



October 2014

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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,

As we begin another year of students and education at Capital Region BOCES, much seems the same as in the past. Our students are as anxious to learn as ever. Many come to us needing a lot of help and support. Those same smiling, curious faces are back. I'm hard at work and I'm sure you are too.

As I think about what we do, helping to educate kids I see changes in our work. Many of our friends and colleagues have retired. What we are asked to include in our curricula seems to continually change and grow. We were told there will be less emphasis on standardized tests; yet we now see how testing, and poor tests at that, will be used to judge the quality of our teaching, thereby affecting what our professional rating is. We, as educators and as a school, will be graded based on how students do on tests that are, in reality, inappropriate and not any valid measure of what students have learned. Frequently these tests are, at best, a poor fit to the curriculum or the students.

You shake your head, just as I do, and question "How could things go this far wrong"? Aren't we supposed to be helping students grow and learn, with an emphasis on lifelong learning? Shouldn't we as educators and our educational system focus on quality education and educational integrity? I think so, but that is not what I see happening. I see politicians and their political hacks working to break down public education and turn it into a for profit system for both monetary and political gain. I see the highest levels of incompetence in these

"leaders" when it comes to making decisions about our education systems. If something works well, you have to break it first, then you can work to fix it. We are still in the breaking stage.

Do I believe this is the right way to improve education? No, not at all. But those that are doing this are not real educators. They are self-serving individuals with no real concern about public education, other than what it can do to help them personally. I think it is a shame and it saddens me to think we are this far off. Our children need the best education they can get, but right now we do not seem to be heading in that direction.

You might think that we, who work in education, are personally benefitting from our employment. I absolutely have to agree with that. I get paid every two weeks. I have decent benefits, and by today's deteriorating standard they are excellent. So what's the difference? I work hard to keep my teaching valid and beneficial to my students, believing in its importance. I do not test my students on material we do not cover. I teach my students honesty and reasonable, fair play. I care about what I teach and what they learn, always teaching them that education is a lifelong process which is so not limited to what is presented in a classroom. But perhaps most importantly, I am making a living in education, **not a killing!**

**Looking Forward, Doug**

### CALENDAR

CAPITAL REGION  
BOCES FACULTY  
ASSOCIATION.

#### REP COUNCIL

Nov. 19, 2014

#### BOCES BOARD

Nov. 17, 2014



#### Daylight Savings

November 2nd

**TRIAD Article  
Deadline** Oct. 28 for  
November Newsletter

### In This Issue:

Important Dates	Page 2
TA/Aide Chapter	Page 3
Retirees Corner	Page 4
Sample Retiree Letter	
	Page 6

# Capital Region BOCES Faculty Association

## Important Dates for 2014-15

Exec Board NYSUT Headquarters	Rep Council	Communication Committee – TRIAD Maywood School	Capital Region BOCES Board
September 3, 2014	<b>September 17, 2014</b> ESS-Schenectady Room	September 22, 2014	September 15, 2014
October 1, 2014	<b>October 15, 2014</b> <b>Albany CTE Dining Room</b>	October 28, 2014	October 20, 2014
November 5, 2014	<b>November 19, 2014</b> ESS-Schoharie Rm	December 2, 2014	November 17, 2014
December 3, 2014	<b>December 17, 2014</b> ESS-Schoharie Rm	January 6, 2015	December 15, 2014
January 7, 2015	<b>January 21, 2015</b> ESS-Schoharie Rm	January 27, 2015	January 22, 2015
February 4, 2015	<b>February 25, 2015</b> ESS-Schoharie Rm	March 3, 2015	February 12, 2015
March 4, 2015	<b>March 18, 2015</b> <b>Albany CTE Dining Room</b>	March 24, 2015	March 16, 2015
April 1, 2015	<b>April 15, 2015</b> ESS-Schoharie Rm	April 21, 2015	April 20, 2015
May 6, 2015	<b>May 20, 2015</b> ESS-Schoharie Rm	May 26, 2015	May 18, 2015
June 3, 2015	<b>June 10, 2015</b> ESS-Schoharie Rm	None	June 15, 2015

## Capital Region BOCES Faculty Association Leadership

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

# Teaching Assistant/Aide Report

Dear Constituents,

I hope everyone is able to enjoy the warm autumn weather and the splendor of the fall foliage. Fall always brings the concept of change to the forefront for me. As I look around BOCES and the new restructure of the divisions; it is my hope that these changes bring about stability for all employees. Administrators have new responsibilities and I have had to relearn who my go-to people are now for all that needs to be done for our chapter. These changes certainly keep things interesting.

We still have no definitive update on negotiations as of this writing. We are currently waiting for the Teacher's Chapter to progress since our negotiations depend on certain terms of the teacher's contract. We are in a holding pattern but movement should be happening soon. There is an expression we use in negotiations that states, "The Teacher Chapter is the tail that wags the dog!" Hopefully they will keep moving forward so the Teaching Assistant and Service Chapters can finalize their contracts with Administration.

This is just a friendly reminder to **Level III** Teaching Assistants to make sure you are keeping track of your professional development requirement. I recommend reporting your professional development hours at least three times a year with your principal. It is your responsibility to know what your timeline is for the five year start and end date. If anyone has any questions, please notify me and I will guide you through the process.

**November 18<sup>th</sup>, 2014** is School Related Professional (SRP) Recognition Day. This day is set aside to acknowledge the con-

tributions SRP's make in helping to educate the whole student. Please take a moment on the 18<sup>th</sup> to give each other a special pat on the back. Remember, our students would not be successful without our assistance and dedication to them. We each make a big difference in our students lives, each of you should be recognized for this undertaking. I appreciate everything you do on a daily basis to go above and beyond to improving student success.

In closing, please enjoy the beautiful autumn weather, and try to keep yourself healthy. It is important at this time of year to wash, wash, and wash your hands. Those nasty virus germs are everywhere! Keep your fingers and toes crossed that I will have more news regarding negotiation updates next month. Remember, call or email me if anything comes up that you need clarification on.

**In Solidarity, Colleen Condolora**

**Show your respect on SRP Recognition Day, Nov. 18**



There's no excuse! Respect your school-related professionals -- the teaching assistants, teacher aides, monitors, secretaries, food service workers, custodians, security guards, drivers, mechanics, school nurses, physical and occupational assistants and all who make our schools run.

# Retirees Corner

By Jeanette Christoff—518-356-0137

Greetings to Our Faithful Readers,

Our apologies for the brevity and tardiness of the September edition of our newsletter. It has been a difficult summer for our committee with Susan our editor, Cathi and Lanny having major surgery. We did not meet this summer as before.

Thus the subject of this letter; the future of our TRIAD. Preparing each month's issue is an arduous task with many facets. Gathering information from contributors has become easier with electronics, but the other jobs are time consuming and most are done by the editor. The committee meets to review the articles, checking them for accuracy, for relevance and for meeting the guidelines. The editor then formats the information into the familiar newsletter layout. It must then be proofed, brought to the printer, picked up, labeled and mailed to members who have requested a hard copy. The last four jobs require a lot of "legwork", especially difficult after knee replacement surgery.

Wouldn't it just be easier to put it on our web site, you ask. We have, and it can be found at [www.crbfa.org](http://www.crbfa.org). However not all of us pre-baby boomers have computers and in my small circle of friends there are four who do not, including some founders of our Association. With the years robbing many older retirees of their physical energy, the prospect of getting a computer is daunting. Shopping for, setting up, finding a server and learning to use it are formidable tasks. With the small pensions of the past, many can ill afford the expense and monthly charge and many do not have youngsters around to help them along. There are also others of us who enjoy the old tradition of having a morning cup of coffee and reading a hard copy of the newspaper, the mail or our newsletter.

It is a concern of the committee that our TRIAD could fall by the wayside without young folks to pick up the reigns. As the old saying goes, "we are not getting any younger". With a membership of over 500, there must be some of you who have worked on your college publications, who enjoy writing, who have the computer skills to do the layout along with the energy to do the legwork.

It is crucial that during these times of high unemployment and under employment, that our membership is kept informed of decisions that could affect their job security. Currently, there is a move to eliminate tenure, which protects the right of due process. Teachers whether long employed or new would have no recourse if they were arbitrarily fired or whose careers could be jeopardized by a parental complaint. It is not a good place to be. (NYSUT Sept. 2014, pgs. 12-17). Tenure has been included in our contracts since the beginning, the Agreement between the Albany, Schoharie, Schenectady BOCES and the SASFA, Article IV, pg. 2, 1971.

As a member of the TRIAD committee, you can become more familiar with the contracts, the duties and responsibilities of the contract holders, the benefits and protections and will become aware of potential violations.

We invite any member with a spark of interest in journalism assist us in the position of co-editor. Our meetings are informal and interesting. I personally welcome a call from anyone wishing to chat and learn more (356-0137) or by e-mail [jankachristo@juno.com](mailto:jankachristo@juno.com). The addresses for Susan and Cathi are on the back page of TRIAD. Our Vice President, Pat Gollub is listed on page 2. Hoping to hear from you.

# Regents endorse Career and Technical Education option for graduation

Help Wanted  
Co-Editor

**State education leaders support increasing pathways to graduation**



The state

Board of Regents voted on Oct. 20 to authorize the State Education Department (SED) to finalize a plan that will increase the number of pathways to graduation students have, including an option that would allow students to choose a CTE pathway.

The plan is expected to receive final approval in January following a public comment period and would take effect in June.

The change provides for a "4+1" graduation option through which students can take four Regents exams and select a comparably rigorous exam in one of the following areas: career and technical education; science, technology; engineering and mathematics (STEM); the arts; bi-literacy or the humanities. Currently, students must take five Regents exams to graduate, including two social studies exams.

"As a certified New York State social studies teacher, I totally endorse the Regents' plan. It keeps the focus on social studies course requirements, but provides more flexibility for students," said Capital Region BOCES District Superintendent Dr. Charles S. Dedrick.

The move is seen by some as encouraging students to pursue CTE courses to give them an edge in the workforce, while also combatting the ever-present skills gap that economists and business leaders say is hurting the economy.

Must be computer savvy

Should be available to support or answer questions on the TRIAD at monthly Rep Council meetings

Contact either Pat Gollub  
Gollub02@yahoo.com or  
Susan Kusalonis if interested.

## QUOTE

*A source of inspiration*

I attribute my success to this: I never gave or took any excuse.

*Florence Nightingale*

# Sample Letter of Intent to Retire

Your home address  
City, New York Zip

Date

Mr. Robert Zordan, Director of Human Resources  
Management Services  
Capital Region BOCES  
900 Watervliet-Shaker Road  
Albany, New York 12205

Dear Mr. Zordan:

Please accept this letter as written notice, as required, of my potential decision to retire from my position during the 2015-16 School Year in order to receive compensation for unused sick leave. Should I decide to retire during this time period I will notify (name of appropriate Division Director), Director of the (?) Division.

Please feel free to contact me if any additional information is needed.

Very truly yours,  
(original signature)  
Your name  
Title - Division

## Students raise funds for breast cancer research with all-day spa

### Capital Region BOCES CTE students to aid breast cancer battle

Hair coloring, facials, manicures and more helped Capital Region BOCES cosmetology students raise funds for breast cancer research on Oct. 16th.

Students welcomed members of the public into their classroom from 8:00 a.m. until 8:30 p.m., offering up their services in exchange for donations to the [American Cancer Society](#).

"It's great helping people boost their self-esteem and at the same time raising money for a good cause," said Victoria Peters, a senior from the Burnt Hills-Ballston Lake Central School District.

"It makes me feel good helping others," added Laura Belrose, also from Burnt Hills-Ballston Lake.

The students raised \$725 during the event. When combined with the pledges 15 students have so far collected for their participation in the Oct. 19 Making Strides Against Breast [Cancer walk](#) in Albany's Washington Park, a total of \$2,400 has been raised by the cosmetology students, teacher Patricia Gollub said.

Cosmetology students and staff from both Career & Tech School campuses have a long history of supporting efforts to assist those dealing with cancer, running the salon on a near-yearly basis and also taking part in the Making Strides Against Breast [Cancer walk](#) in Albany's Washington Park.



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**For more information about PayCheck Direct,  
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For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Sept/Oct. '14

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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## Capital Region Action Against Breast Cancer

125 Wolf Road, Suite 124, Albany, NY 12205  
518-435-1055 [www.craab.org](http://www.craab.org)

Provides support, education, advocacy and exercise classes for  
breast cancer patients and their families

Support Capital Region Action Against Breast Cancer Bottle drive



Sponsored by: The jump into Maywood School Wellness Committee

Contact: [Mary.ruby@neric.org](mailto:Mary.ruby@neric.org)

What: Come in and drop off your bottles at Maywood  
School or at NERIC in the staff lunch room.

Where: Maywood School, 1979 Central Ave. Room 26

When: October 1st to November 6th, 2014



### 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. 518-221-1237, [abby.fischer5@gmail.com](mailto:abby.fischer5@gmail.com)