

New MCSBA Office



ABOVE LEFT : Movers packing items from MCSBA's Brookside School office on October 29.

ABOVE RIGHT: MCSBA items stashed by movers in the Association's new front office on moving day.

RIGHT: MCSBA listed on directory board outside the new office door.

More about the new location on pages 4 and 5.

333 Metro Park, Suite C-102
Just off Brighton-Henrietta Town Line Road

Metro Park



Brighton-Henrietta TLR

President – Gary Bracken, Spencerport CSD

Vice President – Amy West, Honeoye Falls-Lima CSD

Past President – Amy Jo Thomas, Pittsford CSD

Treasurer – John Abbott, Monroe 2 – Orleans BOCES

Executive Director – Sherry Johnson, Sherry_Johnson@boces.monroe.edu

Outgoing Program Director – Beckie Schultz, Beckie_Schultz@boces.monroe.edu

Incoming Program Director – Nancy Pickering Nancy_Pickering@boces.monroe.edu



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MCSBA's office has been housed in various locations around Monroe County:

1970-71 first office at 100 Allens Creek Road

1971-72, moved to BOCES #1, 41 O'Connor Road

1976-77, moved to BOCES #1, 2596 Baird Road

1981-82, moved to West Irondequoit's Seneca School,
St. Paul Blvd.

1987-88, moved to 1600 Dewey Avenue

1997-98, moved to 1250 Scottsville Road

April 2008, moved to Brighton's Brookside School,
220 Idlewood Road

October 2021, moved to 333 Metro Park.

New News Scope schedule

Beginning in 2022, we will move to an
every-other-month publication
of our newsletter.

GVASCD presents —

Brave Spaces: Navigating Uncomfortable Conversations in the Classroom

**Wednesday,
January 12, 2022
4:30-5:30 P.M.
Online / Virtual**

A culturally responsive classroom needs to be a brave space. A brave space is an environment that affirms its occupants while also pushing them out of their comfort zones to examine personal biases and cultural misconceptions. With this comes uncomfortable conversations. Topics of race, culture, and sexuality/gender make many teachers nervous.

In this one-hour session, participants will examine real-life scenarios and determine how to respond to each in a way that affirms and honors the cultures and backgrounds of the students in the classroom. Participants will leave feeling better equipped to create a brave space in their classrooms and better prepared to react to charged conversations or conflicts that may arise from difficult conversations.

Registration: \$20 (\$5 discount for participants in GVASCD's seminar on November 10)

[Register Today!](https://www.frontlineeducation.com/register)
[Frontline Education \(mylearningplan.com\)](https://www.frontlineeducation.com/register)

From our president: Thanks & Best Wishes



Gary Bracken

Let me start with a rousing Happy Holidays to all! With the exception of the weather up here, this has always been my favorite time of year, from just before Thanksgiving when I get decorations up outside and throw the switch after turkey dinner, all the way into the New Year. Even in this somewhat crazy time we are in, I still get a sense of hope and a positive vibe that lifts my spirit. I want to wish each of you health and happiness.

For this month, I want to focus attention to two things. First, I want to recognize our Program Director Beckie Schultz and her decision to retire this month. Beckie, please know that we all recognize that you have given so much of your life's work to public education and have been a key part of the growth in stature and influence that our association has experienced.

Your efforts to always find relevant and interesting topics and speakers for our Information Exchange and Labor Relations committee meetings has made those must-attend events for many of our membership and raised the bar on the association's professional development work. Thank you for all of your service and your support of our association. I wish you a long, healthy, and enjoyable retirement!

Next, a hearty MCSBA welcome to Nancy Pickering! Nancy has joined the staff as the new Program Director. But Nancy is not a stranger to the association as she has been an active member in a variety of roles during her time on the Hilton School Board.

In taking on this new role, Nancy brings knowledge and experience of the association that will allow a seamless transition and help us to continue improving the work of the association related to professional development and communications with members, while also bringing the perspective of an active board member into the day-to-day operations. Nancy, thank you for taking on this important position with the association and I look forward to working with you.

As this significant year draws to a close, I'd like to take a moment to also thank each of you for being part of your respective boards and our association. You all are doing important work, and I appreciate your commitment and dedication. Looking toward 2022, I am hopeful we will see a positive change in attitudes that allows us all as board members to continue contributing to the success of the kids that are the reason we all serve.

However you celebrate the holidays, please do so safely and with empathy and kindness for others. And let me be the first to wish you a Happy New Year!

Gary Bracken



Welcome new Program Director Nancy Pickering

Nancy Pickering has been an active member of MCSBA since she was first elected to the Hilton School Board in 2013. Since that time she has served on several Association committees and co-chaired the 2019-2020 Information Exchange Committee. She has served a number of terms on the MCSBA Steering Committee, and during her term as Hilton's Board President, 2016-2019, she was a member of the Association's Executive Committee. She is currently Vice President of the Hilton Board.

Nancy brings expertise in program administration and technology skills to her new role, as well as experience in grant writing. She is also working for the Monroe County Department of Public Health with its COVID-19 vaccination and testing sites.

From our executive director: **HOPE**



Sherry Johnson

Another December. How did that happen? The days fly by in a flurry of activity and the year is swept up into months and suddenly, here we are. Reflecting on yet another year of transitions and uncertainty can make it hard to be positive about the future.

However, as I look back on what you have been able to accomplish in spite of an ever-changing landscape, I am inspired by hope. One of my favorite poets, Emily Dickinson, wrote;

“Hope is the thing with feathers –
That perches in the soul –
And sings the tune without the words –
And never stops at all.”

With that, here are my hopes for you and yours for this December and for the New Year -

- I hope that we finally get beyond the COVID-19 pandemic, yet not forget the important lessons from having lived through it.
 - I hope that more of us can better understand the value of working together for the common good.
 - I hope that public education continues to benefit from the dedicated work of locally elected leaders like yourselves, and that the community fully appreciates what you do to provide high quality education to every child who enters your school doors.
 - I hope that dignity, respect, equity, diversity and inclusion are not just words on a page, but the foundation of every effort to make education relevant and sustaining for all children and their families.
 - I hope that children continue to show us the way, for it is through their eyes, that we see what the world can be.
- And,
- I hope that during this holiday season that you are able to offer a smile, lend a hand, pay it forward and that you are rewarded in kind.

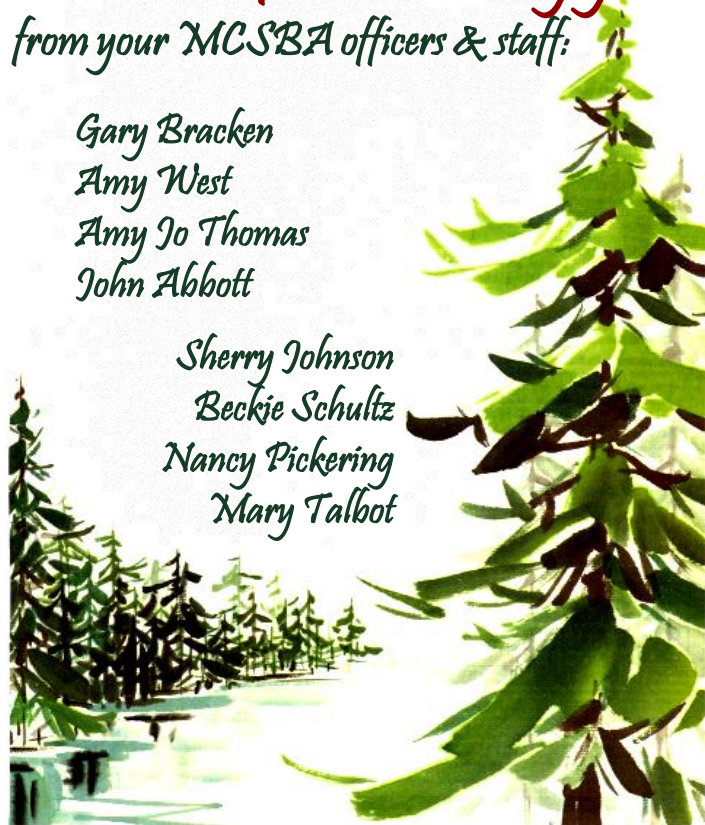
Finally, as Beckie Schultz leaves us at the end of this month, I offer her our hope for a relaxing, rewarding and healthy retirement with our sincere gratitude for all she has provided in support of our association and for the many children she has benefitted during her dedicated public education career!

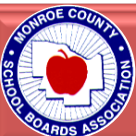
Sherry Johnson

*Best wishes for the coming year
from your MCSBA officers & staff:*

*Gary Bracken
Amy West
Amy Jo Thomas
John Abbott*

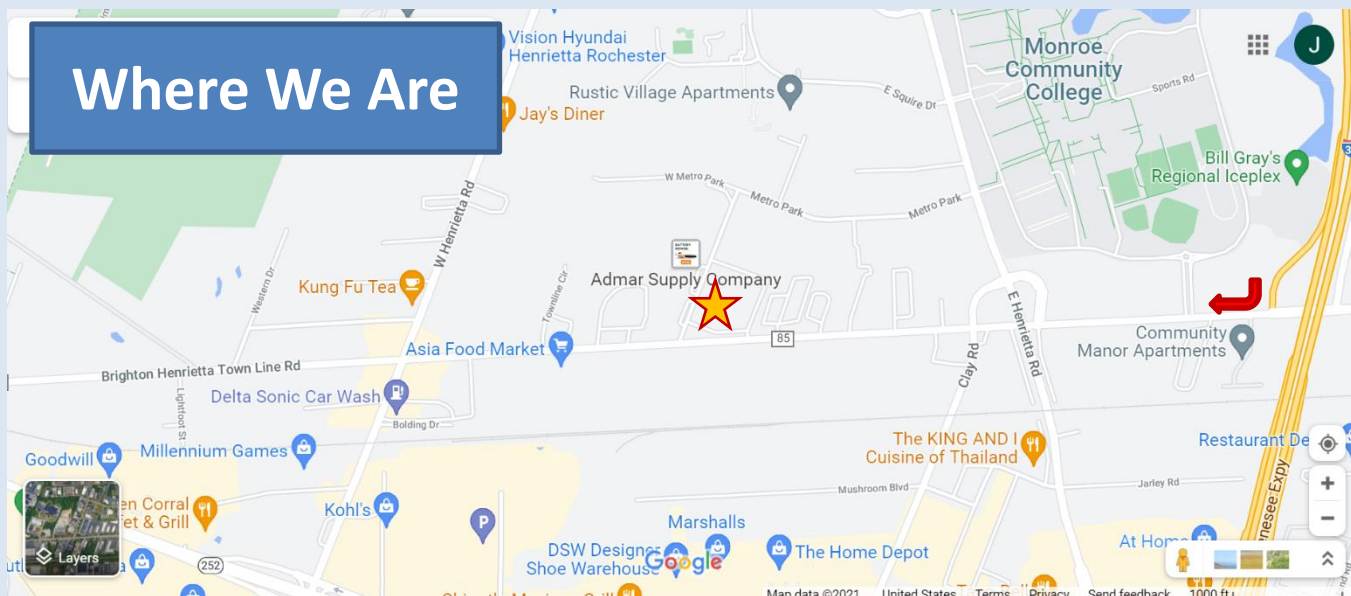
*Sherry Johnson
Beckie Schultz
Nancy Pickering
Mary Talbot*





MCSBA's new office location

Where We Are



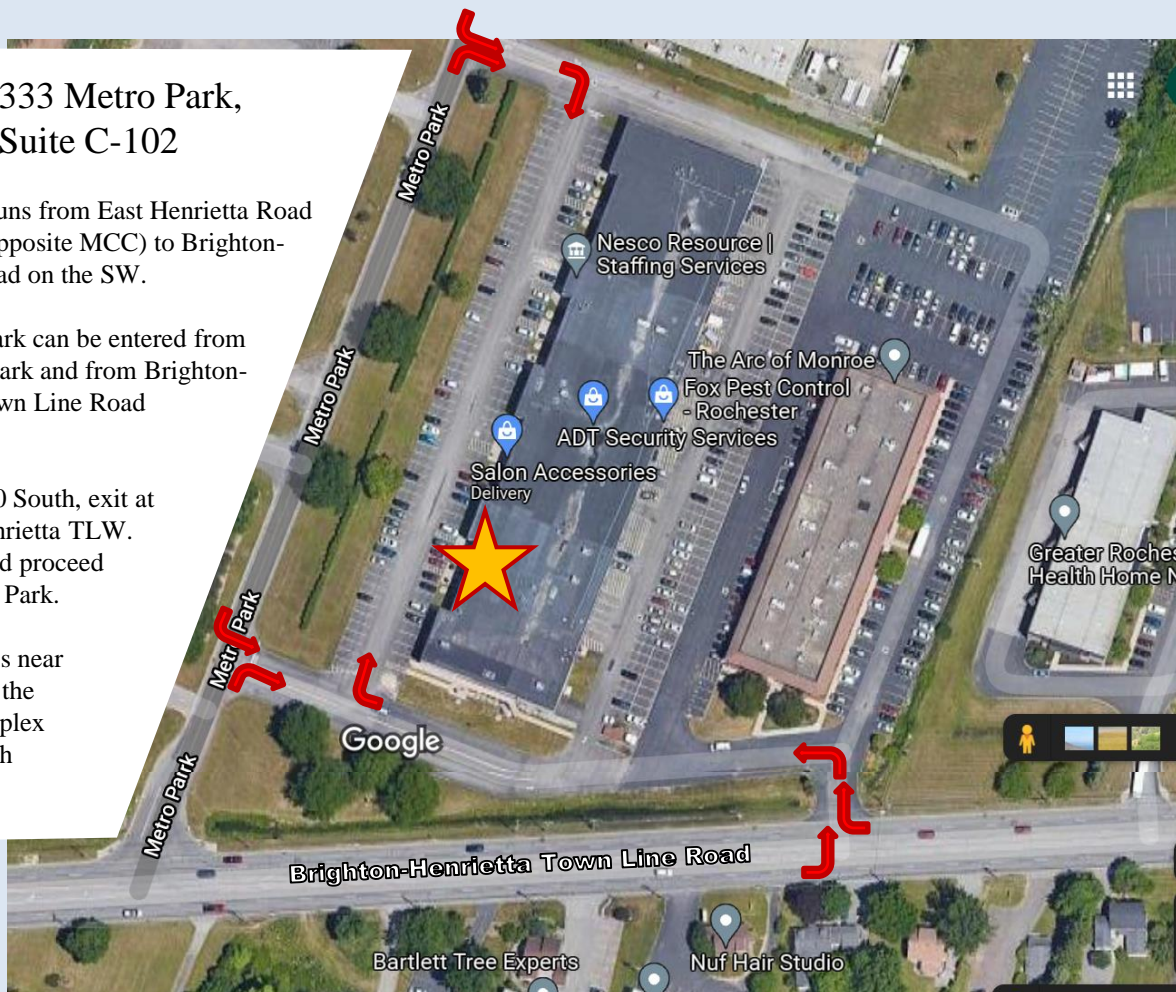
**333 Metro Park,
Suite C-102**

Metro Park runs from East Henrietta Road on the NE (opposite MCC) to Brighton-Henrietta Road on the SW.

333 Metro Park can be entered from both Metro Park and from Brighton-Henrietta Town Line Road (see map).

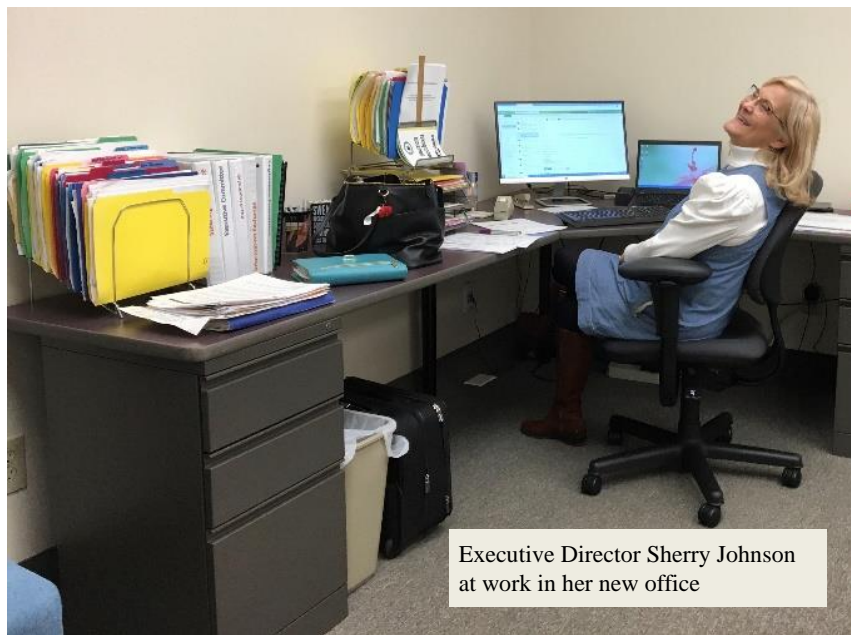
From Rte 390 South, exit at Brighton-Henrietta TLW. Turn right and proceed to 333 Metro Park.

Suite C-102 is near the corner of the building complex closest to both streets.



MCSBA's New Home

View outside from Office Manager's new office.



Executive Director Sherry Johnson at work in her new office



ABOVE: View from Program Director's office into Office Manager's office and beyond.

BELOW: Mike Baxendell (B1) connecting Program Director's computer.



Conference table and chairs at one end of Executive Director's office.

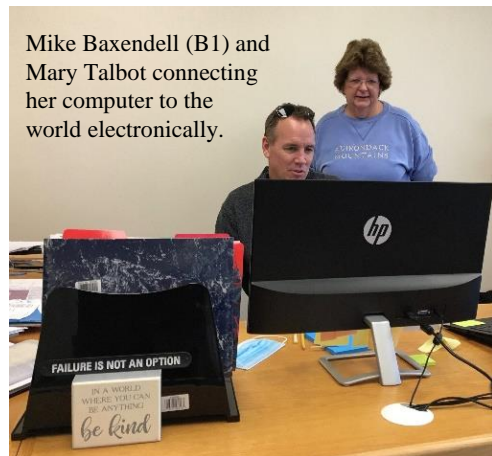
In spite of the move, support for Association activities continued uninterrupted. On November 16, the day these photos were taken, staff members were preparing materials for the November 18 clerks' conference.



Break room.



Sink and food storage area.



Mike Baxendell (B1) and Mary Talbot connecting her computer to the world electronically.

Information Exchange Committee: The Seal of Civic Readiness

During the November 10 Information Exchange Committee meeting, a group from the Holley CSD described their district's involvement with the new *Seal of Civic Readiness, Civic Knowledge and Participation* program. Presenters included Brian Bartalo, Superintendent; Brendan Keiser, Director of Teaching and Learning; Sue Cory, MS/HS Principal; and Mike Crissman, HS Social Studies Teacher and Department Chair. Among their comments were the following:

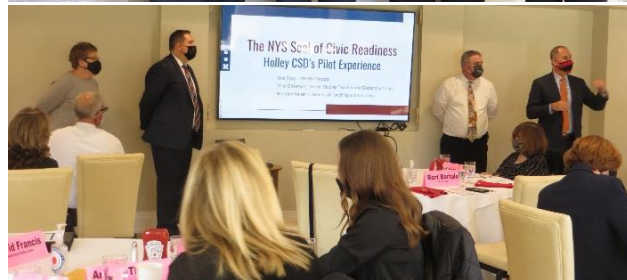
Holley was chosen as one of 50 districts to pilot the Seal of Civic Readiness program from a pool of 150 applicants.

The district opted to pilot the Seal with students from their senior class but would consider opening it to grade 7-12 students in the future.

SED defined Civic Readiness as the ability to make a positive difference in the public life of our communities using civic knowledge, skills and actions, mindsets, and experiences. SED considers civic readiness to be part of the K-12 curriculum and tied directly to other SED priorities.

The Seal is rigorous and can be a stand-alone seal or a +1 pathway to graduation in addition to the four core required disciplines.

To earn the Seal students must earn six points from a matrix related to Civic Knowledge and Civic Participation, with at least two points earned in each of these categories. The Seal requires students to go beyond their normal course work in Social Studies with activities that require reflective essays, action based on research, and presentations that are as rigorous as a Regent's exam. Holley CSD requires students to complete a civics research project and to engage in extra-curricular/work-based learning experiences.



TOP: Presenters Sue Cory, Brendan Keiser, Brian Bartalo, and Mike Crissman, with Information Exchange Committee Co-Chair Tammy Gurowski (Web).

OTHER PHOTOS show participants and presenters at the November 10 meeting.

Legislative Committee

At their November meeting, Legislative Committee members determined to meet with all the new state lawmakers from our region to discuss the following outstanding issues:

- CDL shortages and mandates around transportation that exacerbate the labor shortages;
- The critical nature of maintaining expense-based aids;
- Food service staff shortages, supply chain issues and increased costs; need for increased federal assistance and reimbursements;
- Wage compression caused by Minimum Wage increases;
- Need to exclude money for COVID-19 testing (return to school/ test to stay in school) from Foundation Aid.

At the same meeting, position papers on state issues, student emotional well-being, Regents & SED, and federal issues, were discussed and forwarded to the Steering and Executive Committees for approval.

Labor Relations Committee: Staff Retention in Trying Times

During the November 17, Labor Relations Committee meeting, Michaela Perrotto, Assistant Superintendent for Human Resources & Labor Relations, Gates Chili CSD; and Jerilee DiLalla, Assistant Superintendent for Human Resources, Brockport CSD; led a discussion of Staff Retention in Trying Times. Among their comments were the following:

Use of the Gates Chili Employee Assistance benefit has doubled.

Gates Chili now includes its employee benefits information in the yearly salary notice and uses it in recruitment efforts.

Gates Chili now offers a buy-out option for all units.

Brockport offers family and building-wide activities to build a sense of community.

Gates Chili publicizes its employee appreciation across social media and posts new employee blurbs that are distributed within the entire district.

Incentives are needed right now because of the crisis of need for bus drivers, teaching assistants, nurses, and food services.

Members were cautioned to be aware of the fiscal cliff of federal monies gained in response to the pandemic that will not be ongoing.



ABOVE: Presenters Jerilee DiLalla (Bro) at the left and Michaela Perrotto (GC) on the far right with Labor Relations Committee Co-Chairs Frank Muscato (GC) and Barbara Babiarz (Pen).



MCSBA's Sherry Johnson addressing committee members on November 10.

Clerks' Conference: Current Issues



TOP ROW: Anne McGinnis, Esq. presenting legal updates; Beckie Schultz, Amanda Puleo, and Sherry Johnson sharing strategies for handling difficult situations.

BOTTOM ROW: Conference planning team—Kallia Wade (Roc), Mary Torcello (CC), Cindy Cushman (Web), Connie Nenni (Hol), Kristen Adler (ER), and Rhonda Schaefer (HFL).

During MCSBA's fall conference for district clerks on November 18, participants –

- * received a legal update from Anne M. McGinnis, Esq. of Harris Beach on topics such as manifestation hearings, DEI & drone policies, and Zoom vs. in-person meetings;
- * Gathered for their traditional sharing time to discuss board agenda/consent agenda development, policy development and management, and other issues, facilitated by Board Clerks Connie Nenni (Hol) and Mary Torcello (CC);
- * Learned helpful strategies for managing difficult meetings from Sherry Johnson, Executive Director MCSBA; Beckie Schultz, Program Director, MCSBA; and Amanda Puleo, APR, Communications & Administrative Assistant (CC).