



BROADSIDE

SEPTEMBER 2015

President's Message

Dear Colleagues,

It doesn't seem possible that our first month of school is coming to a close and that October is literally right around the corner. I hope that these first few weeks have carried with them a sense of joy, a sense of excitement, and a sense of purpose as we embark on a new school year.

Welcoming a new group of students in the fall has always been a highlight of teaching for me. Now, on behalf of the PEA, it is my special honor to offer a sincere welcome to the almost 50 new PEA members who have joined our district this year. Penfield is a school district with a rich tradition of guiding individual students to reach their full potential. We welcome you and applaud you for your decision to join the ranks of other noble educators who are driven to undertake the profound responsibility of helping young people realize their dreams.

I want to assure our new colleagues that the PEA is here to help you navigate through the challenges that are inherent in any new position. We stand united as a union committed to helping each other as we work in partnership to provide the most enriching education possible for our district's students. We are proud of our district, and we are proud of our work. Do not hesitate to contact your building reps or me personally if you have any questions or concerns.

I also extend a warm welcome to our new Assistant Superintendent for Personnel & LR, Ms. Barbara Gregory, who brings much experience and expertise to her position. I look forward to working with Ms. Gregory on behalf of the PEA.

I would like to address a few relevant issues and provide additional information on topics I referenced in my letter to the membership earlier in the month.

Personal Days: The use of personal days has been a talking point between the PEA and the District for the past few years and has generated much angst among our members. After much discussion with Superintendent Putnam, the following agreement has been reached.

- The District will not question personal day use unless the time taken immediately precedes or follows a vacation or the request is made for three consecutive days.

- Teachers do not have to provide any information regarding their personal day use in advance. Wait to be asked by your building administrator or Ms. Gregory, Assistant Superintendent for Personnel & LR. (Be prepared to be specific enough to ensure that your request falls within the confines of the contract.)
- The District is willing to trust our professionalism, but it is bound to follow due diligence when dealing with personal day use.
- Please remember to submit a Personal Day Request Form to your building administrator prior to taking your personal day, as you have done in the past.

Although I personally do not agree with the current District position on this issue, I am pleased that we are making progress and that discussion is ongoing. I am hopeful that eventually teachers will be able to use their personal days as they see fit.

APPR Update: Members of the District TERT team (which includes one representative from elementary, middle, and high school) are meeting monthly to fulfill the formalities of completing a waiver application which would extend the deadline for submitting our APPR plan to the state. Once the paperwork is complete, the full TERT team will reconvene and continue its work on fine tuning our district proposal. Expect a letter from the Superintendent and me regarding our progress with the APPR requirements. Remember that nothing has changed in the APPR regulations for this current (2015-2016) school year. Changes will not be enacted until the next school year (2016-2017). If you have any questions regarding this issue, please contact Superintendent Putnam or me.

Teacher Recognition: I am pleased to recognize Tanya Fletcher, music educator from Scribner Road, for her submission to *Education Week* dealing with the issue of merit pay for teachers. Her letter appears in the August 26, 2015 edition. You can view Tanya's letter at <http://www.edweek.org/ew/articles/2015/08/26/some-why-and-how-questions-on-teacher-merit-pay.html>. Thank you, Tanya, for your contribution to educational discourse. I encourage other PEA members to make their views known in print or in person.

PEA Involvement Opportunities: I encourage all PEA members, including our newest colleagues, to consider becoming actively involved in PEA initiatives. There will be many opportunities for participation ranging from "one-time" events to participation on a wide variety of committees. Please see your building reps or contact me if you would like to learn more about how you can become more involved in your union.

I am currently looking for some “social media savvy” individuals who would be willing to meet with me to discuss our proposed on-line PEA Forum. Encouraging communication between our members was an integral part of my platform when I ran for office last spring. An on-line forum would be a major step in the right direction. It is new and it is exciting, and I am eager to make this vision a reality. Please contact me if you are interested in this proposal.

Congratulations: Kudos to the students, faculty, and staff of Cobbles, Harris Hill, Indian Landing, and Scribner Road for being named High Performing Reward Schools by the New York State Education Department! Congratulations on a job well done!

Reminders:

- Enrollment in the district **Sick Leave Bank** ends October 15. If you have not already joined, you may do so at any time before October 15. An enrollment form is available on the Intranet. I would encourage you to enroll if you have not done so. The PEA worked very hard in the past to make this program a reality, and it has helped many of our members who have exhausted their sick day allotment. Lori Raco (ext. 5740) at District Office would be happy to answer your questions.
- **Safe Schools Training** must be completed by December 1, 2015. There are four mandated on-line trainings. More information is available in this month’s District Personnel newsletter. For additional questions, please contact Lori Raco (ext. 5740) at District Office.

Thank you for your efforts in providing a warm and welcoming start to the school year for our district’s students.

Be Union Strong!

In solidarity,

Bob Young, PEA President



PEA Officers and Building Reps

PEA President: Bob Young young1652@msn.com
PEA Vice-president: Russ Byer rbyerpea@gmail.com
PEA Treasurer: Mike Pray peatreasurerpenfield@gmail.com
PEA Secretary: Liz Brown peasecretary@gmail.com

High School: Ted Brazener

Dave King

Colleen Parkhurst

Eric Wallen

Bay Trail: Chris Grayeski

Cheryl Joerger

Matt Vaccarella



Cobbles: Wayne Smith

Renee Yandow

Harris Hill: Jeanne Crowther

Randy Hartman

Indian Landing: Tessa Greeno

Randy Hartman

Scribner: Carol Koncelik

Sherrill Moon