



The Broadside

President's Message

Inside this issue:

President's Message	1-2
VP's Message	3
PARC Update	3
Benefits Fair	4
Health Benefits of Floating	5
NYSUT Member Benefits	6
Tech Tip	
This Month in Union History	7
Coffee Corner	

Allow me to first thank you for your dedication, hard work, professionalism and leadership. This past week we entered a crossroads and we have begun down a path. Ultimately that path will lead to a successor agreement. The question that remains is what the journey will look like and how bumpy it will be. No matter what, through all of our collective wisdom and leadership, we will exit that path successfully minimizing collateral damage which could last with us for years. So far, we have evaded some pitfalls and we will continue to be strategic in our decisions as we take each step. Every step has one goal in mind, **to persuade the Board of Ed** to provide for a fair and reasonable successor agreement.

The Penfield Community benefits greatly from the hard work we provide. The educational experience of the students is evidenced by the accolades in the media. Penfield is a desirable district in which to raise a family. People move to areas with good schools, and property values trend with those desires. These attributes are a reflection of the hard work and dedication by all of us each and every day. We would like nothing more than to continue this trend.

Fair and reasonable is not a race to the bottom nor is it the need to be #1. Fair and reasonable would

recognize that we do more and entice future talent for the long term continuation of the Penfield Educational experience we provide.

There are two facets to our campaign. Messaging and Action.

Beginning last May, the message was simple and straightforward. We are negotiating for a fair and reasonable contract. We then added in "We do more". These messages for the most part have stayed internal. **The time has come for the message to go public.** As you have seen, the PEA Facebook page has posted the positive professional message that "We do more" and also the fact we are doing so under an expired contract. **We are encouraging our members, friends and families to continue this message:**

Penfield Teachers do more. Penfield Teachers provide an exceptional educational experience for our students and the Penfield community. Penfield Teachers have continued to do so even under an expired contract.

The immediate results of this message have been positive. Parents and community members have expressed their support and are with us on a reasonable resolution. As we move forward, we will add to the message, always in a manner which advances our goal.





PEA Executive Board

President's Message (Continued)

Russ Byer

- PEA President
 - Math Teacher
 - Bay Trail Middle School
- Rbyerpea@gmail.com
Cell: 585-330-4448

Eric Wallen

- PEA Vice President
 - Social Studies Teacher
 - Penfield High School
- Ewallenpea@gmail.com
Cell: 214-9446

Michael Pray

- PEA Treasurer
 - Science Teacher
 - Bay Trail Middle School
- Peatreasurerpenfield@gmail.com
249-6450, Ext. 8480

Liz Brown

- PEA Secretary
 - 2nd Grade Teacher
 - Cobbles Elementary School
- Peasecretary@gmail.com
249-6891 Ext. 8525

PARC Chairperson

Renee Yandow, Cobbles

Broadside Editor

Sue Mietus, Bay Trail
Broadsidepea@gmail.com
249-6450, Ext. 8384

PEA Website

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

Imagine the results when we all take action in furtherance of our goal. We have been and will continue to be deliberate with each action step. These actions will also support and be consistent with the message. The early stages of wearing our t-shirts in unity on payday Fridays, followed by an increased attendance at BoE meetings have set the stage. Each action step was calculated and focused on our goal as will be all subsequent action steps. **We will not act out of frustration or anger, but be strategic and act with forethought.** I want to thank all of you who have and continue to provide ideas and actions they are willing to take. It will be those steps we will take as necessary in a way which increases the pressure on the Board.

The immediate first increase in action was to ask members to all wear their PEA t-shirts on Monday and every Monday. We encourage you to wear them on other days as well if you choose. We are also designing a pin which will be distributed to members to be worn every day in school as well as out in the community.

While these steps may seem minor, they are not. A small change in a large system can have large effects. We will monitor those effects and adjust accordingly. Our shirts (and soon pins) when visible outside of school when we are out and about put our face to the public with our message. As of this writing there are other action steps planned.

To accomplish our goal, we have activated a **Strategic Action Team** to facilitate the next steps we take, both in messaging and action. All of us have a role to play. Building reps have discussed our present reality at meetings and we all have responded. In a democratic organization, we value the difference of opinions and encourage grassroots ideas. The tremendous outpouring of both is a testament to our democratic

ideals and passion. The leaders of the Strategic Action Team will make decisions incorporating these opinions and ideas. Building reps will continue to ask for your input and participation in implementing our strategy. As we move forward the team will be coordinating the message, its delivery and also the more visible action steps for us to take. The team leaders will be reporting directly to the officers.

To borrow from John Paul Jones, **We have not yet begun to fight!**

-Russ



Let Us Know!

Please remember that if you have a name, address, or email change, our PEA Secretary needs to know! Please contact Liz Brown at Peasecretary@gmail.com





Message from Vice President, Eric Wallen

PEA Elections—May 19th

- ◆ All officer positions are up for election
2 Year Term Petition Required
- ◆ Representative Assembly positions are up for election
2 Year Term Petition Required
- ◆ 2 New York State Teacher’s Retirement System delegates
2 Year Term
Petitions are not required, Let the Nominations Committee Chairperson know of your intent to run

- ◆ Building Representatives
2-year Term Petitions are not required
Cobbles (1 opening), Harris Hill (1 opening), Indian Landing (1 opening), Scribner (1 opening), Bay Trail (1 opening) High School (2 openings).

- ◆ **Scholarship Committee**
1 Year Term Petitions are not required

- ◆ **Nominations Committee**
3 Year Term Petitions are not required
Members needed to represent Cobbles, Harris Hill, Indian Landing, Scribner, and Bay Trail.

Petitions are available on the PEA website:
http://penfieldea.ny.aft.org/files/electionpetitionpea_0.pdf

Let the Nominations Committee Chairperson know of your intent to run for any of these positions by Monday, April 20th, 2015.

Complete Petitions must be returned to Deb Miller-Collins, Nominations Committee Chairperson, PHS, by **Monday, April 20th, 2015**.

Any questions please see your Building Rep OR email me at ewallen@penfield.edu

PARC Update

The PARC committee has broken down the APPR process into the categories of observed, unobserved, process, post observation notes, reflection, mid-year check, and artifacts; while Randy Hartman and Kathy Richards are working to identify areas that would improve evaluations for members who do not fall under the APPR umbrella. PARC has identified several areas that appear to be different in each building. The goal is to create a list of recommendations that would unify building requirements and make APPR a little more palatable, without having to get re-approved by the state, during our next two meetings. If you have anything specific you would like the PARC committee to consider, please email me at ryandow@rochester.rr.com.

The elementary work day surveys have been delivered to Tom Putnam; and I am encouraged to hear more and more elementary teachers’ voice concerns and possible solutions to the elementary work over-load. I have asked PARC members to encourage teachers to continue to invite Tom Putnam and Jim Peiffer to your collaboration meetings; and/or coordinate a teacher group meeting with your colleagues across the elementary buildings. It will be important to keep this communication going. In my speech to the Board of Education on March 3rd (now on the www.penfield.edu website), I asked that the initiative for these meetings come from Tom, Jim, and the PEA President. It is my hope that in the future they will begin to host regularly scheduled town hall meetings for teacher groups to attend to discuss their suggestions and concerns across all buildings. Also, please remember that change is slow. I realize it is frustrating that there has been no response from your meetings with Tom and Jim, but I know they are listening. Please be patient. As our voices become louder and louder, change will come!

Thank you all for your continued support as we work toward maintaining the integrity and quality that Penfield is known for.

Renee Yandow
PARC Chair

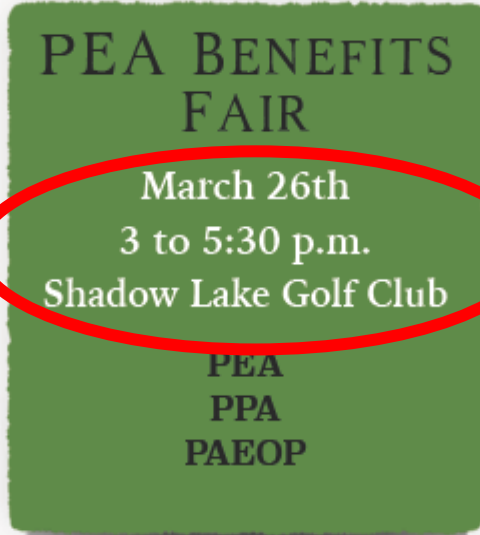


Mark Your Calendars!

Raffle Prizes!

Free Appetizers!

Bring a Friend!



ACTIVE BODY CHIROPRACTIC

ACTIVE BODY ACUPUNCTURE





Forget APPR for 90 minutes! Imagine feeling rested, restored and rejuvenated. Think: "Summer Vacation Recovery" – in an hour and a half!

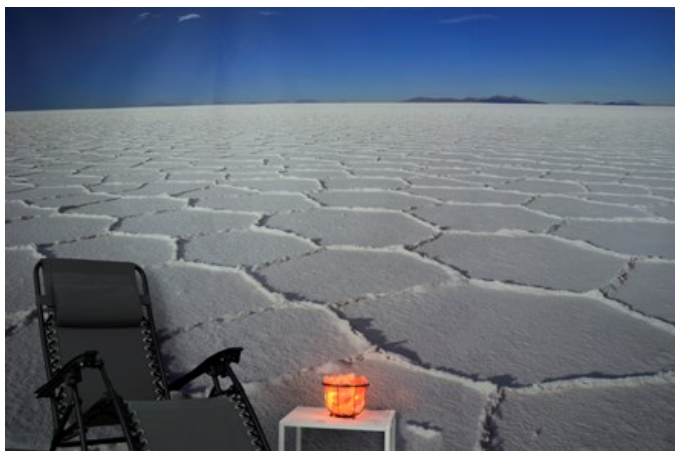
Since we opened on Park Ave in September of 2013, over 4,500 clients have discovered the extraordinary healing powers available to them at Bodymind Float Center. We offer two therapies, both 100% natural, safe and blissful to experience.

Our caring and knowledgeable staff will be happy to explain flotation therapy and salt therapy.

Floating reduces stress, manages pain, improves sleep, aids in meditation, speeds recovery from athletic workout and injury and more!

"The shoulder pain I had been experiencing for two weeks disappeared after my last float. It's been almost two weeks and it hasn't come back. That alone is reason enough for me to keep on floatin'."

Rachel H., Webster, NY.



Our Salt Room is for your respiratory health. Our state-of-the-art halogenerator grinds pharmaceutical-grade sodium chloride (table salt) into micro-particles and disperses them into the air. Although nothing is felt, the particles settle in the lungs and sinuses. The salt kills bacteria and draws moisture to it, thinning mucous.

***Heal the natural way.
Just Breathe.***

www.BodymindFloatCenter.com

622 Park Ave, Rochester, NY

(585) 413-01616

FINANCIAL RESOURCES AT YOUR FINGERTIPS

NYSUT Member Benefits is excited to launch its newly created online Financial Planning Center to assist NYSUT members & their families with making a variety of important financial decisions.



Whether you have questions about retirement planning, saving for college or considering purchasing a home, the Financial Planning Center offers valuable tools & resources to assist you. Take the time to check out everything this new section of our website has to offer and remember to bookmark it as we will continue to offer new items on a regular basis.

This unique resource provides NYSUT members with free access to the following:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Financial calculators • An interactive planning module • Customized Kiplinger’s retirement newsletter | <ul style="list-style-type: none"> • Kiplinger’s Annual Retirement Guide • 403(b) Field Guide • Preventive Law Guides • And more to come |
|---|--|

To access the NYSUT Member Benefits Financial Planning Center, visit the Member Benefits website at memberbenefits.nysut.org and click on “Financial Planning Center.”



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.



Tech Tip

Check out this great website for teacher tech tips!

<http://tammyworcester.com/tech-tip-of-week/>

You'll find everything from timers to printing on Post-It Notes...

...plus some great Google tips!

This Month in Union History

March

Supreme Court approves 8-Hour Act under threat of a national railway strike - 1917

Bituminous coal miners begin nationwide strike, demanding adoption of a pension plan - 1948



FREE ITALIAN ICE



MARCH 20th, 2015

First Day of Spring!

Top's Brighton Plaza
1900 South Clinton Ave.

Noon—9:00 PM



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 do you most enjoy doing on snow days?



January/February Edition Winners

Congratulations!

Question: What is your favorite resource for planning a lesson?

“Our reading department's use of Fountas and Pinnell's Leveled Literacy Intervention Systems. The students love the engaging titles within them!”

- Kim Minier, Indian Landing

“Technology... Facebook- I follow a ton of blogs, educational magazines and organizations and teachers on Facebook... even authors. I am frequently inspired to do further research or try new things as I read my Facebook feed... I get a LOT of ideas from others on Facebook.”

- Christine Sheehan, Cobbles