



# The Broadside

## REMINDERS AND UPCOMING EVENTS:

**Tuesday, April 22nd: Negotiations Update at Bay Trail  
4:00 PM**

**Wednesday, May 7th: Election for PEA Vice President**

**Friday, June 20th: PEA Family BBQ, Ellison Park, 4:30 PM**

## United on Common Ground. United in Excellence.

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A few years ago I attended the historical NYSUT Representative Assembly at which we witnessed the merger of NEA-NY and NYSUT. This past weekend was the 42<sup>nd</sup> NYSUT Representative Assembly and was no less historic. Sonia and I served as your elected delegates and witnesses to this event. The 42<sup>nd</sup> RA Convention was the first time in NYSUT's history where all the elected officers were in contested elections, as were many seats on the Board of Directors. The convention was a full force campaign in the midst of all the other work of the delegates. The air was often tense, as close friends of many years saw themselves supporting opposing candidates. Union brothers and sisters would avoid one another or engage in only polite conversation ignoring the campaign for but a moment. The convention was awash with groups of friends socializing while wearing symbols of competing candidates in a dance of silent avoidance. Then there were those who spoke openly with each other, not in an attempt to change one another's mind but to begin bridging the gap for the future. We would all have to work together for the benefit of NYSUT, our members and the students we serve. We spoke of reaching out to one another in the immediate hours following the close of the convention on Sunday. One slate of candidates began early using #commonground to begin the paving of the way to the future. The final speech by one of NYSUT's officers ended with the line, regardless of the election results, we are all united.

The entire weekend was stressful yet invigorating and powerful. I found myself trying to mend the fences between competing sides while at the same time promoting our candidates. The courting of support for ones chosen candidates was at the forefront of almost every interaction, it seemed

to envelop the delegates. This internal election, pitting friend against friend and neighbor against neighbor was felt by all. To help with the whirlwind, I spent the last few hours before the election on the convention floor, alone. I participated in the proceedings while at the same time mulling over the election in my head. During this time, all of the delegates as one unified voice:

1. Acknowledged the teacher of the year.
2. Expressed solidarity with the teachers and students in Philadelphia.
3. Supported parents rights to make educational decisions for their children by opting out of testing. And
4. We unanimously passed a resolution calling for the immediate removal of Commissioner King. In the midst of the election we showed NYSUT was still unified. The work for paving the common ground had begun.

Then it was election time, we all went to cast our votes and it was over. I overheard one delegate comment "What's done is done". She was right, and now the rebuilding could begin. As I write this, the results will not be known for quite a few hours.

The results are now known, and the slate of candidates supported by the PEA were victorious and will soon take office. Now begins the arduous task of moving NYSUT forward. To help with this process, Sonia has been asked to serve as assistant to the NYSUT President. What an incredible honor to be recognized for her talents. This is good for NYSUT as Sonia's skills will be invaluable to our newly elected President Karen Magee. It is good for

## PEA Executive Board

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### PARC Chairperson

Renee Yandow, Cobbles

### Broadside Editor

Sue Mietus, Bay Trail

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## United on Common Ground. United in Excellence. (Continued)

the PEA as our local voice will have the ear of the NYSUT president. Not to mention I still have Sonia's phone number. :)

This leads me to next chapter in describing my weekend.

### From the PEA Constitution:

"In the event the President resigns his/her position, it will automatically be filled by the Vice-President. An election shall be held one month later to fill the vacancy of the Vice-President. This election will be handled by the Executive Committee."

En route to NYC, I was acutely aware of this possibility. In fact, this awareness was omnipresent the entire weekend. The gravity of the potential responsibility which could await me upon my return became very real the night before the election. All of the duties of the President, electing a new VP, all the VP duties to be transferred, negotiations, etc... began to swim through my mind. All of these paled in comparison to my thoughts of all of you, the members of the PEA, my colleagues. I had left Penfield on Wednesday your Vice-President and could potentially return to fill the position of President. As the hours ticked by, and the votes were cast and ballots counted it indeed became my reality. With the exception of a few paperwork items, I now am standing in the shoes of the PEA Presidency.

This is not a responsibility I take lightly. I also am acutely aware of the difficulty of the timing. Similar to the importance of the first few hours of NYSUT's rebuilding on common ground, the PEA has much work to do. I am also energized. Sonia reminded me of the fantastic team we have on our Executive Committee. She is right. The other officers and your building reps are some of the finest people I know. They will be a source of strength and will propel us forward. The excellence of our members extends to our committee members and other volunteers who serve us in vary-

ing capacities in the PEA. Lastly, but surely not the least, the PEA's active and passionate members who stand together for our common causes. I believe in our members and the democratic nature of the union. Democracy and unionism is "messy" as we all have different views on how to accomplish our collective goals. I embrace this diversity and know it is with the many voices and talents that our organization is stronger than the sum of its parts.

Moving forward, I can promise only two things. First is I will listen. Second I will do my best to represent the needs and wishes of the membership to the best of my ability.

This new role will be a challenge and I embrace it. Often new leaders will speak of standing on the shoulders of giants. I see it differently, I see myself standing alongside all of you. It is an honor and privilege to be your spokesman.

I will be counting on the other officers, the executive committee, and all of you to help me through this transition culminating with a PEA United on Common Ground. United in Excellence.

-Russ



## ELECTION NOTICE

As per the PEA Constitution, the election for the position of PEA Vice-President will occur on May 7th. Petitions are due to the Executive Committee by 3:00 PM on Wednesday, April 23rd. See your building rep for additional information or questions.

### *A Special Thank You to Mark Loria at PHS*

*Mark placed a patron ad for PEA in the program for the Spring musical.*

*Bravo!*



# You're Invited

To a

## NEGOTIATIONS

## UPDATE!

**Tuesday, April 22<sup>nd</sup>**

**4:00 PM**

**Bay Trail Auditorium**

## Message from PEA Treasurer, Michael Pray



Dear PEA Members,

As we move into the April through June PEA calendar year, I find myself beginning the arduous process of establishing a PEA budget for the 2014/2015 school year that is fiscally sound and addresses the needs of the PEA organization in the years ahead.

At the April executive committee meeting, I will put forth a rough draft of the '14/'15 PEA budget for discussion and input from the executive committee members. At the May executive meeting, I will propose, for a vote, the PEA '14/'15 budget. If passed there, it will move forward to be voted on at the General Membership meeting in June.

As this process begins, I have been asked to give **a state of the PEA financials** to date for your consideration.

Currently, we are 75% through the PEA financial calendar year- which begins in August. All of the PEA expenditures are below the 75% mark at this time with the exception of the expenditures that have gone towards membership services- which is at 74%. We have spent 49% of our \$58,000 budget. Our gross income is currently at \$44,500 and comes from such things as dues, Vote-Cope rebates, interest, and miscellaneous items such as payment from NYSUT ads in our *Broadside*. At our current dues structure, we take in about \$6000 per month, from dues, to go towards operating expenses.

A note here is appropriate to explain that a budget is “unrealized” money that was and will be estimated to ensure the viability of the PEA. Gross income is actual money that can be used in the execution of PEA activities and responsibilities. **The expenses to income ratio has been very positive in the last few years and your PEA remains financially strong.**

The PEA scholarship fund program collects \$245, in total, per pay period. This money goes directly into the Scholarship savings account and supports four aspiring college students with their education towards a career in teaching. This program, along with the many fundraising activities such as the chili cook offs, benefits fair raffles, and PEA branded item sales helps us to reach that needed goal of \$4000 without dipping into our gross receipts.

Lastly, and secondary to our budget, is the Local Action Plan (LAP) budget. This program has been a boon to our PEA in that it has allowed the PEA to “experiment” with and execute new programs focused on the membership, community, political action, and communications without having a significant impact on the dues money collected from members.

It is my opinion, as your treasurer, that, while adjustments will always be necessary to both the expenses and the income aspects of any future budget, **the PEA is currently in a favorable financial position to meet its goals or to weather any storms that may appear on the horizon.**

As always, if you have any questions, please see your Union representative or contact me directly.

Mike



## Message from PEA Secretary, Liz Brown

### Bowling for Kid's Sake



PEA Bowl-a-Thon Participants at the Big Brothers Big Sisters Fundraising Event at Clover Lanes

On March 8<sup>th</sup>, 3 teams of bowlers from the Penfield Education Association came out to support Big Brothers/Big Sisters of Greater Rochester in their annual Bowl for Kid's Sake event.

This is the 2<sup>nd</sup> year that the PEA has been involved in the efforts to help raise money for this great community organization. We shared plenty of laughs and smiles, as well as plenty of delicious and FREE pizza! The event takes place at Clover Lanes, and brings people from a wide variety of businesses and industries together for the common cause of enhancing the lives of Rochester's children.

We are lucky to work in a district where children who utilize community programs such as this one are in the minority. Having worked with children at Crestwood Children's Center prior to teaching in Penfield, I am familiar with the immense impact that the "Bigs" have on the lives of the children they work with. Most of us do not have enough time in our busy schedules to volunteer to become a Big Brother or Big Sister, so I am thrilled that the PEA has found yet another way to better the lives of many individuals in need in our surrounding community. We will continue to look for more!

A huge thank you to those who volunteered to participate this year: **Kelly Limbeck, Jane Saresky, Renee Yandow, Cathy Minges, Sonia Basko, Mike Pray, Russ Byer, Liz Brown, and Jon Hickey**- our district's LRS- who rounded up 3 other volunteers from the Rochester NYSUT headquarters to bowl alongside him. **Together we raised well over \$800 for Big Brothers/Big Sisters of Greater Rochester!** I'm very much looking forward to seeing what next year's event has in store for us!

While on the subject of supporting organizations in our community, I'd like to take a moment to remind everyone to bring in their donations for the **Ecumenical Food Pantry**. The **next delivery will be taken on Thursday, April 10<sup>th</sup>** by the wonderful volunteers in each of our buildings. Thank you all so much for your support and participation in this ongoing project, as well as everything you do for Penfield children on a daily basis!



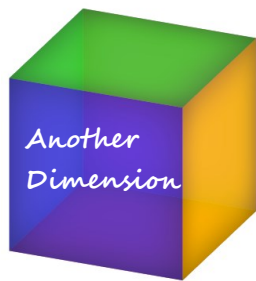
## March 2014 Benefits Fair



### Raffle Prize Winners

- |                        |                      |
|------------------------|----------------------|
| Frank Abreau (BT)      | Deb Smith (BT)       |
| Judi Bauerlein (HH)    | Sharon Stockman (IL) |
| Peter Doerner (Cob)    | Matt Thomas (PHS)    |
| Patrice Gibbs (DO)     | Corey VerColen (PHS) |
| Michelle Grimm (BT)    | Hope Vogel (BT)      |
| Cindy Halpern (PHS)    | Kerry West (Cob)     |
| Kathy Harris (SCR)     |                      |
| Annie Hidley (PHS)     |                      |
| Dave King (PHS)        |                      |
| Laura Krebs (PHS)      |                      |
| Kelly Limbeck (Cob)    |                      |
| Sue Mietus (BT)        |                      |
| Deb Nelson (BT)        |                      |
| Sabrina Petterson (BT) |                      |





## Reading Teacher Writes Her Own Next Chapter

Lisa McGinn is not a stranger to most of us. In fact, Lisa worked at PHS, Harris Hill, and Bay Trail during her 23 years in the district. She started in 1991 as a business teacher at PHS and once she earned her reading certification, she transitioned to Harris Hill in 1995 to cover a leave of absence. In 2000 she joined the ranks at Bay Trail where she's been ever since. In addition to holding certifications in Business/Distributive Education, Elementary Education, and Literacy, Lisa also has experience in corporate sales in New York City. She is definitely talented!

Along with her work in the classroom, she has also been a strong union advocate. She has held positions as a building rep, a PARC member, and a negotiations team leader for the PEA. She has supported her fellow teachers in good times and in bad. She has educated the membership on important issues and has stood shoulder-to-shoulder with her colleagues to best meet the needs of our students.

Making the decision to retire at this time was tough but necessary so that she could join her husband in Plattsburgh. Larry secured an amazing position as the director of a manufacturing plant up north about a year ago. Lisa was able to sell their home in Fairport and has been residing with her parents for several months. She looks forward to the completion of their dream home on Chazy Lake in May.

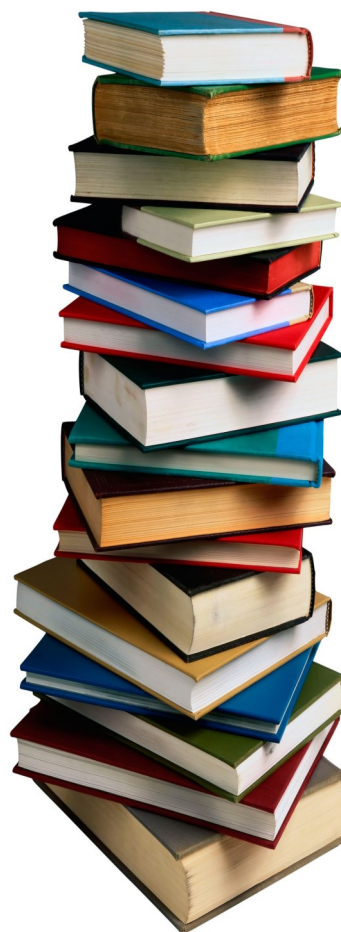
Lisa may be retiring from Penfield but she isn't closing her laptop quite yet. She hopes to secure an adjunct position at SUNY Plattsburgh where she can impart her knowledge to young teachers. She is passionate about passing the torch and feels that college students "need people who have been in the trenches to help them become good teachers".



*"Do what's best for kids, what's in your heart. I prepared kids to critically think. Common Core or not, they will be successful."*

*-Lisa McGinn*

If you're ever up her way, she'll want you to stop in and say hello. (She reassures us that she is 20 minutes from everything the Adirondacks has to offer.) Her email address is [readingchic.lm@gmail.com](mailto:readingchic.lm@gmail.com) and she would love to stay in touch. Lisa's shoes will never be filled at Bay Trail but Julianna Grant is giving it a whirl at least until the end of the school year. Lisa's last day was March 31<sup>st</sup>.





*You Asked For It.....*

*You Got It!*



**PEA**

**Family Barbeque**

**Friday, June 20th**

**4:30—8:00 PM**

**Old Meadow Shelter, Ellison Park**

**Watch for More Details!**

\* This isn't really Scratch 'n Sniff, but wouldn't that be cool?!

**We will celebrate our retirees and newly tenured teachers at this event too!**

**Chili Cook-Off finalists from each building will compete to win the coveted Chili Cook-Off trophy!**

*Save the Date!*



## School Psychologists Tackle Tough Issues

School psychologists provide effective services to help children and adolescents succeed academically, socially, behaviorally, and emotionally. We provide direct educational and mental health services for children and youth, as well as work with parents, educators, and other professionals to create supportive learning and social environments for all children.

School psychologists provide services to schools and families that enhance the competence and well-being of children, including the promotion of effective and safe learning environments, prevention of academic and behavior problems, response to crises, and improvement of family- school collaboration. The key foundations for all services by school psychologists are the understanding of diversity in development and learning; research and program evaluation; and legal, ethical, and professional practice.

The National Association of School Psychologists (NASP) promotes a Model for Comprehensive and Integrated School Psychology Services. The model promotes a high level of services to meet the academic, social, behavioral, and emotional needs of all children. The professional practice of school psychologists permeates all aspects of service



delivery: data-based decision making and accountability; consultation and collaboration; interventions and instructional support to develop academic skills; interventions and mental health services to develop social and life skills; school-wide practices to promote learning; preventive and responsive services; family-school collaboration; as part of an interdisciplinary team, conduct assessments to identify students' eligibility for special education and other educational services; use valid and reliable assessment techniques to assess progress toward academic and behavioral goals, to measure responses to interventions, and to revise interventions as necessary.

Comprehensive strategies to increase safety in schools must include addressing the mental health needs of children and creating safe and supportive environments that diminish the likelihood of violent behavior. School psychologists can

be instrumental in broadening the focus beyond the historical practices of primarily increasing building safety (e.g. metal detectors, security guards, surveillance cameras) and instead focus on addressing the continuum of needs and services that lead to improved safety, well-being, and learning for all children and youth. School mental health supports that encompass social-emotional learning, mental wellness, resilience, and positive connections between students and adults are essential to creating a school culture in which students feel safe and empowered to report safety concerns, which is proven to be among the most effective school safety strategies.

The ratio of school psychologists to students is a critical aspect of the quality of services to students.

To ensure the delivery of the necessary comprehensive school psychological services and ensure quality of student outcomes for all Penfield children and youth (K-12), the Penfield Central School District should maintain a ratio not to exceed 500 students to 1 school psychologist.

Submitted by: Dr. Frank Abreau  
Bay Trail

## Know Your Contract

### Section 6-10 Involuntary Transfers

No unit member who is involuntarily transferred shall lose his/her tenure or be deprived of any other professional advantage.

—and further....

Notice shall be given to Special Education unit members no later than June 30th of an involuntary transfer. In the event that the notification is after June 30th, the unit member has the option as to whether or not they accept the transfer. Unit members who accept an involuntary transfer after June 1 will be entitled to receive one (1) day of paid summer work (\$35.00 based on a 7-hour work day) in order to familiarize themselves with the new building.

For more details on this topic, see page 28 in your contract.





# Building-Wide Chili Cook Offs Heat Up the Scholarship Fund!

So Far...

Bay Trail Raised \$385

Scribner Raised \$45



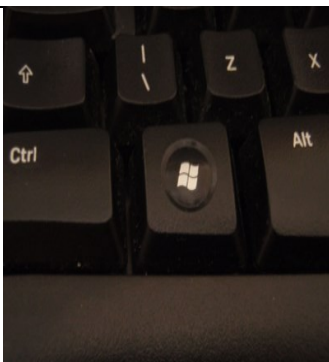


## Congratulations!

Scribner Road Elementary School 5th grade teacher **Kate McBride** was surprised with a Golden Apple Award last week for being an outstanding teacher. Mrs. McBride was nominated for the award by one of her students. The presentation aired on Ch. 8 earlier this week. To see the full story with video, please click [here](#).



## Tech Tip



### Deleting a Blank Page After a Table

Have you ever had a stubborn blank page that you can't get rid of when working with tables? Try this:

- Click the Show Paragraph button in the Home toolbar
- Right click the last paragraph icon in the document and select Font
- Change the font size to 1
- Your blank page should now be gone!



### 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



## 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](mailto:broadsidepea@gmail.com) will each win a \$10 Starbucks Gift Card.

### Did something funny happen during State testing that you'd like to share?



#### Jan/Feb Edition Winners

Question: What was the most important lesson your students have taught you?

**Wendy Kluge (BT):** That preparation is as important and meaningful as the performance.

**Kim Minier (IL):** My students have taught me the wisdom to never discourage anyone who makes continuous progress, no matter how slow. We celebrate those triumphant moments of personal success.

**Congratulations!**

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







**NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.**

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) in the coming weeks for details on how to use this service or call **800-626-8101** with any questions.



# This Month in Union History

Birth of Rose Schneiderman, prominent member of the New York Women's Trade Union League, an active participant in the Uprising of the 20,000, the massive strike of shirtwaist workers in New York City led by the Int'l Ladies' Garment Workers' Union in 1909, and famous for an angry speech about the 1911 Triangle Shirtwaist Factory fire: "Every week I must learn of the untimely death of one of my sister workers.... I know from my experience it is up to the working people to save themselves. The only way they can save themselves is by a strong working-class movement" - 1882



Rose Schneiderman circa 1908

## Superintendent's Communication Advisory Team Update

Sherrill Moon (Scr) is the PEA representative for this newly formed committee which was initiated by the District to help improve communications. They are currently working on a survey for all PCSD stakeholders which will help them determine how people wish to receive communications from the District. It is expected to be active this month or next. In addition, a mobile app is being discussed.



## Legislative Breakfast Attended by PEA Members in March

Lori Bays (BT), Randy Hartman (HH), Jeanne Crowther (HH), Sonia Basko (PHS), Russ Byer (BT), Mike Pray (BT), and John Giotto (BT) attended this annual event where NYS legislators listened to what teachers are saying.

Lori commented, "Because our legislators committed to speaking in front of a group of NYSUT members, I was happy to occupy a seat, listen to what they had to say, and remind them that we vote, too."

If you are interested in attending the next Legislative Breakfast, please contact Russ Byer.

## What You Can Do To Support Negotiations

Show solidarity by wearing your 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.



### Solidarity Days

- ◆ Friday, April 11th
- ◆ Tuesday, April 22nd
- ◆ Friday, May 9th

## Keep Laughing....

