

# The Voice

## President's Column

**Special points of interest:**

- District Hiring Committees
- Summer Pay Option through GCFCU

**INSIDE THIS ISSUE:**

Editorial	2
District Hiring Committees	2
NYSUT Member Benefits	3-4
Congratulations	5
Summer Pay Option	5
Officers and Building Reps	6
Membership Update	6

**The Voice**  
**Editor**  
 Susan Evans  
[sevans4gcta@mac.com](mailto:sevans4gcta@mac.com)

The Gates Chili Teachers Association will enter into negotiations for a successor agreement to our current contract by the last Friday in January, 2008. The Negotiations Process is described in our contract in Article 3 of Section 1. The following members comprise this year's team: Paul Antinelli from Armstrong, Jill Gorski from Irving, Linda Quinlan and Erik Johnson from the High School, and Bill Ahearn from the Middle School. Our NYSUT Labor Relations Specialist, Chris Hamrick, will act as chief negotiator.

Many thanks to all those currently working on committees and those who have supplied information and input on the upcoming discussions with the District.

Our current agreement is in effect until June 30, 2008 and negotiations will proceed throughout this time in expectation of arriving at a new agreement

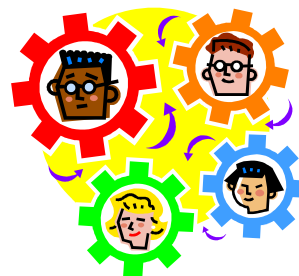
prior to expiration.

The entire team wishes to express its thanks for your interest, cooperation and support.

Updates and information on the negotiations process will be provided as soon as it is available.\* Please remember that the negotiations process must adhere to the confidential requirements of the Taylor Law and our contract.

*-Bill*

*\*Reminder: News and updates that pertain to Negotiations will be printed on purple paper as a visual "alert".*





Editorial

*Sue's Sidebar*

Your contract is a document that describes the conditions of your employment, your responsibilities as an employee, as well as the obligations of your employer. As such, every member should have his or her own copy and should be familiar with the terms of his or her contract. Our current contract went into effect in July, 2006 and expires June 30, 2008. The Taylor Law protects us by extending the terms of the current contract beyond the expiration date until a new contract is agreed upon. If you did not receive a copy of the most recent contract, please contact your building rep for a copy.

The GCTA officers and building reps are happy to answer questions and address concerns brought up by members. All of us work together and with our members to help resolve problems that may arise.

However, I am often contacted by members with questions that could be answered if they consulted their contracts. Indeed, if they were *familiar* with their contracts. As an officer of an organization whose members must hold Masters' degrees and who are in the position of educating young people, it is extremely frustrating to field questions and address concerns that are clearly addressed in our contract. Likewise, members often come to me with concerns about their position or job responsibilities which are not part of the contract, nor do they fall within the scope of the union's purpose.

Earlier this year, a group of teachers at the High School put together a publication called "Know Your Contract." This packet was written to help members understand some of the more complicated and misunderstood sections of our contract, and was distributed to every member in December.

We are educated about the content we teach, we are educated about the service we provide, we consider it irresponsible to address our students without the proper preparation. Shouldn't we also be educated about the conditions of our employment?

In 11th grade, I had a Social Studies teacher who had the nickname of "Do a Little Research Metzger" because he had the maddening tendency to answer every question we asked in class with, "Do a little research!" As maddening as that was to a 16-year old who simply wanted the quick and fast answer, I wasn't far into my teaching career before I realized that he was right. In US History, there isn't much that can't be discovered (and quickly!) with a visit to the internet or an encyclopedia. And having found the answers ourselves, they generally meant more and "stuck". Not to mention, those of us who couldn't be bothered to "do the research" probably didn't really want or need the answer to the question anyhow.

Please get to know your contract. Before you agree to something your administrator asks of you, before you raise an objection based on non-existent terms of your contract, before you seek out a GCTA representative with a question or concern, before you offer faulty advice based on misconceptions to a new faculty member, "Do a little research!" and approach your colleague, GCTA officer or building rep from an informed position.



## Concerns expressed over members' participation on District Hiring Committees

Many members of the GCTA have expressed concerns regarding member participation on district hiring committees. Much time and effort is required when a GCTA member is part of such a committee. Résumés and applications are gone over (sometimes in excess of twenty), time is spent with the committee formulating interview questions, and many hours are then spent in the actual interview process.

Concern centers around whether or not GCTA  
*(Continued on page 6)*



**Get Paid Next Summer !!!**  
**Open a SUMMER LIVING ACCOUNT**  
 Today  
 at



**GATES CHILI FEDERAL CREDIT UNION**

**Save a piece of your paychecks, for your peace of mind next summer.**

Open a new account or a new suffix (if you're already a member), at a 2.00% interest rate (annual yield of 2.02%) to help you manage the summer expenses. You choose the amount that is deposited into your summer living account from each paycheck during the regular school year. To assist you in maintaining a balance that will help you manage your summer expenses, this account is subject to a \$20 fee for early withdrawals. Switch your payroll direct deposit to Gates Chili Federal Credit Union today, and have more control of your finances in the future!

**Births**



- To Amy Altobelli Laude, on the birth of daughter, Sophia Grace.
- To Tim and Maria Artessa, on the birth of their daughter, Isabella.
- To Rodrigo and Jami Encina, on the birth of their son, Tobias.
- To Troy and Laurie Tooley Jeffers, on the birth of their son, Andrew.



**To recently announced retirees:**

- Michael Roche
- Susan Preston
- Amy O'Brien

*If you have knowledge of current or retired members' news for this section of The Voice, please forward the information to The Voice editor, Susan Evans (sevans4gcta@mac.com).*

**Gates Chili Teachers' Association**

Gates Chili Middle School  
2 Spartan Way  
Rochester, New York 14624



Phone: 585-340-5500 x3816  
Fax: 585-340-5532  
E-mail: [sevans4gcta@mac.com](mailto:sevans4gcta@mac.com)

## GCTA Officers and Building Reps

**OFFICERS****President**

Bill Ahearn

**Vice President**

Erik Johnson

**Corresponding Secretary**

Susan Evans

**Recording Secretary**

Jennifer Kulikowski

**Treasurer**

Linda Quinlan

**BUILDING REPS FOR 2007-2008**

Paul Antinelli..... Neil Armstrong  
Janet Algase ..... Florence Brasser  
Christina Bathgate ..... Walt Disney  
Lori Cypressi ..... Walt Disney  
Jeannine Bezon ..... Washington Irving  
Jill Gorski ..... Washington Irving  
Karen Bovenzi ..... Paul Road  
Emily Heseck ..... Paul Road  
Kathleen Bailey ..... Middle School  
Jon Barleben ..... Middle School  
Susan Carr ..... Middle School  
Chad White ..... Middle School  
Pat Coughlin ..... High School  
Erik Fooks ..... High School  
Lou Luciani ..... High School  
Todd Martin ..... High School  
Jason Picardo ..... High School  
Rich Taddonio ..... High School

## District Hiring Committees

*(Continued from page 2)*

members' participation is anything more than a modicum of actual input. There is also real concern that the opinions and suggestions voiced in these committees are not given any real heed by administration. If, in fact, members are being asked to serve on hiring committees to give the appearance of

concurrence and GCTA support of a particular hiring decision, then members may need to reconsider their participation in the future.

## Membership Update

Please keep your GCTA reps or officers apprised of name or address changes so that our membership records and mailings will be accurate. We coordinate our membership records with NYSUT and AFT/NEA so that your membership mailings and periodicals will keep up with you.

Name and address changes can be emailed to [sevans4gcta@mac.com](mailto:sevans4gcta@mac.com).