



# Webster Teachers' Association

## The Voice

October 2011

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### **In this issue:**

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to the membership*

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### **Upcoming Dates & Events:**

*Election Day:  
Tuesday, November 8*

*WTA Benefits Fair:  
Thursday, November  
17 @ Sanibel's 3-6pm*

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Dear Colleagues,

As you go through the year and juggle the myriad demands that are placed upon teachers, I ask that you remember that your teachers' union is an integral and essential partner in determining the nature of your job, and protecting your right to excel at it. While it is possible for individual members to remain detached from the bureaucratic functioning of our union and still enjoy the benefits that it provides, we should remember that two of the most important functions of our union are to fight for:

1. conditions that allow teachers to deliver the highest quality of education to our students
2. fair and reasonable compensation for the work we do

While the second function is widely recognized by the public, few people outside of teachers themselves recognize how much of our efforts are spent trying to achieve & defend the first goal. In recent years both of these goals have been under relentless attack, locally, state-wide, and nationally. In recent years in Webster we have seen a variety of cost-cutting measures camouflaged and sometimes touted as changes designed to somehow benefit the students, and we have felt firsthand the negative impact of many of those changes. At the same time we are under political attack from various special interest groups whose goal is to reduce our compensation in every way possible, and to use the legislative process to deprive us of our collective bargaining rights.

We need to remember that our contractual language provides us with one of our most effective tools to defend the quality of instruction that we deliver. It is essential that we all cooperate to defend the language in our contract, and not let ourselves be led onto any slippery slopes that take away our planning time, or burden us with extraneous tasks that encumber our ability to provide the services that we know our students need. To this end, it is essential that you immediately notify your building representatives if you are given a schedule or new directives that do not conform to the contractual requirements.

If you are uncertain, ask a representative. Some situations are worthy of a contractual waiver, but they must be brought to the union's attention so that they can be legally executed and documented. To ignore violations is to gradually surrender our hard-won empowerments to do our job to the best of our ability.

When we adopted the 2000-2003 teachers contract in Webster, we moved to a combination of a longer school day and reduced class sizes, with the understanding that these changes would be beneficial to

our students, as they could offer greater opportunities to provide electives and meet special needs. It was agreed that the smaller class sizes would allow each student to receive more individualized attention, both within the classroom, and in the form of written feedback from teachers on the students' submitted work. The nature of the discussions that took place when we worked to rectify the various cases of overloaded classes this September have left us deeply concerned that the administration intends to attempt to reinterpret the contractual language limiting student maximum numbers next year. This is particularly disheartening, since the maximum numbers in the contract were agreed upon to represent a worst-case scenario, and certainly not to represent any kind of desirable target. The maximum class sizes are numbers to be avoided, and certainly not to be exceeded.

Larger class sizes would not only have a seriously negative impact on our ability to properly support our students, it would also of course result in a situation that current student enrollments have prevented: further reduction of the number of teachers working in Webster. And while those lowest on the tenure track should of course feel most vulnerable, if we consider last year's changes to education law, which open the door to linking an "unsatisfactory" score on the new Annual Professional Performance Review (APPR) to expedited termination of employment, it's evident that we should all be concerned.

While the union and the district administration are continuing to work collaboratively to develop a new Webster APPR that will comply with the new state law and regulations, our fellow teachers in other districts face the same challenges, and we all receive guidance & support from our parent union, NYSUT. In this past year, when political pressures led the NYS Board of Regents to pass regulations that violated the new law, it was NYSUT that sued the Regents, and won nearly all the points in their legal challenge. It is unfortunate that the Regents have decided to appeal the court's decision, thereby making our task of developing a compliant APPR that much more difficult.

Among the reasons for NYSUT's lawsuit was to protect our rights (as specified by law) to collectively bargain many components of the new APPR. Among the rights that the lawsuit has so far protected, is our union's right to collectively bargain the local measures of student performance, the percentage of our evaluation that will be based upon classroom observations, and how rubric scores will convert to points towards a teacher's composite evaluation score. One very large concern of ours is that teachers only be held accountable for performance and variables that they can truly control, and not for the impact of administrative decisions in which we have no say.

A good way to be aware of political issues that will affect your future is through NYSUT's "Legislative Action Center" on the nysut.org website. (It's accessed under the "Resources" heading on the left side of the window). The link at the end of this paragraph will take you to the file "What every NYSUT member should know" on the NYSUT website. It helps explain how and why your union is important to you – and what you can do to help your union. [http://www.nysut.org/files/WEMSK\\_2011.pdf](http://www.nysut.org/files/WEMSK_2011.pdf)

Finally, I hope that you take advantage of the WTA's own "Benefits Fair" which will be held on Thursday, November 17 from 3-6 PM. In addition to a variety of information and resources, door prizes, and food, there will also be flu shots available (bring your insurance card for this) between 4 and 6 PM. As we will be negotiating a new contract for the teachers later this year, you may want to take advantage of the opportunity to share your concerns with union officers at this event.

In Solidarity,  
Steven Turiano  
WTA President

# **WTA Negotiating Team Member Profiles for the 2012 Successor Collective Bargaining Agreement (CBA/contract)**

## **Steven Turiano, WTA President**

### **Teaching Experience**

- Social Studies @ Webster Thomas (18 years in Webster)
- Social Studies Department Leader @ Thomas: 6 years

### **WTA Experience**

- Currently in 2<sup>nd</sup> year as WTA President
- Building Representative: 12 years
- Senior Building Representative
- Public Relations Chair
- HS Liaison to Executive Board
- Grievance Committee member
- WTA 2000-2003 Contract negotiations team
- WTA 2003-2006 Contract negotiations team
- WTA 2006 contract extension negotiations team
- Delegate to NYSUT Representative Assembly 2011

## **Jamie Fagan, WTA Grievance Chairperson**

### **Teaching Experience**

- Mathematics @ Webster Thomas HS (12 years in Webster)

### **WTA Experience**

- Currently in 2<sup>nd</sup> year as Grievance Chair for WTA: As grievance chair, participates in monthly meetings with WTA President, Superintendent, Chief Human Resources Officer (2010- present)
- Building Representative: 6 years
- Senior Building Representative: 1 year
- Middle School Schedule impact negotiations 2010-2011
- HS Schedule Grievance negotiations and final settlement 2010-2011
- Negotiations group concerning potential concessions in spring of 2011

## **Sandy Pray, WTA Secretary**

### **Teaching Experience**

- 7 years teaching fourth grade at State Road Elementary School
- 9 years teaching at Barclay Elementary School in Brockport

### **WTA**

- Building Representative (seven years)
- secretary for the WTA (2007-present)
- negotiations team member for the 2008-2012 contract

**Brockport TA:**

- building representative
- elementary vice-president
- member of two negotiating teams.

**Additional related experience:** I have attended four NYSUT Leadership conferences and numerous Negotiations workshops offered through NYSUT throughout the years.

**Jeanne Coonan, WTA Treasurer**

**Teaching Experience**

- Music/Band Teacher at Plank Road North & South Elementary Schools

**WTA Local Experience**

- Elected to 6 terms as Treasurer (12 years)
- Past member of Negotiations Team
- Multiple terms as a Building Representative
- Former committee chair for Member Services and Political Action

**NYSUT State-level Experience**

- Delegate to NYSUT Representative Assembly-13 years
- Delegate to American Federation of Teachers Biennial Convention 2004, 2006, 2008, 2010
- NYSUT Committee of 100 Member -9 years
- Appointed by NYSUT Board of Directors to 3rd term as member of the state Pension and Retirement Committee (member since 2006)
- Delegate to the NYSTRS Annual Meeting -9 years
- NYSUT Summer Leadership Conference - 12 years

**Education:**

- Graduate of the NYSUT Leadership Institute at Cornell University
- Earned a Certificate in Labor Studies from Cornell University School of Industrial and Labor Relations
- National Board candidate

**Jean Barclay, WTA Middle School Liaison to the WTA Executive Board**

**Teaching Experience**

- 5 Years Taught grades 5 and 6 in City Catholic School
- 21 Years in Webster (Elementary Math Resource, 7th and 8th grade 15:1:1 Teacher, Consultant Teacher)
- Have taught at Plank South, Webster Schroeder and Spry

**WTA**

- Spry MS Building Representative (2010-present)
- Middle School Liaison (2010-present)
- Middle School Impact Negotiations team (2010-2011)

**Personal**

- Married -2 children (husband is a Teamster)

**Bill Garvin, WTA's Labor Relations Specialist from NYSUT**

- Approximately 30 years experience in Labor Relations

# Teacher Evaluation System: Steps in the Design Process

By Christine E. Dunne, WTA PR & APPR Committee Member

- What kind of educator are you?
  - Highly Effective
  - Effective
  - Developing
  - Ineffective?
- What evidence is there to verify your assertion?
- What does instruction and assessment look like in your classroom?
- What level of quality and quantity of student engagement can be quantified to support this claim?

The current status of the APPR Guidelines and Requirements was discussed at the first committee meeting to design/develop a **Teacher Evaluation Process for Webster Central Schools** on October 12<sup>th</sup>. It is the committee's charge to determine how 60% of teachers' evaluations will be determined.

### WCSD Administrative Members:

Glenn Widor, Thomas High School Principal  
Johanna Siebert, Director of Fine Arts  
Linda Sykut, Assistant Superintendent for Elementary Education  
Francine Leggett, Schlegel Road Elementary School Principal  
Carm Gumina, Chief Human Resource Officer  
Jan Lutterbein, Assistant Superintendent for Secondary Education  
Brian Neenan, Willink Middle School Principal

### Webster Teachers' Association Members:

Steve Turiano, WTA President & Thomas HS Teacher  
Ida Marra, Thomas High School Business Teacher  
Mike DiTullio, Schroeder High School English Teacher  
Christine Dunne, Willink Middle School German Teacher  
Vicky Polls, Klem Road North Librarian  
Katie Davis, Dewitt Road 3<sup>rd</sup> Grade Teacher  
Yvonne Bourne, State Road Special Education Teacher  
Lynda Courage, State Road 1<sup>st</sup> Grade Teacher  
Sue Hooper, Plank Road North Literacy Specialist  
Carolyn Tinsley, WPDC Director

What is most important for all of us who will be affected by this significant change is to understand what we currently have to work with and remain informed as new information is available. To facilitate this for you, I will continue to post updates to the APPR page of our WTA website for your perusal.



For an enlightening read, check out: **Why we sued the Regents**, By Richard E. Casagrande - NYSUT United - September 27, 2011 [or online at [http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/nysutunited\\_17089.htm](http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/nysutunited_17089.htm) ]

### Future APPR Committee Meeting Dates:

November 15                      January 19                      February 16                      April 26

In addition to these full-day sessions at the WPDC, some WTA Committee Members will attend NYSUT's **Saturday, December 3<sup>rd</sup>** morning session on APPR updates, requirements, and resources.

## KNOW YOUR CONTRACT

***With all this talk about “The New APPR,” how exactly WILL we be observed and evaluated THIS YEAR??***

**Article 4010 – Teacher Evaluation/Observation on pp. 17-19 of our current 2008-2012 Teachers Contract remains in effect until our successor contract is ratified by the membership and board of education.**

Unit member	Number of observations	By whom
Non-tenured teacher	3 traditional observations per year	Supervising administrator(s)
Tenured Teacher	1 traditional observation per year (at least 1 x every 3 years), or 1 of the “options” listed on p 18 (Action Research, Peer observation...)	Supervising administrator
Teacher on an Improvement Plan (TIP)	<i>*teacher &amp; WTA President will be advised first</i> Building Principal and teacher will schedule a conference to develop the plan for improvement.	Supervising administrator(s) and/or Building Principal

### Additional information:

- A classroom visit by an administrator that does not result in an evaluative report or other written record shall *not be considered an observation.*
- A conference should be held within 10 days of each observation. Following this conference, the written observation report should be given to the teacher within 10 days. Within 10 days of the written report a conference can be requested by either the teacher or the administrator.
- Until the teacher can acknowledge the observation report by signing it, this written report cannot be filed in his or her personnel file.

### Annual Evaluation:

- Its purpose is to discuss the staff members’ performance over the school year, to review job targets & goals for the current year and to identify goals for the upcoming school year.
- As with each observation, no annual evaluation may be placed in one’s personnel file until that staff member has read and signed it.

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**“Free for Teachers” page:** <http://www.myeducationdiscount.com/free>

A variety of free items, free samples and coupons are available from stores like Procter and Gamble, Amazon, Target, Vistaprint, Barnes and Noble, and Diamonds International. Items available include household consumer products, educational videos, eBooks, music downloads, address labels, magnets, t-shirts, sunglasses, jewelry and more!

My Education Discount  
7544 Monterey Bay Drive, Unit 2  
Mentor on the Lake, OH 44060

**NOTE: There are many more discounts available to union members you can find on our website on the AFT/NEA AFL-CIO links page, including <http://www.aft.org/benefits/>**

# WTA Benefits Fair!

**When:** Thursday, November 17, 2011, 3-6pm

**Where:** Sanibel Cottage, 1517 Empire Blvd, Webster

**What:** Hors d'oevres, cash bar, and prizes

**Who:** All WTA members

You won't want to miss this! You're invited to mingle with colleagues and learn more about benefits and opportunities available to you! There is no charge for this event. Guaranteed FUN and GIVE-AWAYS *for Everyone!*

**NEW this year!!!**

**Flu Shots will be given! Bring your insurance card!!**

[See you there!](#)

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**Making Strides for Breast Cancer**

**Plank North Walkers Sunday, October 2, 2011**

Photo courtesy of Patti Pawluk



# Let TripMark.travel be your one-stop travel shop!

- 1) Do you have plans to take a vacation with your loved ones this fall?
- 2) Looking to book a fantastic getaway to a beautiful international destination?
- 3) Would you like an easy to use travel site that can help you effortlessly book flights, hotels, vacation packages, car rentals and cruises for personal and business travel needs?

If you answered “yes” to any of these questions, the NYSUT Member Benefits Corporation-endorsed discount travel program offered by TripMark.travel could help make planning your next trip a breeze. Take advantage of one-stop shopping for all your travel needs: reserve hotels, flights, cruises, car rentals and vacation packages; browse destinations; plan road trips; or book group travel.

## Online security

TripMark offers a simple online interface and advanced encryption technology that ensures that your personal information is kept safe and secure as you plan your next trip.

## Helpful suggestions

To assist with your planning, TripMark also offers a variety of destination guides – offering recommendations for top-rated attractions, restaurants and hotels along with general information about thousands of destinations. Thinking about planning a road trip, but not sure where to go? TripMark’s website offers you many options, anywhere from one hour to six hours

*TripMark.travel is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 25% of net revenue for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.*

away from a specified zip code, in any direction you choose. You can then search for hotels in the area that you select.

## Strength in numbers

TripMark can even help you with group travel. Whether you’re planning a family reunion or vacationing with friends, get assistance and best available deals from the helpful folks at TripMark. For group travel only, get the process started online

by visiting the TripMark page on the Member Benefits website and following the directions listed. There is a different toll-free number dedicated solely to group travel as well as a discount code to use for booking group travel.

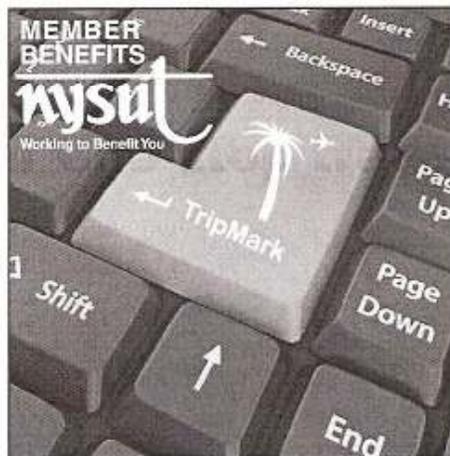
## Speak with a real person

Would you feel more comfortable speaking to a travel agent on the phone rather than booking online? TripMark’s knowledgeable agents

are available toll-free, Monday through Friday, from 8:30 a.m. to 7 p.m. to assist with your travel planning. Please note that travel agents cannot currently book airline flights if you arrange your trip through one of TripMark’s agents; you can either book flights online or contact the airline directly.

## What to do first

To get started with TripMark, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and click on “TripMark.travel” in the Featured Discounts section of the homepage. There, you’ll find toll-free numbers for reservations, cruises and group travel, as well as a link to a NYSUT member-specific TripMark website. You can also contact Member Benefits at 800-626-8101 with any questions.



## Webster Teachers' Association 2011-2012 Calendar of Meetings

TIME: 4-6pm on Monday LOCATION: Thomas High School Library

### WTA Executive Board Meeting Dates

*[1st Monday of the month]*

September 12, 2011

October 3, 2011

November 7, 2011

December 5, 2011

January 9, 2012

February 6, 2012

March 5, 2012

April 2, 2012

May 7, 2012

June 4, 2012

### WTA Representative Council Meeting Dates

*[3rd Monday of the month]*

September 19, 2011

October 17, 2011

November 14, 2011

December 19, 2011

January 23, 2012

February 13, 2012

March 19, 2012

April 23, 2012

May 21, 2012

June 11, 2012

**Who represents YOU? Stay informed!**

**Share your opinions with your representatives!**

**Building Representatives of the WTA Representative Council 2011-2012**

*(The asterisks denote the senior building representatives. The names in italics denote the alternates.)*

#### **DeWitt Road Elementary School**

\*Brenda Ehinger 2010-2012

Sue Sopko 2011-2013

*John Doerner*

#### **Klem Road North Elementary School**

\*Nancy Nesbitt 2011-2013

Julie Hynes 2011-2013

*Pam Smith*

#### **Klem Road South Elementary School**

\*Roseanne Kulikowski 2011-2013

Holly McDonnell 2011-2013

*Marilou McLaughlin*

#### **Plank Road North Elementary School**

\*Sandy Clement 2010-2012

Sue Hooper 2011-2013

#### **Plank Road South Elementary School**

\*Janet Bresin 2010-2012

David Monson 2010-2012

*Jamie Berardicurti & Lauren Vorassi*

#### **Schlegel Road Elementary School**

\*Wendy Locke 2010-2012

Janet Gibson 2011-2013

*Linda Belmont*

#### **State Road Elementary School**

\*Sue Bjarnar 2011-2013

Dan Sepka 2010-2012

*Sandy Pray*

#### **Spry Middle School**

\*Wendy Sardella 2011-2013

Bev Voos 2011-2013

Carmen Zaborny 2010-2012

Jean Barclay 2010-2012

#### **Willink Middle School**

\*Sarina Schamberger 2010-2012

Heather Dutko 2010-2012

Rocco Romano 2010-2012

Marlene Giffert-Matthews 2010-2012

Kim King-Montz 2011-2013

*Kathy Rook, Marsha Barber*

*Kim Ebbecke, Nicole Montone*

#### **Schroeder High School**

\*Lisa Bullock 2011-2013

\*Mike DiTullio 2011-2013

Kim Rayton 2010-2012

Carolyn Carlton 2010-2012

Bill Stephens 2010-2012

*Chad Costanza, Meaghan Kiel*

#### **Thomas High School**

\*Chris Wojtas 2011-2013

Kelly Cameron 2011-2013

Craig Johnville 2011-2013

Carrie Waldarek 2010-2012

Celine Geary 2010-2012

Jason Charno 2010-2012

Kenneth Sicke 2010-2012

*Greg Alquist, Cathy Anne, Tammie Salvione*



## **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*

### **WTA office**

Thomas High School, Room #90  
800 Five Mile Line Road  
Webster, New York 14580  
President's CELL PHONE: 585-683-9147  
OFFICE: 585-670-8071  
FAX: 585-670-8047

<http://www.wta1972.com/>

