



September 2016

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CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

Affiliated With NYSUT [10-195] & AFT/NEA AFL/CIO-[Local 2991]

News from the President

Dear Colleagues,

Another year of students and education at Capital Region BOCES has begun. Those same smiling, curious faces are back. I'm hard at work and I'm sure you are also.

There's something about the innocence of this time of year, where you are meeting new students and begin to get to know them. There is a sense of anticipation and at the same time some trepidation as to what the year will bring. In some ways it is like spring with a rebirth of each class, and perhaps through our students a renewal in us.

So many of our students will seem very much like students we have taught before. Yet each one will be different. Every student is an individual with his/her own needs and talents.

I believe that how we teach and meet individual needs will help determine whether our charges are successful. How we respond each time one has a question or seeks our help is probably more important than the answer we give. Our careful, positive reinforcement is what will encourage each to continue and seek success in our classes.

In many cases, our students spend more time with us than with any other teacher that has taught them since elementary school. We have the opportunity to become some of the most formative people

who will work with these young adults, helping to not only give them more career options, but shape the kind of person they will be.

I know this seems pretty heavy, but that is what I believe. Sometimes I think about this when things are not going as easily as they might. It helps me to recognize my responsibility to these students and focus my energies. We have one of the most important jobs there is, "Teacher". Even though we are not treated by many with the respect we deserve, especially our governor, the importance of what we do is paramount. Try to remember that each day and work accordingly. You do make a huge difference in your students' lives.

Many things have changed and I expect that will continue. But what we teach is probably not as important as what kind of a teacher we are. We are the ones that can make the difference for our students. Perhaps this is a good time to consider that.

I know that each of you will work hard to help our students be successful. Maybe more important than that, is you will help them feel the success.

As many of you know, Dr. Dedrick has retired from public education and we have a new CEO managing our BOCES. Dr. John Yagielski comes to us with a wealth of experience and knowledge. He comes with the very highest recommendations. I have begun to get to know him and believe he will help us move forward successfully in spite of the public education turmoil that sur-

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOCIATION.

REP COUNCIL

Sept. 28, 2016

BOCES BOARD

Sept. 19, 2016

Manufacturing Week

in Schenectady,
October 3-7

Rosh Hashanah

October 2

Columbus Day

October 10



TRIAD Committee Mtg.
Oct. 4 for October
Newsletter

In This Issue:

TA/Aide Chapter	Page 3
Retirees Corner	Page 4
NYSUT Articles	Page 4
BOARD Notes	Page 6

Important Dates for 2016-2017

Exec Board NYSUT	Rep Council 900 bldg. (unless noted otherwise)	TRIAD Meet- ing Maywood	BOCES BOARD Meeting
September 14, 2016	September 28, 2016 Schoharie Rooms	Oct. 4, 2016	Sept. 19, 2016
October 5, 2016	October 19, 2016 Albany Rooms	Oct 25, 2016	October 17, 2016 Schoharie
November 2, 2016	November 16, 2016 Albany Rooms	Nov. 29, 2016	Nov. 21, 2016
December 14, 2016	December 21, 2016 Schoharie Rooms	Jan. 3, 2017	Dec. 19, 2016 TV HS
January 11, 2017	January 25, 2017 No location at this time	Jan. 31, 2017	Jan. 12, 2017
February 8, 2017	February 15, 2017 Schoharie Rooms	Feb. 28, 2017	Feb. 16, 2017
March 8, 2017	March 22, 2017 Schoharie Rooms	March 28, 2017	March 20, 2017
April 12, 2017	April 26, 2017 Schoharie Rooms	May 2, 2017	April 13, 2017 Plattsburgh
May 10, 2017	May 24 2017 Schoharie Rooms	May 30, 2017	May 15, 2017
June 7, 2017	June 14, 2017 Schoharie Rooms	None	June 19, 2017
	04:15-6:00 PM	4:00 PM	July 17, 2017

Faculty Association Scholarship Winners

Shalyn Palmateer--daughter of Lynn Palmateer, a teacher in Special Ed

Capital Region BOCES Faculty Association Leadership

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Grievance Chair	Kristen Lashway	421-3446		Kris10Lashway@gmail.com

Teaching Assistant/Aide Report

Colleen Condolora, Chapter VP

Dear Constituents,

Welcome back everyone to the new 2016-17 school year. I hope everyone was able to find some relaxation and fun during your break. It goes by very quickly, especially if you work summer school or have another job. I am looking forward to seeing as many of you as possible at our Opening Day session.

For those of you who had to start before Labor Day, please keep track of your days. This school year we will be paid on a 185 day pay schedule. As in the past, if you worked past that threshold then you will submit a time sheet in June to your principal to be compensated for any overages.

This school year has brought about many changes in the Level III Teaching Assistant professional development requirement for the State Education Department. All information pertinent to your certification requirements can be found on the BOCES website and on BERT. Locate the information you are seeking for certification/professional development on BERT under the Work Resource tab located in the right hand corner. You will find the professional development and certification link on the left had side of the page. As you are aware, your

new requirement will be 100 hours of professional development every five years. You will be responsible to register in your birth month and then import your hours into your Teach account. Please keep your hard copies for at least three years following your five year cycle. The process will remain the same to request workshops and conferences through your assigned principal. If you have any questions, please call me at 265-2358 and I will assist you will your concerns.

I am proud to announce, beginning in September, select Teaching Assistants and teachers will be trained on Trauma Sensitive school initiatives. These trainings will enable the trainers to turnkey the initiatives to other staff members throughout the year. These training have been brought to our district through a NYSUT Health and Safety grant. Peter Taormina, Wendy Hord, and I have worked closely with Dr. Meeker to bring about this awareness training to our staff. Our goal is to protect and educate our members and to provide meaningful strategies to reteach and teach our children who hurt. I will keep you posted on the progress throughout the school year.

In closing, I wish you a wonderful new school year. Stay positive and remember to look out for each oth-

Thanks for the memories!

The TRIAD Committee wants to thank **John Fitzpatrick**, Teacher, Special Ed for all his help over the past couple years and we will miss his contributions to the group and articles for the membership.

We will also miss **Erica Kane**, Teacher, CTE and Co-Editor of the TRIAD. She has taken the position of Chapter VP for CTE Teachers and won't have time to continue as Co-Editor.

And last but not least, **Pat Gollub**, Teacher, CTE and past VP for the Faculty Associa-

Retirees Corner

By Jeanette Christoff 518-356-0137

Dear Readers,

It was a splendid July with sun filled warm days much enjoyed by those who had the luxury of being on vacation. Then came August with its humid, murky days and many of those working in offices and classrooms, sweltered through, as the AC seemed only minimally effective. It was far, far worse for those laboring on roads and highways, for roofers, those in construction, lawn services and all outdoor workers. Many suffered with heat stroke. Retirees were most appreciative of not having to go off to work.

Many of us, who have been long retired, must now travel this journey of life alone. The lovely summer days can bring moments of nostalgia, as memories of happy times are recalled. The sound of laughter at a family gathering, the sight of a couple chatting as they walk along, seeing an elderly gentleman holding the door for his lady, can each bring a twinge of envy that such moments are no longer a part of the life we have. We hope that the folks we see, are as appreciative of those moments as we would be, if they were our own.

But the wisdom of life tells us that these scenarios are only a nano second in time and we see only the surface. There may be some at the gathering who know the sorrow of having a drug addicted child. Some may

be living in constant fear, as victims of physical and verbal abuse. The lovely elderly couple may be carrying the burden of a major illness and savoring what little time they have left together.

We read, almost daily of drownings, vehicle accidents, shootings, terrorist attacks and we think of parents who know the heartache of never seeing their child become an adult. We think also of those who are, or were care givers and of the total focus needed to care for their loved one. There is little time or energy for anything else as new problems arose, new meds were prescribed, new procedures had to be learned and performed, new side effects occurred and the constant vigilance that had to be maintained. The entrance of a dear one into a full time care facility or to their inevitable New Life, does in time, open the mind to thoughts of gratitude to the many who gave assistance through the years. Also comes the realization that they too had been coping with many burdens, which they graciously kept hidden, making their priority the ways they could help us.

It is now time to offer them our compassion, to give help and to be available to them as they were for us. It is time to weep with them in their sor-

NYSUT Articles of Interest

SRP Recognition Day is Nov. 15

School-Related Professionals transport, feed, educate, tend to, and keep our children safe and healthy. They make sure our schools offices run smoothly and keep our schools clean and secure. The third Tuesday of November is New York's annual day of recognition for these essential workers. NYSUT will be providing SRPs Essential to Education stickers and a celebration packet including celebration suggestions, a poster, flier and contest info to locals who request them. In September, NYSUT will send postcards to local SRP leaders with information to order packets and stickers for your local. Information will also be on the SRP page at www.nysut.org/srp.

Vergara court decision will help fend off challenges to tenure in New York

California State Supreme Court justices Monday refused to consider a lawsuit aimed at stripping away teacher tenure and other fundamental employment rights of professionals in the classroom.

The case, Vergara v. California, has been watched closely nationwide -- particularly in the Empire State, where two similar lawsuits have been filed challenging New York's tenure statute. The self-proclaimed education "reform" group Students Matter, which is backed and funded by wealthy anti-labor forces, filed the California case four years ago.

Monday's ruling marks a significant win for teachers and the nation's labor movement, stopping in its tracks a case that from the start NYSUT called "a meritless, anti-union attack."

Information for Faculty Association Members

ACCEPTABLE USE OF COMPUTERIZED INFORMATION RESOURCES - EMPLOYEES

Excerpts from this Policy # 8631

1. General Statement

Each staff is responsible for the content of all text, audio or images that he/she places or sends over the BOCES computer and telephone system with its Internet, e-mail and voice mail access. No e-mail or other electronic communications may be sent which hides the identity of the sender, or represents the sender as someone else or someone from another organization. All messages communicated on the BOCES computer and telephone system with its Internet, e-mail and voice mail access must contain the staff member's name.

Any messages or information sent by a staff member to another individual outside of the BOCES via electronic network (e.g., bulletin board, online services or Internet) are also statements that reflect on the BOCES. While some users include personal "disclaimers" in electronic messages, there is still a connection to the BOCES, and the statements may be tied to the organization.

4. Monitoring

All staff are hereby put on notice that telephone calls and usage patterns for the BOCES e-mail/Internet communications and voice-mail system may be monitored. All messages created, sent or retrieved over the BOCES e-mail/Internet is the property of the organization and should be considered as being in the public domain.

The BOCES reserves the right to access and monitor all messages and files on the organization's E-mail/Internet and voice-mail system. Staff should not assume electronic communications are private and should transmit highly confidential data in other ways. All staff are put on notice that system security features, such as

passwords and message delete functions, do not take away the ability to archive any message, at any time, for future viewing. Electronic and voice-mail communications are subject to search without notice.

10. Law

This policy and all its provisions are subordinate to local, state, and federal laws."

Voluntary Payroll Deductions

Description	Commencement Date/ Termination Date	No. of Deductions
TSA	(9/16/2016 - 6/23/2017)	(20 pays) *
NYSUT	(9/16/2016 - 6/23/2017)	(20 pays) *
TRS - Loans-Arrears	(9/16/2016 - 6/23/2017)	(20 pays) *
Health	(9/16/2016 - 6/23/2017)	(20 pays) *
Prescription Drug	(9/16/2016 - 6/23/2017)	(20 pays) *
Dental	(9/16/2016 - 6/23/2017)	(20 pays) *
Vision Care	(9/16/2016 - 6/23/2017)	(20 pays) *
Union Dues	(9/16/2016 - 5/12/2017)	(18 pays)
Agency Fee	(9/16/2016 - 5/12/2017)	(18 pays)

***10 & 12 Month Employees - All deductions based on 20 pays (i.e., TSA, NYSUT, etc.) will not be taken March 31, 2107.**

Travel Expense Reimbursement

The IRS mileage reimbursement rate for the 2016 calendar year is .54 cents per mile.

Sexual Harassment - Policy

The BOCES has adopted a policy prohibiting discrimination/harassment based on sex, race, color, religion, national origin, age, disability, sexual orientation, marital status or any other class protected by law. The policy applies to all BOCES personnel and students. Policy 0110 is available on the BOCES web site at http://www.capitalregionboces.org/BoardofEd/BoardPolicies-New/adoption/0000/0110_06_15_2009.pdf In addition, the Board adopted sexual harassment regulation is location in the Staff Resources portion of the BOCES website at <http://www.capitalregionboces.org/StaffResources/PDFs/Potpourr%20sexual%20harrasment%20regulation.pdf>

Capital Region BOCES Board Meetings - June 26, 2016

A Public Hearing on the proposed changes to the Code of Conduct Policy (5300) was held prior to the opening of the Board meeting. The school lawyer discussed the one major change regarding confiscation of cell phones from students. A teacher can now look at the screen.

There was a call for comments. None came from those present.

Meeting started at 6:30 PM.

- **Lynn Wells** and **Mark Jones** thanked Chuck Dedrick for his time with BOCES and since this was his last meeting, presented him with a cake and invited everyone to enjoy some.
- **Jeff Bradt** was awarded a Level 3 Board Mastery Award by the Board President.
- **HR Report** – An overtime regulation goes into effect in September. Hours raised from 23 to 47.
- **Dr. Dedrick** announced that a Pine Bush classroom was awarded for “Good Behavior around school”. Pam Petralia’s class was chosen from all the classrooms in the building.
- **Deb Bush** from the Communications Dept. announced that two staff had been asked to write an article for a national association on a video they had designed. She noted that 60% of website visitors will watch a video over anything else. Also the Communications department had been awarded nine 2016 Golden Achievement Awards from the National School Public Relations Association. NERIC received one of these awards.
- **Regional Summer School** – growing by leaps and bounds. Three sites, 13 School Districts this year. 1,100 enrolled over the three sites.
- Thanks to **Laura Combs** for her years at BOCES. This is her last meeting as she is retiring.

Board member comments:

- Maywood School Graduation was a beautiful ceremony.
- CTE Graduation went very well.
- Legislative Session this past year – two things worthwhile: Leaded water testing was approved and Media change to APPR 3012C until September-December. 3012D extended.

July 25, 2016

The meeting was started with the election of President, **Lynne Lenhardt** who represents Bethlehem CSD, and Vice President, **Kevin Kutzscher** who represents Schoharie County districts.

John Yagielski was introduced as the BOCES Chief Executive Officer and he stated he had a few items to discuss:

- Commissioner has appointed Dr. Gladys Cruz as acting DS.
- He has been on a mission to learn about this BOCES as fast as he can. As a previous board member he noted that his knowledge of BOCES just scratches the surface.
- Clear that we need to set directions for this agency. Goals listed on the website do not cover this.
- Since July 7th he had met with and asked 19 BOCES leadership teams to provide him with a list of three highest priorities. The list will have to be reduced as it had too many priorities over all.
- John has met with 24 of our School Districts. He had brought a set of questions to each meeting.

Q: Will these help with the search for the new DS?

A: Yes

- John noted that our districts make up a microcosm of the state. Both urban and rural.
- Group reviewed the handout on School Districts needs and where they put their funds. One topic he thought notable was the range of reduced lunch that range between 7% and 80%.
- He noted that BOCES is an educational institution that provides to our districts services they need. NERIC/Sped/CTE is a part of one organization, not separate and not a vendor.
- His goal is to build a solid partnership between components and BOCES.
- Lastly, he spoke about the **End of Year Picnic** that was held August 4th in Albany and August 5th in Plattsburgh. Board members had been invited and stated that it was a nice event and they had enjoyed being there and meeting staff.

Board Members Comments:

- Discussion regarding the election of Board President ensued. Recommended we appoint someone to review and smooth out the process for next year. Three members volunteered to do this.
- **Nancy del Prado** commented on the new Mohonasen building that will be opening September.
- **Rose Surman** stated that the Nursing LPN graduation was very well organized event.

August 15, 2016

Committee Reports:

Legislative Committee:

Gary DiLallo raised the issue of a speech that Dr. Oliver Robinson, Shenendehowa, presented recently on raising the passing grades for Regents scores. The scholastic impact will cut in half the graduating students.

Kathy Lewis, President of the Shenendehowa School Board who was sitting in the audience section with me, provided input that the Regents did not actually pass and would not be an issue unless they do.

Policy Committee:

Mark Jones reviewed policies that were discussed. Drug and Alcohol Abuse – needs more

work. School Related Safety (8130) has had first reading.

Medicaid Report:

Michelle Handzel-Miller, School Attorney stated that 2012 was the first year completed and she is up to date with meeting providers on the second year records. Great outcome for Medicaid compliance at BOCES.

Q – Are our districts getting their income correctly?

A – There are streams of revenue – up to individual district to apply for Medicaid reimbursement. Capital Region BOCES is helping our component districts.

Chief Operating Officer – John Yagielski

- He starting meeting with BOCES staff before July 1st. Theme needs to sharpen focus, “drifting a bit”.
- After July 1st he started meeting with key leadership – looking for consensus of clear priorities for coming school year.
- He passed around a handout on what he sees as the Primary Focus for BOCES after all the meetings and discussion. After the Primary Focus, it covers the “BOCES Wide Priorities for 2016-17, then Copy can be emailed to anyone who wants to see it. Then it breaks down by division. The link on BERT for this handout is:
<https://bert.capregboces.org/content/3874>.

TRIAD Committee Membership:

We want to welcome **Sherry Karcher-Hewitt**, Speech Pathologist, Special Ed, as the new VP for the Faculty Association. In this role she will be part of the TRIAD Committee.

Due to the changes in staffing the TRIAD is in need of a new Co-Chair to work with **Susan Kusalonis, Catherine Jakway and Jeanette Christoff** and attend a meeting once a month, on average one week after the Representative Council. This gives the group time to pull together articles and important information that, you as an Association Member, can use.

To laugh often and much; to win the respect of intelligent people and the affection of children; to leave the world a better place; to know even one life has breathed easier because you have lived.
This is to have succeeded. - Ralph Waldo Emerson

The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

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Very Useful Websites

Health-cost finder: enter your zip code to get estimates for common medical and dental procedures, including the out-of-pocket costs for people who don't have insurance. Free apps are available for Android and Apple devices. **FairHealthConsumer.org**

Food-additive safety: Look up safety ratings for caramel coloring, malodextrin, olestra, transglutaminase ("meat glue"), xylitol and dozens of other flavorings, preservations, etc. From the Center for Science in the Public Interest. **CSPINet.org/eatinghealthy/chemical-cuisine**

The skinny on diet plans: Check out the facts about such diets as African Mango...Baby Food...Dukan...Jenny Craig...South Beach...and other popular plans. **WebMD.com/diet/evaluate-latest**

-diets

Automotive news: The latest on recalls...legal settlements...vehicle safety...manufacturer retrofits...electric cars...car/motorcycle combos ("autocycles")...upcoming launches...far-out designs...even occasional reports on crazy drivers and freakish accidents. **AutoBlog.com**

Free art instruction: More than 2,000 videos demonstrate how to create landscape paintings, portraits, pottery,

Sunshine Chairperson

If you know of someone who could use a little cheering up, our sympathy, or a get well card, please contact:
Abby Fischer

Disclaimer for Articles in the TRIAD

The articles contained in the TRIAD are proofed by the Communication Committee and the individual's opinion and do not reflect the opinion of the Executive Board of Rep Council or the Communication Committee of the Capital Region BOCES Faculty Association. They are strictly for your information and enjoyment.