



BROADSIDE



MAY 2016

President's Column

In this month's column I will provide some updates on past items as well as offer a brief look at what is on the horizon for us in terms of contract negotiations.

It is always a relief when a school budget passes, and we are pleased and grateful that Penfield residents overwhelmingly approved the 2017-2018 budget as proposed by the district.



We believe the PEA aided in the effort to pass the budget by sending postcards to district NYSUT members as well as manning the PEA phone bank. Many thanks to the PEA members who stepped up, volunteered their time, and helped out. Our participation in this process shows the school board that the PEA is a united group committed to helping the district meet its goals, and, that by working together, we can make a difference.

The PEA is pleased that both Barb Babiarz and John Piper received such a significant number of votes in their re-election. We actively supported their candidacy, and we are looking forward to working with the board in the upcoming months as we move forward toward negotiations.

I was asked by some members why we bothered to endorse candidates who ran unopposed. The answer is two-fold. First, there were originally other candidates who indicated a desire to run. These candidates subsequently changed their minds and removed their names from consideration. The PEA made the decision to go ahead with endorsing Barb and John to show our support for them and ultimately demonstrate that we will take an active role in supporting candidates whom we believe have the best interests of our students at heart and who will support our efforts as educators.



The PEA has not been this active in a school board election in quite some time. Our opinions as educators in this district are legitimate. The voice of the PEA does matter. It is

important for not only the school board, but also the district as a whole to recognize the PEA as the viable and committed organization that it is.



The final tally for VOTE-COPE contributions is not yet available, but initial results show that many members accepted the challenge put forth last month by Russ Byer, PEA Vice-President, and have increased their contributions by .50 per check. The final report will be forthcoming. Thank you to all who contributed to our annual VOTE-COPE campaign.

On May 10 I attended a meeting with the president of the secretaries' union and the president of the paraprofessionals' union. Both of these groups are currently in contract negotiations. Also in attendance were Mark Sansouci, Tom Putnam, and Jon Hickey. The purpose of the meeting was to review our current budget status. Dr. Sansouci was forthcoming in answering questions about the state audit and the district's reserve fund. Jon Hickey presented some preliminary data regarding the salary rankings of neighboring districts and where Penfield falls within those rankings. Information gathered and shared at this meeting will be helpful as we approach our negotiations.

I must reiterate that our formal negotiations cannot begin until January 2017. We cannot and will not entertain "what – ifs" with the district at this point. It would be totally irresponsible for either side to do so.

That being said, I want to assure the membership that the PEA is not sitting idly by waiting for something to happen. PEA will open the negotiation process. I made a promise when I was elected that the PEA would be transparent in any and all dealings we have with the district office. I have been gathering data and categorizing information for months. This information will be shared with the district at the appropriate time, and you will always know what is being done on your behalf.



You might be thinking that it doesn't sound like much is being done right now, but securing information, talking to other districts, and developing an effective negotiations strategy are all essential elements to a cohesive negotiations process. Many negotiations falter because one side or the other is not prepared and is taken by surprise. Make no mistake: the district will be prepared. It is my job, and it is my pledge to the membership that PEA will also be prepared. The PEA will not be blind-sided.

I believe that the mutually respectful relationships we have built with the district office and the school board over the course of this year will serve us well in the future. I will keep the membership updated on negotiation news in my President's Column in the *Broadside*. In the event there may be information of a confidential or urgent nature, it will be sent via private email.

If you have any information you feel would be pertinent to negotiations, please share it with your PARC rep or contact me directly.



NYSUT and AFT have raised our union dues once again. Although our local (PEA) dues remain unchanged, there will be an increase in our payroll deductions. PEA Treasurer, Mike Pray, has provided a chart with information about our new dues structure. If you have any questions regarding union dues, please contact Mike directly.

Safe travels to Bay Trail's Eighth Grade Class as students embark on their class trip to Washington, DC. Kudos to the faculty who coordinate and chaperone this fantastic trip.

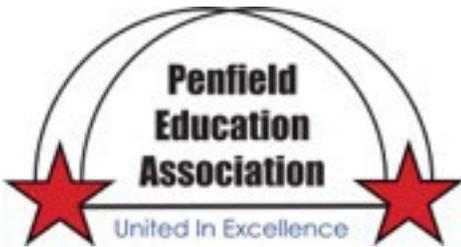
Thank you for all of your work with our district's students. Please do not hesitate to contact your building rep or me with any questions or concerns.

During the upcoming holiday, we will remember and honor those who have died in service to our country. Have a safe and enjoyable long weekend.

In solidarity, we remain UNION STRONG.

Bob Young





Robert Young, President
Russ Byer, Vice President
Liz Brown, Secretary
Michael Pray, Treasurer

Dues Structure: Base-Pay and Above Membership 2016-2017

	2015-2016	Change	2016-2017
NYSUT	\$368.00	\$10.00	\$378.00
AFT	\$225.36	\$3.00	\$228.36
Local	\$138.00	\$0.00	\$138.00
Total Dues	\$731.36	\$13.00	\$744.36

FYI:

Previous per paycheck amount deducted: \$35.74 (NYSUT, AFT, LOCAL (PEA))

This year's per paycheck amount deducted: \$37.22 (NYSUT, AFT, LOCAL (PEA))

Increase in total per paycheck dues: \$1.48

NYSUT/AFT: increased \$13 per member, LOCAL (PEA): \$0 increase per member

Dues Structure: 2016-2017 Year and the amount paid by member/ check (20 checks)

Code	Salary Range	Amount paid per year	Amount per check
Code 1 (Full)	\$30,000 and higher	\$744.36	\$37.22
Code 7 (3/4)	\$22,500 to \$29,999	\$541.02	\$27.91
Code 2 (1/2)	\$15,000 to \$22,499	\$360.68	\$18.61
Code 5 (1/4)	\$7,500 to \$14,999	\$180.34	\$9.30
Code 8 (1/8)	Under \$7,499	\$93.78	\$4.65



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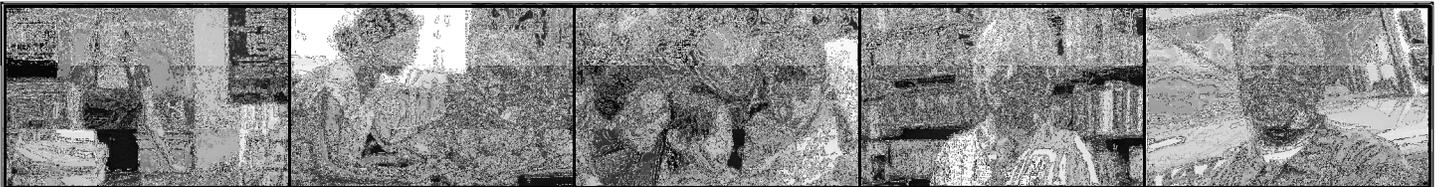
The NYSUT membership is made up of a variety of diverse professionals -- joining together in support of those who depend on them. We salute these men and women for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And we are proud to offer you -- the hard-working NYSUT member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as auto, homeowners, life, disability, or long-term care insurance. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to NYSUT members & their families:

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- Auto Insurance
- Legal Service Plan
- Financial Counseling Program
- Life Insurance
- Vision Plan
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.



To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.



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.