



Dear Colleagues,

We are rapidly approaching the end of a year which has seen many challenges for Webster teachers, as well as fellow teachers and union members across both the state and the country. While it's clear that many of our struggles are far from over, we can also be satisfied that we have stood strongly united at the local level, and are seeing increased levels of union activism across the country.

Change, even when unwelcome, tends to present new opportunities, and this is how we should view the movement towards a new system of teacher evaluation. Political forces led by the governor of New York have chosen to disrupt the process of developing a new APPR at the state level, and the recent decision by the state Regents to establish regulations in conflict with the current law has given NYSUT no other option than to mount a legal challenge. In the meantime, in Webster we have been making steady progress towards developing a new APPR that meets the legal requirements, and are preparing to take the next step in the process, as in the fall the union and the administration will collaborate to develop a draft plan for forms and procedures that will comply with the state law.

Rather than fearing or trying to avoid a new APPR, we need to continue to confront the challenge head-on, and work collaboratively to ensure that the documents and procedures that we develop for use in Webster will meet the needs of students and teachers: we want an evaluative process that is both accurate and fair, and is designed to inform and continually improve the quality of education in our district. Webster teachers are so accustomed to working at a consistent level of excellence, that the implementation of a new system that truly measures us fairly and objectively cannot possibly harm us.

Also in the fall, we shall put together a negotiations team, and the ruling bodies of our union will organize a process to facilitate member participation to clarify our collective needs and goals as we enter into contractual negotiations. In addition to the standard components, the new APPR will be linked to the new contract, and we need to carefully consider other factors that have impacts on the effectiveness of teachers in the classroom.

As a member of the WTA, please do your best to stay apprised of all current developments in education, at both the local and state level, by staying in touch through the WTA and NYSUT websites over the summer. Remember that the NYSUT website, (nysut.org) provides a wealth of current information, and provides easy links to contact your legislators, which is something we should all make a habit of.

If you can join us at the Rochester Labor Day parade this year, that would be wonderful. In the fall, please be sure to attend monthly WTA meetings in your own building, and consider expanding your own participation in union activities. If you have never taken a turn as a union representative, and the commitment seems daunting, please consider becoming an alternate representative the next time elections are held. This can provide you with the opportunity to get some hands-on experience at a more measured pace. But certainly, it is our union that empowers us to defend our salaries, benefits, and working conditions that enable us to deliver a quality education to our students.

Please be involved, and have a happy summer.

Steve Turiano
WTA President



Retiring Class of 2011

Left to right: Joanne Hofstetter (Special Education), Carl Hofstetter (Mathematics), Deborah Zeman (Mathematics & Science), Meg Therkildsen (Family & Consumer Science), Steve Eveleigh (Social Studies), Terry Deisinger (Business Education, Math Resource), Ellen Moriarty (English); missing: Liz Billings (French & Spanish)

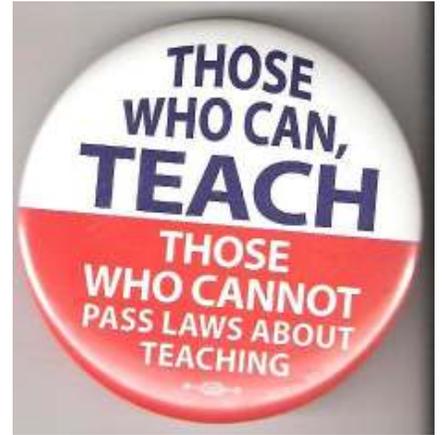
WTA honored our eight retirees at Shadow Lake Golf Club on June 8th. Bev Voos, WTA Member Services Liaison, orchestrated a memorable evening for everyone in attendance. WTA President Steve Turiano expressed it well that, "There are no words to describe the appreciation and gratitude being extended to each of our retirees.... It is our wish that your retirement will be a time to reflect on all the good that you have done and to be proud of your accomplishments..."

Best of Luck in Your New Ventures!

**Political Action Updates shared by Margaret Bartolotti,
Retired Webster Teachers Association's President**

**Governor Cuomo Introduces Tier 6 Bill to
Smokescreen Devastating Tax Cap Proposal**

Governor Cuomo released draft legislation that seeks to add a new, reduced benefit pension tier to all state and city public pension systems and the Optional Retirement Plan that provides retirement benefits to NYSUT's higher education affiliates.



This action by the Governor is a clear attempt to shift attention away from the devastating tax cap proposal that will destroy public education in New York state!!

Some of the changes, which would impact any new members to the public retirement system who join after 7/1/11, include:

- Raising the retirement age from 62 to 65 for new members of NYSLERS
- Raising the retirement age from 57 to 65 for all new members of NYSTRS
- Ending early retirement for new members
- Requiring employees to contribute six percent of their salary for the duration of their career
- Providing a 1.67 percent annual pension multiplier instead of the current 2% after 20 years of service
- Vesting after 12 years instead of 10 years
- Excluding overtime from final average salary
- Using a five year final average salary calculation instead of the current three year, with an eight percent anti-spiking cap
- Excluding wages above the Governor's salary of \$179,000 from the final average salary calculation
- Eliminating lump sum payouts for unused vacation leave from the final average salary calculation
- Prohibiting the use of unused sick leave for additional service credit at retirement

The changes proposed by the Governor will not provide a dime of short term savings for the state or local employers and will in no way impact the temporary spike in pension costs we are currently experiencing.

Don't let the Governor's irrational pension proposal take your eye off the real issue; the job killing, public education destroying tax cap proposal being pushed in the final days of the state legislative session!!!

PLEASE CALL YOUR STATE LEGISLATOR AND THE GOVERNOR IMMEDIATELY - Call your State Legislator and the Governor via the NYS AFL-CIO action line - 1-877-255-9417. Tell them, a tax cap is wrong for our kids, wrong for our schools and wrong for New York State!!!

Millionaire's tax — why it's needed

Albany Times Union Editor Rex Smith wrote a great column in Sunday's paper detailing why a millionaire's tax would provide a fairer and more equitable tax rate for middle class tax payers. Read an excerpt below:

If the decision about the property tax cap was about fairness for taxpayers, the next fight may be defined as one about justice for schoolchildren.

Under law, New York's top income tax rate, 6.85 percent, applies to everybody who earns more than \$40,000 a year. But in 2009, in the aftershock of the great recession, the rate for people with incomes above \$200,000 was temporarily hiked to 8.97 percent ... if a true "millionaire's tax" is maintained on that smaller group, the built-in budget deficit will vanish. School aid could be set at the level promised in the two-year plan passed a few weeks ago. And, importantly, the state's taxes would be more progressive."

Read the entire story at: <http://www.timesunion.com/default/article/It-s-the-talk-of-the-donut-shop-1400557.php#ixzz1NwNkFmDy>

The May 26th New York Times editorial, "Reject the Tax Cap," provides a strong argument against the property tax cap that's on the table at the Capitol in Albany. NYSUT leaders and activists are encouraged to incorporate the Times perspective into their talking points as they encounter lawmakers, especially Assembly members. Also, share it on Facebook and Twitter, and go to www.nytimes.com to post your own point of view.

Excerpt:

"When New York's politicians go on about how New York fails to draw businesses because of high taxes, even they must know that's ridiculous. Taxes generally rank behind education, infrastructure and other criteria when businesses decide to relocate and invest. Employees and bosses want to know about the schools. Business owners want to know if there is an educated work force. No public services? Who wants to move or work there?"

Here's the link to the editorial:

<http://www.nytimes.com/2011/05/26/opinion/26thu1.html>

And here's the link to add your voice to the discussion:

<http://community.nytimes.com/comments/www.nytimes.com/2011/05/26/opinion/26thu1.html>

Summer is the perfect time

Summer is the perfect time for so many things – gardening, vacationing, swimming, catching up on reading, and whatever else one wants to do but can't seem to find the time for during the school year. That's why summers seem to go so fast, because we're so busy!

But summer is also the perfect time to pay attention to those things that we don't have time for during the rest of the year, such as, (groan), our finances. It's so easy to go day-to-day without making any long-term financial plans, setting up a budget, saving for a rainy day, etc.

Fortunately, the **Financial Counseling Program** endorsed by *NYSUT Member Benefits Corporation* can be of great assistance in getting your financial house in order.

When you enroll in the plan, you'll receive toll-free access to certified financial planners and registered investment advisors who will address your various financial questions and situations. You'll also have options for in-person consultations. And you have the added comfort of knowing these professionals are there solely to help you, not to line their pockets by pushing you in one direction or another.

These financial professionals do not sell any financial products; hence, they receive no

commissions from mutual funds, brokerage firms, insurance companies or any other third party. These are the professionals of Stacey Braun Associates, Inc., the provider of the Financial Counseling Program.

Stacey Braun Associates is an investment advisory company established in 1977. It provides fee-based professional financial counseling.

Here is a sampling of topics you can receive advice and assistance on:

- Pre- and post-retirement planning
- 403(b) and 457(b) plan advice
- Mutual fund questions
- Establishing risk tolerance
- Mortgages and refinancing
- Savings
- Estate and inheritance planning
- Financial advice relating to divorce
- Tax planning
- Insurance
- Social Security
- Education funding

The plan also includes no-cost written summaries or reports upon request; access to Stacey Braun's password-protected website, which features all kinds of helpful information and calculators; an e-mail helpdesk; and free admission to regional educational workshops.

In addition to the plan described here, a

403(b) Limited Financial Counseling Program is available.

So why not take a little time out of your busy summer and see how you can benefit from the Financial Counseling Program?

For more information, call NYSUT Member Benefits at **800-626-8101** or visit www.memberbenefits.nysut.org.



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.

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Exclusive discount days
for
NYSUT members only.
This is one offer
you don't want to miss!

July 15-22, 2011

\$19.99
PER PERSON (PLUS TAX)
YOU SAVE \$23.00!

With your NYSUT
Ticket you get
TWO parks for less
than the price of
one!



USE THE ORDER FORM BELOW TO PURCHASE YOUR TICKETS TODAY!

YES! Please send me _____ Darien Lake **NYSUT DAYS** tickets at \$19.99 plus tax (\$20.39 total) valid any one day July 15-22, 2011.

I've enclosed a stamped, self-addressed business-sized envelope and (check one)

- my credit card information
 a check made payable to Darien Lake

NAME: _____ School Name: _____

ADDRESS: _____ Phone: (_____) _____

CITY: _____ State: _____ Zip: _____

PAYMENT INFORMATION:

Credit Card Type: _____ Credit Card # _____

Exp date: _____ Amount Enclosed: _____ Signature: _____

Mail your order to: Darien Lake, ATTN: NYSUT Days, PO Box 91, Darien Center, NY 14040
Or Fax order to: (585) 599-4053 (Credit Card Orders Only)

ALL ORDERS MUST BE RECEIVED BY JULY 10, 2011

CHALK-FULL

KOREY ASHER BY



Webster Teachers' Association (Established 1972)

Representing 789 teachers in 11 schools
(7 elementary, 2 middle and 2 high schools)
in the Webster Central School District
Affiliated with NYSUT, AFT/NEA, and the AFL-CIO

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**HAVE A NICE
SUMMER
VACATION!**