

Official Publication of The Yonkers Federation of Teachers

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**PRESIDENT:**  
Patricia Puleo



## NEGOTIATION UPDATE:

In June, the negotiation team began asking the Superintendent for a list of dates to meet with him and his representatives. After multiple requests, he finally responded with the date of November 15, 2011.

We have met with the district's representative twice with little progress. The YFT was informed in mid-December that the Commissioner of Education, Dr King, advised the district that we would lose funds if there wasn't a negotiated new evaluation in place immediately. Since that time, the YFT has participated in hours of exhaustive negotiating. The major sticking point remains the "appeals process".

The YFT's position is that New York State law allows for a process that includes arbitration for an unjust or inaccurate evaluation rating of "Developing or Ineffective" teachers. However, the Superintendent does not agree that such a process may result in the need for arbitration.

At the same time, negotiations regarding our total contract have to proceed. The superintendent has advised the YFT that he is not available until mid-March. Isn't it interesting that the district representatives are available for some items and not others?

It is an old saying but true - **OUR STRENGTH IS IN OUR UNITY.**  
We will keep you advised.  
In Solidarity,



Shelley Mayer, a NYSUT endorsed candidate, will be running in a special election to fill Mike Spano's assembly seat. Special election will be this March 20th. Getting out the vote is most important. If you live in Yonkers, your vote will be needed to send a strong message about politicians who work with labor.



Many YFT members have expressed an interest in learning more about our YFT Executive Board. This interest is understandable. After all, they are charged with responsibilities that affect our livelihood now and throughout our retirement. It is through our union's efforts that we have better wages and benefits, are treated fairly, and have a voice in decisions.

After an election process, each Executive Board member serves a two year term. The Executive Board meets twice a month to discuss union business. In addition, they attend monthly Building Assembly meetings. VP's and Staff Directors meet with the Superintendent monthly. Negotiation Team meetings are held as needed, sometimes weekly and often throughout the summer. Executive Board members also belong to various committees that meet throughout the school year.

**The Executive Board consists of the following positions:**

President

Pat Puleo

Executive Vice President

Fran Ruggiero

Secretary

Kara Popiel

Treasurer

Nancy Ciraldo

Special Areas VP

Lia Council

High School V.P.

James W. Hayes

Middle School V.P.

Debra DeVito

Elementary V.P.'s

Joanne Casella,

Samantha Rosado-Ciriello

At-Large Officers

Dan Florin

Paul Diamond

Roselyn Kendrick-Jones

Erin Gorman

Mike Ciriello

Monica Morrone

Mike Garbowski

Retiree Representative

John Eshoo



**Patricia Puleo, President of the YFT**

*"I would like to take this opportunity to introduce the individual members of Yonkers Federation*

*Executive Board. As you will see we represent all grade levels, subjects and schools across the district. To help you get to know us, we have compiled a brief outline of our union experiences."*

**Previous Experience:** Assistant Staff Director of the YFT Office; YFT High School Vice Pres. National Board Certified Teacher

**Union Experience:**

- \*YFT Building Representative
- \*TIC Member
- \*Shared Decision Making Committee, LHS
- \*Smaller Learning Community Committee
- \*School Under Registration Review Committee, LHS
- \*YFT Rep. on District's Code of Conduct/Health and Safety Com.
- \*YFT Rep. on District's Professional Development Planning Com.
- \*District's Art Curriculum Com.
- \*Co-Chair YFT Health and Safety Com.
- \*YFT Negotiating Team
- \* NYSUT Representative Assembly Delegate
- \*AFT National Delegate
- \*NYSTRS Delegate
- \*NYSUT State Human and Civil Rights Com.
- \*NYSUT State Health and Safety Com.
- \*NYSUT Policy Board Committee
- \*Political Action
- \*Arden House Leadership Training
- \*NYSUT Leadership Training
- \*NYS Art Teachers Association
- \*NYSUT Bd. of Directors



**Fran Ruggiero, Executive Vice President & Staff Director**

*“Working for the YFT has given me the opportunity to learn and grow in ways I never believed possible. There are few organizations in which so many individuals are so dedicated to the principle of excellence in education and the goal of supporting new educators to that end.”*

**Previous Experience:** Staff Director at the YFT Office, Montessori Humanities Teacher-7th/8th grade at Mark Twain Middle School/ YMA

**Union Experience:**

- \*YFT Building Rep.
- \*Shared Decision Making Com.
- \*TIC Member
- \*Public Relations Committee
- \*Arden House Com.
- Health and Safety Com.
- \*AFT National Delagatte
- \*NYSUT Rep. Assem. Del.
- \*NYSUT ELA Com.
- \*YFT Negotiating Team
- \*YFT Rep. of Districts
- \*District Mentor
- \*YFT Rep. on Community Planning
- \*YFT Rep. on Mayor’s Task Force
- \*Arden House Leadership Training
- \*Political Action
- \*NYSTRS Delegate



**James W. Hayes, Senior High V.P.**

*“There are no secrets for success. It is the result of preparation, hard work and learning from failure.” - General Colon Powell*

**Present:** Saunders High School

**Union Experience:**

- \*YFT Exec. Bd. At Large Officer
- \*YFT Bldg. Rep.
- \*TIC Member
- \*NYSUT Rep. Assem. Delegate
- \*AFT National Delegate
- \*AFL-CIO Labor Council Delegate
- \*New Teacher Com. Co-Chair
- \*YFT Negotiating Team
- \*Princeton Leadership Training
- \*Arden House Leadership Training
- \*YFT Rep. on Districts Prof. Development Planning Com.
- \*YFT Budget Com.
- \*Richard Gazzola Teacher Center Policy Board
- \*AFL-CIO/YFT Political Action Review Com.
- \*Shared Decision Making Com.



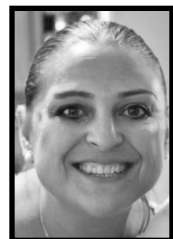
**Debra DeVito, Middle School V.P.**

*“I believe we all can succeed as long as we are active. Being a part of the force that sparks change is important to me. Proactive involvement will advance us professionally and in our classrooms to help all students excel.”*

**Present:** Title 1 Math Teacher and Department Rep. at L.H.S. National Board Certified Teacher

**Union Experience:**

- \*YFT Bldg. Rep.
- \*TIC Member
- \*YFT Bldg. Job Action Chair
- \*Education Issues Committee
- \*Teacher Evaluation Committee
- \*NYS Edu. Math Advisory Com.
- \*Political Action
- \*Bldg. Health and Safety Com.
- \*Mayor’s Parental Task Force
- \*Shared Decision Committee
- \*Teacher Mentor
- \*School Based Prof. Dev. Com.
- \*APPR Com.
- \*YFT Rep. on Districts Prof. Devel. Planning Committee



**Samantha Rosado-Ciriello, Elementary V.P./Staff Director**

*“It is important for teachers to have a voice in the decision-making process that affects working conditions and educating students. Becoming involved with the union is a vehicle that can provide an opportunity for that to happen. I look forward to continuing to serve the YFT and all of its constituents as Staff Director and Elementary Vice President along with Joanne Casella., in order to provide what’s best for teachers and students.”*

**Previous Experience:** Elementary Teacher at School 17- K,4,5

**Union Experience:**

- \*AFT National Delegate
- \*District Reading First Team
- \*Yonkers Assoc. of Hispanic Prof.
- \*YFT Edu. Issues Co-Chair
- \*NYSUT Labor Rel.Spec. Training
- \*NYSUT Elem. Rep.at Com. forums
- \*NYSUT Science Area Com.
- \*State Ed. Dept.Com. Of Prac. Grades 3-8
- \*Lorman Edu. Services Training
- \*One of 20 selected nationwide to work with Congress on national education policy and reform
- \*YFT Charter School Negotiator
- \*District Mentor Teacher Com.
- \*New Teacher Mentor & Trainer
- \*YFT Exec. Bd. At Large Officer
- \*NYSUT Leadership at Princeton
- \*NYSUT Middle Lvl.Ed. Policy
- \*NYSUT Elem. Ed.Sub. Area Com.
- \*State Ed. Teacher Cert.Exams Item Writer and Reviewer
- \*Skill Path Training Seminars
- \*District Reading for Results Team
- \*Richard Gazzola T.C. Policy Bd.
- \*YFT Negotiating Team
- \*NYSUT Rep. Assem. Delegate
- \*NYSUT Leadership at Cornell
- \*NYSUT Stand. and Asses. Trainer
- \*NYS. Eval.Training-New Eval.Sys.
- \*AFL-CIO Ldshp.at Cornel Indus. Labor Relations School:Advanced
- \*Nominated Teacher of Year 3 times





**Joanne Casella, Elementary V.P.**

*"As teachers we must work together to strengthen our union. Together we can achieve many possibilities for our teaching profession. I am looking forward to serve the membership as the Elementary Vice President; and, along with Samantha Rosado-Ciriello, will work hard to protect our collective and individual rights."*

**Present:** Robert C. Dodson, Art Grade 8

**Previous Experience:** School 9,13,14, Casimir Pulaski, Montessori 11, Scholastic Aca., Art Pre. K -6

**Union Experience:**

- \*YFT Negotiating Team
- \*YFT Pol. Action Co-Chair
- \*Arden House Leadership Training
- \*District New Teacher Mentor
- \*NYSUT State Wide Arts Com.
- \*AFL-CIO Central Labor Delegate
- \*NYSUT Regional Vote/Cope Coord.
- \*YFT Ed. Issues Com.
- \*YFT Bldg. Rep.
- \*School Based Shared Decision Making
- \*NYS Teacher Retirement Sys. Delegate
- \*NYSUT Rep. Assem. Delegate/Teller
- \*NYSED Art Teacher Cert. Exam Reviewer
- \*AFL-CIO/YFT Pol. Action Interview Com.
- \*YFT New Teacher Com.
- \*School Based TIC Mem.
- \*School Based Prof. Devel.
- \*NYSED Arts Advisory Com.
- \*NYSUT Com. of 100
- \*AFT National Delegate
- \*Yonkers Teacher Distribution



**Lia Council, Special Areas V.P.**

*"I was told by an administrator that the YFT and your contract ties your hands and limits your effectiveness in the classroom. I believe just the opposite. It is because of our hard fought rights that we can effectively educate our students while demonstrating our professionalism and dedication towards our craft. It is for these reasons that I have committed myself to proving that administrator wrong. I am an effective educator. I am a professional. I am an active unionist. I am able to do what I do because of the YFT!"*

**Present:** Special Education Teacher- Riverside H.S.

**Union Experience:**

- \*YFT Exec. Bd. At-Large Officer
- \*YFT New Teacher Roundtable mem.
- \*TIC Member
- \*NYSUT ELT Instructor
- \*NYSTeacher Cert. Exam. Scorer
- \*NYS Teacher's Center Plan. Com.
- \* District Mentor for New Teachers
- \*Professional Devel.-Riverside HS
- \*YFT Educational Issues Com. Co-Chair
- \*YFT Building Representative
- \*NYSUT Rep.Assem. Sergeant At Arms
- \*NYSUT ELT Course Developer
- \*Teacher Center Policy Board Chair
- \*NYSUT/Cornell Univ. Leadership Training
- \*YFT Rep. on Districts Prof. Dev. Plan. Com.
- \*Shared Decision Making Com.-Riverside HS
- \*YFT Negotiating Team
- \*YFT Building Alternate
- \*NYSUT Rep. Assem. Del.
- \*NYSTRS Delegate
- \*AFT National Delegate
- \*NYSUT Summer Training
- \*YFT Rep. for APPR Com
- \*Technology Com.



**Nancy Ciraldo, Treasurer**

*"I have been an Executive Board member since 1997. During this time I have come to realize how dedicated the members of this organization are to their profession. We are a proud and strong union with members who care about their students and who strive every day to achieve excellence in our profession. No matter what obstacles we face, our students are first and foremost. I am privileged to be part of this organization that is so committed to enhancing the lives of the children of Yonkers."*

**Previous Experience:** Emerson M.S. and Roosevelt H.S.

**Union Experience:**

- \*YFT Executive Board
- \*YFT Building Rep.
- \*Welfare Fund Treasurer
- \*Arden House Leadership Train.
- \*YFT Negotiating Com.
- \*New Teacher Orientation
- \*District's Block Scheduling Com.
- \*Districts Middle School Planning Com.
- \*Richard Gazzola Teacher Cen. Pol. Bd. Chair
- \*Shared Decision Making Com.
- \*NYSUT Rep. Assembly Delegate
- \*Public Relations Com.
- \*Education 2000
- \*Vote Cope Chairperson
- \*TIC Member
- \*Welfare Fund Trustee
- \*Political Action



**Kara Popiel, Ed.D., Secretary**

*"I believe that teacher unions are an important voice for teachers and the teaching profession and an integral part of the educational policymaking process. I also believe that a strong, cohesive union membership can have a positive impact on the entire educational community"*

**Present:** ESOL Teacher at School 13

**Previous Experience:** ESOL Teacher, Bushwick H.S.,Brooklyn; EFL Teacher, Peace Corps Morocco; EFL/Teacher Trainer, Peace Corps Hungary

**Union Experience:**

- \*YFT Building Rep.
- \*School Based Prof. Dev. Com.
- \*Prof. Dev. Planning Team
- \*NYSUT Rep. Assem. Delegate
- \*NYS Committee of Practitioners
- \*Presented at the Annual Meeting of the American Educational Research Association in 2011-*An Exploration of Teacher Activism and Non-Activism*
- \*Regional Evaluation Committee Chair
- \*School Based Health and Safety Com.
- \*Richard Gazzola Teacher Center Policy Board
- \*Charter School for Edu. Excellence Neg. Team
- \*NYSUT Labor-Religion CoalitionTrain.Confer.
- \*TIC & Shared Dec. Making
- \*Mentoring Sub Com.
- \*YFT Negotiating Team
- \*YFT Leadership Training
- \*APPR Committee



**Dan Florin, At-Large Officer**

*“I will continue to work hard to protect our collective and individual rights as teachers. I am a person who enjoys challenges and finding constructive solutions for difficult issues. I believe that my efforts, combined with the efforts of YFT President Pat Puleo and the Executive Board members, will strengthen our union and the teaching profession.”*

**Present:** Elementary School Teacher at School 9  
**Previous Experience:** 4th Grade, 3rd Grade, School 9

**Union Experience:**

- \*YFT Negotiations Team
- \*YFT Endorsement Committee
- \*Assis. Staff Director 2002-03
- \*Shared Decision Making Committee
- \*AFT National Delegate
- \*Editor of *The Yonker Teacher*
- \*Reading First Design Team Member
- \*YFT Building Rep.
- \*Political Action
- \*NYSTRS Delegate
- \*YFT Communications Committee
- \*TIC
- \*Arden House Trainer
- \*New Union Rep. Trainer



**Roselyn Kendrick -Jones, At-Large Officer**

*“I am a working mother who is also a dedicated YFT member. I believe in our children and continue to give many years of service to our organization.”*

**Present:** Guidance Counselor at Yonkers Middle High School  
**Previous Experience:** School 5

**Union Experience:**

- \*YFT Building Rep.
- \*Arden House Leadership Training
- \*Shared Decision Making Committee
- \*AFT Convention Delegate
- \*NYSUT Task-Force on Value Added Assesment
- \*NYSTRS Delegate
- \*TIC
- \*Educational Issues Member
- \*Quest Delegate
- \*Richard Gazzola Teacher Center Bd.
- \*APPR Committee Member
- \*YFT Negotiating Team
- \*NYSUT Rep. Assembly Delegate



**Erin Gorman, At-Large Officer**

*“Without the voice and actions of our YFT members, the rights and privileges we have fought for could be lost. We need to uphold all that has been achieved. The history of our local union has provided for the conditions which allow us to teach our students, raise our own families and be proud of how far we have advanced over the years.”*

**Present:** Elementary Education, PEARLS/Hawthorne

**Union Experience:**

- \* YFT Building Rep.
- \*Shared Decision Making Com.
- \*PEW Grant Planning
- \*Arden House Leadership Training
- \*School Based Prof. Devel. Com.
- \*Walk-a-thon for Maria Fareri Children’s Hospital
- \*Third V.P. Yonkers Council of PTA
- \*Emergency Medical Technician
- \*TIC
- \*Co-Chair of YFT Children’s Hosp. Com.
- \*AFL-CIO Central Labor-Body Alt.
- \*Community Outreach Com.
- \*NYSUT Rep. Assembly Delegate
- \*Arden House Com.
- \*Political Action
- \*AFT National Del. Sergeant At Arms



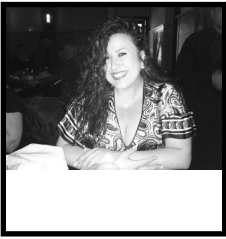
**Paul Diamond, At-Large Officer**

*“The union is the only force capable of representing the classroom experience.”*

**Present:** Director of the Richard Gazzola Teacher Center/ Staff Director of the YFT  
**Previous Experience:**French Teacher for 10 years : Yonkers H.S., Burroughs M.S.

**Union Experience:**

- \* YFT Building Rep.
- \*Princeton Leadership Training
- \*NYSUT Mem. Benefit Conf. Liason
- \*Negotiation Team
- \*Richard Gaz. Teacher Ctr. Policy Bd.
- \*Staff Director of the YFT
- \*TESA Trainer
- \*Smaller Learning Com.Design Team
- \*District Curric. Devel.- Foreign Lan.
- \*Co-Author of *The Representative*
- \*AFT National Delegate
- \*YFT Rep. on District’s Prof. Devel Planning Committee
- \*Arden House Leadership Training
- \*Destination Diploma Teacher Mem.
- \*Technology Committee Member
- \*NYSUT Rep. Assem. Delegate
- \*Grievance Chair



**Monica Morrone, Officer At-Large**

*"I am honored to have been chosen to serve the YFT. I firmly believe that as educators we need to continue to unite and work together in order for our voices to be heard. Silence has never won rights. Collective bargaining is extremely crucial during these difficult economic and political times. Since union rights and teaching as a profession are under attack we need to stand united in order to protect the rights we have won and continue to advance our profession."*

**Present:**Special Education Teacher, 2/3rd grade Rockland Program, C.H.A.

**Previous:** Mainsteam Skills Teacher 7/8th grade, E.M.S., Inclusion Teacher, 4th grade Fox Fire

**Union Experience:**

- \*TIC
- \*Negotiation Team
- \*YFT Leadership Committee
- \*NYSUT Representative Assem. Del.
- \*YFT Alternate Bldg. Rep.
- \*Political Action
- \*YFT Leadership Training
- \*Rallied "One Nation Working Together" Washington, DC
- \*Community Outreach Com. Member
- \*Professional Dev. Planning Team
- \*AFT National Delegate



**Michael Ciriello, At-Large Officer**

*"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool." – Abraham Lincoln*

**Present:** YFT Executive Board – At-Large (2001-present)

**Present Assignment:** Social Studies, Lincoln High School

**Union Experience (Past and Present):**

- \*YFT Political Action Committee-Co-Chair (2005-present)
- \*AFT National Delegate
- \*YFT Teacher Interest Committee (2000-2004)
- \*YFT Website-Creator and Admin. (2000-2011)
- \*YFT Negotiating Team (2002-Present)
- \*NYSUT Representative Assembly-Delegate, Chairman, Civil & Human Rights Committee
- \*AFL-CIO Central Labor Council-Alternate Delegate
- \*City of Yonkers Human Rights Commission (1997-2000)
- \*NYSUT Political Action Com.
- \*NYSUT Leadership Institute-Cornell
- \*NYSUT Leadership Training-Princeton
- \*Richard Gazzola Teacher Center Policy Board (2000-2010)



**Mike Garbowski, At-Large Officer**

**Present:**Elementary Teacher for ten years

**Union Experience:**

- \*7 years Building Rep.
- \*ED Issues
- \*Negotiating Team
- \* Leadership Conference
- \*Representative at the RA



**John Eshoo, Retiree Representative**

*"I am bringing to the Executive Board my 37 years of experience in the Yonkers School District as a teacher and a union official. I started as a Building Representative at Burroughs J.H.S. in the early 70's, became a member of the YFT Executive Board as the Jr. High School V.P.. Subsequently in 1989 I became the YFT Staff Director until my retirement in 2001. I hope to give the new Executive Board my knowledge and experience to help guide them while they are gaining their own experience and knowledge. I was here when the union was formed and wish to see it, which I know it will, continue in its success in helping teachers and improving the quality of the education program for the children of Yonkers."*

**Previous Experience:** General Science&Regents Earth Science at schools 5,8,32, R.H.S, Burroughs, Whitman, Haw.M.S

**Union Experience:**

- \*YFT Exec. Vice President
- \*Public Relations Committee
- \*YFT Building Representative
- \*NYSUT Rep. Assem. Delegate
- \*Richard Gazzola Teacher Center Policy Board
- \*Arden House Trainer
- \*YFT Middle School V.P.
- \*Political Action
- \*AFT National Delegate
- \*YFT Staff Director
- \*YFT Negotiating Team
- \*YFT Welfare Fund Trustee
- \*New Teacher Orientation



Richard Gazzola Teacher Center

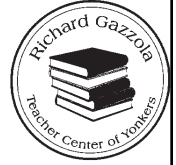
# TEACHER CENTER NEWS

Lia Council, Policy

by Paul J. Diamond, Director

E-mail - [tchcntr@westnet.com](mailto:tchcntr@westnet.com)

Teacher Center Phone- 376 8614 FAX- 376 8617



The Teacher Center is now offering the following courses. Check your mail box or with the Teacher Center Rep in your building.

## CCS 201 Introduction to the Common Core/Literacy Standards

Schedule: 30 hours: February 13 – March 9  
Location: All sessions on-line  
Credits: Two in-service credits from the Yonkers Public Schools  
Twelve hours toward non-tenured requirement

## CCS 202 Introduction to the Common Core 2 – Focus on Math

Schedule: 30 hours: May 1 – May 25  
Location: All sessions on-line  
Credits: Two in-service credits from the Yonkers Public Schools  
Twelve hours toward non-tenured requirement

## CCS 203 Critical Thinking, Questioning and Non-Fiction Text

Schedule: 30 hours: April 2 – April 30  
Location: All sessions on-line  
Credits: Two in-service credits from the Yonkers Public Schools  
Twelve hours toward non-tenured requirement

## CMP 263 Cyber Bullying and Safety on the Net

Schedule: 30 hours: March 1 – March 29  
Location: All sessions on-line  
Credits: Two in-service credits from the Yonkers Public Schools and  
Twelve hours toward non-tenured requirement

## EDUCU 221 Using Data to Improve Student Learning and Performance

Schedule: 30 hours: May 23 – June 20  
Location: All sessions on-line  
Credits: Two in-service credits from the Yonkers Public Schools  
Twelve hours toward non-tenured requirement

## MAT 206 Preparing Your Students for the Algebra Regents Examination

Schedule: 3:45-6:45:  
Tuesday, March 6, 13, 20, 27;  
April 3, 17, 24; May 1, 8, 15  
(snow/make-up days: May 22; June 5,12)

Location: All classes held at Lincoln High School  
Credits: Two in-service credits from the Yonkers Public Schools  
Twelve hours toward non-tenured requirement

### DEFENSIVE DRIVING

Saturday, March 3, 2012  
or  
Saturday, March 10, 2012  
or  
Saturday, April 21, 2012

Member Name \_\_\_\_\_

Check # \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

Phone \_\_\_\_\_

Cell \_\_\_\_\_

Date \_\_\_\_\_

Name(s) of family members- (must be licensed drivers)

Name \_\_\_\_\_

Check# \_\_\_\_\_ Date \_\_\_\_\_

Name \_\_\_\_\_

Check# \_\_\_\_\_ Date \_\_\_\_\_

No Faxes accepted! Make checks payable to NYSUT Benefit Trust.

Mail or bring this application form to: The Richard Gazzola Teacher Center, 1 Larkin Center 3rd Fl, Yonkers, NY 10701, with a \$30 check payable to NYSUT Benefit Trust.





## TAXES 2011

<b>FULL TIME TEACHERS-</b>	\$839.96
<b>TA'S</b>	\$661.08
<b>RETIREEES-</b>	\$72.00
<b>RETIRED 6/11-</b>	\$592

# DAY-BY-DAY

## MARCH

7	EXEC. BD.	YFT	3:45
15	BLDG. ASSEM. PRES. MTG.	ROOS. MT.KISCO	3:45
21	EXEC. BD.	YFT	3:45

## APRIL

4	EXEC. BD.	YFT	3:45
18	EXEC. BD.	YFT	3:45
19	BLDG. ASSEM. ED 15-16	ROOS. TARRY.	3:45

Yonkers Teacher Denise Cachoian will be hosting a  
 "Meet & Greet"  
 for candidate Shelley Mayer on Friday, March 16th from 7-9pm  
 at her home at 50 Alden Avenue in Yonkers



Shelley Mayer (L) and Teacher Denise Cachoian (R)

The 93rd District seat was vacated by our new mayor Mike Spano and a special election is being held in Yonkers on March 20th to fill that seat.

RSVP Optional  
 914 433-6828