

# The Member Ship



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

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## Welcome Back On Board

WGTA Members,

The ship has left the port and we hope for smooth sailing through 2016-2017. I hope everyone had a relaxing, rejuvenating summer which provided us with time to reflect, refresh and refuel. As the new year begins, please be aware of many new incentives, benefits and perks.



New this year is the Sick Leave Bank which allows our members to access paid days if you become critically ill or injured and have exhausted your 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. Please consider taking advantage of this wonderful 'insurance' policy for our members. 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<sup>st</sup>.

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 19<sup>th</sup>. Proof of health insurance coverage by another provider must be shared with the district to receive this benefit and is required by law.

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

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

Hope to see everyone safe and sound in the harbor in June.

Sincerely,

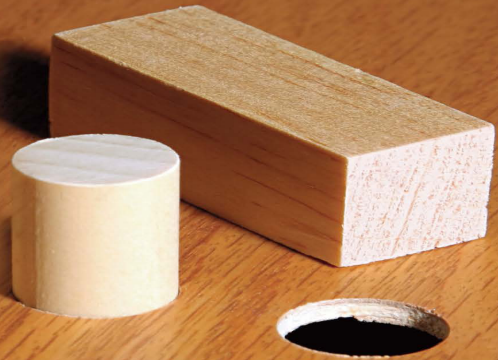
John Mannion

[mannionforwgta@gmail.com](mailto:mannionforwgta@gmail.com)

## Financial advice shouldn't be a one-size-fits-all approach!

Are you looking for unbiased, objective advice *specifically designed* for you and your family? With the NYSUT Member Benefits Corporation-endorsed Financial Counseling Program, you've found it.

Stacey Braun Associates -- the program provider -- understands our members' benefits & retirement options and can work with you to address your specific financial needs.



Learn more by calling **800-626-8101**  
or visiting ***memberbenefits.nysut.org***.

## Get expert legal assistance today!

You can get legal expertise on a variety of personal legal matters ranging from dealing with a traffic violation to handling real estate transactions with the NYSUT Member Benefits Trust-endorsed Legal Service Plan.

**Easy Online  
Enrollment!**

### The program offers:

- Low annual cost of just \$85 (\$55 for retirees)
- Unlimited toll-free legal advice
- Includes Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney

Learn more by calling **800-626-8101**  
or visiting ***memberbenefits.nysut.org***.



# Introductions

<b>President</b>	<b>John Mannion</b> <b>Mannionforwgt@gmail.com</b>
Vice President	Mary Weaver
Vice President	Mike Perkins
Treasurer	Mary Gotham
Secretary	Jeanine Stables

## Introductions (Buildings)

<b>Stonehedge Blue</b>	<b>Allyson Winters</b> <b>Stephanie Skardinski</b>
<b>Stonehedge Gold</b>	<b>Courtney Lyons</b> <b>Dawn Personte</b>
<b>Onondaga Road</b>	<b>Kathy Gauthier</b> <b>Kristen Hudson</b>
<b>Split Rock</b>	<b>Melanie Callahan</b> <b>Wende Ogden</b>
<b>East Hill</b>	<b>Janet McDonald</b> <b>Heather Thome</b>



# Introductions (Buildings)

<b>Camillus Middle</b>	<b>Dale Keida Sharon Bush Eric Howes</b>
<b>West Genesee Middle</b>	<b>Mary Beth Smith Matt Bolha</b>
<b>WGHS</b>	<b>Rob Manipole Chris Paoli Theresa Mosey Molly Devaney Craig Dowler Pat Haines</b>

## Communication

- *MemberShip* Newsletter
- Twitter @wildcatteachers
- FB West Genesee Teachers' Association
- [mannonforwgta@gmail.com](mailto:mannonforwgta@gmail.com)
- WGTA.net .... Please submit your best email address
- (CNY PAC) (NYTN) [pcleary@nscsd.org](mailto:pcleary@nscsd.org)
- MAC APP from NYSUT



## 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

Mary Weaver, Vice President

Email: [mweave66@gmail.com](mailto:mweave66@gmail.com)

School: 315-487-4615

Mary Gotham Treasurer

Email: [mgotham@westgenesee.org](mailto:mgotham@westgenesee.org)

School: 315-487-4574

Jeanine Stables, Secretary

Email: [jstablesster@gmail.com](mailto:jstablesster@gmail.com)

School: 315-487-4653



## Dues

	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017
AFT	\$205.20	\$205.20	\$213.36	\$218.76	\$225.36	\$228.36
NYSUT	\$322.00	\$334.00	\$346.00	\$358.00	\$368.00	\$378.00
WGTA	\$183.80	\$183.80	\$184.89	\$184.55	\$184.55	\$184.55
Total	\$712.00	\$723.00	\$744.25	\$761.31	\$777.91	\$790.91

# 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
- Scored on 10 Elements within Standards 3 and 4
- At least one indicator rating for each element
- No Pre or Post Observation meeting unless requested by either party.

# 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)**

## ALL IS WELL

- Regents passing rates on these exams over the past 5 years = 92%.
- Regents passing rate last year = 94.5%.
- Projecting a passing rate of **90%** on the 5 Regents Exams.
- If 90% pass, teachers have reached 100% of their target = Score of 20 (H).
- If 80% pass, teachers have reached 86% of their target = Score of 17 (E).



# 10

## things you need to know about NY's new registration and continuing education regs



**1.** Starting July 1, a new state law requires all permanently or professionally certified teachers and Level III teaching assistants working in public schools or BOCES to register online with the State Education Department. Re-registration will be required every five years.

**2.** According to SED, once the system is up and running, you can register early. However, SED is encouraging people to wait until their birth month so that the TEACH system is not overwhelmed. Registration must be completed by the end of your birth month. There is no charge to register.

**3.** If you do not have a TEACH account, yet are required to register, you will need to create a TEACH account at [www.highered.nysed.gov/tcert/teach/](http://www.highered.nysed.gov/tcert/teach/). There is NO cost to create a TEACH account or register. You cannot register on paper.

**4.** Retired or not working in a public school or BOCES? You do NOT need to register. If you want to substitute teach or work again in public schools, you should register. Note: The act of 'registering' has no bearing on your permanent certificate(s) — your certificate is still valid for life.

**5.** School guidance counselors, school psychologists and social workers are categorized as "Pupil Personnel" and are NOT impacted by this new requirement.

**6.** The law also includes new professional development requirements called Continuing Teacher and Leader Education (CTLE). Professionally certified teachers and Level III teaching assistants are required to complete 100 hours of state-approved CTLE professional develop-

**7.** Teaching assistants with pre-2004 continuing certificates do NOT need to register with the State Education Department nor complete CTLE hours.

**8.** Professional development completed on or after July 1, 2016 but before your birth month will count as CTLE hours, SED says. However, CTLE hours cannot be carried over from one five-year registration period to another.

**9.** Certificate holders who must complete CTLE hours are now also required to maintain a record of their CTLE hours for three years after each five-year registration period.

**10.** NYSUT convinced SED to waive the assessment of late fees for the first five-year registration cycle as the new process is implemented. More information on the new regulations and a question form are posted at [www.nysut.org/certification](http://www.nysut.org/certification).

### NYS Certificate Registration and Continuing Teacher and Leader Education (CTLE) requirements

#### Who Do These Changes Affect?\*

	Registration Requirement	CTLE Requirement	Hours required every 5 years
Permanent classroom teachers/educational leaders	✓	No	None
Professional classroom teachers/educational leaders	✓	✓	100
Teaching Assistant Level III	✓	✓	100
Teaching Assistant			

# Contract 2016-2020

- Sick Bank ✓
  - Teacher Salary ✓
  - Nurse Salary \_
  - Coach and Advisor Salary ✓
  - Sick Time -
  - Health/Dental/Vision/Prescription Drugs ✓ -
  - Retiree Insurance ✓
  - Graduate hour increases ✓
  - Calendar \_
  - Release time \_
  - Retirement incentive ✓
  - Survey and Round Table prior to negotiations ✓
- 

## Dates to Remember

Labor Day at the Fair 9/4/16 10am – 10pm

(COME VISIT FELLOW WGTA MEMBERS IN THE CENTER OF PROGRESS BLDG.)

Fall Fling at the Wildcat Café 10/21/16 4pm -7pm

Dinner of   6/21/17 6pm – 10pm

Highway Cleanup 4/29/17 10am - 12pm



# **SICK LEAVE BANK**

- **Agree to donate 2 days by completing the SLB form and returning it to your building secretary by October 1st. Forms will be in your mailbox, on wgta.net and with building secretaries.**
- **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.**

## **\$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 19.**
- **ACA requires that you notify your employer of your health care coverage.**



**"It's Not Banking, It's Personal"**



**WHO- WHAT- WHERE- WHY**

**WHO-** **Westar Federal Credit Union**  
**WHAT-** **E-statements, Mobile App, Online Banking, Electronic Bill Pay**  
**WHERE-** **[westarnet.com](http://westarnet.com)**  
**WHY-** **Paperless, Safe, Secure, Convenient, Available 24/7**

**2565 Hambletonian Way**  
**Camillus, NY 13031**  
**Phone: 315-672-7827**  
**Fax: 315-672-9282**

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<http://pledge.nysut.org/>

Mail in your PLEDGE TO VOTE  
POSTCARD OR MAIL YOUR PLEDGE  
THROUGH NYSUT.ORG

# 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 Kelly Chambala (SR) at [kchambala@gmail.com](mailto:kchambala@gmail.com). The only other advertisements that are run in The Member Ship are those provided by NYSUT, AFT, or the AFL-CIO.*

## **MJS Home Improvement L.L.C.**

*"for all of your home improvement needs"*

*Doors, Windows, Decks, Kitchens, Baths,  
Flooring, Interior/Exterior Painting, Additions,  
Retaining Walls, Patios and Walkways*

*Insured with over 25 years of experience  
free estimates*

*(315) 696-8395 or (315) 559-0244*

## **WGTA Email Directory**



Join the FREE WGTA Email Directory. There are currently around 200 WGTA members, retirees, WG Staff and WG parents in the Directory. We share our Email addresses and send each other educational articles, WGTA and union information and personal notes.

If you would like to be a part of this FREE Directory, please send your name, Email address and WG status (school name / retired / WG staff, etc.) to Lynn Davis at: [DavisRetired@gmail.com](mailto:DavisRetired@gmail.com).

Email address are only shared with other members of the Directory.

The Member Ship is published by  
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