



# CAPITAL REGION BOCES FACULTY ASSOCIATION

# TRIAD

September 2008

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Affiliated With NYSUT AFT AFL/CIO

Local 2991

## News from the President

Dear Colleagues,

Welcome back to another year of education and Capital Region BOCES. If you are new to BOCES, "Welcome".

I hope you had a chance to relax and enjoy your summer. Though I know most of you have been hard at work doing things that needed to be done, perhaps you found some time to refresh your self and recharge your energy supplies.

The summer has been an active one for members of your Executive Board and myself. We have been dealing with a number of issues. Though many of us are not working at our school jobs, our Association work seems to continue.

Change is constant and the changes in BOCES leadership seem to be ever changing. As you know we have a new Superintendent, Mr. Charles Dedrick. We welcome Chuck and wish him all the best as our top administrator. Also the school is in the process of hiring a new Director of the School Support Division. I look forward to working with both of these administrators this school year.

As we gear up for the new school

year I want to ask you to consider what you can do for your Association. Many members have volunteered to help, but there is still much to be done. Please consider becoming a unit representative, bringing concerns of your colleagues to the Association. The Rep. Council, of which you would then be a member, is the governing body voting on issues and making decisions.

If you don't feel you can make that commitment, perhaps you can work on one of the many committees that help get the work done. There have been many changes at BOCES and there will be more. Consider sharing your thoughts, voicing your concerns and offering your help. It is your Association, but it won't run by itself. Your help is needed and welcome.

Remember you are important to this Association. Don't hesitate to let us know what your needs and concerns are. We can't help you if you don't include us.

Good Luck in this new school year.

**Looking forward,  
Doug**

### CALENDAR

CAPITAL REGION  
BOCES FACULTY AS-  
SOC.

EXEC. BD. MEETING:  
9/10/08

BOCES BOARD MTG.  
09/15/08

REP COUNCIL  
School Support  
4:15 PM  
9/24/08

Newsletter Committee  
TRIAD Article  
Deadline:  
9/25/08

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# NYSUT REPRESENTATIVE ASSEMBLY – New York City NYSUT On the Move - 2008

This report is a synopsis of the main activities and events that took place at this year's Representative Assembly (RA), held in New York City in April. It includes some of the highlight speeches, the recommendation by Unity Caucus (to which we belong), and the resolutions that were prioritized by the committees, and their outcomes. Your ED 10 delegates were kept busy every moment of every day. We even had one delegate, E. J. Hanley, who worked as a sergeant-at-arms for the RA this year!

We did not write any new resolutions this year, however, your team is ready to begin a new round of resolution writing, and we would like your input. As you look over the categories of resolutions, think about issues that matter to you. Think about issues for which NYSUT would want to lobby. Please submit your ideas to us, your ED 10 delegates, and we will present them in the required format.

As you know, VOTE-COPE is our political action fund. Local after local received awards and pins at the RA for their participation in this campaign. Contributing to VOTE-COPE is one avenue toward your job protection. Remember that we have payroll deduction for this fund, so it is easy to contribute. Even a dollar or two per paycheck is a step forward. Please consider signing up. Remember, it is your job that may be in jeopardy.

Throughout the sessions, many people were given accolades, such as the Albert Shanker Award for Distinguished Service, and for NYS honorees for teacher, para-professional, health professional, and retiree of the year. There are always politi-

cal speakers at the RA. This year's speakers included Sen. Charles Schumer, Sen. Hillary Clinton (by phone link), Gov. David Paterson, Attorney Gen. Andrew Cuomo, and Rev. Joseph Lowery (civil rights activist and dynamic speaker). We also heard from Commissioner Richard Mills and all of the NYSUT officers.

The RA was exhausting, yet exciting, very informative, and certainly a great learning experience. It was, as always, a true experience of democracy in action. And, as your ED 10 delegates, by participating in this assembly, we believe that we have contributed to promoting better education for all students in New York State.

**Kathy Collins**, (Teacher, CTE), **Pat Gollub** (Teacher, CTE), **EJ Hanley** (Teacher, Spec. Ed.), **Diane Kavanaugh** (Speech, Spec. Ed.), **Jeanine Moran** (Teacher, CTE), **Anne O'Brien-Teta** (Teacher, Spec. Ed.), **Gail Radecky** (Speech, Spec. Ed.)

Next years delegates, who were voted in for two year term are:

**Carolyn Beattie**, Teacher, Special Ed., **Colleen Condolora**, TA, Special Ed., **Diane Kavanaugh**, Speech, Special Ed., **Ann O'Brien-Teta**, Teacher, Special Ed., **Brent Pierce**, Teacher, Special Ed., **Gail Radecky**, Speech, Special Ed.

## Capital Region BOCES Faculty Association Leadership

<u>POSITION</u>	<u>NAME</u>	<u>HOME</u>	<u>SCHOOL</u>	<u>E-Mail Address</u>
President	Doug Harple	899-1044	862-4776	hdharple@msn.com
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Grievance Chair	E.J. Hanley	877-0622	356-8342	ehanley1@nycap.rr.com
<b>EAP</b>	<b>Kevin Eglit</b>	<b>454-9650</b>		<b>Employee Assistance Program</b>

# CTE Campus News

## Schoharie campus:

At the Schoharie campus Awards & Recognition Ceremony on June 16, Automotive Trades Technology student Joshua Euler (Sharon Springs HS) was named 2008 Faculty Association Outstanding Student, while Building & Grounds Maintenance student Robert Chrysler (Berne-Knox-Westerlo H.S.) was honored with that campus's 2008 Joseph N. Fuchs Award. Read the news release

**Auto Trades Tech** teams up with Wheels for Work; agency seeks car donations Schoharie Career & Tech's Automotive Trades Technology program, taught by Randy Barber, has teamed up with the Fulmont Community Action Agency to help support its Wheels for Work program. Wheels for Work provides people in need with reliable vehicles so they may travel to work. Next school year, Schoharie Career & Tech will assist by repairing vehicles donated to Wheels for Work to

make them serviceable. Right now, Fulmont Community Action Agency is seeking cars in good and repairable condition for Wheels for Work. Interested? ALL potential donors and anyone with questions should call Fulmont/Wheels for Work at 853-3011 for more details.

## Albany campus:

Students and staff at Career & Tech's Albany campus celebrated their annual Awards & Recognition Ceremony at Proctors Theatre on June 4. Electrical Trades student Josh Culhane (Scotia-Glenville H.S.) was named the campus' 2008 Faculty Association Outstanding Student, while Culinary Arts student Bryan Gannon (Schenectady H.S.) was named the 2008 Joseph N. Fuchs Award winner.

**Chef Iannacone** tapped to develop national ProStart culinary curriculum Chef Nancy Iannacone, teacher of Hospitality & Culinary Technology at Career & Tech's Schoharie campus and 2007-08

National ProStart Teacher of the Year, was chosen to travel to Chicago in June to help develop new curricula. ProStart is a National Restaurant Association program that promotes education, professional development and excellence in the culinary and hospitality industries, including the ServSafe national certification program. Chef Iannacone is recognized by her peers as an inspiring and successful teacher and industry professional.

**Wellness Park** will refresh, inspire. Career & Tech's Albany campus has a new Wellness Park where staff can reflect and refresh. Funded by a BOCES mini grant and spearheaded by Guidance Secretary **Diane Ogren**, the park is located in a quiet, treed area formerly used as a playground. A number of staff worked with Diane to create seating areas, a bench glider, platform table, ornamental plantings, and more.

## 2008-09 Capital Region BOCES Faculty Association Dates

### REP COUNCIL (4:15 Start Time)

September 24, October 22, November 19, December 17, 2008  
January 21, February 25, March 18, April 22, May 20, June 10, 2009.



# TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS

## By Colleen Condolora, Chapter VP

Dear Colleagues,

Welcome Back!

First, as the newly elected Chapter Vice President, I wish to thank everyone for their vote of confidence. Being your elected representative is a position I will never take lightly and I promise I will make every effort to keep communication a key component in keeping our chapter strong and cohesive.

This school year will mark the 5<sup>th</sup> anniversary of the *initial group* (those appointed in January of 2004) of Teaching Assistants. I want to remind the *initial group* of Teaching Assistants that your required participation in 75 hours of professional development will be due in January of 2009. At this time, you should be entering your hours into PDP Timekeeper and having your hours verified. Please be patient, if your hours have not been verified, as long as you have them entered the most important step is completed. Your principals will attend to the validating portion before the deadline.

Secondly, on the same note, in June of 2009 all Teaching Assistants who are required from the *initial group* must pass the NYSATAS (ATAS) test and submit to Human Resource a copy of their official affidavit of completion.

As you are aware, last school year was a pilot year for our new TA evaluation. The TA subcommittee agreed in June of 2008 to extend the pilot one more year in order to ensure the evaluation process will be a complete success. All non-tenured TA's will continue to be evaluated and a new selection of tenured TA's will be selected. There were many wonderful examples of the Alternative Growth Plans from last school years' pilot. I want to thank each TA who participated last year.

Lastly, I look forward to seeing you on Opening Day. I hope you stop by the Faculty Association table and chat with us. Fellow Teaching Assistant, Sarah Adriance, our own Faculty Association webmaster, will be showcasing our beautiful website. Sarah has worked so diligently keeping our Faculty Association moving forward, as will BOCES, in this 21<sup>st</sup> century. Have a great school year everyone and I look forward to representing each of you.

In Solidarity

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## NEW, HEALTHIER SCHOOL MEAL FACT SHEETS AVAILABLE

School lunches are not like they used to be because of improved dietary guidelines. In an effort to assist schools in providing healthy meals for students, the U.S. Department of Agriculture (USDA) has released two new fact sheets for healthier meals. They are: Serve More Whole Grains and Trim Trans Fats. They are the latest additions to the nine-part Fact Sheets for Healthier Meals technical assistance series that will guide schools to further implement the 2005 dietary Guidelines for Americans by increasing whole grains and reducing trans fats.

Each fact sheet includes easy-to-follow fun facts and ideas with the following sections:

Key Issues: Background information on the topic food group or nutrient.

Recipe for Success: Menu ideas to incorporate or limit the fact sheet topic.

USDA Commodity Highlight: Strategies for adding healthy commodity foods and ingredients to meals.

Message to Students: Great nutrition education for kids

Did You Know?: Fun facts on each topic to use in your kitchen or cafeteria.

For more information: Where to go to learn more.

The other facts sheets include: use low-fat milk, cheese and yogurt for healthier school meals; jazz up your menu with fruits; and meeting the challenge of rising food cost for healthier school meals.

Go to [http://teamnutrition.usda.gov/Resources/dgfactsheet\\_hsm.html](http://teamnutrition.usda.gov/Resources/dgfactsheet_hsm.html) to download the whole grain and trans fat fact sheet as well as the three other fact sheets.

## Service Chapter VP

Susan A. Kusalonis

Dear Colleague:

It is time to get back into the swing of a new school year. I know that most of you worked over the summer, but hopefully at a slower pace and you had time for yourself, with vacations and such.

We need more reps for the Representative Council. Please consider one Wednesday a month for a couple hours. See your BOCES Calendar for the dates and also page three of this TRIAD. In order to stay on top of all the changes in our Unit, it is imperative that we have ears and eyes out there. If a change is made in your job that may not be within the contract, I have no way of knowing, if you don't inform me, and I cannot help.

I want to congratulate **Heather Faubert** (Secretary I, SSS), **Kelly Byrne**, (Clerk I, SSS) and **Alan Zuk**, (Messenger, NERIC) on receiving permanent status in their titles. Also, congratulations to **Patricia Gabree** (CTE-Albany) on reaching her Civil Service title of Secretary I.

Welcome to **Linda DeVoe**, (Secretary I, CTE-Albany) and **Sandra Smith** (Clerk I, SSS). We hope their stay with us is long and enjoyable.

We have two resignations from SSS. **Mary Antonelli**, Sec. I, and **Andrea Waldron**, Clerk I. We wish them well in their future endeavors.

Finally, I want to congratulate **Joseph Karas** on his acceptances of the Personnel Assistant I position in the Human Resources Dept. Joe will be leaving our unit for the Confidential Employees group and we will miss him, as he has been very helpful in the payroll department.

In solidarity, Susan

## EYESTRAIN'S DIRTY DOZEN? IT DEPENDS ON HOW YOU SEE IT!

In today's workplace, many people work at the computer for significant periods of time, sometimes even the entire workday. The more time spent at the computer, the greater the risk of eyestrain. Eyestrain can be experienced as burning, tightness, sharp or dull pains, watering, blurring, double vision or headaches.

A variety of factors affect your ability to see well at computer workstations. These include: glare; the difference in brightness between what you view and its immediate surroundings; the amount of light; the distance between the eye and the screen; the readability of the document; and the worker's vision and corrective lenses. Other contributing factors include viewing too close and looking at the screen too long.

Workers who wear bifocals should consider computer glasses that focus at the right distance for the computer screen. Another options is wearing contact lenses corrected for computer or reading distance in one eye, and far distance in the other. Workers who wear bifocals can avoid the sore neck and shoulders caused by tipping their head back to see the screen, by lowering the screen or lowering the work surface on which the screen sits.

Go to <http://office-ergo.com/12things1.htm> for more information and additional links about eyestrain at the computer.

### SOURCES AND CONTRIBUTORS

Matt Rector; Bernie Mulligan; New York Teacher; National Safety Council; office-ergo.com; Leonard Edmonds.



# RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Dear Retirees,

We hope you all had a happy and healthy summer.

It seems that our legislators can always find ways to waste our money with new mandates. As responsible citizens, we have exercised our right to vote through the years. The process was quick and easy. We signed a book, went into the booth, pulled the appropriate levers and had completed our privilege.

In 2009, the voting process will change and of course it will become complicated and more expensive for our local governments, with federal monies to help (our tax money at work). We recently attended a local informational meeting, which presented an overview of the new procedure. We observed the operation of the machine our county will use, the ES&S AutoMark.

The county had to choose between two types of machines:

1. The optical scanner, which reads and records the inserted paper ballot and retains the copy in a storage bin
2. The Direct Recording Electronic which has a touch window similar to an ATM

Schenectady and Albany Counties will be using the optical scanner. The voting process will be a multi-step process. The voters will sign the book and receive a paper ballot. They will proceed to a private area where they will make their choices by filling in the ovals as we have done when taking standardized tests. The voters will then wait in line (most likely) to use the scanner where the ballot will be inserted and processed.

The 2008 presidential election will be the final one for the old lever machines and the new process will take effect thereafter. We were told that voting sites in November will have the new machines available for voters to check out the new procedure. Because of the additional space needed and the \$12,000 cost of each machine, polling sites are being consolidated. Many voters will have to travel to a more distant place to vote due to the limited number of voting machine which will be available. The consolidation of polling sites will result in 3 to 4 times as many voters, adding to time required to vote.

As we know too well, electronic devices are fragile and complex, requiring special care and trained experts to solve problems. The machines will require secure storage, a problem for many communities and they are easily subject to damage and theft. Their reliability is questionable. In Nassau County, 196 machines were ordered. Of the total shipment of 156, only 23 were undamaged, functioning and usable. (Spotlight, 7/24/1008.)

Both, the voters in New York and politicians have strongly objected to abandoning a system that has been inexpensive, reliable and uncomplicated. Progress does not necessarily make our lives easier and in this case will be very costly at a time when our government can ill afford the expenses involved in the changeover.

Are you ready for the transition to digital TV in February?

Retirees remembered. **Joyce Brockway** and **Dottie Bullock** who were always there to help us contact Districts, mail out our progress report and arrange for us to meet with our administrators.

We had a chance meeting with **Shirley Kilmer** who was our nurse at Maywood in the 80's. Shirley was visiting her Dad at Ellis. She lost her Mom a few months ago.

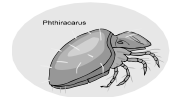
## NURSES WIN BAN ON MANDATORY OVERTIME IN NEW YORK

New York is now one of a handful of states to put an end to forcing nurses to work overtime. Nurse members from the New York State Public Employees Federation and the New York State United Teachers have been working with several other unions for years to lobby their state legislators to ban mandatory overtime, often sharing their stories of being forced to work double shifts. On June 18, Gov. David Paterson and the state Assembly and Senate agreed on a measure to end mandatory overtime. When the measure takes effect on July 1, 2009, hospitals will no longer be able to require nurses to work more than their regular schedule, except in emergencies or healthcare disasters. "The abuses of staff have occurred for far too long, and now it is time to have healthcare managers do the job of staffing," says Anne Goldman, special representative for the Federation of Nurses/United Federation of Teachers. "This is a great victory for patients and the nursing workforce."

Reprinted from AFT Electronic Newsletter.

## PESTICIDE ALERT FOR CUSTODIANS AND GROUNDS KEEPERS

What is one thing pesticides and Type II diabetes have in common? School custodians and maintenance staff, according to a recent study by the National Institute of Health (NIH). NIH researchers at the recently released a study of licensed pesticide applicators that shows a cumulative lifetime exposure of a 100 days or more to certain pesticides puts workers at greater risk for diabetes.



Researchers compared pesticide use and other potential risk factors reported by 1,171 pesticide applicators who developed diabetes since enrolling in the study to those who did not develop diabetes. The study found that workers exposed to chlorinated pesticides (organochlorine pesticides) for 100 days or more had a significant increase in the rate of diabetes.

Among the 50 different pesticides the researchers looked at, they found seven specific pesticides — aldrin, chlordane, heptachlor, dichlorvos, trichlorfon, alachlor and cynazine — that increased the likelihood of diabetes among study participants who had never been exposed to any of these pesticides, and an even greater risk as cumulative days of lifetime exposure increased.

"This study underlines the urgency of providing adequate training and personal protective equipment for any school employee required to apply pesticides," says, AFT Health and Safety staffer Darryl Alexander. "Better still, we need sensible integrated pest management (IPM) programs in all schools that would eliminate or significantly reduce the use of these pesticides."

More information on the study of licensed pesticide applicators can be found at <http://www.niehs.nih.gov/news/releases/2008/longterm.cfm>.

### Upcoming Conference Schedule

#### **NYSUT SRP Leadership Conference**

September 26-28, 2008 — Albany, The Desmond

#### **NYSUT BOCES Leadership Conference**

October 3-4, 2008—Gideon Putnam, Saratoga Springs

#### **Capital District Regional Office (CDRO) Leadership**

October 17-19, 2008— Crowne Plaza, Lake Placid

#### **Regional Presidents Conference**

February 5-6, 2009— Gideon Putnam, Saratoga Springs

## NEW NATIONAL AFT OFFICERS--AFT PPC CHAIR LORRETTA JOHNSON ELECTED AS EXECUTIVE VICE PRESIDENT

History was made at the recent AFT convention in Chicago when the delegates elected the first female triumvirate to head a major labor union. The new officers are Randi Weingarten, president; Antonia Cortese, secretary-treasurer; and Lorretta Johnson, executive vice president. Weingarten serves as president of the United Federation of Teachers and also served as AFT vice president. Cortese also served as AFT Vice President and most recently as AFT executive vice president for two terms. Johnson, who began her career as a teacher's aide in the Baltimore City schools in 1966, served as an AFT vice president for 30 years and chairs what is now the PSRP program and policy council (PPC).

Johnson is president of the paraprofessional chapter of the Baltimore Teachers Union, which she organized early in her career with the goal of improving working conditions of paraprofessionals like herself. She has become a leading voice for Maryland's working families as president of AFT Maryland. Johnson has always played a leading role in the development of national standards for the employment and training of classroom paraprofessionals and other PSRPs, highlighting the importance of these positions in the success of schools.

Johnson has received many awards and honors in recognition of her contributions to labor and education. One very special award was an honorary doctorate from Coppin State University in Maryland. In honor of her most recent achievement, Baltimore Mayor Shelia Dixon proclaimed July 16th as Lorretta Johnson Day in Baltimore. "I'm honored to be recognized by Mayor Dixon in this way," said Johnson. "It's a good feeling to know my work is recognized by the schools and the city that I love.

"I promise to work hard to push the policies and programs of the AFT," said Johnson, always an inspirational leader of the AFT's PSRPs.

Go to <http://www.aft.org/convention/videos/index.htm> and choose AFT Installs New Officers to see acceptance speeches.



From left, Lorretta Johnson, executive vice president; Randi Weingarten, president; and Antonia Cortese, secretary-treasurer.



## REPORT SHOWS UNIONS GOOD FOR LOW-WAGE WORKERS

The essence of unionization is strength in numbers. This is highlighted in the Solidarity lyric, "For what force on earth is weaker than the feeble strength of one" Unionization provided workers the potent force to overcome workplace injustice and unsafe work environments and have a higher standard of living. Recent research confirms that fact. A new report from the Center for Economic and Policy Research (CEPR) shows that unionization significantly boosts the wages of low-wage workers.

The report "The Union Advantage for Low-Wage Workers," finds that unionization raises the wages of the typical low-wage worker by 20.6 percent. Unions also have a substantial impact

on the wages of workers at the middle and top of the wage distribution, but not like that of low-wage workers. For the typical U.S. worker--the earner right in the middle of the national pay scale--unionization raises wages about 13.7 percent, about two-thirds of the impact of unionization on the typical low-wage worker. For the typical high-wage worker, joining a union increased pay about 6.1 percent, or less than one-third of the increase for low-wage workers.

Go to [http://www.cepr.net/documents/publications/quantile\\_2008\\_05.pdf](http://www.cepr.net/documents/publications/quantile_2008_05.pdf) to read the Center for Economic and Policy Report.

## Building a better dictionary

ANYONE WHO COMES IN CONTACT with students can help them learn new words. Yes, dictionaries are supposed to do this job, but sometimes dictionary definitions can be as puzzling as the word you're trying to look up.

A great way to help students understand what a word means is to describe its characteristics. At a training session on improving children's vocabulary conducted at this year's AFT PSRP conference, school staffers worked together to define words. & Take the word "famine." AFT members glanced at the dictionary definitions (including "dearth" and "extreme appetite") and then discussed what those words mean. First they described the feeling of famine ("horribly hungry"). Next they explained why people are hungry ("there's not enough food") and finally realized they needed to convey the idea that famine is widespread ("a lot of people").

Result: "Famine is what happens when a lot of people across a region are extremely hungry. They're starving because there's not enough food."

Participants liked this way of getting students involved in learning new words. That's the hallmark of the AFT's Educational Research and Dissemination program: that members come to understand research and learn skills to share with their colleagues.

"The good thing about this is that all of us talk to each other and listen, so all the kids can talk to each other and listen, too," says Linda Dagostino, an elementary paraprofessional and member of Guilderland Central Teachers Association in Schenectady, N.Y.

Reprinted from the AFT Reporter, August 2008.

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## Membership Report, by Lisa Mink, Membership Chair

Have you moved recently or do you plan to? Please contact me with any address changes, name changes or personal e-mail addresses that need updating. Just drop me an e-mail at [lmink8@hotmail.com](mailto:lmink8@hotmail.com) or call me at 372-7240 and I will ensure the changes are in place so you won't miss out on the TRIAD or any other important Faculty Association information.

**Service Unit Members:**

**110**

<b>TA/EA Members:</b>	<b>268</b>
<b>Teacher Members:</b>	
<b>Special Ed:</b>	<b>261</b>
<b>CTE:</b>	<b>82</b>

**Address change? Name change? E-mail changes, etc.? Please contact me.**

# PERSONNEL PERSONALS

Condolences to the family of **Sheila Guay** (Spec. Ed.) who passed away in June. She worked as an educational assistant for BOCES for 20 years.

Congratulations to **Ellie Notar**, (Teacher, CTE) on her 50th Wedding Anniversary.

It is with great sorrow that we learned of the passing of **Barbara Zimmerman** on August 30. We will miss her and offer our condolences to her family and friends.



Drive carefully.  
Students are out and  
about now.

**Angie Tritto**, (SW, Spec. Ed.) dedicated 2 weeks of her summer to a “fresh air” child. Angie entertained a 10 year old girl from NYC for a full 2 weeks and made a difference in the life of a child.

## Congratulations Retirees:

We have more retirees and we would like to wish them well in their future endeavors.

**Ruth Bushy** (TA, Spec. Ed.), **Carol Deering** (PT, Spec. Ed.), **Shirley Surtorius** (VI Teacher, Spec. Ed.), **Sandra Torriani** (TA, Spec. Ed.).

Please contact **Lisa Mink**, Membership Chair with any change in address that you have. You can reach her at [lmink8@hotmail.com](mailto:lmink8@hotmail.com) or call 372-7240. In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.

If you know a member or retiree who should be getting the TRIAD, give them this information.

## Sunshine Chairperson

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

Theresa Bennett

23 Harriet Street, Albany, NY 12205

869-2367

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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