



# THE MEMBER SHIP

The Newsletter of The West Genesee Teachers' Association <http://www.wgta.net>

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## APPR, the Moratorium, and You

The 2015 state budget included replacing the Annual Professional Performance Review (APPR) law section 3012-c of the Education Law with a new section 3012-d. The new APPR law gave SED authority to make important decisions about implementation of the law through commissioner's regulations. A coalition of teachers, board members, administrators and parents called out legislators, the New York State Education Department and the Board of Regents demanding an end to punitive, costly, time consuming exams that do not accurately measure or reflect the quality of instruction provided by teachers.



In response to that advocacy, on December 15, 2015 the Board of Regents voted to implement a four year moratorium on the consequences of using the 3-8 ELA and math Common Core State Assessments, in any form, and state-provided growth scores on Regents exams in teacher and principal evaluations. That moratorium ends with the conclusion of this school year 2018 - 2019.

The West Genesee Central School District and representatives from the WGTA worked together to create a common sense evaluation plan that minimized, as much as possible, the negative impact evaluations would have on instruction, as it relates to time, focus and relationships with students. I hope all of our members agree that we are in a much better place now than in the first few years of APPR. Currently, the moratorium allows districts to determine the student performance score on a rating for teachers in grades 3-8. Our student performance scores for teachers at those grade levels are the overall passing rate on five Regents Exams. Our target is an average passing rate of 90%. The students of our district have scored above that mark each of the past 3 years and accordingly, teachers receive a 20/20 HEDI score for student performance.

What happens at the end of this year when the moratorium ends? This issue should have already been settled. The knowledgeable public have spoken; stating the tests and the evaluation system hurts children, by increasing the focus on ELA and Math scores, rather than on an enriched curriculum and children's mental health. The citizens of New York State were heard loud and clear by the majority of our legislators. A bill to end APPR and return greater control of the evaluation system to school districts easily passed the New York State Assembly. The bill then needed to make it through the senate which had 55 of 63 senators as cosponsors. That means that not only would 55 senators vote yes on the bill, they were willing to put their name on it. You may ask, why do we still have this system? The simple answer is that Senate leadership would not let the bill reach the floor to be voted on. The will of the people was not carried through.

(continued)

We must have a change to the current law or we will revert back to where we were four years ago before the moratorium was in place. Teachers in grades 3-8 will have their careers “hinged” upon exams that are not developmentally appropriate and have been proven in a court of law to be statistically invalid. We cannot go backwards.

This November we have an opportunity to elect representatives that will support public education. I encourage you to do your research, weigh all options and then go out and vote. Our children, our students cannot be the subject of experimentation, the stakes are too high. This is their one opportunity to receive a broad, enriched education and establish the skills needed for a successful career and a high quality of life. Let’s make sure that our elected officials in Albany and Washington carry out the will of the people and make things right for our kids. We cannot enter the 2019 - 2020 school year under the old rules. Express yourself and your beliefs at the ballot box.

—John Mannion, WGTA President

**Your vote is your voice!**

## **NYSUT ENDORSED CANDIDATES**

### **NYS Attorney General**

Letitia James

### **House of Representatives**

22 Anthony Brindisi

24 Dana Balter

### **NYS Comptroller**

Thomas DiNapoli



### **NYS Senate**

50 John Mannion

51 Rachel May

### **US Senate**

Kirsten Gillibrand

### **Assembly**

120 William Barclay

121 Bill Magee

126 Keith Batman

127 Al Stirpe

128 Pamela Hunter

129 William Magnarelli

# NEWS RELEASE

NYSUT • 800 Troy-Schenectady Road • Latham, NY • 12110-2455 • [www.nysut.org](http://www.nysut.org)

CONTACT: NYSUT Media Relations 518- 213-6000 ext. 6313 Email: [mediarel@nysutmail.org](mailto:mediarel@nysutmail.org)

**FOR IMMEDIATE RELEASE**

The full list of endorsed candidates is at [www.nysut.org/endorsements](http://www.nysut.org/endorsements)



**NYSUT issues endorsements; holds senators accountable for evaluation votes**

ALBANY, N.Y. Aug. 8, 2018 — New York State United Teachers today withheld endorsements from every state senator who voted for more charter schools and against reforms to the state’s broken testing and evaluation system in the waning hours of the legislative session, but backed dozens of other candidates for state and federal office.

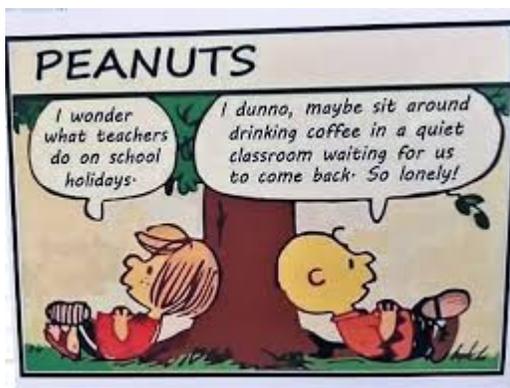
At its three-day meeting, NYSUT enthusiastically backed state Comptroller Thomas DiNapoli for re-election; endorsed 37 state Senate candidates; supported 136 candidates for state Assembly; and recommended to its national affiliates the endorsement of U.S. Sen. Kirsten Gillibrand and some two dozen members of Congress. The union also backed Letitia James for attorney general.

“In endorsing for state Senate, we are standing with those who have stood consistently with us,” said NYSUT President Andy Pallotta. “We made clear to the entire Senate and its leaders that Senate Bill 8992 carried serious consequences. Those senators who turned their backs on teachers and public education — and held students and educators hostage in hopes of dealing for more charter schools — are now being held accountable for their vote.”

Pallotta said candidates who earned NYSUT’s endorsement all “showed through their advocacy, their accessibility and their strong pro-education, pro-labor voting records that they are true friends of public education, organized labor and working people. They have demonstrated a willingness to stand shoulder to shoulder with educators to fight for better public schools, colleges and hospitals. We are proud to support them and will work hard to get them elected.”

Pallotta noted that NYSUT’s endorsement means “an army of members will be knocking on doors, handing out campaign literature and making tens of thousands of personal phone calls on behalf of favored candidates.” He added, “Candidates know that a NYSUT endorsement means ‘feet on the street’ — the energy of passionate and enthusiastic volunteers who know the issues, vote in every election and get their friends and colleagues out to vote as well.”

*New York State United Teachers is a statewide union with more than 600,000 members in education, human services and health care. NYSUT is affiliated with the American Federation of Teachers, the National Education Association and the AFL-CIO.*



# Perks of Being a Member



at Westar FCU!

The Wildcat Branch is located right in the high school!

**OPENING  
SOON!**

You can use inter-office mail to send in deposits, payments, forms, and more!

We have free, easy online banking and Bill Pay!

Also, two mobile apps to take your banking on the go!



**NEW!**

Mobile Check Deposit allows for quick and easy deposits into your accounts!

Visit [westarfcu.com](http://westarfcu.com) for more info!



## WGTA Welcomes New Members

*Mary Gotham, Treasurer*



West Genesee Teachers Association is pleased to welcome new members into the fold. Every new member received the following: a letter of welcome, an e-copy of our [Teachers' Contract Agreement](#), a hard copy of [important information and contract highlights](#), and a welcome bag of goodies along with a WGTA tee shirt.

Please join the WGTA as we give a warm welcome to our newest members:

- WG High School** - Ryan Ross, Donna Annabel, Scott English, Maria Britton, Katie Hancock, Carrie Prior
- WG Middle School** - Jennifer Duncan-Olson, Carolyn Reyes, Anne Dorio, Sheila O'Malley
- Stonehedge Gold** - Jennifer Goodnow, Lauren Ciciarelli
- Stonehedge Blue** - Carolyn Erwin
- East Hill** - Brook Spencer
- Onondaga Road** - Don Schiffer, Kathleen Clark
- Split Rock** - Alexandra Files, Doug Farfaglia, Lyssa Sexton, Kristen Diglio, Jeannine Reynolds

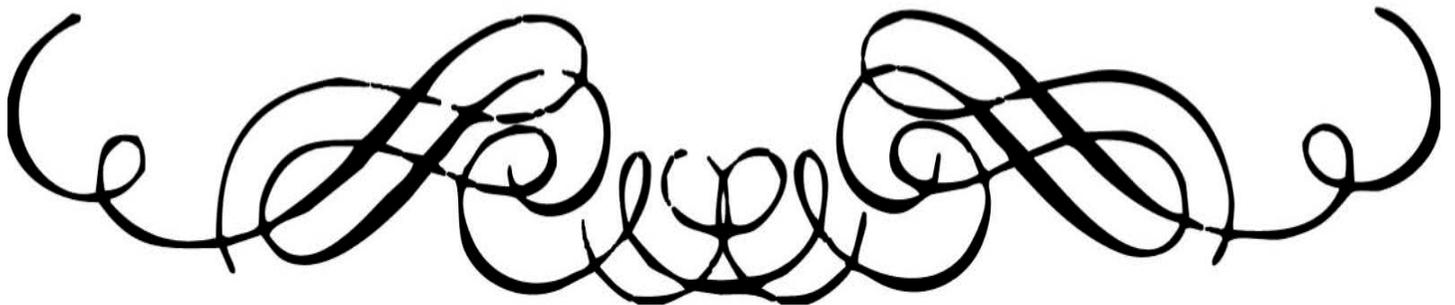


# West Genesee Teacher's Association

General Membership Meeting  
8/30/2018

# Introductions

<b>President</b>	<b>John Mannion</b> <u><a href="mailto:mannionforwgta@gmail.com">mannionforwgta@gmail.com</a></u>
Vice President	Mike Perkins
Vice President	Dawn Personte
Treasurer	Mary Gotham
Secretary	Jeanine Stables



# Introductions (Buildings)

Stonehedge Blue	Allyson Stalter Stephanie Skardinski
Stonehedge Gold	Courtney Lyons
Onondaga Road	Kristen Hudson Kathy Gauthier
Split Rock	Melanie Callahan Kim Grome
East Hill	Janet McDonald Heather Thome
Camillus Middle	Dale Keida Sharon Bush Jamie Abdo

# Introductions (Buildings)

WGMS	Mary Weaver Mary Beth Smith Dee Fitzpatrick
WGHS	Rob Manipole Chris Paoli Theresa Mosey Molly Devaney Craig Dowler Pat Haines

## Communication

- FB West Genesee Teacher's Association
- [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com)
- Please submit your best personal email address to [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com)
- Twitter @wildcatteachers
- MAC APP from NYSUT

# Teacher Performance (Tenured)

- **Evaluated on 2 observations –  
(1 announced)**
- Announced observation by principal,  
unannounced (coordinated) observation  
by another administrator
- More observations can be requested  
by the administrator or the teacher
- No Pre or Post Observation meeting  
unless requested by either party.
- Completed by April 15th



# Teacher Performance

(Untenured, LTS, PT, etc.)

- **3 observations (2 announced, 1 unannounced)**
- 1 of the observations requires Pre and Post observation meetings
- 2 announced observations by your lead evaluator (Building Principal)
- 1 unannounced by another Administrator

# Student Performance

- **Courses with a state assessment**  
**HS Regents, Sci 8 (Approved SLO)**
- **K – 8, IS, SE, Fine Arts, etc.**  
**(SLO approved by the Superintendent connected to Regents Passing Rates on 5 exams.... Algebra, Geometry, 11<sup>th</sup> Grade ELA, Global History, Living Environment)**
- **Moratorium ENDS this year 2018 - 2019**





# Sick Leave Bank

- Agree to donate 2 days by completing the SLB form and returning it to your building secretary by October 1st.
- **Those that joined last year are already in, no form necessary.**
- Forms on [wgta.net](http://wgta.net) and with building secretaries. Please email me at [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com) if necessary.
- Up to 90 days can be accessed from the bank after exhausting all of your accumulated sick days, petitioning the Sick Leave Bank Committee and providing medical documentation.
- In the future, the WGTA may have to request an additional day from SLB Members.
- Current SLB days = 550+

**SICK LEAVE BANK  
ENROLLMENT FORM  
For West Genesee Teachers' Association Members**

**Election to Participate**

*I hereby elect to participate in the Sick Leave Bank for WEST GENESEE TEACHERS' ASSOCIATION MEMBERS pursuant to Article XI, P of the 2016-2020 WGTA Contract. I understand that:*

- 1. I agree to make an initial donation of two days, which will be deducted from my accumulated sick days, to join the Sick Leave Bank; and*
- 2. I may apply for benefits from the Sick Leave Bank only after exhausting all of my accumulated sick leave; and*
- 3. This agreement will continue until I submit a signed notice terminating my participation in the sick leave bank; and*
- 4. I understand that in the unlikely event that the bank of donated sick days falls below 90, an additional one or two days will be requested from Sick Leave Bank Members. This is a condition of remaining in the Sick Leave Bank. These additional days will be deducted from a member's accumulated sick days; and*
- 5. All days contributed to the sick leave bank are non-refundable; and*
- 6. Sick Leave Bank Members who wish to access the sick bank must have used all current and accumulated sick days, submit a request to the Sick Bank Leave Committee and provide medical evidence as required by the district; and*
- 7. The maximum number of days that can be withdrawn from the Sick Bank is 90; and*
- 8. The rate of compensation during a Sick Bank Leave will be Step 1, BA+0.*
- 9. This form must be completed and returned to a Building Secretary by **October 1<sup>st</sup>**.*

\_\_\_\_\_  
Name of Employee (Please Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Building

\_\_\_\_\_  
Last 4 digits of SSN

**\*\*\* EMPLOYEES CAN DONATE MORE THAN TWO DAYS TO THE SICK BANK. IF YOU WISH TO DO SO, PLEASE INDICATE BY MARKING BELOW.**

\_\_\_\_ (✓) I AGREE TO DONATE \_\_\_\_\_ ADDITIONAL DAYS BEYOND THE 2 REQUIRED FOR MEMBERSHIP IN THE SICK LEAVE BANK.

# **\$1,000 Insurance Waiver**

- . Members that do NOT carry WG Insurance will receive a \$1,000 payment at the end of the school year.**
- . Form is in your Open Enrollment Packet and must be submitted by September 18.**
- . MUST BE COMPLETED EACH YEAR.**
- . \$1,000 is income and will be taxed by the IRS and NYS**
- . ACA requires that you notify your employer of your health care coverage.**

# **District Calendar/Snow Days**

- . 186 days (183 instructional days)**
- . Extra days are built into the schedule in case of emergency closings...we get those back**
- . Use 0 days...get 3 instructional, 1 staff day back (4)**
- . Use 1 days...get 2 instructional, 1 staff day back (3)**
- . Use 2 days...get 2 back (2)**
- . Use 3 days...get 1 back (1)**
- . Use 4-6....get 0 back**
- . Instructional Staff does not report on closing days**

# VoteCope/Scholarship Campaign

## JoAnn Macaluso Scholarship



**NEW EMPLOYEES**

Please speak with a  
WGTA Representative  
and sign a NYSUT  
Membership form

# Dates to Remember

Fall Fling at the Wildcat Café

10/12/18 4pm -7pm

Highway Cleanup

4/27/18 10am – 12pm

Dinner of  

6/26/18 6pm – 9pm



Contact Your WGTA Executive Officers  
<http://www.wgta.net>

John Mannion, President  
Email: [mannionforwgta@gmail.com](mailto:mannionforwgta@gmail.com)  
School: 315-487-4601  
Cell: 315-333-2094

Mike Perkins, Vice President  
Email: [beakerperkins@gmail.com](mailto:beakerperkins@gmail.com)  
School: 315-487-4631

Mary Gotham, Treasurer  
Email: [megotham@gmail.com](mailto:megotham@gmail.com)  
School: 315-487-4601

Dawn Personte, Vice President (Negotiations)  
Email: [dpersonte@gmail.com](mailto:dpersonte@gmail.com)  
School: 315-487-4631

Jeanine Stables, Secretary  
Email: [jstablesster@gmail.com](mailto:jstablesster@gmail.com)  
School: 315-487-4653



1. Each teacher shall be responsible for the discipline of his classroom. Assistance or advice may be given by the principal, supervisor, director, or department chairman.

2. Referral to Principal

a) The WGTA and the Board agree that a teacher may order removed from the classroom or other areas of supervision

and referred to the principal any pupil whose conduct is detrimental to the learning process in class or whose conduct is contrary to the accepted standards of good behavior on school property.

b) As soon as practicable but not later than the end of the school day, the teacher initiating removal shall present to the principal written report of the incident on the appropriate form.

c) Principal shall make the decision as to disposal of the case. The teacher shall be notified of the disposal of the case, and may consult with the principal regarding the matter.

d) A continuous record of discipline cases shall be maintained by the principal's office for the use of the school staff.



8 COURSES TOTAL

3 UC PUEBLO

3 AUGUSTANA

3 MARYGROVE (not St. Rose)

Online Courses can be taken directly  
through institutions or through  
NYSUT ELT (VESI)



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# The Back Page

Your guide to services, deals, and promotions for the  
WG education community

We want to advertise for you! Are you an artist, a carpenter, a house painter looking to advertise your services? Advertisements in “The Member ship” are provided free to West Genesee Teachers' Association Members and their family.

Please send your advertisement to Shana Michel (WGHS) at [shanamccaffrey@gmail.com](mailto:shanamccaffrey@gmail.com). The only other advertisements that are run in “The Member Ship” are those provided by NYSUT, AFT, or the AFL-CIO.

The Member ship is published by the West Genesee Teachers' Association-3106, P.O. Box 417, Camillus, NY, 13031-0417. Affiliated with the New York State United Teachers and the American Federation of Teachers, NEA, AFL-CIO.



## Union-endorsed benefits designed for NYSUT members

Whether it's our endorsed homeowners or auto insurance plans, life or disability insurance, financial or legal service plans, or any of our travel, entertainment or shopping offerings, NYSUT members have the **Power of the Union** behind them when participating in NYSUT Member Benefits-endorsed programs.

There's no need to go it alone when Member Benefits has your back! Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

**The following is just a sampling of the dozens of endorsed programs & services available to NYSUT members and their loved ones:**

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings

We encourage you to take the time to explore the Member Benefits website and find out all we have to offer NYSUT members.

# The Power of the Union

To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.