



PENFIELD EDUCATION ASSOCIATION
United in Excellence

The Broadside

May 2018

President's Column

The “unofficial start of summer,” Memorial Day, is quickly approaching and before you know it, kids, parents, and teachers will begin the countdown to summer vacation. These last few weeks will fly by, and I wanted to be sure to keep you updated on some important items that I have mentioned before.



Over 90% of our members have signed their union commitment cards. If you have not done so but would like to sign your card, your building reps have your card and they would be happy to deliver it to you. Although signing the card is in no way a binding agreement, it does signify that you support our union and that union membership is important to you. The choice of whether or not to belong to a union has always been your choice to make. In the past, teachers who chose not to join the union and not pay union dues were still protected under the collective bargaining agreement. If the Janus Case does not fall in favor of the unions, changes to the Taylor Law (Taylor Law Reform of 2018) will have a significant effect on non-union members (Duty of Fair Representation).

NYSUT provided the following information to local union leaders to help sort through some of the changes to the Taylor Law. This is complicated because each local contract is different, but I will summarize some of the major points:

Amendments to the Taylor Law continue to require the union to enforce provisions of the collective bargaining agreement without regard to the employee's membership status in the union. However, the union may now exclude non-members from receiving services and benefits that do not flow from the collective bargaining agreement.

These may include, but are not limited to representation for matters covered by Education Law/Commissioner's Regulations:

- Section 3020-a (discipline of tenured teachers)
- Section 913 – Medical Examinations
- Section 3019-1/3031 – Notice of termination
- Section 2510/3013 – Layoff and recall
- Part 83 – Moral character complaints/Revocation of certification

Representation in matters covered by Civil Service Law

- Section 75 – Discipline and discharge
- Section 71-73 – Leaves related to ordinary disability and work-related disability
- Section 80 – Layoff and recall

Advocacy relating to other laws, regulations, and agencies

- Unemployment insurance hearings
- FISA/Wage and hour compliance
- Retirement system advocacy
- Workers' Compensation claims
- Disability claims
- NYS Division of Human Rights/EEOC claims
- Enforcement of FMLA and ADA rights

Additionally, NYSUT's Board of Directors has voted to remove support of NYSUT services from non-members who would be subject to statutory or regulatory proceedings as listed above.

Stipend update

The stipend work is now complete! I'm sharing changes with the building reps this week, and Barb Gregory is sharing the information with the building administrators. The roll out to the membership will occur via email at the beginning of June. Veteran teachers will remember the countless hours spent in numerous attempts to bring some uniformity to the former system. The concern about stipends has been on and off the table for over 20 years! That being said, not everyone will be happy with all the changes. In a nutshell, about 85% of members will see an increase in their stipends, but some members will see a decrease.

This is a "cleaner" process in the sense that teachers at all levels will receive the same stipend for the same club. There will be no pay discrepancy between elementary, middle and high school teachers, and all elementary schools will have the same stipends.

The new policy will take effect in September, and the stipend changes will be handled in an MOA until our next contract negotiations where the new policy will be written into the contract itself.

Again, many thanks to Hope Vogel and Mike Geraci for their assistance with this important document.

Finally, safe travels to the Bay Trail Eighth Graders who will be heading to Washington, D.C. next week. Thanks to the teachers who organize this annual trip, and thanks to the many teacher chaperones who accompany the students to our nation's capital.

Do not hesitate to contact me with any questions or concerns. Thank you for all you do each day to support our district's students. I wish you all an enjoyable Memorial Day weekend!

Together, we are Union Strong.

In solidarity,

Bob Young



Vice-President's Column

Are Our Students and Our Future Worth \$.50?

As public employees, almost all conditions affecting our professional environment, working conditions, and pension rights are determined by the actions of the New York State Legislature, the Governor, and Congress. If we wish to have a positive influence on our professional future, we must take an active part in the political process. No political spending comes out of your union dues. However, you can make your voice heard, and at the same time make an investment in your future by contributing to VOTE-COPE, NYSUT's political action fund.

PEA began its 2018 VOTE-COPE drive in May with the distribution of individual contribution forms to each building representative. You should have received your individual contribution form by now. You have the right not to contribute without any reprisal and will not be favored or disadvantaged for exercising this right. Thank you for your past contributions and for your continued support. Forty percent of your contributions come back directly to the PEA for our own political activities.

Our goal is to increase our total contributions by 20%. A small increase of 50¢ per paycheck would help out tremendously. Please consider supporting the Union's efforts to protect public education, access to health care, labor rights and fairness for working families.

Thank you for your contribution to VOTE-COPE –it is an investment in yourself, your future and that of our students.

IF YOU DO NOT MAKE ANY CHANGES, YOU DO NOT HAVE TO DO ANYTHING WITH THE FORM.

In Solidarity,

Hope Vogel
VOTE-COPE Coordinator
Penfield Education Association

Contributions to VOTE-COPE are not tax-deductible.

From Your PEA Treasurer: 2018-2019 Budget Highlights and Dues Structure

At the May 16, 2018 Executive Meeting, the 2018-2019 budget and dues structure was approved. This budget will then go to the General Meeting for a vote by the attending membership.

The total amount to be funded with local dues in 2018-2019 is \$59,750.00. The 2017-2018 budget had a spending plan on \$61,712.97. The 2018-2019 spending plan has an overall spending decrease of \$1,962.97. To see the specific budget and areas of expenditures, please see your Building Representative.

Dues Structure: Base-Pay and Above Membership 2018-2019

- AFT dues are up \$3.60/person/year
- There is no increase in NYSUT dues for 2018-2019
- Local dues will decrease by \$3.60 to offset the AFT increase so there will be no increase in dues for 2018-2019. Lost revenue will be less than \$1700.00 which can be absorbed into the budget with the year to year budget decrease.

	2017-2018	Change	2018-2019
NYSUT	\$378.00	\$0.00	\$378.00
AFT	\$231.36	\$3.60	\$234.96
Local	\$140.64	-\$3.60	\$137.04
Total Dues	\$750.00	\$0.00	\$750.00

No change in dues for 2018-2019

Dues Structure: 2018-2019 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	\$750.00	\$37.50
Code 7 (3/4)	\$22,500 to \$29,999	\$562.50	\$28.13
Code 2 (1/2)	\$15,000 to \$22,499	\$375.00	\$18.75
Code 5 (1/4)	\$7,500 to \$14,999	\$187.50	\$9.38
Code 8 (1/8)	Under \$7,499	\$93.75	\$4.69

Board Watchers Notes

School Board Meeting Minutes- March 27, 2018

Meeting begins 7:02 pm

Special report :

- Textbook presentation by Nicole Whitehead and Chemistry teacher Dan Baker. Reviewed new Chemistry textbook and rationale for adoption of specific textbook.

Public Speaking Period:

- Community member Mr. Polidore spoke about his concerns with school safety and asked many questions of administration regarding plans for increased school safety measures. Would like to see armed resource officers at every district building. Mentioned he has sent several emails to Dr. Putnam requesting information about district plans.

School Report:

- Student rep, Claire Cuo, reports out on highlights around the district.

Superintendent Report:

- Dr. Putnam celebrated student and staff honors
- Addressed March 14 School walk-out and educational events at PHS and BT, acknowledged student leadership with planning
- Discussed District attendance procedures in light of recent events at #12 School in the RCSD- PCSD is doing thorough review of current attendance procedures and looking for areas of improvement

2018-2019 Budget Report (Mark Sansouci):

- Presented Benefits portion of the 2018-19 budget.
- Mentioned balancing use of test scores to justify “getting what you pay for” (realtors/ buyers pay attention to) and School Board’s concern for valuing and supporting a whole child educational philosophy
- Discussed formula for funding Teacher’s Retirement System- 65% taxpayer, 25% State Aid and 8% Fund Growth
- Discussed specifics of the May 15 election
 - 3 Board of Ed members elected

- Proposition 1- 2018-19 Budget
- Proposition 2- Bus purchase
- Proposition 3- Capital Improvement Plan (\$22.5 million-\$7 million from capital reserves)
- Announced Monday, April 23 Capital Improvement Project Information Session for District voters
- Election Day: May 15 from 6 am- 9 pm

General Meeting

- Delphi Drug and Alcohol Education contract accepted
- Standard Policy Review discussion
- **Board of Education member , with 15 years of service, Carole Nasra announces (to the surprise of her colleagues) that she will not seek another term on the Board.**
Fellow members offer thanks for all of her hard work over a very difficult tenure and appreciation for her dedication to education and to the community's children. Carole was instrumental in push for recognizing the importance of social emotional learning/education and reflecting that in District values, priorities, and curriculum.

Meeting adjourned 8:00 pm

Respectfully submitted,

Jessie Gocker

Third Grade Teacher

Indian Landing Elementary School

Who Is My Building Representative?

<i><u>High School</u></i> Dave King Eric Wallen Dave Pugsley Mark Vogt	<i><u>Bay Trail</u></i> Matt Vaccarella Chris Grayeski Kristin Keeley	<i><u>Cobbles</u></i> Renee Yandow Wayne Smith
<i><u>Harris Hill</u></i> Jeanne Crowther Randy Hartmann	<i><u>Indian Landing</u></i> Steve Newman Tessa Greeno	<i><u>Scribner</u></i> Sherrill Moon Carol Koncelik

Additional Resources

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

<http://penfieldea.ny.aft.org/documents-3>
PEA Contract Resources

<https://www.nysut.org/>
NYSUT Website

<https://www.nysut.org/members>
NYSUT Member Benefits



New York State Teachers' Retirement System Retirement Checklist

6

Steps to Collecting Your Retirement Benefit

For Those Planning to Retire Soon



1

Attend a PREP Seminar.

These free seminars, offered year-round and open to all, cover NYSTRS benefits, financial planning, Social Security, estate planning and more. MyNYSTRS account holders can make reservations online. All others call (800) 348-7298, Ext. 6180.

2

Schedule a Consultation.

Meet with a NYSTRS representative, in person or by live video, to discuss your retirement questions. Run estimates for different retirement dates and discuss the various payment options available to you. Book an appointment through MyNYSTRS or call (800) 348-7298, Ext. 6100.

3

Understand Your Payment Options Before Choosing.

Members who select the wrong payment option often face difficult financial and emotional challenges later. Avoid this mistake at all costs! Read our pamphlet *Maximum or an Option: Choosing a Benefit Payment Right for You*, available in the Library at NYSTRS.org.

4

Apply for Retirement With NYSTRS.

Retiring from your employer does **NOT** automatically trigger retirement benefit payments. You must also file an application for retirement with NYSTRS in order to receive your monthly pension payment. File online through MyNYSTRS (age 55+) or submit a paper application (RET-54).

5

Know When to File Your Retirement Application.

File too early (more than 90 days before your official date of retirement) and the application will not be valid. File on your date of retirement if you wish, but make sure your date of retirement is at least one day after your contract with your employer expires. File by early June if you want to receive your first payment in July.

6

Note That You Have a Limited Window for Withdrawing or Changing the Terms of Your Retirement.

From your date of retirement you have 14 days to withdraw your retirement application and 30 days to change your benefit payment option. State law does not allow for exceptions.

Questions? Speak with a NYSTRS representative by calling (800) 348-7298, Ext. 6250.

10 Corporate Woods Drive | Albany, NY 12211-2395 | NYSTRS.org



No matter how far along you are in your career, careful financial and retirement planning are critical. NYSTRS' **Pension & Retirement Education Program (PREP)** is designed to help members of all ages accomplish that. Members can tailor PREP to fit their needs by staying for the entire seminar (8:30 a.m. - 3:30 p.m.) or just those modules that help them the most: NYSTRS benefits; financial planning; Social Security; estate planning; retirement—a new beginning; and, the retirement process.

PREP seminars are free, and sessions are held throughout the year across the state. Our summer 2018 PREP schedule is now available on the Retirement Planning > [Pension & Retirement Education Program](#) page of our website at NYSTRS.org. Please share this information with your staff as soon as possible so those wishing to attend can register before slots are filled. Instructions for making reservations, which will be accepted in the order they are received, are included on the schedule.

Please copy the schedule and post it in locations frequented by your staff. An electronic version of this Administrative Bulletin, complete with the schedule, is also available on the Employers > [Administrative Bulletins](#) page of our website.

Members interested in attending a benefits consultation can also do so year-round. At these one-on-one meetings, staff review the retirement process, explain payment options and provide members with benefit estimates for their target retirement dates. Our summer 2018 consultation schedule is available on the Retirement Planning > [Benefits Consultations](#) page of our website.

Thank you for your assistance in spreading the word about these important member programs.

An archive of [Delegate News](#) issued since 2005 is found on our website.

Financial advice shouldn't be a one-size-fits-all approach!

Stacey Braun Associates, Inc. -- the program provider of the NYSUT Member Benefits Corporation-endorsed Financial Counseling Program -- understands the unique benefits and retirement options of NYSUT members and how to address your specific financial needs.

There are two types of services available: a Full-Service Program and a 403(b) Advisor Option.

Financial Planning Center

Member Benefits also offers NYSUT members access at no charge to an online Financial Planning Center. Choose from more than 100 modules on a variety of financial topics.

NEW! -- Student Loan & Debt Consolidation Services

The NYSUT Member Benefits Corporation is pleased to announce the endorsement of Cambridge Credit Counseling as a provider to assist NYSUT members and their loved ones with better understanding their student loan re-payment options and/or debt consolidation. **Learn more about this new endorsed program by visiting memberbenefits.nysut.org/cambridge.**



Expert legal assistance for NYSUT members



The program offers:

- Low annual cost of just \$85 (\$55 for retirees)
- Unlimited toll-free legal advice
- Includes Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney

Did you know NYSUT members have access to expert legal assistance for everything from preparing crucial estate planning documents to dealing with traffic violations?

Provided by Feldman, Kramer & Monaco, P.C., the NYSUT Member Benefits Trust-endorsed Legal Service Plan offers access to a national network of attorneys that deal with personal legal matters.

For an additional fee, Plan participants can add an Elder Law Rider and/or Business Protection Rider that provides access to attorneys who specialize in these areas.



Learn more by visiting memberbenefits.nysut.org or calling 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.