



# *Pittsburgh Federation of Teachers*

*AFT Pennsylvania • American Federation of Teachers • AFL-CIO*  
*10 South Nineteenth Street at the River • Pittsburgh, Pennsylvania 15203-1842*  
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To: PFT Building Representatives  
From: Billy Hileman, PFT President  
Re: First 2024-25 Building Rep Meeting  
Date: August 24, 2024

The 2024-25 work year is going to be a critically important for the Pittsburgh Public Schools (PPS) and the union that represents the majority of the District's employees—the Pittsburgh Federation of Teachers (PFT).

The District is contemplating drastic changes in school configurations that may include a substantial number of school closings. PPS enrollment continues to decline. Reassessments of corporate real estate has reduced the District's predicted tax revenue. There continue to be unfilled paraprofessional and professional positions. The teaching and learning environment (TLE) in some of our schools remains a significant obstacle to student progress. Some of the schools that may be reconfigured have consistently positive teaching and learning environments. And the four PFT collective bargaining agreements with the District and IU2 have expired. I could list a lot more.

Welcome back.

Obviously, I think we face some real problems. I am pretty sure you feel it too. In addition, it is increasingly clear that the District will not find its way without significant influence by the PFT. That is why your role as PFT Building Rep is so critically important. The connection between what is happening in the workplace and the PFT office is through the PFT Building Rep. Without PFT Building Reps, the presence of the union in the workplace is greatly diminished. Building Reps may not solve the District's tax revenue issue, but the PFT can have an influence on every other item listed above. If during negotiations, we need to do a labor action, the Building Representatives will play a key organizing role.

At today's meeting we will discuss some specifics of the role of PFT Building Representatives, PFT Building Committees, and the importance of the monthly meeting with the school principal. The opportunity for workplace problem solving is greatly enhanced when PFT Building Committees are functioning. For your willingness and commitment to being a PFT Building Representative, I cannot thank you enough.

###



**BUILDING REPRESENTATIVE SUPPORT MATERIALS  
AUGUST 24, 2024**

**TABLE OF CONTENTS**

<b>Introduction – PFT President Billy Hileman .....</b>	<b>1</b>
<b>Table of Contents .....</b>	<b>2</b>
<b>Building Representative Checklist .....</b>	<b>3</b>
<b>PFT Building Committee Procedures .....</b>	<b>4</b>
<b>Instructional Cabinet .....</b>	<b>6</b>
<b>Discipline Committee .....</b>	<b>10</b>
<b>Weingarten Rights Card .....</b>	<b>14</b>
<b>Staff Representative School Responsibilities .....</b>	<b>15</b>
<b>Executive Board &amp; PFT Staff .....</b>	<b>16</b>
<b>Grassroots Committees .....</b>	<b>18</b>
<b>Employee Assistance Program (Financial) .....</b>	<b>19</b>
<b>Employee Assistance Program (Stress Mgt.) .....</b>	<b>21</b>
<b>Highmark Mail Order / Express Scripts .....</b>	<b>23</b>
<b>UPMC Home Delivery .....</b>	<b>25</b>
<b>403b Provider Listing .....</b>	<b>26</b>
<b>Teacher Leader Program .....</b>	<b>27</b>
<b>Community Schools .....</b>	<b>28</b>
<b>Labor Day Parade .....</b>	<b>30</b>
<b>Save The Dates .....</b>	<b>31</b>
<b>PFT Membership Commit Card .....</b>	<b>32</b>

## **PFT Building Representative/Committee Checklist for September/October 2024**

### **Building Representative Election and Representation:**

PFT Building Representatives are selected by a democratic process at the building/worksite/group level. There is not a set "term" for a Building Rep. It is recommended that a selection process occurs periodically and not longer than every three (3) years. There must be a single "main" Building Rep. for each school/worksite. Contact your PFT Staff Rep Robert Mitchell or Diane Swearingen if you want support for PFT Building Rep elections.

### **Outreach:**

Introduce yourself to all new staff members and offer assistance to all new professionals, paraprofessionals, and technical-clerical employees with completing a [membership application/Commit form](#). PFT Internal Organizer Chris George is available to assist with knowing which PFT-represented employees in your building/work group are not PFT members.

### **PFT Staff Involvement:**

Contact your PFT Staff Rep (Robert Mitchell or Diane Swearingen). Plan and schedule a meeting with your school/worksite staff & your PFT Staff Rep Consider scheduling a building meeting with your PFT Staff Rep and the PFT President.

### **Labor Day Parade and Picnic:**

We're marching with Labor in Pittsburgh and returning to the PFT for a post-march catered picnic! Italian ice, a fantastic Details and RSVP at [bit.ly/2024\\_PFT-Parade-Picnic](http://bit.ly/2024_PFT-Parade-Picnic)

### **PFT Building Committee:**

**Schedule your PFT Building Committee meetings.** PFT Building Reps. are responsible for organizing and convening union-member only Building Committee meetings. The school administrator/group supervisor must meet with representatives of the PFT Building Committee at least one (1) time per month if requested. Review the PFT Building Committee document and contact your PFT Staff Rep for support if needed.

### **Instructional Cabinets and Discipline Committees:**

The main Building Rep is part of the Instructional Cabinet in every school. A Building Rep should be a member of the Discipline Committee. Contact your PFT Staff Rep if your school does not have an Instructional Cabinet and/or a Discipline Committee.

### **Distribution:**

Please distribute the materials you receive at the August 24 meeting. Some items are timely.

### **PFT Bulletin Board:**

Set up and update the PFT bulletin board in your building. List a date, time, and place for your building committee meetings.

### **Plan for PFT Building Rep Meetings and Workshops:**

Check out the PFT calendar for upcoming events and plan on attending as many Building Rep meetings as you can or arrange for another member to attend for your school. Notify your staff about upcoming events and let them know how to sign up.

# Pittsburgh Federation of Teachers



## Recommended Procedures for the PFT Building Committee

1. PFT building committees are provided for in both the Professional Agreement (Union Matters — Article 3, Section 5c)
 

“The principal of a school shall meet, if requested, at least once a month with the Federation Building Committee to discuss professional concerns and recommendations, such meetings to be held at mutually agreeable times. ”

and the Paraprofessional Agreement (Union Recognition and Dues Deduction — Article 2, Section 10).

“The principal of a school shall meet at least once a month, if requested, with the Federation Building Committee to discuss related concerns within the scope of their responsibilities, such meetings to be held at mutually agreeable times. These meetings shall include discussions of professional and, where applicable, paraprofessional concerns. ”
2. **The primary purpose of the Federation Building Committee is to develop and maintain lines of communication between staff and administration within each school.** This does NOT mean that the only function of the PFT building committee is to channel discipline matters and/or other types of complaints to the school's administration. However, during the course of the committee's operation, such items may very well be subjects for particular meetings.

3. **Those matters of concern to professional and paraprofessional staff are proper subjects for discussion by the PFT Building Committee with the school administration.** These may include, but are not necessarily limited to, the enforcement (or failure to do so) of the PFT negotiated Agreements, school operations, discipline procedures and enforcement, matters related to scheduling, and others. **The PFT Building Committee's function is one of expressing the staff's concerns, problems and ideas, with the goal of seeking adjustments and/or implementation where and when required.**
4. **The PFT Building Committee must be as representative as possible.** This means that the composition of the committee should include, for example, representatives of various grade levels and/or departments, and, where possible, both professional and paraprofessional personnel. In short, this committee should reflect generally a cross section of the school's staff. All members of the PFT building committee must, of course, be PFT members.
5. The methods of establishing a committee may vary. It may be an elected committee or one developed from a list of interested Federation volunteers. It is recommended that a PFT building meeting be held in order to determine the procedures to be utilized in the establishment of a PFT building committee, and also to discuss the functions of such a committee.
6. **It is recommended that the PFT Building Committee request, as a minimum, regular monthly meetings with the school principal.** These meetings should be scheduled irrespective of whether there are any major items to be discussed. **Such a practice establishes and reinforces a pattern of meetings between staff and administration.**
7. Each committee should have a chairperson and someone designated to take minutes at each meeting. **These minutes should be kept on file for future reference and/or follow-up purposes.**
8. Prior to any meetings with the principal, the PFT building committee should meet in order to discuss and prepare an agenda. After each such meeting, the committee should conduct its own followup discussion.
9. Both the PFT building representative and paraprofessional representative (where the latter position is in effect) are permanent members of any PFT building committee.
10. It is the responsibility of the PFT building representative to initiate the establishment of the PFT building committee, and to see to it that this committee becomes and remains an active force within each school. **The importance of the PFT Building Committee cannot be overemphasized.**





**Pittsburgh Board of Public Education  
and  
Pittsburgh Federation of Teachers**



## **Guidelines for the Instructional Cabinet**

### **PITTSBURGH TEACHER PROFESSIONALISM PROJECT**

#### **COMMITTEE ON EXPLORATION OF THE DEVELOPMENT OF AN INSTRUCTIONAL CABINET AT EACH SCHOOL**

In the third year of the Teacher Professionalism Project (TPP)<sup>1</sup>, a very important part of that undertaking was completed, the Report on the School Building Instructional Cabinet.

The TPP is a joint venture by the Pittsburgh School System and the Pittsburgh Federation of Teachers to restructure the teaching profession in Pittsburgh, in order to give teachers more authority and responsibility for the education of students. An integral part of this restructuring of authority and responsibility is power sharing through collaborative decision making. The vehicle for this power sharing is the School Building Instructional Cabinet.

The Instructional Cabinet Sub-Committee of the TPP completed its work during the previous school year, and the TPP Steering Committee finished its final review of the Sub-Committee Report in October, 1987. School Instructional Cabinets were to be established in all schools last year while the Report was being worked on by the Sub-Committee and the Steering Committee. This completed Report gives general direction, yet it has enough flexibility for each school to make necessary adaptations.

In the high schools and middle schools, the department heads and team leaders will now be called Instructional Teacher Leaders (ITLs). Instructional Teacher Leaders are automatically on the School Building Instructional Cabinet. The Report recommends that other teachers also serve on the Cabinet.

In the elementary schools, the Instructional Teacher Leader role is still being developed ('87 & 88 school year). This is a transition year for elementary schools, so the Cabinets in elementary schools this school year will be formed primarily with volunteer teachers. Instructional Teacher Leaders in elementary schools will be formally selected in the spring of 1988 and will begin serving next school year. Just as in the middle schools and high schools, they will all automatically be members of the Cabinet.

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<sup>1</sup> Now named the Professionalism and Education Partnership (PEP)

## **THE INSTRUCTIONAL CABINET AT EACH SCHOOL**

The development of an instructional cabinet at each school provides an opportunity for teacher and other professional staff involvement in school management. A "shared decision making" process at the school level can enrich educational programs for students by broadening teacher levels of understanding of the school's educational philosophy. A greater degree of teacher job satisfaction can be achieved through participation in matters vital to the total educational process. "Shared decision making" expands the professionalism of all educators by promoting a common sense of purpose.

The primary charge of the committee was to develop a model for the introduction of instructional cabinets at each school, including a clear definition of the purpose and the function for the instructional cabinet at all levels (K-12).

The committee offered the following recommendations which were approved by the Steering Committee of TPP.

### **I. Form of the Instructional Cabinet at all school levels.**

The instructional cabinet should be structured as a school-based task force representing the diversified school professional staff.

Cabinet members should include the following:

1. All instructional teacher leaders at the school
2. Additional teachers, who are representative of instructional programs which reflect various levels, curriculum areas, and leadership positions
3. School principal; other administrator(s)
4. Professional support services personnel (i.e., pupil services staff, school psychologists, etc.)
5. The PFT building representative may attend cabinet meetings if he/she is not already a member by virtue of the above criteria.

The size of the cabinet should be set by the principal and be proportionate to the size of the faculty.

### **II. The primary purpose of the instructional cabinet:**

The instructional cabinet should be a group of professionals charged with the responsibilities of:

1. Reviewing existing policies, programs, plans or procedures in matters relevant to the school instructional program and related issues.
2. Developing new policies, programs, plans or procedures for the school.

The cabinet should be active in the development, implementation, follow through, and evaluation of new plans and policies as they relate to the instructional program of the school.

### **III. Issues relevant to the instructional cabinet:**

The instructional cabinet should address issues including but not limited to the following:

Curriculum and student evaluation issues; other school evaluation studies

1. Appropriate use of standardized tests and other student evaluation methods.
2. Relative amount of emphasis on different curricular areas.
3. Reviewing supplemental instructional materials.
4. The use of materials, audiovisual equipment, or other school resources that impact upon the

school budget.

Student and staff issues

1. Some staff development activities.
2. Scheduling of school activities.
3. Articulation between grade levels, between elementary and middle schools, between middle and high schools.

Each instructional cabinet should determine the issues to be discussed.

#### **IV. Membership of the Instructional Cabinet:**

1. All instructional teacher leaders are members of the school instructional cabinet.
2. The cabinet at the middle and secondary schools should be structured according to the guidelines in Section I.
3. In the elementary schools, the principal should communicate the number of volunteer seats available on the cabinet and provide a sign-up sheet available to interested teachers. Filling of such volunteer seats shall be on the basis of first-come first-served, according to the guidelines in Section I.

#### **V. Relationship of the individual professional to the Instructional cabinet:**

1. Each individual teacher and other professional should be knowledgeable about and involved in the work of the cabinet. This involvement can be accomplished through the teacher representatives to the instructional cabinet.
2. Each professional staff member should be able to express his or her ideas and concerns to the instructional cabinet and provide possible solutions for development and implementation in the school.

#### **VI. Determining agenda, meeting times, and communications of the Instructional Cabinet:**

1. A successful Instructional Cabinet means positive communication among the professionals in the school. Items to be considered by the cabinet should be submitted in writing to a representative on the cabinet. There should be a certain time scheduled for submissions (except in emergencies). There should be a rotation of the person or persons in charge of the agenda and the chairing of the cabinet meetings.
2. The meeting time and location is to be posted for viewing by all professionals in the building.
3. The results of the meeting shall be shared with professional staff and other staff as appropriate by the cabinet members.

#### **VII. Further recommendations or considerations:**

1. Thorough in-service preparation is essential to the smooth implementation of an instructional cabinet at all school levels.
2. Time during the regular school/work day must be allocated at all school levels for the meeting of an instructional cabinet. Cabinets may elect to meet beyond the workday if they choose or find it necessary.
3. ITLs should be appointed at the elementary school level to formalize the focus of the teacher as an instructional leader. Whenever the total number of staff permits, ITLs should be designated at this level to focus on primary (K,1,2), intermediate (3,4,5), and special subject areas.



## "Exploration of the Development of a School Instructional Cabinet at Each School"

### Committee Members:

Faith Baker, Friendship  
 Kathy (Seder) Blaney, Westwood  
 Francis Barnes, Allegheny  
 James Daugherty, Brashear  
 Lawrence Davis, West Liberty Center  
 Saul Diamond, Reizenstein  
 Nancy Ewing, Oliver  
 Joseph Fabus, Schenley  
 Patricia Fisher, Linden (*Co-Chairperson*)  
 Mary Kardos, Fort Pitt

Al Markowski, Boggs Avenue Center  
 Jerry Minsinger, Reizenstein  
 Richard Nicklos, East Hills  
 Patricia Rose, Brookline (*Co-Chairperson*)  
 Ed Schuerle, South  
 Frank Smizik, Martin Luther King  
 Janet Thompson, West Liberty Center  
 Amanda Walters, Fort Pitt  
 George Witkovich, Carmalt

### Steering Committee Members (1987) of the "Teacher Professionalism Project" (TPP)\*

#### **Pittsburgh School District**

Dr. Richard Wallace,  
*Superintendent of Schools*

Dr. Stanley Herman,  
*Associate Director  
 Department of Curriculum and  
 Program Management*

Mr. James Angevine,  
*Director of Planning and  
 Support Services*

Mrs. Lee Nicklos,  
*Director of Personnel and  
 Employee Relations*

Mrs. Jody Spolar,  
*Associate Director of  
 Employee Relations*

Mr. Vincent Carr,  
*Co-Principal,  
 Westinghouse High School*

Dr. Delphina Brisoce,  
*Principal,  
 Millions Middle School*

Mr. Richard Nicklos,  
*Principal,  
 East Hills Elementary School*

Mrs. Marsha Ekunfeo,  
*Teacher,  
 Reizenstein Middle School*

\* TPP was Renamed the  
 Professionalism and  
 Education Partnership (PEP)

#### **Pittsburgh Federation of Teachers**

Albert Fondy,  
*President*

Paul Francis  
*Vice President*

Rufus Jordan  
*Vice President*

Mary Van Horn  
*Vice President  
 and Teacher at  
 Brookline Teacher Center*

Joseph Zunic  
*Executive Secretary*

Sylvia Wilson  
*Secretary  
 and Teacher at  
 Miller Elementary School*

Nancy Ewing  
*Trustee  
 and Teacher at  
 Oliver High School*

Sherman Shrager  
*Middle Schools Representative  
 and Teacher at  
 Greenway Middle School*

**Ex Officio Members**  
 Dr. Jake Millions,  
*School Board President*

Mr. Bruce Campbell,  
*School District's  
 Special Labor Counsel*

Mr. Louis Kushner  
*PFT's Legal Counsel*





# PITTSBURGH BOARD OF PUBLIC EDUCATION

and

## PITTSBURGH FEDERATION OF TEACHERS

### GUIDELINES for the BUILDING DISCIPLINE COMMITTEE

#### BUILDING DISCIPLINE COMMITTEE GUIDELINES

Developed from the Subcommittee's Report  
of the District-wide Discipline Task Force

#### Composition of the Building Discipline Committee

The Building Discipline Committee may consist of school personnel from the following areas. (All employee groups must be given the opportunity to be represented.)

1. Principal Chairperson
2. Teachers
3. Support Personnel
4. Dean and/or Assistant or Vice Principal
5. Paraprofessional
6. Custodial Staff
7. Security
8. Cafeteria Staff
9. Activities Director and/or Bus Coordinators

Length of service on the Committee:

1. Initial full year term
2. Rotation of a portion of the group annually

#### Formation of the Discipline Committee

The Building Discipline Committee shall be formed as follows:

Large Schools (50 or more personnel)

1. Fifteen people, at least two-thirds of whom shall be teachers, shall comprise the committee. Individuals may volunteer or may be selected by their peers should the number of volunteers be more than 15.
2. The principal shall be the chairperson of the committee and shall have the right to select any three members of the committee.
3. Volunteers may not be excluded if their employee group is not already represented on the committee.

Mediumsized Schools (20 to 50 personnel)

1. Ten people, at least six of whom shall be teachers, shall comprise the committee. Individuals may volunteer or be selected by their peers.
2. The principal shall be the chairperson of the committee and may select any two members.
3. Volunteers may not be excluded if their employee group is not already represented on the committee.

#### Formation of the Discipline Committee (continued)

### Small Schools (Less than 20 personnel)

1. Seven people, at least 4 of whom shall be teachers, shall comprise the committee. Individuals may volunteer or be selected by their peers.
2. The principals shall be the chairperson of the committee and may select one member.
3. Volunteers from any of the employee groups may be not be excluded if that group is not already represented on the committee.
4. In small schools, if not enough personnel volunteer, the principal may select additional personnel.

These numbers may be exceeded if employee groups are not represented and if volunteers are available. The number may also be exceeded if, after the committee is formed, the committee decides to expand its membership.

## Meetings

Meetings shall be held a minimum of once per month or more often as needed. Meeting minutes of each Building Discipline Committee will be maintained within each school.

## Responsibilities

Building Discipline Committee responsibilities shall include, but not be limited to, the following:

### Encourage

Accept everyone's ideas and contributions; encourage the faculty to participate in the discipline process.

### Facilitate Communication

Provide ways to keep lines of communication open among the entire school; suggest procedures for discussing group problems.

### Set School Discipline Standards or Goals

Help keep group aware of the direction and progress of goals.

### Consensus

Attempt to reconcile disagreements by bringing them out into the open; help people explore their differences.

### Clearing House

Act as the clearing house for faculty concerns:

1. Discipline issues may be brought to the committee by any individual or team. The committee shall determine whether the issue is a concern of the whole school, a team or an individual.
2. Communicate to the faculty the status of all discipline issues.

### Consistency

1. Each Building Discipline Committee will be responsible for overseeing the district's discipline policy in its school.
2. Building Discipline Committee shall assist the administration in developing procedures for handling discipline problems.
3. The Building Discipline Committee shall encourage consistent enforcement and implementation of the School District discipline policy.

### Monthly Written Report

Report of Building Discipline Committee Meeting from Principals to the Superintendent. (FORMAT: Date of meeting, Issues discussed, Evaluation of progress toward goals.) Superintendent may respond as necessary to Building Discipline Committee reports.

### Support Resources

Know what resources are available and how to use them.

## Process Model

The principal, as chairperson, will use this process model with the Discipline Committee members to identify the unique discipline needs of the school.

### Introduction

Objective of this process model; identify discipline issues in each building

### Problem Recognition

Do want/Don't want

### Identify Ideal Conditions

In groups of 4 people, depending on the size of the faculty, list 5 or 6 statements representing how they would like their school to be (not pie in the sky; no "how to's"). Determine the present condition. Use the ideal as a standard for comparison with the present condition.

### Redefine the Problem

Explore the differences between ideal and actual.

### Identify Blockages to the Ideal

Explore reasons that hinder the ideal from occurring (ex. Attitudes. We have tried this before, etc.).

1. List Blockages
2. Listen, Consult, Clarify, Accept; Demonstrate objectivity and interest in clarifying the problem.
3. Discuss Validity and Feasibility of Change.
4. Brainstorm; Encourage member participation in thinking about need for change.

### Create Solutions

1. Reach a consensus of 3 or 4 problems that CAN and MUST be worked on.
2. Examine a wide range of alternative solutions.
3. Involve members in revising and enriching solutions.

### Explore the Consequences of Alternatives

Proposals must be "doable", specific and success oriented.

### Plan for Implementation

Reality check (What is to be done? Who will be responsible? When?); Anticipate consequences.

### Monitor and Evaluate the Implementation Process

1. Monitor progress
2. Adjust if needed
3. Evaluate results

## **Process Model Training**

It is recommended that principals receive training in the process model.

### **SUGGESTED FORMAT FOR MONTHLY BUILDING DISCIPLINE COMMITTEE REPORT**

SCHOOL:

DATE OF REPORT:

DATE OF MEETING:

TO SUPERINTENDENT:

MATTERS DISCUSSED: (Brief description of meeting topics. Two or three sentences should suffice. Additional details can be provided if warranted.)

EVALUATION OF PROCESS: (Again, brief outline of what is being done to solve problems. Somewhat more detail may be helpful here.)

Signature of Principal

Building Discipline Committees  
 Subcommittee of District-Wide Discipline Task Force  
 1984-1985

Committee Members:

Margaret Anne McKibben, Chairperson  
 Russell Arndt, Kathryn Brennen, Susan I. Davis,  
 Paul Francis, Howard Lowry, Ruthane Reginella

Other subcommittees included:

Discipline Code: Patricia Kent, Chairperson  
 David Dille, Kathryn Powell, Sylvia Wilson, Lester Young

Individual Discipline Plans: Mary VanHorn, Chairperson  
 Natalie Kunkel, Thomas Mattarochia, Kathleen Thompson

System-wide Discipline Handbook: William Cooper, Chairperson  
 Doris Brevard, George Nowack, Irene Pagonis, Robert Pipkin

In-House suspension: Richard Smith, Chairperson  
 Elise Bennett, Agnes Pavlovich, Sherman Shrager, Barbara Supinka

Other task force members were:

Pittsburgh Public Schools	Pittsburgh Federation of Teachers
Richard C. Wallace Superintendent	Albert Fondy President
Dr. Helen Faison Deputy Superintendent	Rufus Jordan Vice President
Louise Brennen Deputy Superintendent	Joseph Zunic Executive Secretary
William Green Student Services	
Dr. Mary Margaret Kerr Western Psychiatric Hospital	

Bldg Rep Guidelines/Procedures File





## WHAT ARE WEINGARTEN RIGHTS?

Weingarten rights **guarantee an employee the right to Union representation during an investigatory interview.**

These rights come from a case called NLRB v. J. Weingarten, Inc. (No relation to Randi!)

During an investigatory interview, the Supreme Court ruled that the following rules apply:

**Rule 1:** The employee must make a clear **request for union representation before or during the interview.** The employee cannot be punished for making this request.


**Rule 2:** After the employee makes the request, **the employer must choose from among three options:**

1. Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
2. Deny the request and end the interview immediately; or
3. Give the employee a clear choice between having the interview without representation, or ending the interview.

**Rule 3:** If the employer denies the request for union representation, and **continues to ask questions, the employer commits an "unfair labor practice"** and the employee has a right to refuse to answer.

The employer may not discipline the employee for such a refusal.

*Print, Cut and Fold To Create A Business Card-Sized Weingarten Rights Card*

<p><b>Weingarten Rights</b></p> <p>If called to a meeting with management, read the following or present this card to management when the meeting begins.</p> <p>If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representation arrives, I choose not to participate in this discussion.</p>
 <p>Compliments of the Pittsburgh Federation of Teachers 10 South Nineteenth Street at the River Pittsburgh, PA 15203-1842 412-431-5900 Fax: 412-431-6882 Website: <a href="http://www.pft400.org">www.pft400.org</a></p>

# Pittsburgh Federation of Teachers

(412-431-5900)

(Effective 8-22-2024)

## ROB'S SCHOOLS

### SECONDARY SCHOOLS

Allderdice HS  
Arsenal 6-8  
Carrick HS  
Perry HS  
Pgh Classical Academy 6-8

### ELEMENTARY SCHOOLS

Arlington PreK-8  
Arsenal PreK-5  
Banksville K-5  
Beechwood PreK-5  
Brookline PreK-8  
Carmalt PreK-8  
Concord K-5  
Grandview K-5  
Greenfield K-8  
Langley K-8  
Mifflin PreK-8  
Miller PreK-5  
Minadeo PreK-5  
Morrow PreK-8  
Phillips K-5  
Roosevelt PreK-1 & 2-5 (2 Bldgs)  
West Liberty K-5  
Westwood K-5  
Whittier K-5

### SPECIAL SCHOOLS

Clayton Academy  
Oliver Citywide Academy  
Pittsburgh Gifted Center (2-8)  
Pittsburgh On-Line Academy

## ROB'S SCHOOLS

### GROUPS

Athletics  
AATMP  
CTE  
Dental Hygienists  
Healthcare/Retirement  
Hearing Impaired Itin (Oliver)  
Librarians  
Nurses  
OT/PT (Oliver)  
PFT Building/Computer Usage  
PMOIU#2  
PSE (Oliver)  
Speech & Language (Oliver)  
Vision Itinerants (Oliver)  
Substitutes

## DIANE'S SCHOOLS

### SECONDARY SCHOOLS

Allegheny 6-8  
Brashear HS  
CAPA 6-12  
Obama 6-12  
Schiller 6-8  
Sci Tech 6-12  
South Brook 6-8  
South Hills 6-8  
Sterrett 6-8  
Student Achievement Cen 6-12  
U-Prep 6-12  
Westinghouse 6-12

### ELEMENTARY SCHOOLS

Allegheny K-5  
Chartiers ECC  
Colfax K-8  
Crescent ECC  
Dilworth PreK-5  
Faison K-5  
Fulton PreK-5  
Liberty K-5  
Lincoln PreK-5  
Linden PreK-5  
Manchester PreK-8  
MLK PreK-8  
Pgh Montessori PreK-8  
Spring Hill K-5  
Sunnyside PreK-8  
Weil PreK-5  
Woolslair K-5

### SPECIAL SCHOOLS

Conroy  
Pioneer

## DIANE'S SCHOOLS

### GROUPS

Early Childhood  
Early Intervention  
Homebound/SAC  
Paraprofessionals  
School Security & School Police  
Student Services  
Technical-Clerical Employees  
Teen Parent Advocates



10 South 19<sup>th</sup> Street  
Pittsburgh, PA 15203  
[www.pft400.org](http://www.pft400.org)



# PITTSBURGH FEDERATION of TEACHERS

## EXECUTIVE BOARD



### PRESIDENT

Billy Hileman (CAPA) – PFT Staff

### VICE PRESIDENTS

Robert Mitchell (Westinghouse) – PFT Staff

Kathryn Monti-Trievl (Langley K-8)

Livia Young (Carrick/Westinghouse)

### SECRETARY

Jeremiah Dugan (South Brook)

### TREASURER

Ronniece Sirmons (Carmalt)

### FINANCIAL SECRETARY

Suzanne Berry (Obama)

### TRUSTEES

Brenda Marks (Arsenal 6-8)

Brittany Shoup (Colfax)

Saul Straussman (Allderdice)

### PARLIAMENTARIAN

Scott Mandarino (Faison)

### SECONDARY GROUP REPRESENTATIVES

Jennifer Mazzocco (Allderdice)

Sarah Mueller (Allderdice)

### ELEMENTARY GROUP REPRESENTATIVES

Laura Goins (Arlington)

Anna Tarka-DiNunzio (Phillips)

### MIDDLE SCHOOLS REPRESENTATIVES

Sarah Giliberto (Brookline)

Diane Swearingen (South Brook) – PFT Staff

### PROFESSIONAL-SUPPORTIVE GROUP REPRESENTATIVES

Emily Byrne (PSE – Faison)

LT Voytko (Sunnyside)

### PARAPROFESSIONAL GROUP REPRESENTATIVES

Diane Davis (School Police)

Shalesha Moore (Chartiers ECC)

Karen Vinston (Roosevelt)

### TECHNICAL-CLERICAL GROUP REPRESENTATIVE

Eric Chismar (CTE – Service Center)

### IU#2 GROUP REPRESENTATIVE

Christine Bellesis (IU#2 Reading Specialist)

### MEMBERS-AT-LARGE

Cleophus Harris (Crescent ECC)

Lenny Orbovich (Carrick)

Joseph Papa (Beechwood)

Krystal Roberts (Westinghouse)

Kelly Schmiedlin (Langley K-8)

Sara Sikora-Lewis (Brookline)

Melanie Williams (PCA)

Ashanti York (SAC)





**PITTSBURGH  
FEDERATION of TEACHERS  
STAFF**

**Billy Hileman**, President

billyh@pft400.org

**Robert Mitchell**, Vice President and Staff Representative

robert\_mitchell@pft400.org

**Diane Swearingen**, Middle Schools and Staff Representative

dianes@pft400.org

**Pat Colangelo**, Assistant to the Staff Representatives

pat\_colangelo@pft400.org

**Chris George**, Director of Organizing & PAC Director

chris\_george@pft400.org

**Dan Evans**, Communications Director

dan\_evans@pft400.org

**Not sure whom to contact?**

Visit the PFT website ([www.pft400.org/contact](http://www.pft400.org/contact)) for staff responsibilities and school assignments  
or call us at 412-431-5900





## **Grassroots Committee Chairs & Meeting Schedules**

- **AATMP** – Meets Bi-monthly – PFT Staff Representative, Rob Mitchell
- **Early Childhood** – Meets Bi-monthly – PFT Staff Representative, Diane Swearingen
- **Early Intervention** – Meets Bi-monthly – PFT Staff Representative, Diane Swearingen
- **Family Service Specialists (FSS)** – Meets Bi-monthly – PFT Staff Representative, Diane Swearingen
- **High School** – Meets Bi-monthly – PFT Staff Representative, Rob Mitchell
- **Paraprofessionals** – Meets Monthly – PFT Staff Representative, Diane Swearingen
- **PMOIU#2** – Meets Bi-monthly – PFT Staff Representative, Rob Mitchell
- **PSE** – Meets 1<sup>st</sup> Wednesdays – PFT Executive Board Member Brittany Shoup & PFT PFT Staff Representative Rob Mitchell
- **School Security** – Meets Bi-monthly – PFT Staff Representative, Diane Swearingen
- **Substitutes** – Meets Bi-monthly – PFT Organizing and Political Director, Chris George & PFT Staff Representative, Rob Mitchell
- **TLP** – Meetings Monthly – PFT Executive Board Members, Brittany Shoup & Sarah Mueller
- **Library** – Meetings Bi-monthly – PFT Staff Representative, Rob Mitchell

Have any questions or interest in one or several of the above? Drop an email of interest to [contact@pft400.org](mailto:contact@pft400.org) with the subject line: "Committee interest."



## LifeSolutions® Employee Assistance Program

Financial well-being resources



**LifeSolutions gives you and your household members access to a number of financial tools and other supports.**

### Money Coaching

- No-cost telephonic consultations with experienced money coaches
- Typical sessions involve discussing credit, debt, and budgeting assistance; mortgage issues and homeownership; tax planning; retirement; student loans; and college planning
- Consultations are generally limited to 30 minutes per issue

### Online Resources

- Hundreds of financial articles and guides
- Financial calculators for general savings goals, retirement planning, car affordability, homeownership, and more

### Tax Consultation

- Consultations with a tax professional to address tax questions or savings strategies
- Discounted tax preparation services

### Money Coaching Credentials

Money coaches have an average of 22 years of professional experience, offer services in Spanish, and maintain the following credentials:\*

Accredited Financial Counselor® (AFC®)  
 Behavioral Financial Advisor™  
 Certified Credit Counselor  
 Certified Financial Health Counselor  
 Certified Mindfulness Life Coach  
 Certified Student Loan Counselor  
 Certified College Funding Specialist™ (CCFS®)  
 Certified Credit Report Reviewer (CCRR®)  
 Certified Divorce Financial Analyst® (CDFA™)  
 Certified Financial Educator® (CFEd®)  
 Certified Identity Theft Risk Management Specialist® (CITRMS®)  
 Certified Mortgage Planning Specialist (CMPS®)  
 Certified Public Accountant (CPA)  
 Chartered Financial Consultant® (CHFC)  
 Chartered Retirement Planning Counselor™ (CRPC™)<sup>1</sup>  
 California Registered Tax Preparer (CRTP)  
 Enrolled Agent (EA)  
 Education Loan Analyst™  
 Fair Credit Report Act Certification  
 Financial Fitness Coach Certification  
 The CFP® certification, held by Certified Financial Planner™ professionals<sup>2</sup>

\*Credentials subject to change.

<sup>1</sup>Chartered Retirement Planning Counselor, CRPC, and the CRPC logo are certification marks or registered certification marks of The College for Financial Planning Institutes Corp. in the United States.

<sup>2</sup>CFP Board owns the marks CFP and Certified Financial Planner in the U.S.

## Additional offerings from LifeSolutions EAP

### Developing a Spending Plan

Have your budget analyzed with the goal of developing a realistic spending plan that incorporates your current and future financial goals. The consultation will include guidance on maximizing your income and reducing your expenses.

### Rebuilding Your Credit

Get a review of the factors that affect your credit report and credit score, then learn strategies to improve your score.

### Getting Out of Debt

Have your debt structure analyzed to ensure you are managing debt in the most effective way. Strategies for tackling debt challenges can include accessing nonprofit credit counseling services.

### Garnishments

Talk to a money coach about garnishment prevention or cash flow management if your wages are already being garnished.

### Retirement Planning

Have your retirement goals analyzed to see if you have the proper savings plan in place. The expert can also talk to you about alternative savings strategies.

### Homebuying

Receive homebuying guidance and information on first-time homebuyer programs.

### Mortgage Counseling

Receive information on homeownership topics, such as the purchase or sale of a home, the loss of a home, mortgage loan modifications, refinancing, foreclosure, and more.

### College Planning

Learn about college savings and accounts, college selection, applying for financial aid, grants and scholarships, and alternative funding options.

### Student Loan Debt

Get guidance on the best ways to reduce or repay your debt, tax considerations, forgiveness benefits, grace periods, and determining whether debt consolidation is right for you.

### Ongoing Coaching

Continue working with your money coach on a self-pay basis.

*This content is for informational purposes only and does not guarantee eligibility for the program or its services. Information provided in this flier is for informational purposes only and is not intended to offer specific personalized investment, financial planning, tax, legal or accounting advice. We recommend that you consult an attorney, tax adviser, or accountant regarding your unique circumstances.*

**Call LifeSolutions today**

**844-833-0527**

You can have a 30-minute consultation with a money coach.

**workpartners** 

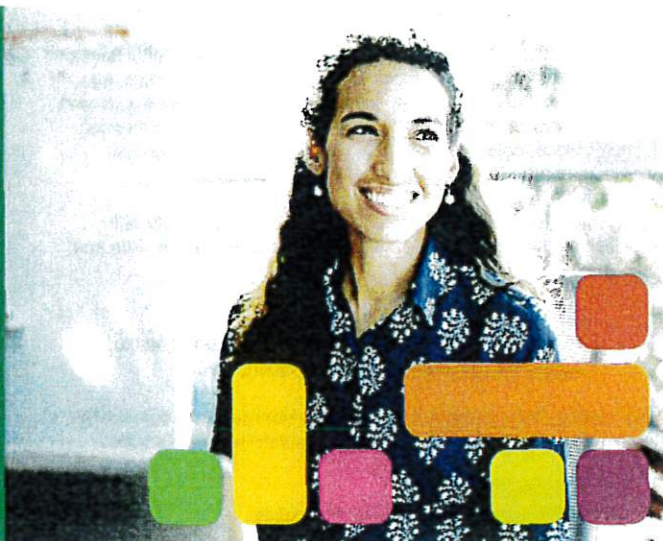
the people activation company

U.S. Steel Tower, 600 Grant Street, Pittsburgh, PA 15219



# LifeSolutions Stress Management

## Pittsburgh Public Schools



## When stress pulls you down, know that there is help.

Stress is a normal part of life—and for many of us, an everyday challenge. But when stress becomes constant, it's time to take action. Your Lifesolutions Employee Assistance Program (EAP) can help you decide on your next step.

Situations that leave us feeling out of control are often those that cause us the most stress. You might be worrying about bills, reliving arguments with your significant other, or wondering how to get your kids to do what's best for them. Maybe all three at once, and even more.

### Feel more in control

Talking through a situation with an experienced person can be extremely helpful. A new perspective can sometimes lead you to answers you didn't know existed. This different understanding can put you back in the driver's seat of your life.

EAP services are private and confidential and are available to you and members of your household at no cost.

Call or email us to ask questions or schedule an appointment.

**LifeSolutions@upmc.edu**  
**+1 844-833-0527 (TTY:711)**

**To access the Work-Life section of our website, go to [LifeSolutionsforyou.com](http://LifeSolutionsforyou.com), click login, and enter your company code.**

**Your company code is: PGHBOE**

### Nondiscrimination notice

UPMC Health Plan<sup>1</sup> complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression. UPMC Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression.

UPMC Health Plan provides free aids and services to people with disabilities so that they can communicate effectively with us. Aids and services may include:

- Qualified sign language interpreters.
- Written information in other formats (large print, audio, accessible electronic formats, other formats).

UPMC Health Plan provides free language services to people whose primary language is not English. Language services may include:

- Qualified interpreters.
- Information written in other languages.

If you need these services, contact the Member Services phone number listed on the back of your member ID card.

If you believe that UPMC Health Plan has failed to provide these services or has discriminated in another way on the basis of race, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression, you can file a complaint with:

Complaints and Grievances  
PO Box 2939  
Pittsburgh, PA 15230-2939

Phone: 1-888-876-2756 (TTY: 711)  
Fax: 1-412-454-7920  
Email: HealthPlanCompliance@upmc.edu

You can file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019. TTY/TDD users should call 1-800-537-7697.

Complaint forms are available at [www.hhs.gov/ocr/office/file/index.html](http://www.hhs.gov/ocr/office/file/index.html).

<sup>1</sup>UPMC Health Plan is the marketing name used to refer to the following companies, which are licensed to issue individual and group health insurance products or which provide third party administration services for group health plans: UPMC Health Network Inc., UPMC Health Options Inc., UPMC Health Coverage Inc., UPMC Health Plan Inc., UPMC Health Benefits Inc., UPMC for You Inc., Community Care Behavioral Health Organization, and/or UPMC Benefit Management Services Inc.

### Translation services

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-855-869-7228 (TTY: 711).

注意: 如果您使用繁體中文, 您可以免費獲得語言援助服務。請致電 1-855-869-7228 (TTY: 711)。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-855-869-7228 (TTY: 711).

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-855-869-7228 (телетайп: 711).

Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-855-869-7228 (TTY: 711).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-855-869-7228 (TTY: 711) 번으로 전화해 주십시오.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-855-869-7228 (TTY: 711).

ملحوظة: إذا كنت تتحدث انكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-855-869-7228 (رقم هاتف الصم والبكم: 711).

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-855-869-7228 (ATS: 711).

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-855-869-7228 (TTY: 711).

සුචන: ඔබ ඉංග්‍රීසි භාෂාවෙන් කතා කරන්නේ නම්, නි:මැදි සහන සේවාවන් ඔබට නි:මැදි ලබා දෙනු ඇත. 1-855-869-7228 (TTY: 711) දුරකථන අංකයෙන් අමතන්න.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-855-869-7228 (TTY: 711).

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-855-869-7228 (TTY: 711).

សង្ខេប: ប្រសិនបើអ្នកនិយាយភាសាខ្មែរ យើងមានផ្តល់សេវាជំនួយភាសាសំដៅយម្រឹមតិចត្រូវ ។ សូមទូរស័ព្ទទៅលេខ 1-855-869-7228 (TTY: 711) ។

ATENÇÃO: Se fala português, encontram-se disponíveis serviços lingüísticos, grátis. Ligue para 1-855-869-7228 (TTY: 711).



## Getting started with Express Scripts Pharmacy

If you have remaining refills available, you can transfer them to Express Scripts Pharmacy online:

1. Log in to the My Highmark app or the member website at [MyHighmark.com](https://MyHighmark.com).
2. Click on the **Benefits** tab and then scroll down to the **Insurance Benefits** section and select **Prescription**. Next, select **View prescription benefits**.
3. You will be directed to the Express Scripts Pharmacy website.
4. Select **Pharmacy Options** under the **Prescriptions** tab to review available prescriptions you can have delivered by mail.
5. You may also call Highmark at the Member Service number on the back of your ID card.

If you do not have remaining refills available, you must obtain a new prescription from your doctor for up to a 90-day supply:

**Option 1:** Before your appointment, ask your doctor's office if they can send a prescription to Express Scripts Pharmacy electronically. If they cannot, see Options 2 or 3.

## The benefits of home delivery

### COST-SAVING SERVICES

- You'll typically pay less by getting up to a 90-day supply.
- Our specialists can help you find cost-saving opportunities, such as generic options.

### AT-HOME CONVENIENCE

- Enjoy free standard delivery right to your home.
- Automatically receive refill reminders by email so you never run out.
- Refill your medication by phone or online.
- With your permission, your doctor will be contacted when it's time to renew.

### HEALTH AND SAFETY SUPPORT

- Pharmacists are available 24/7.
- Licensed pharmacists can help with specific conditions, such as high blood pressure or diabetes.

### ONLINE SERVICES

- Track your prescriptions and home delivery refills.
- View claims, balances, and prescription history.
- Receive alerts if there's a prescription-related safety issue.

Get started with home delivery. Visit [MyHighmark.com](https://MyHighmark.com).

**Option 2:** Before your appointment, download the mail order physician fax form by following the steps below. Then, ask your doctor to complete the form and fax it to the number listed on the form.

1. Log in to the My Highmark app or the member website at [MyHighmark.com](https://www.MyHighmark.com).
2. Click on the **Benefits** tab and then scroll down to the **Insurance Benefits** section and select **Prescription**. Next, select **View prescription benefits**.
3. You will be directed to the Express Scripts Pharmacy website.
4. Click the **Benefits** tab on the top menu and then select **Forms**.
5. Download the **Mail Order Fax Form (PDF)** and take a copy to your appointment.

**Option 3:** After your appointment, complete a Home Delivery Form and mail it with the new prescription to the address listed on the form. This form is available online by following the steps below.

1. Log in to the My Highmark app or the member website at [MyHighmark.com](https://www.MyHighmark.com).
2. Click on the **Benefits** tab and then scroll down to the **Insurance Benefits** section and select **Prescription**. Next, select **View prescription benefits**.
3. You will be directed to the Express Scripts Pharmacy website.
4. Click the **Benefits** tab on the top menu and then select **Forms**.
5. Download the **Home Delivery Order Form (PDF)** and send the completed form with your new prescription to the address listed on the form.

**For complete details about your prescription benefit, visit [MyHighmark.com](https://www.MyHighmark.com) or call Highmark at the Member Service number on your ID card.**



Note: Your medication will usually arrive within two weeks after Express Scripts Pharmacy receives your order. If your doctor faxes the prescription, you will be billed at a later date. Please make sure you have at least a two-week supply on hand while waiting for your medication to arrive via mail order.

Express Scripts is a separate company that provides certain prescription drugs through mail-order. Express Scripts is an independent company that assists in the administration of your health plan's prescription benefits.

Benefits and/or benefit administration may be provided by or through the following entities, which are independent licensees of the Blue Cross Blue Shield Association:

Western and Northeastern PA: Highmark Inc. d/b/a Highmark Blue Cross Blue Shield, Highmark Choice Company, Highmark Health Insurance Company, Highmark Coverage Advantage Inc., Highmark Benefits Group Inc., First Priority Health, First Priority Life or Highmark Senior Health Company. **Your plan may not cover all your health care expenses. Read your plan materials carefully to determine which health care services are covered. For more information, call the number on the back of your member ID card or, if not a member, call 866-459-4418.**

Delaware: Highmark BCBSD Inc. d/b/a Highmark Blue Cross Blue Shield.

Western NY: Highmark Western and Northeastern New York Inc. d/b/a Highmark Blue Cross Blue Shield.

All references to "Highmark" in this document are references to the Highmark company that is providing the member's health benefits or health benefit administration and/or to one or more of its affiliated Blue companies.

The Claims Administrator/Insurer complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están disponibles para usted. Llame al número en la parte posterior de su tarjeta de identificación (TTY: 711).

请注意：如果您说中文，可向您提供免费语言协助服务。请拨打您的身份证背面的号码（TTY：711）。





## Have your medications delivered to your home

UPMC Health Plan and Express Scripts mail-order pharmacy work together to provide home delivery of your prescription medications—and you'll enjoy free standard shipping!

Home delivery works best for maintenance medications. These are medicines that are taken on a regular, long-term basis and may include drugs to treat asthma, diabetes, high cholesterol, high blood pressure, and other chronic conditions. Express Scripts should not be used for short-term medications, such as drugs to treat a sinus infection.

**Getting started:** Once you become a UPMC Health Plan member, it's easy to transfer your prescriptions to Express Scripts. Just visit [www.express-scripts.com/lowercost](http://www.express-scripts.com/lowercost) or call **1-877-787-6279 (TTY: 1-800-899-2114)**.

**Getting refills:** You can sign up for automatic refills or contact Express Scripts when you have a month of your medication remaining.

**Quick tip:** When you start a new medication, you should obtain a 30-day supply from a retail pharmacy before you request a 90-day supply via mail order.

This will give you and your provider a chance to make sure that the medication works, the dosage is correct, and that you don't experience any side effects.

### Nondiscrimination statement

UPMC Health Plan<sup>1</sup> complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression.

<sup>1</sup>UPMC Health Plan is the marketing name used to refer to the following companies, which are licensed to issue individual and group health insurance products or which provide third party administration services for group health plans: UPMC Health Network Inc., UPMC Health Options Inc., UPMC Health Coverage Inc., UPMC Health Plan Inc., UPMC Health Benefits Inc., UPMC for You Inc., Community Care Behavioral Health Organization, and/or UPMC Benefit Management Services Inc.

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## Need Help with Retirement Savings?

Retirement means more than just life after work.  
If you need help making sense of retirement savings, it is never too early to start.

Call one of the  
**Pittsburgh Federation of Teachers  
Approved 403b providers**



www.lincolninvestment.com  
*Scott Accamando, AIF®*

**Pittsburgh Branch Advisors / 800-318-4828**



***Rich Locher***  
*Financial Advisor*

4kmc.com

**1-800-433-1828**



Corebridge Financial Financial Advisor Retirement Services |  
T (+1) 412-494-7302 | C (+1) 412-880-3659 | F (+1) 855-279-7699  
[amanda.liscio@corebridgefinancial.com](mailto:amanda.liscio@corebridgefinancial.com)



Daniel Asti (412) 951-7310

Financial & Retirement Services  
Rachel Ann Bryson  
Cell: 724.777.5655



**10 South 19th Street  
Pittsburgh, PA 15203  
412.431.5900  
www.pft400.org**



# Do You Have What It Takes To Be A\*Teacher Leader?



## Join The PFT Teacher Leader Program (TLP)!

Teachers from Pittsburgh Public Schools with full-time classroom responsibilities and who are union members will be selected to join a nationwide teacher leaders network.

This is a year-long commitment (*with a paid stipend for participants upon completion*) for a select group of PPS teachers that meet once per month to advance ideas and initiatives that will help you inspire and innovate in the classroom.

TLP will also connect you to the issues that most affect today's teachers. We are seeking teachers interested in taking more active roles in school change, teacher preparation, professional growth, professional networking, student assessment, teacher evaluation and school design.

**Think you have what it takes, or do you simply want to learn more about TLP?**

**Please send a note to the PFT Program Coordinators:**

**Sarah Mueller:** [mueller.sarah.anne@gmail.com](mailto:mueller.sarah.anne@gmail.com)

**Brittany Shoup:** [brittanyfmccann@yahoo.com](mailto:brittanyfmccann@yahoo.com)

**Or simply call the PFT at 412.431.5900 and let us know you're interested!**



\* "Teacher" includes non-classroom certified professionals, such as counselors, social workers, etc.

## Community Schools

Community learning centers. Full-service schools. Community hubs. Whatever you call them, community schools make a difference in the lives of children, families, educators and their communities each and every day.

Community schools aren't just centers of education; they're the new heart of the community itself and help create better conditions for both teaching and learning. They're a place where teachers, families, community members and service providers can come together in coordinated, purposeful partnerships.

homelessness and inadequate healthcare. These same children often attend schools without high-quality curriculum, instruction, supports and facilities as a result of decades of state budget cuts and other policy choices. The ongoing COVID-19 pandemic has only exacerbated these conditions.

**This isn't just another program: It's a paradigm shift in the way we think about schools that goes well beyond just providing supports and services for students.**

Families, partners and services aren't viewed as add-on features that are tapped when convenient but seen as integral parts of the whole school.

This shift is important. More than half of the nation's school children—about 25 million—live in low-income households. Increasingly, they live in neighborhoods of concentrated disadvantage and racial isolation, where they face society's neglect of their most basic needs. Many suffer adverse experiences and persistent hardship, including food insecurity,

Although community schools look different from one community to the next, they all bring together the relationships and assets of a neighborhood efficiently and effectively to utilize resources that advance the well-being of children and their families now and for future generations. They have four key features, or pillars:

- Integrated student supports
- Expanded learning time and opportunities
- Family and community engagement
- Collaborative leadership and practice

Research from the Learning Policy Institute and the Institute for Educational Leadership has found that when the community school model is implemented with fidelity, both schools and communities benefit. Some of those benefits are:

- Reducing health-related obstacles that cost students instructional time
- Decreasing student mobility rates
- Increasing family involvement
- Promoting community involvement and programming
- Reducing racial and economic achievement gaps

The AFT believes in a comprehensive vision for public education that includes promoting children's well-being, supporting powerful learning, building teacher and staff capacity, and fostering cultures of collaboration among educators, administrators, families and communities—all of which are inherent in the community schools model. That is why the AFT has been a constant champion of the Full Service Community School Expansion Act introduced by Sen. Sherrod Brown, that support the growth and sustainability of community schools across the country.

**In addition to advocating for community schools at the national level, the AFT supports 74 affiliates with community school initiatives in 26 states that impact hundreds of schools and thousands of students, teachers and families.**







**Learn more: [www.aft.org/position/community-schools](http://www.aft.org/position/community-schools)**



# March with Your Pittsburgh Federation of Teachers





# LABOR DAY PARADE

**MONDAY • SEPTEMBER 2, 2024**

-  **Sign-in at the PFT starting at 8:00 AM to receive a Raffle Ticket**
-  **Shuttle Service from the PFT Bldg. starting at 8:15 AM**
-  **Last Shuttle departs from the PFT Bldg. by 9:45 AM**
-  **Assembly at the old Civic Arena Melody Lot,  
Centre Ave. and Crawford St. (meet us there, if you like)**
-  **PARADE begins at 10:00 AM (PFT step-off time not known)**
-  **Shuttle Service from the end of the PARADE to the PFT**

## PFT LABOR PICNIC

### PFT Building after the PARADE

-  **Great Picnic Food by Chef Mike**
-  **Italian Ice**
-  **Face painting and glitter tattoos for kids**
-  **PFT Super Raffle for PFT Parade Marchers**
  - **Grand Prize: New Apple iPad**
  - **Autographed Najee Harris Steeler jersey**
  - **Many other prizes and gift cards**
  - **Treat-bags for all children**

**PLEASE RSVP TODAY**

**Call the PFT @ 412-431-5900  
or use this code:**





**What: Jazz On The Patio**  
**When: Friday, September 13**  
**4:00 PM @ the PFT!**

*Great food, great fun and great sounds at the end of the week — WATCH Member mail for RSVP Details coming soon!*

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**What: PFT General Membership Meeting!**  
**When: Saturday, October 19**  
**9:00 AM @ the PFT**

*Mark your calendars — it could be an extremely eventful meeting! Much more info to follow in Member mail – now's the time to free the AM!*

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# I Commit to My Union!

**Membership Authorization:** Yes, I want to join with my fellow employees and become a member of Pittsburgh Federation of Teachers Local 400 ("PFT"). I hereby request and voluntarily accept membership in PFT and I agree to abide by its Constitution and Bylaws. I authorize PFT to act as my exclusive representative in collective bargaining over wages, benefits, and other terms and conditions of employment with my employer.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**Dues Deduction/Checkoff Authorization:** I recognize the need for a strong union and believe everyone represented by our union should pay their fair share to support our union's activities. I hereby request and voluntarily authorize my employer to deduct from my earnings and to pay over to PFT an amount equal to the regular monthly dues uniformly applicable to members of PFT. This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice via U.S. mail to the PFT during the period not less than thirty (30) days and not more than forty-five (45) days before the annual anniversary date of this authorization. This authorization shall be automatically renewed as an irrevocable check-off from year to year unless I revoke it in writing during the window period, even if I have resigned my membership in PFT.

- Teacher or Other Professional   
  Paraprofessional   
  PreK Teacher, EC/EI  
 Day-To-Day Substitute   
  Adjunct   
  Technical-Clerical   
  PMOIU#2

## Contact Information

Name \_\_\_\_\_ Board ID # \_\_\_\_\_

Personal Email (Not BOE Email) \_\_\_\_\_

Worksite \_\_\_\_\_ Position \_\_\_\_\_

Home # (or N/A) \_\_\_\_\_ Cell # \_\_\_\_\_  I want to receive text messages.\*

Home Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

\*You will receive a welcome message from the PFT to confirm you are in our system and are able to receive the text messages. To opt-out of the service, simply text "STOP" to 69238. Standard data and text rates from your mobile carrier may apply.

## Political Action Committee (PAC)

**Authorization for Withholding of Voluntary Contributions to the Political Action Fund of the Pittsburgh Federation of Teachers:** I hereby authorize the Pittsburgh Public Schools to withhold from my earnings a voluntary, per pay period contribution to the Political Action Fund of the Pittsburgh Federation of Teachers. This deduction shall continue at the same amount from school year to school year unless I increase, decrease, or revoke this authorization. This authorization is signed freely and voluntarily and not out of any fear of reprisal, and I will not be favored nor disadvantaged because I exercise this right. I understand that the PFT Political Action Committee is engaged in joint fundraising efforts with the AFT, the AFT PA, and the PA AFL-CIO and will use the money contributed to make political contributions in connection with federal, state, and local elections. Contribution or gifts to PFT-PAC are not deductible as charitable contributions for federal income tax purposes. Contributions cannot be reimbursed or otherwise paid by any other person or entity.

- \$10.00 per pay   
  \$5.00 per pay   
  \_\_\_\_\_ (other amount per pay)

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

## Yes! I Want to Get More Active!

I would like to serve as:

- Political Liaison: Hold politicians accountable and inform my coworkers of political news.  
 Online Activist: Spread the word about education issues online: [www.facebook.com/pft400](http://www.facebook.com/pft400).  
 Greeter: Call new members and welcome them to our union.  
 Building Representative: Represent my coworkers' rights under the contract, run building committee meetings.  
 Call me! I want to find other ways to get involved.

