



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

# The Broadside

## Class of 2013 PEA Scholarship Winner - Sara Edell

The Penfield Education Association annually awards up to \$4,000.00 each year to PEA Scholarship Winners. We give \$1,000.00 annually for four years to a graduating senior that is pursuing a career in education. We are pleased to announce that the Class of 2013's PEA Scholarship recipient is: **Sara Edell**.



**Sara Edell** has a passion for teaching. She plans on attending Nazareth College in the fall and majoring in Inclusive Education.

Over the summer she volunteered to work as a student tutor at Cobbles Elementary School for the two week bilingual program. At the end of the program, she asked to stay on as a tutor for the Extended School Year

Program for the remaining four weeks- giving up her own time. Sara pushed into all levels of classes K-12, working 1:1 with students and staff.

She will be the kind of teacher you want your own children to have. Congratulations Sara!

--Nora Haldeman

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### PEA Scholarship Past Winners:

- 2012:** Rebecca Slack  
(Ginny Urkfitz: Emily Donals)
- 2011:** Colleen Mahany
- 2010:** Tyler DeClerck; Katie Wilson (Ginny Urkfitz: Julia Tuttle)
- 2009:** Cathryn Hugunine, Erica Papa

**2008:** Cameron Bojko

**2007:** Krystal Enfonde, Rianna Travers

**2006:** Kyle Schenk, Jenna Skiba

**2005:** Jessica Tortorici, Brittney Zweifel

**2004:** Rachel Yohannes, Eleni Mickles

**2003:** Jessica Francis

**2002:** Katelyn Bouchard, Lyndsay Wildman (Michael Tarantino—honorary)

**2001:** Stefanie Herbert, Colleen Johnson, Leah Kedley

**2000:** Laura Panning, Kelly Schiller, Lorna Wood

We also want to send out a special thank you to this the members of the PEA Scholarship Committee for the last few years:

Mary Bostwick  
Colleen Callahan  
Kristin Flood  
Mary Manuel  
Meg Matteson  
Patricia McDonald  
Laura Reynolds  
Leslie Rowe



Russ Byer

## PEA Budget Campaign a Huge SUCCESS!

The budget passed by a super-majority. This would not have happened without your efforts. Many thanks to everyone who helped coordinate the budget campaign, stamp and address postcards, and facilitate the distribution of lawn signs. Eric Wallen, Erin Wade, Jane Seresky, John Giotto, Kelly Limbeck, Kevin Hauer, Kim Walczyk, Pam Ryan, Rena Monte, Tim Graves, Wendy Kluge, Tanya Fletcher, Terry Nutting, Meg Matteson, Joann Ihrig, Kathryn Blackburn, Roxanne Spogen, Katherine Vick, Kate McBride, Amy Reinhardt, Stephanie Sonner, Sherrill Moon, Paula Stevens, and Mary McClellan.

The PEA sent out about two-thousand postcards to NYSUT members living in the district. The lawn signs were spread throughout Penfield. It is our hope to grow the lawn sign distribution over the years to increase the visibility. The financial pressures as a result of the governor's "tax-cap" compounded with decreases in State Aid will make budget campaigns even more important in the future. Since the budgetary issues are a direct result of decisions made in Albany, we also need to direct out attention and efforts to State Ed, the legislators, and the governor. I thank you for all you do. It is the volume of efforts by the many which make our voice strong.

## Sonia's Message

### PEA Executive Board

#### Sonia Basko

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#### Amy Wilson

- PEA Treasurer
- Social Studies Teacher
- Bay Trail Middle School
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#### Liz Brown

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We appreciate your support and the support of the community in passing the school budget for next year. We are confident that this much needed budget will help us this year and in years to come. While we have suffered a few teaching reductions due to enrollment and staffing needs, cuts in our district pale in comparison to neighboring districts at this time.

Congratulations to our recently elected PEA officers: Russ Byer, Liz Brown and Mike Pray. I also want to thank Amy Wilson for all her years of service as PEA Treasurer, building rep and service on various committees. She has been a valuable asset to us and her expertise will certainly be missed but we are thrilled that she has agreed to help us during this transition year. I want to thank outgoing building reps: Bryan Bricco, Mike Pray and Laurie Rodas for their time and energy this last few years while welcoming to the team: Kevin Leisten, and Randy Hartman; thank you both for stepping up to serve us. Thank you once again to Mary Bostwick for serving as PEA Broadside Editor; her careful eye and commitment to making sure that the words of the PEA were being communicated "just right" have been of immense value to at least three PEA Presidents; thank you Mary. I am happy to announce that Laura Case has agreed to continue doing this work for us in the upcoming year.

I want to congratulate the PEA retirees this year and wish them each well as they transition into retirement. We will be honoring each of them in a Special Edition Broadside before the school year comes to a close.

I want to both thank and congratulate each of you for working through this first pilot year of APPR. Despite the fact that it was thrust upon us by SED, you have risen to the occasion both personally and professionally to try to make the best of it and for that I thank you. You should have all received your 60 point scores for APPR by now and I just want to remind you all that the overall rating of Highly Effective, Effective, Developing, or Ineffective applies to your 100-point composite score which you will receive in September. We are hearing that some of you want additional feedback on your artifacts and it would be appropriate to have conversations with your administrators about the artifacts in an effort to clarify any scores you have received. We will be asking for additional input from teachers and administrators in the fall. There will be more to come about the APPR agenda for next year after our meeting with the District on June 10th where we expect to discuss overall concerns and design a timeline to address: APPR PD, gathering feedback, and making revisions. We will share more information after the meeting on June 10th.

We have faced many changes this last year: a new evaluation system with ever shifting expectations from SED, new leadership at the District level, Common Core, new State Assessments and a host of others yet you have maintained your professionalism and integrity. You are among the most talented and caring individuals I have ever worked with and you never cease to put students first. You always go beyond the call of duty and well-beyond what is simply required. You work tirelessly to make your classes both challenging and electrifying while meeting all of the additional burdens that have been placed upon you this year. You have done all of this with grace and dignity and have helped to make Penfield education what it is today.

In the upcoming year, my goal is to ensure that you are all treated as professionals and with the respect you all unquestionably deserve. My goal is to see that respect for you reflected not only in our day-to-day interaction with administrators and the District, but in the community and also in the upcoming contract negotiations next year. My goal is to make sure that you have the tools you need and deserve so that you can provide the best possible education to the students of Penfield.

My further hope is that as these challenges move behind us we can face future obstacles with even more conviction and dedication to our students and as leaders in education.

Enjoy a much-needed and well-deserved summer break!

## PEA Building Representatives

#### Penfield High School:

- Claudia Ditko
- Dave King
- Colleen Parkhurst
- Bob Young

#### Bay Trail Middle School:

- Mike Pray
- Kevin Quinn
- Laurie Rodas

#### Cobblestone Elementary:

- Kelly Limbeck
- Jane Saresky

#### Harris Hill Elementary:

- Bryan Bricco
- Jeanne Crowther

#### Indian Landing Elementary:

- Tessa Greeno
- Mark Lenzi

#### Scribner Road Elementary:

- Carol Koncelik
- Amy Reinhardt

## A Message from your PEA Treasurer . . .

One of the primary jobs of the PEA Treasurer is to develop a responsible budget for PEA, along with a corresponding union dues structure. Throughout the school year, I have been analyzing the association's income and expenses. In doing so, I have developed a budget that maintains current expense patterns, while following the priorities of the Union Leadership. In addition, our proposed budget allows for small increases of the associations reserves. It is essential to have healthy financial reserves if we ever find ourselves in a difficult year regarding district or state initiatives.



At the April 17, 2013, Executive Committee meeting, we discussed our proposed budget and dues structure. At that meeting I recommended an increase of the local dues share of \$10.00 per member.

It is important to note that the bulk of the dues that every member pays go directly to NYUST and AFT. Local unions have no control over these increases.

Please see the proposed dues structure below:

	2012-2013	Change	2013-2014
NYSUT			
	\$334.00	+\$12.00	\$346.00
AFT			
	\$205.20	+\$8.16	\$213.36
Local			
	\$123.00	+10.00	\$133.00
Total Dues			
	\$662.20	+\$30.16	\$692.36

This would mean that the paycheck deduction for member's dues would increase to \$34.62 per paycheck (members currently pay \$33.11/check) an increase of \$1.51/check (Based on 20 paychecks).

The Executive Committee voted on the proposed budget and dues structure at the April 17th meeting. The budget and dues structure will then need to be approved at the General Membership meeting on June 12th. If you would like to see the proposed PEA budget for 2013-2014, please see one of your building reps. If you have any concerns or questions, please do not hesitate to contact me at extension 8390 or via email at [Awilson@penfield.edu](mailto:Awilson@penfield.edu).

Thank you.



## - - Secretary's Report - -

**PEA GENERAL MEMBERSHIP MEETING  
WEDNESDAY, JUNE 12 2013  
BAY TRAIL LIBRARY  
4:15 PM**

### MEETING AGENDA

Welcome—Vice President, Russ Byer

Secretary's Report—Liz Brown

Treasurer's Report—Amy Wilson

Vice President's Report—Russ Byer

President's Report—Sonia Basko (written report to be shared)

Tenure Recognition—Susan Mietus

Retiree Recognition—Liz Brown

PARC Update—Russ Byer

Member Concerns

Adjournment

## PARC Update

As you all know it is PARC election time and there will be both returning members on PARC and new ones. We want to thank outgoing PARC member and PARC-Chair, Lisa McGinn for her years of service on PARC and negotiations last year. Thank you Lisa!

In May, the PARC team met with Dr. Grimm about teacher work load issues. He listened and took notes. He talked about managing our priorities vs. managing our time. The goal moving forward is to look at this information with the building principals. We talked about getting the building reps together with PARC and the building principals to continue this conversation. There were issues that could be fixed more quickly and others that will need further conversation.

We received two proposals recently: one on middle-school stipends that will result in a proposal for negotiations next year and another that talked about the increased workload for facilitators, coordinators and department chairs—this will also result in a proposal to the District this year.

**We want to thank outgoing PARC member and PARC-Chair, Lisa McGinn for her years of service on PARC and negotiations last year. Thank you Lisa!**



## Monthly Talking Points: May/June

Below is a list of talking points from the building level meetings for May and June.

Monthly Talking Points are generated from the information discussed at the PEA Executive Committee Meetings each month. Officers work with building reps to generate these talking points in an effort to make sure that consistent information goes out to all six buildings.

If you have questions about any of these issues, please see one of your building reps.

### *May Talking Points:*

2013-2014 Penfield Calendar  
School Budget  
PEA Elections  
Contract Update  
Pays on the 15th and 30th—Update  
LAP—Local Action Project  
Dues Increase  
Anti-Testing Legislation  
Important Dates

### *June Talking Points:*

Day 188 Reminder  
APPR Feedback  
Negotiations and PARC Update  
Sub Shortage  
Director of Humanities Interviews  
Important Dates  
Grievance Report  
Issues Solved Without Grievances  
Unpaid Personal Days  
Sick Bank

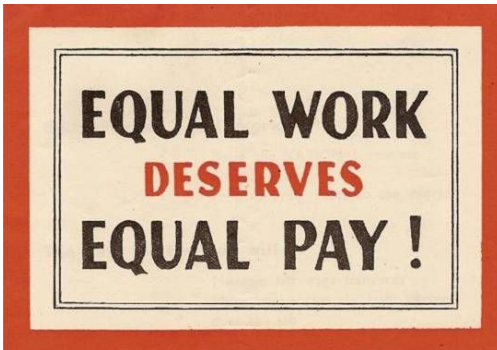


## This Month in Union History . . .

### Happy 50th Birthday, Equal Pay Act: A Brief History and Future of the Gender Wage Gap

by Maria Popova [Brainpickings.org](http://Brainpickings.org)

**“Even in creative fields, such as book publishing, advertising, and journalism, where there was a pool of educated females, women were given menial jobs.”**



On June 10, 1963, President John F. Kennedy signed the **Equal Pay Act** into law — a historic bill that aimed to abolish wage discrimination on the basis of gender in an era when newspapers published separate job listings for men and women.

It stated:

No employer having employees subject to any provisions of this section [section 206 of title 29 of the United States Code] shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work on jobs[,] the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to (i) a seniority system; (ii) a merit system; (iii) a system which measures earnings by quantity or quality of production; or (iv) a differential based on any other factor other than sex.

Upon signing the Equal Pay Act, JFK remarked:

“I am delighted today to approve the Equal Pay Act of 1963, which prohibits arbitrary discrimination against women in the payment of wages. This act represents many years of effort by labor, management, and several private organizations unassociated with labor or management, to call attention to the unconscionable practice of paying female employees less wages than male employees for the same job.

This measure adds to our laws another structure basic to democracy. It will add protection at the working place to the women, the same rights at the working place in a sense that they have enjoyed at the polling place.

While much remains to be done to achieve full equality of economic opportunity — for the average woman worker earns only 60 percent of the average wage for men — this legislation is a significant step forward.”



But for all its significance, the EPA was still crippled by the era’s gender stereotypes — for its first nine years, it didn’t extend to executive or even administrative-level jobs, thus rendering white-collar women professionals exempt from and unaffected by the new anti-discrimination policy. It wasn’t until 1972 — the same year that groundbreaking feminism magazine *Ms.* forever changed women’s visibility, that the Educational Amendment extended coverage to the executive class. In 2009, in the first signing of his presidency, Barack Obama signed into law the Lilly Ledbetter Fair Pay Act, overturning the Supreme Court’s ruling on the statute of limitations on gender-unequal paychecks and holding each such paycheck as a new violation to the law.



## PEA Barbecue

Sue Shellard

The First Annual District-Wide PEA BBQ was filled with fun and great food! Held on Friday, May 17th at Perinton Park in Fairport, members from all over the district, as well as retirees from years past, came to unwind and share some good conversation with their colleagues. The event was funded through our LAP grant with the generous donation of time from not only the LAP committee but also Kim Bradshaw, Claudia Pippin, Hope Vogel, Mike Pray, Stacy O'Neill, Shelly Lamanna, and Michelle Duffy, our photographer. A big thank you goes to everyone who helped to plan it and those who attended—you made it a success!





## Congratulations to our Newly Tenured Members

- Razifa Becevic
- Kathleen Bronowicki
- Katie Carpenter
- Brian Conway
- Kimberly Cristal
- Jennifer Marren
- Patricia Mills
- Ralph Pizzo

*Exceptional* **Fabulous** *Fantastic*  
CONGRATULATIONS  
*Fantastic* **OUTSTANDING** *Exceptional*  
*Fabulous* **Terrific**

## Retirements

*Kathleen Collie*

*Betsy Killoran*

*Beth Maiorani*

*Carolyn Smith-Hannah*

*Donna Stockmaster*

*Bob West*



A special edition Broadside, containing retiree bios and photos, will be released next week.