



**PENFIELD EDUCATION ASSOCIATION**  
*United in Excellence*

# *The Broadside*

**February 2019**

## President's Column

I have just a few issues to discuss in this month's column. First, I hope that our recent Superintendent's Conference Day proved to be beneficial for you. The Social Emotional Workshop held at the high school was well received by the participants. Judging from the responses that I have received, teachers appreciated the "hands on" experiences and the immediacy of using the suggestions in the classroom. Be sure to let District Office know of your comments via the link that Jim Peiffer sent out last week, or feel free to email him directly with comments or suggestions.

You may have heard about the recent proposed changes to the APPR process which would eliminate the mandated tie-in between teacher evaluations and grades 3-8 state test scores. This is something that NYSUT has been advocating for years. The bill would return teacher evaluation decisions to the local districts and ensure that any teacher evaluation system is subject to collective bargaining. In the January 23 NYSUT Bulletin, Andy Pallotta, NYSUT President, issued the following statement:

"We applaud the legislature for taking action to fix New York State's broken teacher evaluation system. After some lawmakers turned their backs on New York teachers at the end of the last legislative session, our members stood up, raised our voices and sent them packing. Now we have consensus on the need to fix this system. We look forward to making sure this bill is signed into law immediately, and we will continue to advocate for a meaningful assessment system for New York students that will measure student progress more accurately and address concerns raised by teachers and parents alike."

Although the APPR reform bill was approved by both houses of the legislature, Governor Cuomo still needs to sign off on it. So, what does this mean for us? Because this bill has not yet been signed into law, our current APPR process will remain in place for this school year. Once everything is finalized in Albany, the PEA will assemble a committee to review the new process. Whatever decision is reached, it needs to be mutually agreed upon by the PEA and DO. Stay tuned. We will update the membership as soon as this bill becomes a reality.

I have just received from BOCES a proposed copy of the school calendar for next year. The calendar was developed by a committee of stakeholders: union presidents and school superintendents from Monroe County. I will present the proposed calendar to the Executive Committee at our next meeting. The DO is hoping to adopt the calendar at the March School Board Meeting. The calendar, however, must be mutually agreed upon by the PEA and the DO before it can be adopted. Official copies will be distributed to the membership in March.



Our difficulties with securing substitute teachers continues. I recently had a long conversation with Dr. Putnam about this on-going issue. By now, we all know that securing qualified and quality substitutes in a county-wide issue. I believe that the district needs to be creative in helping to solve this problem. Money is not the only issue, but the PEA is encouraging the district to raise the pay for substitutes to be more in line with neighboring districts. The PEA is also pursuing the possibility of an increase in pay for retired Penfield teachers who return to substitute in our schools. That type of expertise and dedication should be rewarded with a little extra compensation. Call it a "loyalty" salary bump or whatever you want to name it, but our retirees deserve it.

Because the shortage is an unfortunate reality, you may be asked to come back from a Professional Development workshop if a substitute cannot be secured for you. This topic was brought up to some faculties last year, and it created quite a firestorm of comments, but the bottom line is that the district has the right to ask

you to come back from a workshop. This is where a little creativity might come into play...can the Professional Development opportunities be spread out a little more? Can sessions be offered at different times to eliminate a large group of teachers needing subs at the same time?



What can Penfield do to recruit (and maintain) substitutes? Salary is one thing, but we need to maximize the substitutes we currently have. I have heard from some teachers that the substitutes are not always treated well in their buildings. Their jobs are changed at the last minute and in some cases, cancelled. Substitutes are sometimes asked to take on more than the teacher's assigned schedule...working during a planning period, for example. The problem is complex, for sure. It is not going to get better without some serious work. The PEA is committed to working with the DO on some creative problem solving. Please pass along your suggestions or comments to your building reps or directly to me. I will be sure to address them at my next meeting with Dr. Putnam.

As we begin second semester, let's move forward knowing that although challenges lie ahead, we are united as a union. Our voices will be heard. Please attend your building's PEA meetings. Ask questions. Voice your opinions. Be active in the decision making of your building. Don't hesitate to ask your building rep for help. We are here to support you as you work daily to provide the best education possible for our district's students. Thank you for all that you do to make our district outstanding.



I hope the upcoming winter recess provides some relaxation and renewal. Whether you are heading south for the beach or north for the skiing, enjoy the week doing what makes you happy.

Feel free to contact me with any questions or concerns you may have.

Together, we are Union Strong.

Bob Young



## Treasurer's Column

To: PEA Members  
From: Amy Wilson, PEA Treasurer  
Date: January 2019  
Re: Dues paid in 2018

During 2018, full time members potentially paid a total of \$750.00 in union dues. From January to June of 2018, full time members paid \$37.50/check (12 pays). From September to December, full time members paid \$37.50/check (8 pays).

If you choose to deduct union dues for your 2018 tax purposes, \$750.00 is the potential amount that can be deducted for full time members. 3/4 dues could be \$562.50, 1/2 dues would be \$375.00. Individual job leaves may alter the above amounts.

**This is for informational purposes only and does not constitute tax advice or verification of individual dues contributions.** If you have questions regarding appropriate deductions, please see your tax advisor.

Thank you,  
Amy Wilson  
PEA Treasurer

## Negotiations Update

\*\*\*COMING SOON\*\*\*

Stay Tuned! In the coming weeks our negotiations team, known as PARC, will be sending out a survey to PEA members to solicit feedback on contract items of importance going into the next negotiations. While health care and salary are of high importance to all PEA members, this survey will focus on other areas that PEA members feel are important to consider. More information will follow in the coming weeks from PARC.

-Christina Esposito and Julie Buscemi, PEA PARC Co-Members



## **Voluntary Transfer Reminder**

PEA Members are reminded that any Voluntary Transfer request forms are due to the Office of Human Resources no later than February 15, 2019. Voluntary Transfer forms can be found on the Intranet.

### **Who Is My Building Representative?**

|  |  |   |
|--|--|---|
| <i><u>High School</u></i><br><br>Julie Buscemi<br>Eric Wallen<br>Dave Pugsley<br>Mark Vogt | <i><u>Bay Trail</u></i><br><br>Matt Vaccarella<br>Chris Grayeski<br>Kristin Keeley | <i><u>Cobbles</u></i><br><br>Renee Yandow<br>Wayne Smith      |
| <i><u>Harris Hill</u></i><br><br>Jeanne Crowther<br>Randy Hartmann                         | <i><u>Indian Landing</u></i><br><br>Jessie Nimeh<br>Tessa Greeno                   | <i><u>Scribner</u></i><br><br>Sherrill Moon<br>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



As 2018 draws to a close, we at NYSTRS are reflecting on a year's worth of endeavors and service to our members.

To name a few, we enhanced our online services and resources, welcomed thousands of new members to the Retirement System while transitioning thousands more into retirement, and we were named one of the best-funded public pension plans in the nation. Day in and day out, we take great pride in our steadfast commitment to provide our members with a secure retirement and exceptional customer service.

Other highlights from the year:

The new online [MyNYSTRS](#) retirement application was favored over the paper application by members who retired this year. Designed to help avoid common mistakes, the online application makes it easy to file for retirement.

We produced the [third installment](#) of our "NYSTRS Benefits" video series. These popular educational videos were created entirely in-house. You can watch them in our [Video Library](#) at [NYSTRS.org](#).

We routinely added new items to our online [Pension Education Toolkit](#), which offers facts and research about the importance of pensions and why they should be preserved.

The trade publication *Pensions & Investments* ranked NYSTRS second among the nation's top 30 public pension systems in funded status. The System's funded ratio as of June 30, 2017 was nearly 98% using an actuarial value of assets and virtually 100% funded based on a market value of assets

The System's net assets as of June 30, 2018 totaled \$119.9 billion. During the same period, benefits paid to retirees and beneficiaries were approximately \$7.1 billion.



While we're proud of our accomplishments this year, we won't rest on them. We are already hard at work developing even more new tools and enhancements for the coming year. From all of us at NYSTRS, we wish you happy holidays and a happy new year!



## Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

### **The following is just a sample of the endorsed programs available to NYSUT members:**

**Bose** -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

**Orlando Employee Discounts** -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

**Grand Circle Travel** -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

### **Member Appreciation Month is back!**

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101**.

