need to address raising the debt ceiling by October 15th. This afternoon we have learned that the House intends to do a piecemeal approach by funding small parts of the government starting with national parks and the Department of Veterans Affairs. We, along with the AFT and NEA, will continue to monitor budget and debt ceiling talks.

How does this affect NYSUT members?

- ◆ Medicare and Social Security checks will still go out and the U. S. Postal Service will continue to run.
- ◆ Veterans’ hospitals will also remain open.
- ◆ Depending on the length of the shutdown payments to school districts, colleges and universities could be delayed or curtailed.
- ◆ Housing loans to families in rural areas are put on hold.
- ◆ Military personnel will still be paid.
- ◆ The Women, Infants and Children (WIC) program funding has been cut off.
- ◆ The SNAP program (food stamps) will continue for the time being.
- ◆ Passport and consulate agencies can only afford to stay open for two to three weeks.
- ◆ All national parks are closed.
- ◆ If there are issues that need to be addressed by your member of Congress (re: Medicaid or Medicare) then that will be put on hold as well.

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.

- ◆ Personal days should remain personal and should not be used to extend a vacation
- ◆ Bereavement days: if you are questioned as to whom you are taking your 5 days to grieve, please report it to a building rep



APPR

We NEED Your Help!

As the President of our organization, I am so pleased that none of our teachers in Penfield are on TIP plans because of the new APPR mandate. Despite this faulty system set up by SED to evaluate teachers, I am proud of our results and proud of our resilience.

However, understandably so, there are some of us that are not satisfied with their overall HEDI Rating. I can certainly understand disappointment with a rating of anything less than Highly Effective; I ask that we keep in mind the faulty nature of this assessment and do our best to remain patient as we work out the kinks on a system based on regulations that were not of our design.

Please also know that if there are ways to improve the plan that will benefit our members, we will certainly do so. We are running reports, analyzing the results and looking for trends and patterns that may give us information about how to make the plan better but we need your help. In order to improve this process, we need your input. We recently sent out surveys to members about the Composite Scores and APPR. If you have not already completed those questionnaires, please do so and return them to your building reps. We know that inconsistencies in implementation is an issue but it would help if you identify clearly where those inconsistencies exist in how the plan is being implemented so that we can address them.

“If it is not in the red book, it is NOT part of the plan.”

Each time we negotiate new language into our contract it is important to be vigilant. With a new 87 page agreement on APPR that is longer than our entire Collective Bargaining Agreement, our scrutiny could not be more important.

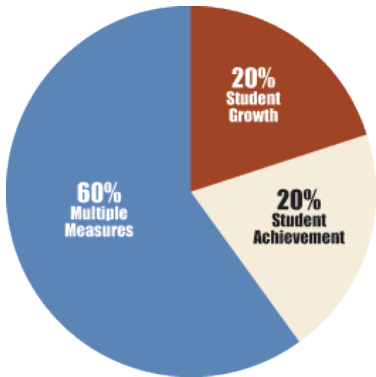
After the larger TERT group suggested the basic vision of the agreement, there were about ten people that finalized it. The agreement is very clear to those in the room but as we roll the agreement out to approximately 450 teachers and 20 administrators, there are bound to be misinterpretations of the language.

As such we need every member affected by the new APPR plan to be mindful of how the plan is implemented at each building and within each building. If something is not in the

Red Book, it is NOT part of the plan. The Red Book is the first place to check for answers on APPR. If an administrator asks you to do something that does not sound familiar regarding APPR, then ask them to show you where that is in the Red Book so that you can be informed.

Talk to each other and please let your building reps know if the plan is being implemented differently by different administrators in your building or differently from building to building. Now is the time for us to catch and correct those inaccuracies before they become the norm.

In Solidarity,
Sonia



Know Your APPR Agreement

The Goal Setting Meeting: The main focus of the Goal Setting Meeting is to establish the 8 Danielson Components to be observed for the year. For tenured teachers: the teacher selects four components and the principal will select four components. For probationary teachers: **this is the new chart to replace the one on page 17** of the red APPR handbook:

Year 1	Year 2	Year 3
1a	1a	1b
1c	1c	1d
1e	1e	1f
2a	2a	2b
2c	2c	2e
2d	2d	
3a	3a	3b
3c	3c	3d
	3e	
4a	4a	4d
4b	4b	4e
	4c	4f

Probationary teachers working on a two-year tenure track because they received tenure elsewhere in New York State, should begin on “Year 2” of the chart.

Teachers and principals might also spend time brainstorming potential artifacts at this time but this is not required.

Artifacts are due on May 1st.

Calling All Teachers and Parents!

Historically, our Regents have never come to this area to meet with teachers. Despite several requests to do so over the years, they have never meet with us in this region and have actually ignored our requests.

This is an outstanding opportunity to tell the Regents what really matters in education and what really matters to students.

Please join us on November 4th in Solidarity by first wearing your new black PEA shirts to work and then by joining us that evening at Gates Chili High School. Let us show the Regents that the teachers of Penfield care about education and need a voice in Albany.

Please join us and other teachers from the Rochester area to voice our collective concerns with the Regents on November 4th. Please note that **you must sign up ahead of time to be there**. I would love to see us fill the auditorium that night.

Hoping you can make it,
Sonia



T. Andrew Brown, Esq.

A Conversation with our Regents

For the JMT Region
(Genesee Valley, Monroe #1,
Monroe 2 – Orleans,
Wayne – Finger Lakes
BOCES)



Wade Norwood

Monday, November 4, 2013 Gates Chili High School

1 Spartan Way, off Wegman Road near Rte 490

5:15 – 6:00 pm

Light Dinner

6:00 – 8:00 pm

Regents Forum in the Auditorium

Participate in a conversation with our local Regents about the New York State agenda for education reform.

Special thanks to the Gates Chili Central School District for hosting this event.

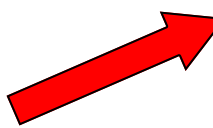
REGISTRATION FORM

Registration by October 16, 2013 is required. To register, submit this form to Judy Wadsworth, 46 Maybrooke Road, Rochester, NY 14618 ; OR email the completed form to judithw@frontiernet.net.

There is NO COST for attending, but participants MUST register for planning purposes. Please complete a copy of this form for every individual who will attend.

Name _____
Job Title _____
District/Institution _____

email _____
work phone _____
home/cell # _____



Our sponsors:



News From NYSUT

NYSUT calls for three-year moratorium on high-stakes consequences

NYSUT is calling for a three-year moratorium on high-stakes consequences for students and teachers resulting from standardized state testing. In their rush to implement their "reform agenda," the State Education Department and Regents badly miscalculated the time and resources it would take for districts to re-tool and adjust to the Common Core Learning Standards and new tests. The rocky implementation of the Common Core and premature tests created a questionable baseline and anxiety in schools across the state. Students and teachers should receive the additional support needed to meet the more rigorous standards, not be penalized. "SED hastily pushed out its 'reform agenda' and essentially allowed failure to be an option," said NYSUT President Dick Iannuzzi. "An immediate three-year moratorium on high-stakes consequences is the best way to give the system time to catch up, make the necessary adjustments and finally get it right."

While the state has made it clear that the scores represent a resetting of the bar – what it sees as a new baseline – and not a step backward, parents and teachers alike need assurance that accountability measures will be accurate, valid and reliable over time. Research shows that three years of data is needed to set a reliable and valid baseline. The skewed scoring reflects poorly on students and teachers. A three-year moratorium would allow districts and teachers to make the necessary adjustments in curriculum and instruction to help students meet the new higher standards.

NYSUT will wage a major campaign to press for the three-year moratorium and push for state legislation in the upcoming session. NYSUT is emphasizing the need for the moratorium at each of the Senate Education Committee hearings titled "The Regents Reform Agenda: 'Assessing' Our Progress".

Curriculum modules not a mandate

The State Education Department cannot mandate curriculum. It is the responsibility of each local school district to develop curriculum. Use of the modules and their associated resources posted on EngageNY.org is voluntary and NOT mandated by SED.

Modules may be used and modified in any way or not used at all. The modules are one interpretation of the Common Core standards and are a canned curriculum. Be aware that the assessments in the modules may not look like the state assessments that students take. Implementing the modules as is will not "guarantee" students will do better on the state assessments or have a better chance of passing the Regents exams.

NYSUT's position is that practitioners should use their professional judgment. Districts need to provide teachers with the resources and tools necessary for the implementation of the Common Core as well as time for communication and collaboration between and among teachers.

SED recently updated the Common Core curriculum modules on EngageNY:

<http://www.engageny.org/resource/curriculum-module-updates>

It is important for SED to hear from practitioners. Urge your members to provide targeted feedback about specific concerns with the modules at:

<http://www.engageny.org/content/contact-us>



Career and Technical Education the topic for NYC conference

The UFT and the Albert Shanker Institute are extending an invitation to other locals to their conference titled "Fulfilling The Promise Of a Quality Education for All: 21st Century Career & Technical Education" on Thursday and Friday, Oct. 10-11, at 52 Broadway in New York City.

The conference will focus on:

- Creating and Sustaining Quality Career & Technical Education.
- High Academic Standards and Career & Technical Education.
- Developing New Economic Opportunities through Career & Technical Education.

Space is limited. If you are able to attend, please register here today.

<https://uft.wufoo.com/forms/uftasi-conference-registration/>

If you have any questions, please contact Randy Garton at rgarton@ashankerinst.org or Vicki Thomas at vthomas@ashankerinst.org

Disaster Relief efforts extend to our members in Colorado

NYSUT's Disaster Relief Fund has identified 70 members who live in the flood zone in Boulder, Colo. Most of them are retirees and they come from more than 40 different locals.

The fund is reaching out and providing a NYSUT Disaster Relief application form to each of them. It also is contacting their former local or retiree council to advise them of the situation and to share information.

Help us replenish the NYSUT Disaster Relief Fund so that we can help these members and be ready for future disasters.

<http://www.nysut.org/resources/special-resources/sites/disaster-relief>



New York State Teachers Retirement System

Retirement Seminar Planned

On [Thursday, Oct. 24th, 2013 from 4 p.m. to 5:30 p.m.](#) in the high school library, there will be a retirement seminar presented by Donna Bullinger from the New York State Teachers Retirement System as described below. The time was chosen to allow all NYSTRS members from elementary to high school to attend and be eligible to receive professional development and inservice credit. Your spouse or significant other is welcome to attend with you. Below is a brief description of the presentation, **Guaranteed Benefits of the New York State Teachers' Retirement System:**



“Even in turbulent economic times like these, you can achieve future financial strength and security by building a strong pension at NYSTRS. In this presentation, we'll clearly explain the guaranteed benefits for which you will be eligible, give you the tools needed to maximize your benefits, and answer any questions you have about retirement. We'll provide an

overview of NYSTRS benefits including membership tiers, service credit, death & disability benefits, pension calculations, key retirement thresholds, retirement benefit options, and more.”

Hopefully you'll leave our meeting with a handle on what's needed to plan wisely on your road to retirement, as well as what costly errors to avoid along the way.

Questions about this program can be directed to Tom Krueger at PHS or Tracy Perkins at Cobbles.

So, please use the My Learning Plan system to register and feel free to bring your spouse/significant other. Questions about My Learning Plan? Contact Chris Lelek at X 6728.

Please note: No inservice payment will be made if you do not register by Wednesday, 10/23/13. Registration is in My Learning Plan in the district catalog.

*** You must register by the day before the session and sign the attendance sheet at the session in order to receive in-service credit. ***

NYSTERS REPS

TITLE	NAME	BUILDING	PERSONAL EMAIL
NYSTERS REP	TOM KRUEGER	PHS	Krueger.thomas@gmail.com
NYSTERS REP	TRACY PERKINS	CO	Tperkins61@gmail.com



Obama Care, Affordable Health Care & the Cadillac Tax:

Some members are asking how Affordable Health Care will impact them. Right now we are getting up to speed on the laws and are preparing informational sessions for our members. There is more to come. At present, we would recommend watching the following video which summarizes things in a six-minute animated video by the Kaiser Foundation:

<http://www.youtube.com/watch?v=JZkk6ueZt-U>

I also found an interesting blog entry about the Cadillac Tax on LaborNotes.org: <http://www.labornotes.org/blogs/2013/09/attack-cadillac-tax>

You can expect an email in the upcoming weeks to announce brief informational sessions to help us all get up to speed on how these changes will impact us.



Making Strides Against Breast Cancer Walk

October is Breast Cancer Awareness month!

Come walk with us on **Sunday, October 20th** to support research for Breast Cancer. Many of us have been impacted by Breast Cancer in some way, shape or form. This is a great opportunity to show our support for one another in our Penfield and Rochester Community. Join us for the event!

What?

Making Strides Against Breast Cancer Walk is an event to encourage family, friends and loved ones who have had or are experiencing this disease. All money raised from the event goes to the American Cancer Society to provide resources, research and support to women (and men) diagnosed with breast cancer.

When?

The event begins at **10:00 AM on Sunday, October 20th at Frontier Field**. We will be gathering with the Penfield group at **9:30AM. Wear your pink!** See the link below for a map and directions to the field.
<https://maps.google.com/maps?q=1+Morrie+Silver+Way,+Rochester,+NY+14608&safe=active>

Where?

We are meeting at **Frontier Field** in front of **The Main Sign-up Booth**. (Located near the front entrance to the field next to the coffee station). Bring your family and friends too! You can choose to walk either the long or short route, depending on how long you'd like to stay. There will be coffee and doughnuts to kick off the walk ☺.

How do I sign up and donate?

Registering is easy! You can **register online by October 16th**. This step allows you to donate at the same time you register.

- Go to the following link:
http://makingstrides.acsevents.org/site/PageServer/?pagename=MSABC_CY13_SignUp_Volunteer
- Scroll down and click "Join a team today" (blue link under "Join a Team"
 Click "Search for a team"
 Type "Penfield"
 Click "Penfield Central School District"
 Click "Join our team" (Green link on the right - You can also donate here too)
 Click "New Participants"

Follow the steps to enter your name and to donate online.

Please email Laura Krebs at PHS if you need any assistance.



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://www1.nysut.org/cps/rde/xchg/nysut/hs.xsl/49.htm>

Discounts include:

- Auto/Home/Life Insurance
- Travel
- Flowers
- Pet Insurance
- Computers
- Office Supplies
- Heating Oil and Propane
- Medical Alert Services

JO-ANN
fabric and craft stores®

Teacher Appreciation Days

Saturday—Monday, October 12—14th

Teachers Save 20% on All In-Store Purchases*

Includes Regular, Sale-Priced, and Clearance Items

*Teachers Must Present a Current Teacher I.D. and Additional Photo I.D.

Some Exclusions Apply

BARNES & NOBLE

Fall Educator
Appreciation Days
October 12-20,
2013

Special offers include:

- ◆ 25% off personal and classroom purchases*
- ◆ 10% off DVDs and music
- ◆ A \$30 Barnes & Noble gift card with the purchase of NOOK® HD – limit two per educator
- ◆ A chance to win either a NOOK or a \$500 Barnes & Noble gift card (one winner per region)
- ◆ 25% off Rosetta Stone Level 1 Language Sets
- ◆ A chance to win a Rosetta Stone Language Set in the language of their choice (one winner per region)
- ◆ Other prizes and giveaways, such as books, posters, pencils, educator guides, sticker sheets, activity kits, tote bags and more

TOGETHER WE CAN HELP STUDENTS

Thrive

As a 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.

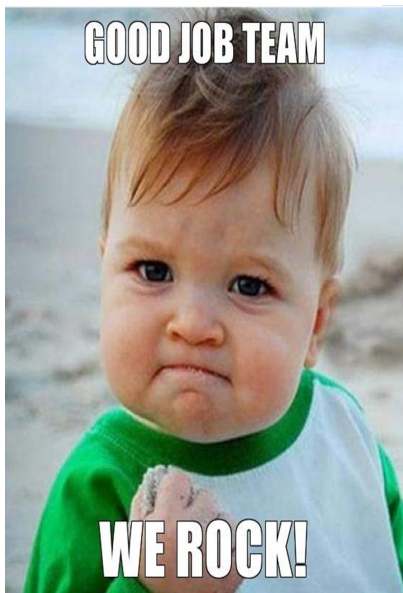
This year, with your support, we hope to help even more students reach their potential and thrive.

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

GOOD JOB TEAM



WE ROCK!

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



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

HELLO
my name is



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.

This edition's question:

What is your favorite NYSUT benefit?

Look for member answers in the next edition!

What You Can Do To Support Negotiations



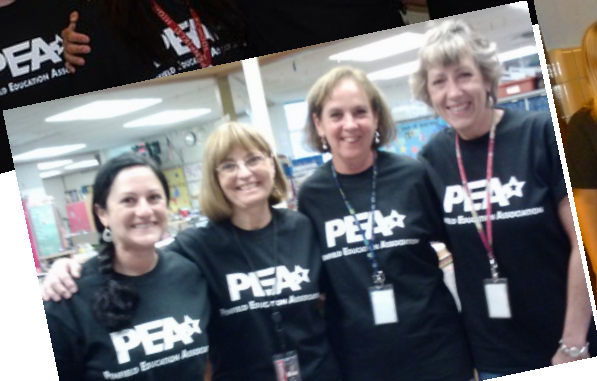
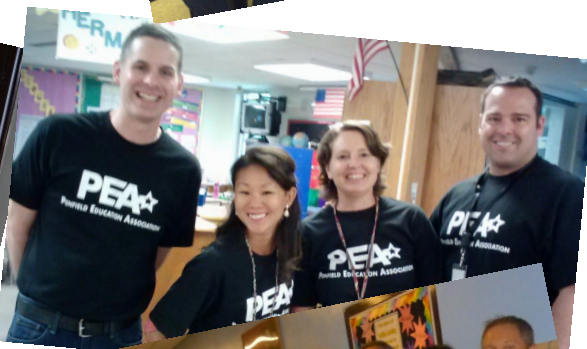
Show solidarity by wearing your new black PEA t-shirt on “Solidarity Days”. You’ll receive an email about the one day a month that we will all show our unity and commitment to a fair contract.

Check out the pictures from our last solidarity day!

Our Next Solidarity Day is **Monday, Nov. 4th**—the day that our two Regents will visit us here in Rochester



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



A special thank you to Michelle Duffy (PHS), Jeanne Crowther (HH), Melissa Cox (SCR) and Tessa Greeno (IL) for taking pictures!
We'll get more buildings next month!



The benefits of an *online* bank

Have you heard of online banks? These are banking institutions that do not utilize actual “brick and mortar” branches; instead, they offer banking services that are predominantly done online.

So why consider using one of these types of banks? Online banks are often able to offer superior rates and incentives since they don't have physical locations -- thereby passing these savings along to their customers.

Many people decide to utilize online banks in conjunction with their current traditional bank to secure higher rates for supplemental accounts, such as term-based certificates of deposits (CDs), savings accounts or IRAs.

The Member Benefits Corporation endorses the GE Capital Retail Bank Deposit Program, which is an online banking service that allows NYSUT members and their families to take advantage of some of today's most competitive interest rates.



GE Capital Retail Bank

4 reasons to use the
GE Capital Retail Bank Deposit Program:

1. Earn preferred interest rates on Money Market Accounts, High-Yield Savings Accounts, CDs, and IRAs.
2. Access your money and account information 24/7 by phone or online.
3. Grow your funds, finance a vacation, save for retirement, and much more!
4. All GE Capital Retail Bank Deposit Program customers receive free identity theft resolution services.

Learn how the GE Capital Retail Bank Deposit Program can help you save by calling toll-free 866-226-5638 or visiting gcrbatwork.com (enter “NYSUT” in the company or association name box).

Financial expertise customized for your situation



Looking to learn how to properly invest your assets to build a college savings or retirement fund; what to look for when purchasing or financing a home; or maybe tips for getting your credit under control?

The NYSUT Member Benefits Corporation-endorsed Financial Counseling Program – provided by Stacey Braun Associates, Inc. – offers unbiased, objective advice customized to your specific financial situation.

The program offers:

- Up to six hours of objective toll-free telephone consultations with a certified financial planner or registered investment advisor.
- In-person consultations at least once per calendar year at your NYSUT Regional Office or Stacey Braun's New York City office
- Access to Stacey Braun's password-protected website and a 24-hour email helpdesk for basic financial questions.
- NYSUT members can purchase the Financial Counseling Program for an annual fee of \$260; a 403(b) Limited Plan is available for an annual fee of \$185.

For more information, call **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

- ⇒ In 1899, seventy-year-old Mother Jones (Mary Harris Jones) organizes the wives of striking miners in Arnot, Pennsylvania, to descend on the mine with brooms, mops and clanging pots and pans. They frighten away the mules and their scab drivers. The miners eventually won their strike. It is said that “Mother Jones” was the most dynamic woman ever to grace the American labor movement. Employers and politicians around the turn of the century called her “the most dangerous woman in America” and rebellious working men and women loved her as they never loved anyone else.
- ⇒ In 1962, Cesar Chavez, with Delores Huerta, co-founds the National Farm Workers Association, which later was to become the United Farm Workers of America



- ⇒ In 1986, some 1,700 female flight attendants win 18-year, \$37 million suit against United Airlines. They had been fired for getting married



Are you unsure if you've made your one-time contribution of 2 days to the Sick Bank? Check with Mike Pray, our Treasurer!

Peatreasurerpenfield@gmail.com

The deadline for inclusion in the sick bank is 10/15.

Broadside Dates to Remember

Deadline for Submissions

November/December	12/4
January/February	2/5
March/April	4/2
May/June	6/4

Special Editions

- ◆ National/Local Elections
- ◆ School Related Professionals
- ◆ School Board Elections
- ◆ Retirees Tribute

(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



By Bob Englehart, The Hartford Courant
The Cagle Post Cartoons and Commentary