



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

NOVEMBER 2016

# BROADSIDE



## President's Column

On Tuesday, November 15, 2016, the PEA joins the entire Penfield community in acknowledging and thanking our district's School Related Personnel. This special day has been set aside to celebrate the hard work of all of our SRP's: bus drivers, secretaries, teaching assistants and paraprofessionals, nurses and health care staff, cafeteria staff, custodial staff, maintenance staff, and our security team.



On behalf of the PEA, I sincerely thank our SRP's for all they do on behalf of our school community. I hope each of us takes a moment this week to thank our SRP colleagues for their service and dedication. Building reps have placed SRP stickers in our mailboxes. To show our solidarity and gratitude, I am asking PEA members to wear the SRP sticker on Tuesday, November 15. Let's show our SRP's we appreciate their commitment to Penfield schools. Additionally, the PEA will recognize our SRP's with treats on Tuesday (or a celebration later in the year).



I would like to take this opportunity to announce our Contract Negotiations Team. Although I presented this information at some November PEA meetings, I realize that not every building had a PEA meeting, and I want to ensure that the membership knows which of our colleagues will be representing the PEA in our negotiations process.

In accordance with the PEA Constitution, Article III, Section 1, the negotiations team consists of the PEA President, the PARC Chairperson, the PEA Vice-President, up to three PARC representatives chosen by the PARC

Chairperson, and up to two appointees chosen by the PEA President. Our team includes Hope Vogel, PARC Chairperson, Amy Wilson, (PARC Rep, BT), Nancy Ryan, (PARC Rep, IL), Sherrill Moon, (PARC Rep, Sc), Russ Byer, PEA Vice-President, Mike Geraci (BT), and me.

For our initial meetings which deal with salaries and benefits, Mike Geraci, Hope Vogel, and I will be at the table representing the PEA. (The actual members at the table may change depending on the topic of discussion.) We will report directly to the other members of the negotiations team after our meetings to analyze the proceedings and discuss plans for upcoming meetings.

Barbara Gregory, Assistant Superintendent for Human Resources, is currently the sole district representative at the table.

Our initial negotiations meeting with the district was held last week. The first order of business was to set a schedule of meetings for the remainder of the calendar year. I believe it is in our best interest to meet on a regular schedule to ensure that discussions continue in a timely fashion. To that end, we have agreed to bi-weekly meetings until the first of the year.

Each meeting will have its own topic for discussion. This will allow us to focus our time and energy on one specific area at a time rather than trying to negotiate a variety of topics in one meeting. Unlike past negotiations which have been mired in minutia, we are bringing what I believe to be a reasonable number of topics to the table. It is not a surprise that salary compensation and benefits are the two major issues which concern all of our members. It should also come as no surprise that these issues will be the initial topics scheduled for discussion. The negotiations team is aware that these issues will need the most time, but it is my hope that by January, a majority of the work toward a financial and benefits package will be complete. Once that piece is done, we can move on to the other topics after the first of the year.



It is important to remember that we are not re-writing the contract. There is a persistent misconception that every negotiations process will end with an entirely new contract. The majority of the contract will, in fact, remain the same, although some contract language may change depending on what is negotiated. It may also be necessary to revise some contract language to reflect

current practice. These changes will be brought before the membership for your consideration as part of the contract ratification process.

Although the PEA and district office have had only one negotiations meeting so far, I am encouraged by the collegial tone that has been set. I am hopeful that this is a sign of good things to come, but as they say, “Time will tell.”



Just a reminder: If you have any concerns within your building, please do not hesitate to contact your building reps who will attempt to resolve the issue in-house.

If you have any questions regarding the negotiations process, feel free to contact me. I will be visiting building PEA meetings in December, and I would be happy to answer questions at that time, as well. Thank you for all that you do.

I wish each of you a very happy Thanksgiving.

Together, we are Union Strong!

In solidarity,

Bob Young

