



West Genesee Teachers' Association
Vol. XXXIX, Issue 15 September/ October 2017

The Member Ship

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.

WGTA Members,

Thank you for your continued support! We have some old news, some new news, and some good news to share. Last year was the first year of our new Sick Leave Bank which allows its members to access paid days if they have become critically ill or injured and have exhausted their own sick time. Members can join the Sick Leave Bank by donating two sick days to the bank. This is a one-time initial donation which allows members to access up to 90 sick days in the future. It is a wonderful 'insurance' policy that we hope employees will take advantage of. If the bank of days ever drops below 90, members of the bank may be asked to donate an additional day. Sick Bank Leave Enrollment forms are available in all buildings and should be returned to building secretaries by October 1, 2017. Members who joined last year are already in and do not need to complete a form or donate days. Our current Sick Leave Bank has 678 days in reserve.

Another benefit that returns is the \$1,000 West Genesee Insurance buy back. If you are NOT enrolled for the West Genesee BC/BS Excellus Plan, you are eligible for this benefit. Forms are available in your open enrollment packet and must be returned to the District Office by September 18, 2017. Proof of health insurance coverage by another provider must be shared with the district to receive this benefit and is required by law. This form **MUST BE COMPLETED EACH YEAR!**

There are other benefits, including Flex 125 Plans and dental and vision insurance that are available. Information regarding these benefits are found on the district website and in your opening day packets.

Recently an arbitrator ruled in our favor regarding how the district has handled employees coming off of Child Rearing Leave. You can refer to the two sections of the contract that were disputed later in the newsletter. The arbitrator has stated that moving forward, all employees returning from Child Rearing Leave, as long as they worked in part of the year they took the leave, will advance one step from the step they were on when the leave started. This step increase occurs regardless of whether or not the employee worked 90 days or more, the year that the leave commenced. Employees impacted by this decision most likely gave birth or adopted a child in the months of September, October, November or December and then took Child Rearing Leave through the remainder of the school year. If you fall under the conditions above and believe that you did not move up a step, please email Dave Cirillo dcirillo@westgenesee.org and cc John Mannion at mannonforwgta@gmail.com by September 8th.

I thank you for your support and hope to see you at WGCS and WGTA events. Please call or email at any time with any questions about retirement, insurance or any other matter.

Sincerely,
John Mannion



West Genesee Teacher's Association

General Membership Meeting
8/31/2017

Introductions

President	John Mannion mannionforwgta@gmail.com
Vice President	Mike Perkins
Vice President (Grievances)	Keith Newvine
Vice President (Negotiations)	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 Matt Bolha
WGHS	Rob Manipole Chris Paoli Theresa Mosey Molly Devaney Craig Dowler Pat Haines

Communication

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

Dues

	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018
AFT	\$205.20	\$213.36	\$218.76	\$225.36	\$228.36	\$231.36
NYSU T	\$334.00	\$346.00	\$358.00	\$368.00	\$378.00	\$378.00
WGTA	\$183.80	\$184.89	\$184.55	\$184.55	\$184.55	\$184.55
TOTAL	\$723.00	\$744.25	\$761.31	\$777.91	\$790.91	\$793.91

Matrix

Fig. 1

New York evaluation matrix

		Observation			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H ◀▶	H ▲	E ◀▶	D ▼
	Effective (E)	H ▲	E ◀▶	E ▲	D ◀▶
	Developing (D)	E ◀▶	E ▲	D ◀▶	I ▼
	Ineffective (I)	D* ▼	D* ◀▶	I ▼	I ◀▶

- ◀▶ Ratings for observation and student performance have equal value in overall HEDI score
- ▲ Overall HEDI score is pulled up by the higher score on either observation or student performance
- ▼ Overall HEDI score is pulled down by the lower score on either observation or student performance

D or I Teacher is given an improvement plan

* If a teacher is rated ineffective on the student performance category, and a state designed supplemental assessment was included as an optional subcomponent of the student performance category, the teacher can be rated no higher than ineffective overall.

Source: State Education Department; NYSSBA research

Teacher Performance (Tenured)

- No Binders
- No Standard 1 Form
- **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.)

- No Binders
- No Standard 1 Form
- **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, 11th Grade ELA, Global History, Living Environment)

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 and with building secretaries. Please email me at mannionforwgta@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 = 675**

**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 1st**.*

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.

NYSUT Member Benefits Trust-Endorsed Disability Insurance Application Unimerica Life Insurance Company of New York



Home Office: One Penn Plaza, 8th Floor, NY, NY, 10121
Association Administrative Office:
P.O. Box 17828
Portland, Maine 04112-8828

Group Policy Number: 1060

Office Use Only:
NYSUT DB 15262/15263/1011/52248-S
NYSUT PRD 14435/14436/1012/52248
NYSUT 5-YR DB 15262/41605/1013/52248-S
NYSUT 5-YR PRD 14435/41606/1014/52248
UFT DB 15265/15266/1015/52248-S
UFT PRD 15028/15029/1016/52248
UFT 5-YR DB 15265/41800/1017/52248-S
UFT 5-YR PRD 15028/41801/1018/52248

Please print in INK. Do not erase or use correction fluid. To correct, cross out and initial/date changes. Answer all questions, then sign the Agreement and Authorization.

SECTION 1: MEMBER INFORMATION

NYSUT Member's Name: _____ NYSUT Member ID No. _____

Home Address: _____
City State ZIP

Date of Birth _____ Place of Birth _____ Citizenship/Country _____

Gender: Male Female Home Phone No. (____) _____ Work Phone No. (____) _____

Social Security No. _____

Are you now a Member of, or agency fee payer to, NYSUT? Yes No

https://www.personal-plans.com/pdfdocs/epsmoore_nysut-15265-disabilityincome.pdf

\$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

Arbitration Victory Child Rearing Leave

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ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

- h) Upon return from such leave, the teacher will be placed on the salary step (s)he would have achieved in the year immediately following the commencement of the leave.

ARTICLE V SALARIES AND OTHER COMPENSATION

2. Eleven (11) Month Staff - on the first (1st) day of physical attendance at a scheduled exercise listed in the current school year calendar. This is subject to the provisions of Article XI.
- E. Teachers on unpaid leave of absence shall return to the step on the Salary Schedule at which the teacher left unless the teacher has worked ninety (90) or more days in the school year in which the leave was taken. In such a case, said teacher will advance one step on the Salary Schedule (Appendix A). The ninety (90) days will be determined by using the official calendar which identifies all teacher attendance days.

Child Rearing Leave

- **Gave birth or adopted a child in
September, October,
November
or December and then
went on
CRL.**

- **If you believe you did not move up a step when you returned from CRL, we need to hear from you!**
- **Email Dave Cirillo
dcirillo@westgenesee.org
and
cc
mannionforwgta@gmail.com**

Dates to Remember

Fall Fling at the Wildcat Café

10/13/17 4pm -7pm

Highway Cleanup 5/5/18 10am –
12pm

Dinner of 100 6/20/18 6pm –
9pm





VOTE NO!

November 7, 2017

Constitutional Convention



Here's why:

- **It's a waste of money**

- Experts estimate that a constitutional convention could cost \$50-\$100 million in taxpayer dollars.
- Lawmakers and judges elected as delegates could double their salaries and fatten their pensions.

- **Too much is at stake, including:**

- Free public education
- State lands/forest protections
- The right to unionize
- A budget role for the Legislature
- "Forever Wild" protections
- Workers' compensation

- **Most delegates are not ordinary citizens**

- At the 1967 convention, 4 out of 5 delegates were career politicians, attorneys and Albany insiders. All leaders were sitting legislators.
- People from an established party need **1,000** signatures to run. Individuals independent of a political party need **3,000** signatures to run. At-large candidates need **15,000** signatures to run.

- **It's unnecessary**

- The NYS Constitution can be amended through the Legislature—as it has been more than 200 times—most recently in 2015 to create an independent commission on redistricting, and to allow the Legislature to save money by going paperless.



Want to kNOW more?

Go to:
<http://uupinfo.org/defendunion/concon.php>



VoteCope/ Scholarship Campaign



Westar is joining the Power Pack Project!



There are 4,700+ students in the West Genesee Central School District; 20% of students receive free lunch, 4% of students receive reduced lunch.

This school year Westar FCU is partnering with organizations in the area along with the Food Bank of CNY to combat child poverty in our community. Our intent is to help supply the children in Camillus who do not get consistent meals at home with ready to eat lunches and dinners, as well as food for the weekend.

Due to the Food Bank's incredible buying flexibility, our goal is to collect monetary donations to fortify their buying power.

If you would like to donate to the Power Pack Project, you can stop into the branch, or mail donations to:

Westar Federal Credit Union
PO Box 60
Camillus, NY 13031

If you have any questions call us at (315) 672-7827 or email us at westar@cnyemail.com



Stop in today to
Camillus' Premiere Pizza Pub
featuring the Best in the West:

PIZZA – WINGS
BURGERS
SALADS – WRAPS

**The Wildcat offers Catering, Free Delivery,
and is the perfect spot
for hosting your Parties!**

3680 Milton Ave. □ Camillus, NY 13031
(315) 487-2222
wildcatpizzapub.com

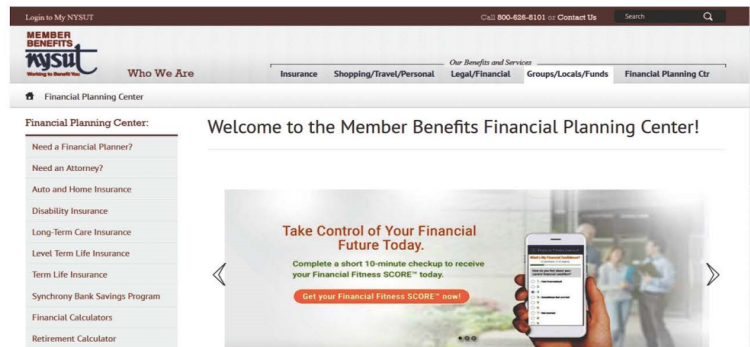
**Get 10% off food purchases under \$50
when you show your West Genesee Employee ID.**

Have you had your financial check-up lately?

NYSUT Member Benefits launches the new Financial Planning Center!

NYSUT Member Benefits is excited to announce the launch of our NEW online Financial Planning Center. This enhanced site will assist NYSUT members and their families with making a variety of important financial decisions.

The NYSUT Member Benefits Financial Planning Center provides helpful tools and resources to assist members with a number of crucial decisions regarding financial wellness and retirement planning.



This new site includes more than 100 modules on different financial topics along with a financial fitness check-up to see where members stand with their financial knowledge.

Whether it's planning for retirement, saving for college for your children or considering purchasing a home, the choices we need to make on a regular basis are never easy. If you're already enjoying retirement, you may be dealing with long-term care needs, managing your investments and estate planning.

NYSUT members can get assistance with these questions and more with our NEW Financial Planning Center.

To access the Financial Planning Center (and more than 100 planning modules), visit the NYSUT Member Benefits website at ***memberbenefits.nysut.org*** and click on **“Financial Planning Center.”**

To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



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.