

**January**  
**2018**

# WITA



## West Irondequoit Teachers' Association

### *President's Message...*

Dear Colleagues,

Happy New Year! I hope that your 2018 is off to a great start!

I have gotten a lot of positive feedback about our "Contract: Did You Know" concept that we have been sharing with members during the WITA Announcements at Faculty Meetings and as part of The Scoop. People have been reaching out to me with a lot of good questions, and in a couple of cases we were able to rectify situations for members based on the information shared. I hope that you will check out this issue's "Did You Know" regarding Personal Days on page 3.

The idea for the concept of contract education came out of our September Executive Committee meeting where we set our Association goals for the upcoming year. As we work hard towards a new contract, we wanted to also make sure that members are aware of all that has been previously negotiated. As is the nature of negotiations, past teams have had to fight for, prioritize and at times give things up to have the contract that we currently enjoy. Your negotiations team continues to work hard on your behalf as we develop our initial proposal that we hope to present to the District in the coming months. Many thanks to the team for their countless hours of work on behalf of all members.

I need to thank all of you for the overwhelming support on the ConCon vote in November. Statewide, greater than 80% of those voting on this issue voted "No," demonstrating that the messaging and outreach by our members did what it needed to do. Whether you made phone calls, talked to family and friends, put out lawn signs or car magnets, posted on social media, or simply got to the polls to vote, thank you! *Together* we defeated this ill-conceived proposition.

We have heard a lot in recent months about the work day for paraprofessionals, particularly part-time staff. These individuals in many cases are assigned with students for every minute of their paid day. In addition, a lot of these people are not being provided access to computers. It is the official position of WITA, as shared with the District on December 12<sup>th</sup>, that WITA members who do not have time in their paid day to check email and access to a computer to do so are not responsible for checking or replying to district email or for any information contained within. It also continues to be our opinion that District Leadership staff should not be asking members to use their personal cell phones or devices for any district purpose.

As the list of June 2018 retirements grows, I want to remind members that I am available to help in this process. It is highly recommended that WITA members meet with both their retirement system (NYSTRS or NYSLRS) and the WITA President at least one year prior to their projected retirement. These confidential meetings will help you to appropriately plan for your retirement and ensure that you do not miss out on anything that the contract has to offer. An example is a contractual "Service Increment" incentive for teachers that have at least 20 years of full-time service with the district if they retire in the first year in which they are eligible to do so without penalty.

Our Annual New Member Event will take place on Tuesday, February 13<sup>th</sup> in the IHS Campus Center. This event is an opportunity for new members to observe a business meeting of the WITA Governing Council coupled with refreshments, door prizes and education about our union. This year, we would also like to open this meeting to people who may be interested in serving as a WITA Building Rep in the future. Whether you are a new member or an experienced one looking to get more involved, we hope that you will join us! WITA can only stay strong through active participation by our membership. Please email WITA Second Vice-President Kate Dobosz for more information. A huge thank you to Kate for organizing this important event.

Finally, based on everything above and so much more, I truly hope that you see and find value in your union membership. Please do not ever hesitate to reach out if you have any questions, concerns, or if there is anything I can do.

In Solidarity,

**West Irondequoit  
Teachers' Association**

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Rochester, NY 14617**

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**Fax: 336-3027**

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**Welcome New Members!**

**Briarwood:** Lisa Marrapese

**Dake:** Kevin Knightner

**IHS:** Gabrielle Brannigan, Jakob Honan, Michelle Infantolino, William Luciano

**Iroquois:** Sam Giambrone

**Rogers:** Lily Powell, Amanda Tomchesson

**Seneca:** Anne Flanigen

**Important Events 2018**

(All meetings are on Tuesdays at 3:30 pm at IHS except as noted)

**February:**

2nd: WITA Logo Shirt Day

6th: Executive Committee

13th: WITA New Member Reception & Governing Council (IHS Campus Center)

**March:**

2nd: WITA Logo Shirt Day

6th: Executive Committee

13th: Governing Council

**April:**

10th: Executive Committee

13th: WITA Logo Shirt Day

17th: Governing Council

27-29th: NYSUT Rep Assembly in Buffalo

**May:**

1st: Executive Committee

4th: WITA Logo Shirt Day

8th: Governing Council

15th: WITA Excellence in Education Dinner

**June:**

1st: WITA Logo Shirt Day

5th: Executive Committee

12th: Governing Council

**Baby News...**

**Pia Rosalie**

born May 9 to Adam (Dake) and Esther Palumbo

**Michael Dominic**

born December 26 to Alissa (IHS) and John Georges

**Eli Rex**

born January 3 to Jenna (IHS) and Ivan Zahariev



**Wedding News...**

Katie (Dake) and Chris Stanton — May 20

Courtney (Dake) and Ben Hathaway — July 2

Stephanie (Dake) and Sherman Glittens - July 29

Jill (Seneca) and Dave Leaderer - August 11

Christy (Brookview) and Louis DiPrima—September 30

**Hosts for Dinners**

The host schools for the Excellence in Education

Banquet rotate on a regular cycle.

The host schools through 2022 are as follows:

2018.....Rogers School

2019.....Iroquois School

2020.....Dake School

2021....Irondequoit High School

2022.....Neighborhood Schools



HAVE YOU JOINED THE MAC YET?

[mac.nysut.org](http://mac.nysut.org)

Have you seen our website? Check it out at

[WITEACHERS.ORG](http://WITEACHERS.ORG)



Please send your wedding and birth announcements to

[Kimberly\\_Sklenar@westiron.monroe.edu](mailto:Kimberly_Sklenar@westiron.monroe.edu)

Support the WITA scholarship fund...wear your WITA Logo Shirt the First Friday of every month!



Please contact the WITA office if you are in need of a shirt, sweatshirt or would like to place an order.

## Contract: Did You Know?

Did you know that almost 2 full pages of our current contract are devoted to negotiated language regarding personal days? When requesting personal days please consider the following:

- Whenever possible, personal days should be requested at least 48 hours in advance. When requested at least 48 hours in advance following the appropriate procedure utilizing Frontline Absence Management, (formerly AESOP,) supervisors should make no further inquiry as to the reason for the request.
- Consideration will be given to emergency situations which could not have been anticipated, but you may need to provide additional explanation to your supervisor as to the reason for the request.
- Personal days may be used at the beginning or end of a holiday or vacation period at the sole discretion of the Superintendent. You may be required to give additional explanation as to the reason for your request.
- Contractually, personal days may not be used for recreational purposes.
- If a supervisor makes an inappropriate inquiry as to the reason for your personal time request, please respond: "It's personal," and contact your building rep or the WITA Office.
- Days for bereavement are available in the event of the passing of certain relations as outlined in the contract. You may be asked for the relationship and additional documentation, but these days will not count against your standard allotment of personal days.
- Additional personal days are available in the event of a "Catastrophic Family Hardship." Please contact the WITA Office for more information or the Personnel Office to request these days if needed.
- You are also permitted up to three additional personal days without pay each year if needed following the standard personal absence procedures.

Please contact your building rep or the WITA Office with any questions.



### WITA Officers for 2017-2018:

**President**— Scott Steinberg

**Executive Vice President**— Steve Schockow

**Second Vice President**— Kate Dobosz

**Secretary**— Wendy Boomer

**Treasurer**— Todd Fleming

### **Delegates to the NYSUT Representative Assembly:**

Scott Steinberg, Todd Fleming, Ann Martin, Steve Schockow, Julie Wolf

