



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

September 2009

Vol. XXXIV No. 1

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

News from the President

Dear Colleagues,

Welcome back to another year of education and Capital Region BOCES. I hope your summer went well and you were able to do some of those things that you wanted to or needed to do that you couldn't do during the school year. I also hope that some of the things you did included rest, relaxation and stress removing activities. As a teacher, I understand how hard and stressful your job is and how important the summer break is to continuing success in the classroom.

Summer has been a busy one for members of your Executive Board and myself. With the downturn in the economy, cut-backs continue. Summer seems to be very busy even though there are fewer students and fewer programs are running.

Change continues to happen. Though most of the change, these days, is in the form of reductions, somewhere there may be some good. I think that may be the optimist in me speaking. The one thing that seems to be constant with BOCES is change.

Some economists think the recession is at or near bottom. I certainly hope so. The federal government has truly made an effort to jump start the economy by pumping money into programs that actually impact consumers and workers alike. I am hopeful this will get things going again. I will continue to be optimistic.

As with every year, I expect you will be asked to help write letters, make phone calls and monetary contributions (VOTE COPE) to help maintain and/or improve funding for our programs. As stimulus money runs out, we will need to be a voice in preserving needed programs and rebuilding/replacing ones that have been cut. You know how important the work you do is to our students and districts. Support your work by supporting VOTE/COPE and other NYSUT political action.

Also, as we start the new school year I want to ask you to consider what you, as an individual, can do for your Association. Many members have and continue to help, but there is still much to be done. Consider becoming a Chapter representative, bringing concerns of your colleagues to the Association through Rep. Council and helping to decide on these issues. Or, you could work on one or more of the many Association committees that help get the work done. Consider sharing your thoughts, expressing your concerns and giving of your time. Your Association will not run by itself. Your help is needed and welcome.

Remember, you are important to this Association. Let us know your needs and concerns. We can't help you if you don't include us.

I wish you all the very best for this new school year and beyond.

Looking Forward,
Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOC.

General Membership & Chapter Meetings

09/2/09—10:15 AM

Union College



EXEC. BOARD MEETING

09/09/09

BOCES BOARD MTG.

09/21/09

REP COUNCIL

School Support Services

9/23/09—4:15-6 PM

Newsletter Committee

TRIAD Article Deadline:

09/27/09

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NYSUT REPRESENTATIVE ASSEMBLY - Buffalo, NY

NYSUT -Speak Up Speak Out - 2009

This report is a synopsis of the main activities and events that took place at this year's Representative Assembly (RA), held in Buffalo in April. It includes some of the highlighted speeches, the recommendations by Unity Caucus (to which we belong), the resolutions that were prioritized by the committees, and their outcomes. Your ED 10 delegates were kept busy every moment of every day. We had three delegates, Doug Harple, Colleen Condolora, and Carolyn Beattie, who were attending the RA for the first time.

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. Some locals were honored for \$100 or more per member contribution. There were over 500 local

unions or chapters of large locals that were recognized for contributions of \$10 or more per member. 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 pay check 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. In addition to speeches by our NYSUT leadership, there were also political speakers at the RA. Both Senators Charles Schumer and Kristen Gillibrand talked about key issues affecting New York State education right now, including the federal stimulus package and No Child Left Behind. New York State Labor Commissioner, Patricia Smith, who is joining the Obama administration as a solicitor of labor, urged educators to raise awareness of social injustices such as wage theft. Kevin Jennings, founder of the Gay, Lesbian and Straight Education Network (GLSEN) spoke of the need for teachers to be trained in how

to support gay students in order to create a school environment that promotes respect, not bullying and harassment of gay students. Commissioner Richard Mills made his last appearance before he retires. Long-time assistant Tony Bifaro, "Mr. RA", will also be retiring. Mr. Bifaro was honored in a heartfelt and amusing video highlighting his dynamic personality.

The RA was exhausting, yet exciting, very informative, and certainly a great learning experience. It was, as always, a true demonstration 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.

Diane Kavanaugh, (Speech, Sp. Ed.)
Doug Harple (Teacher, CTE), **Colleen Condolora** (TA, Sp. Ed.), **Carolyn Beattie** (Teacher, Sp. Ed.)

Representatives not able to attend:
Brent Pierce and **Anne O'Brien-Teta** (Teachers, Sp. Ed.)

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	PHONE	E-Mail Address
President	Doug Harple	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	356-8349	condolora@aol.com
CVP Service	Susan Kusalonis	393-5598	maidmrn300@aol.com
CVP Spec. Educ.	Flora Fasoldt	466-1703	electflora@aol.com
CVP C T E	Jeannine Moran	862-4816	jmmoran@hotmail.com
Recording Secretary	Christine McDonough	273-1512	camed9@yahoo.com
Corresponding Sec'y.	Sue Davis	456-0574	scdavis@nycap.rr.com
Treasurer	Deborah Sorvari	334-1296	debmom39@nycap.rr.com
Membership Chair	Lisa Mink	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	ehanley1@nycap.rr.com
EAP	Kevin Eglit	454-9650	Employee Assistance Program

**Capital Region BOCES
Faculty Association
2009-2010
DUES SCHEDULE**

CATEGORY	\$65,000 and Higher	\$50,001 - \$64,999	\$40,842- \$50,000	\$30,000- \$40,841	\$22,500- \$29,999	\$15,000- \$22,499	\$7500- 14,999	under 7,499
NYSUT Dues Per Capita *	\$303.00	\$303.00	\$303.00	\$303.00	\$227.25	\$151.50	\$75.75	\$37.88
AFT Dues Per Capita *	\$192.00	\$192.00	\$192.00	\$96.00	\$96.00	\$96.00	\$48.00	\$48.00
CRBFA (local) Dues Per Capita **	\$95.00	\$85.00	\$80.00	\$75.00	\$75.00	\$70.00	\$60.00	\$60.00
TOTAL NYSUT /AFT /CRBFA ANNUAL Per Capita	\$590.00	\$580.00	\$575.00	\$474.00	\$398.25	\$317.50	\$183.75	\$145.88
Divided by 18 Pay Periods= \$\$ Per Pay Period	\$32.78	\$32.22	\$31.94	\$26.33	\$22.13	\$17.64	\$10.21	\$8.10

* NYSUT/AFT 2009-10 dues increase

** CRBFA 2009-10 no dues increase

Conference Dates 2009-2010

Capital Region BOCES FA Representative Council Meeting Dates for 2009-2010	
Rep Council Dates	Rep. Council Location
Sept. 23, 2009	School Support Ser.
Oct. 21, 2009	Maywood School
Nov. 18, 2009	School Support Ser.
Dec. 16, 2009	Maywood School
Jan. 20, 2010	School Support Ser.
Feb. 24, 2010	Maywood School
March 17, 2010	School Support Ser.
April 21, 2010	School Support Ser.
May 19, 2010	Maywood School
June 9, 2010	School Support Ser.
All meetings run from 4:15-6 PM unless there is a motion to extend.	

October 2-4

SRP Leadership Conference / The Desmond Hotel - Albany, NY

October 16-18

BOCES Leadership Conference / The Desmond Hotel - Albany, NY

***November 6-8**

CDRO Leadership Conference / The Sagamore Hotel - Bolton Landing, NY

November 6-8

Member Benefits Conference / The Desmond Hotel - Albany, NY
2010

***February 4-5**

CDRO Regional Presidents' / The Gideon Putnam - Saratoga Springs, NY

***March 20-21**

Regional SRP Leadership / The Otesaga Hotel Conference - Cooperstown, NY

March 22-23

Committee of 100 / The Desmond Hotel - Albany, NY

April 28-29

NYSUT Local Presidents Conference / Marriott Wardman - Washington, DC

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS

By Colleen Condolora, Chapter VP

Welcome back everyone! I want to wish you a warm welcome to the new school year. I hope you had a restful and relaxing summer vacation and are now all revved up for another new chapter in your workplace.

Through the summer several issues arose that kept me very busy. One of the issues was the letter we received from Human Resource regarding the sick leave bank. As you may know, contractually in September of any given school year, if the sick bank is below 100 days, a letter will be sent to all Teaching and Educational Assistants who contribute to and use the bank. In September, 2008, the bank was above 100 days therefore no letter was sent requesting a donation. However, in the spring our bank was nearly depleted, so a letter was sent in order to avoid denying legitimate requests from TA/EA's in need. This most recent letter you received in August is for the **2009-2010** school year. Presently there are only 26.5 days remaining in the sick leave bank. This request is in compliance with our present contract language. Your donation is on a voluntary basis and only those who contribute are eligible to use the sick leave bank if needed. I would like to take this opportunity to clarify some misconceptions that have come to my attention:

- As public employees we are **not** eligible for New York State Disability. Public employees have sick days to compensate for illnesses. New York State Disability is for the private sector.
- Presently, TA/EA do **not** have mandatory contribution. Our Chapter voluntarily contributes when the bank goes below 100 days. Generally this is done in the month of September.
- The sick bank is carefully monitored by the Human Resource Director and the TA/EA Chapter Vice President. Days given to TA/EA's are on an individual basis and in consensus with both parties overseeing the bank. The bank's intent is for use by employees with catastrophic illnesses. At no time will days be given to individuals who abuse their sick days and then need coverage for minor health issues.

If anyone has any other questions regarding the Sick Bank, please feel free to contact me to answer your concerns.

On another note, this school year the evaluation process will be fully implemented for all Teaching Assis-

tants. All non-tenured Teaching Assistants will receive a Supervisor Evaluation. The principal will observe and discuss the evaluation process throughout the school year. Tenured Teaching Assistants will have an option of three evaluation methods. The Supervisor evaluation, the Growth Plan, or the Alternative Growth Plan (project based). Every fourth year, all tenured Teaching Assistants will receive a Supervisor evaluation. The principals will be in contact with their respective staff within their strand. If anyone has any questions, please notify me and I will assist you with this matter.

Every new school year, I am always looking to our Chapter to find individuals to volunteer to be on a committee or a representative on Rep Council. Generally, the committees only meet once a month or every other month. Rep Council is also held once a month on a Wednesday afternoon. I realize that we all have busy lives with second jobs, children and other responsibilities but one afternoon a month for a few hours is not overwhelming. The information you receive through volunteering is well worth the sacrifice of a few hours. It affords you the opportunity to see firsthand how important our input is in making our ideas and concerns raised. Please consider giving of yourselves to making our committees and Rep Council stronger. Your voice and opinions are important, so please let it be heard. Call me if you are interested in volunteering.

Speaking of volunteering, one of the Faculty Associations Executive Board's goal for this year is to initiate a food drive. Pat Gollub and I will be heading this initiative. During these difficult economic times, we believe it is important to give to our community in order to assist our neighbors and friends who may be experiencing hardships. The food will be donated to a local food pantry. As you know, food pantries receive donations during the holidays but during the other months their supplies become diminished. It is during those months that our Association wants to make a difference. More information will be forth coming. If you can give a little it will be appreciated. This act of kindness can make a difference in a family's life.

In closing, I want to extend to everyone many thanks for everything you do to make a difference in our workplace. Your support is vital in keeping our classrooms running smoothly and providing the support our students need to be successful. Enjoy your new school year everyone!

**In Solidarity,
Colleen Condolora**

Service Chapter VP

By Susan A. Kusalonis

As the summer comes to an end, I can say that it has been interesting here at Maywood School. We have a brighter work space since they put in new lighting and windows. This process has been years in the making. Better late, than never.

I played hooky this summer and did not attend the two summer Board meetings. At the **July** meeting they created a new Assistant District Superintendent for Technology and Innovation position and upgraded the NERIC Director, Carl Strang, to this new position. Three other staff members were appointed to new positions. The position of the Board is that they will continue to do their current duties and take on their new responsibilities without an increased cost to BOCES. There may not be an additional cost, but I would wonder about this. I'm sure some compensation is in there somewhere! School Support lost 4.5 School Social Worker positions at this meeting although they did get one .three Stores Clerk position added. At the **August** meeting 3.5 Speech Therapists in Spec. Ed. were abolished. In our Chapter we increased by one Clerk I in Management Services and one Sr. Keyboard Specialist at SSS, **Christine Bogacz**.

I wanted to wish **LuAnn Miller Meeks** (Secretary I, Sp. Ed.) well in her new position at North Colonie as a Secretary to a Principal in one of their elementary schools. We will miss her. It appears that her position is not being filled. In an effort to save money, the other Principal's secretaries are splitting up and taking on her duties for Terry Tice.

Congratulations to **Linda DeVoe** (Secretary I, CTE) and **Sandra Smith** (Clerk I) on reaching permanent status.

Next March 20-21, 2010 the Regional SRP Leadership Conference will be held at The Otesaga Hotel in Cooperstown, NY. They usually allow us to send three members each from the Service Chapter and TA Chapter. Please let me know, if you are interested.

For your information our contract runs out at the end of this school year. A survey will be coming your way sometime this fall asking for your input. Please be thinking about any suggestion you might have for the package we will be presenting to Central Administration in the Spring.

Wishing you all a productive school year, in solidarity, Susan.

Can an employee be too nice?

By **Toni Bowers**—Reprinted form *Tech Republic*

A couple of things came to mind when I typed the title of this blog. First was that when my co-workers see *that* title along with *my* byline they're going to rupture some internal organs by laughing so hard. Don't get me wrong, I'm a pretty friendly, outgoing person, but "too nice" will never enter the list of descriptive terms for me.

Second, I thought about what a bad rap the word "nice" has gotten over the years. If someone describes your blind date to you as "nice," it usually sets off some internal alarms.

The fact is, being nice is a good thing, and we can only wish that more people were nice. But as Clea Badiou, writing on behalf of Robert Half International, says, being too nice can be a detriment on the job. She says, "The trouble with being too nice is that it often goes hand in hand with other traits, such as being too accommodating, unwilling to speak up for yourself, or hesitant to offer constructive criticism to your colleagues."

I have to agree. Although you want to be flexible and accommodating at work, you're asking for trouble if you're too much so. Even normally empathetic people will be drawn into the temptation of shifting work over to a colleague who is always willing to take on extra duties. It's like workplace catnip.

And if you're too nice to want to risk hurting anyone's feelings, then you're less likely to speak your mind. But you have to eventually learn that disagreeing with someone's idea or assessment of a situation is not like calling their mother a name. If done constructively, criticism of another person's idea just highlights your understanding of the situation. Don't confuse being direct with being rude. It's not always the same thing.



Toni Bowers is the Head Blogs Editor of *TechRepublic*. She has been in the publishing industry for 20 years, with concentration in IT-related topics. She has edited newsletters, books, and web sites pertaining to software, IT career, and IT management

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Dear Retirees,

It seems we waited and yearned for summer's arrival for so long, through our long winter, ice storms, power out and bitter cold. The cool rainy months of June and most of July added to our wait. Now we find it vanishing all too quickly.

For us, the days seemed to be filled with doctor visits, therapy for Stan, keeping up with lawn mowing and other necessary chores. Whatever the weather, history continues and rainy days give a chance to catch up on reading and world events. Here are a few items which gained our attention.

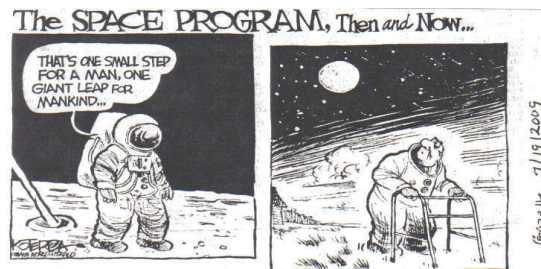
Health Insurance Issues

- We were relieved to read that the moratorium on retiree's health insurance has been extended for another year. (New York Teacher 5/21/2009)
- Some retired teachers from the Broadalbin-Perth School District are considering legal action against their former employer for offering better health benefits to those actively employed. (Gazette 8/1/2009)
- We were not pleased to read that Congress has exempted itself from whatever health care reform legisla-

tion they pass and will continue to keep a private plan. The anticipated plan will be good enough for the "proletariat," but not good enough for the "aristocracy". Is this another step closer toward socialism?

Education

- According to the New York Teacher (6/4/2009) the Regents has been told that IEP diplomas are "not meaningful". Students have been denied admission to college or employment in their attempts. The issue of the IEP diplomas, which were created in 1980, will be revisited.
- Although no schools in New York allow corporal punishment, there are 31 states that do. They are listed on www.corpun.com (Michael Goot, Gazette 7/9/09).



It's not
our
world
any-
more!

RETIREES UPDATES

A photo of **Will Aubrey** was featured on the top front pages of the Gazette on June 6, 2009, as he looked through his telescope at a mother hawk and her fledglings. Will is a member of the Hawk Migration Association of North America, and has spent many years educating his students and the public about these majestic wild birds. **Will** set up his telescope behind Jumping Jack's Drive-In, so the public could view these magnificent birds. They were nested in the power lines on Hog Island. An additional photo of **Will** and story appeared on page A6.

A letter from **Zelda Zeh**

I do enjoy your column and the entire issue always. It is not the same as being there of course, and I don't suppose I'll completely overcome my homesickness for friends, family, forsythia and lilacs. But, South Florida is pretty good too.

At meetings of a group called Teachers Retired in Florida, and in other places, I am reminded to be continually grateful for the gains we made when we struck and also stuck, with our Union goals. I hope the current staff will never forget the importance of working hard with their reps for the continuation of good, hard earned, benefits.

I am re learning the game of bridge; working in water media paintings, reading a lot and LOVE my Amazon Kindle which has become a part of my body, I think, volunteering, an RSVP, and at the county library literacy program. Spending a good deal of time swimming and exercising in our outdoor pools year round. Could be worse!!!!

Hope you 2 are in good health, it was good to hear from you. *Zelda Zeh* zeldazeh@bellsouth.net

Attention Special Education Chapter Members***

Back by popular demand!

Special Education Chapter **teacher meetings** will be held again this year, from October until May. We meet on the same dates and at the same locations as Rep Council as we have found that having regular meeting times and locations makes it easier for our members to plan in advance to attend as many meetings as possible. You **do not** need to be a member of Rep Council to attend. Our meetings are from 3:30 to 4:00 PM, before Rep begins. All are welcome!!

Ever had questions about issues specific to your classroom? Ever feel that strand meetings just don't address your issues? Well, then this is the place for you!!

We can answer your questions and bring your concerns to the attention of the administration.

Last year, many important issues were discussed with our Chapter VP, Gail, and we will continue to have the opportunity to have the ear of our new Chapter VP, Flora, this year.

Come and be heard!

Please mark these meetings on your calendar. They are short and sweet. We need the input of all unit members to address important issues in a timely fashion.

Watch the **TRIAD** for dates and locations (or, check the Rep Council dates on the BOCES calendar, and you will know where we are each month! How easy is that?) [**Editors Note:** Calendar may be electronic starting this year.]

Questions? Contact Susan Stewart by phone (374-9802) or email (jsdsvs@aol.com).

*** including teachers, SLPs, OTs, PTs, SWs, TVIs, etc.

Representative Assembly
/ Marriott Wardman Hotel
- Washington, DC

April 29-May 1, 2010

2008-2010 - ED-10 Elected Delegates

Carolyn Beattie - Teacher/Special Ed.
Colleen Condolora - Teaching Ass't/ Special Ed.
Diane Kavanaugh - Speech/Special Ed.
Ann O'Brien-Teta - Teacher/Special Ed.
Brent Pierce - Teacher/Special Ed.
Gail Radecky - Speech/Special Ed.
H. Douglas Harple, President

All members are able to run for this office. Every year, this event, is held at various locations around the state. The NYSUT locals & Retire Council Presidents Conference, which precedes the convention, is also scheduled.

AFT - American Federation of Teachers Convention

2010 - July 7-11 AFT Convention Washington State Conv & Trade Center, Seattle, WA

Who? Our Association sends delegates who are elected every two years by the membership. Current Delegates for 2009-2011 are: **Susan Kusalonis, Carolyn (Beattie) Pierce, Brent Pierce, Pat Gollub, Sara Adriance, Joan Kosinski and James Reed.**

What? The AFT is our national affiliate and you are a dues paying member.

The elected officers and delegates meet to set policy and elect officers. Five divisions represent the AFT membership: teachers, paraprofessional and school-related personnel, local, state and feral employees, higher education faculty and staff and nurses and other healthcare professionals.

When? Every other July. The next convention will be in July 2010.

Where? The location varies year to year

How do I become a delegate? You must run for office through the election process. Every other (opposite the Executive Board, Chapter VP's and ED 10) election year.

Healthy Living; Living For Good Health

By Catherine A. Jakway, TA, Sp. Ed.

Soggy Summer Brings Late Blight to Home Gardening

I looked so forward to the end of the school year, not just looking for the mental break it brings, but to finally have the time to do something I love, and that is to have my own home garden. This is my first summer in my new home and after living the apartment life for so long; I finally have the privacy in my own backyard to plant my favorite vegetables. I bought watering equipment, new hoses and a garden sprinkler, that I now realize could have just stayed in their boxes. I didn't need to water, Mother Nature, or as I prefer to call it, "the perfect storm," did it for me.

Conditions were perfect this year for the blight. The nonstop rainfall in June and July, cooler than normal temperatures, and the lack of periodic sunshine, facilitated an early appearance for late blight in the northeast.

Late blight is an aggressive devastating fungal disease that continues to wipe out tomato and potato crops in the Northeast. This widespread disease has affected crops from Maine to Pennsylvania. The disease is affecting both farmers and individual gardeners. Late blight is more dangerous to potato crops, but it is expected to devastate the tomato market this year. "People with their own gardens aren't going to have tomatoes this year. The results will be higher prices at farm stands and grocery stores," said Charles Bornt, a vegetable specialist at the Capital District Regional Vegetable Program.

In an August 9, 2009 article in the Daily Gazette, Bornt said gardeners should inspect their plants for late blight signs which include white powdery spores, large olive-green or brown spots on leaves and brown or

open lesions on stems. Potato leaves and stems will show the same symptoms. Infected potato tubers develop a dry, corky rot that often shows up in storage. To avoid tuber infection, hill up soil around the base of the potato plants to provide a barrier that can wash through the soil. Vines should be dead 2-3 weeks before digging potatoes for storage.

There is nothing new about late blight, a strain of an easily spread fungus that caused the Irish potato famine in the mid 1800's. Entire potato crops rotted in the field or in storage because of late blight infection.

The fungus thrives in wet weather and can be windblown 100 miles or more. "The blight spores spread on the wind or in the rain and once attached to leaves, quickly multiply and move to the fruit and to other plants," said Bornt. Farmers are urging home gardeners to take an aggressive approach and monitor their plants to help stop the spread of this fungus. The longer the disease is allowed to thrive, the better the chances of producing more spores that have the potential to wipe out entire crops. Affected plants should be pulled out on a dry, sunny day when dislodged spores will die quickly. Seal them in a plastic bag, and throw them away, not composted. If the growing season continues to be wet and late blight is present, it is better to destroy the plants sooner than waiting for a dry day.

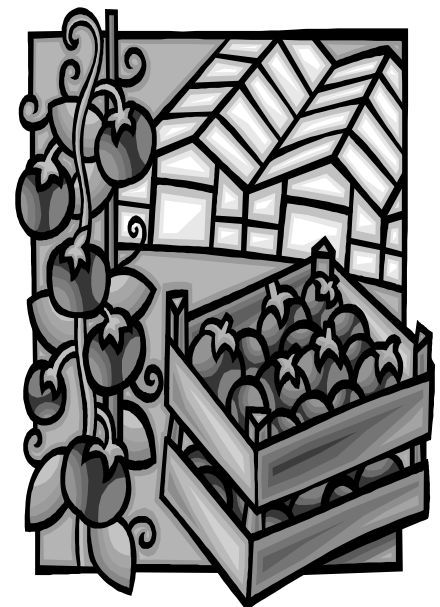
John Mishanec, an area vegetable integrated pest management educator for Cornell University agrees that the blight is here for the summer and will

probably be a plague for a year or two to come in the Northeast.

Sunshine helps dry out the fields and the plants themselves. It would take about ten days of temps above 85 and dry conditions at night to stop the spread of the disease, and as the days move toward September, those are temperatures we may not see any time soon!

For home gardeners the only available fungicides that are effective against late blight are protectorate materials.

Contact your Cornell Cooperative Extension Office for more information about controlling late blight at www.cce.cornell.edu or <http://vegetablemndonline.ppath.cornell.edu/>



AFT Remembers Shriver's Enduring

The AFT is remembering Eunice Shriver, who died Aug. 11, as an energetic and compassionate leader whose pioneering work with developmentally challenged children made the world a better place. "Mrs. Shriver's Special Olympics has given courage and inspiration to millions of children with disabilities," says AFT secretary-treasurer Antonia Cortese. "The AFT has been an official sponsor of the Special Olympics USA National Games since 2006, has supported the organization's International Games, and has helped distribute to teachers the Special Olympics' "Get Into It" curriculum about inclusion. Mrs. Shriver will be greatly missed but her spirit and extraordinary work will live on."

AFT Urges Putting Health First in Case of Flu Outbreak

The AFT joined other stakeholders at the U.S. Education Department Aug. 6 to discuss a coordinated response in the likely event of an H1N1 (swine flu) resurgence this fall. Represented by Richard Iannuzzi, president of the New York State United Teachers and an AFT vice president, the union stressed that health considerations should take precedence over education concerns if there is a flu outbreak. Educators have plenty of experience in helping students, even in significant numbers, make up missed schoolwork, Iannuzzi said. Any decisions about school dismissals and closures should involve all stakeholders, he added. On Aug. 7, the Education Department released **guidance for K-12 education**, which describes policies and procedures regarding any H1N1 outbreak.

Inside AFT, an electronic newsletter

Election Results 2009

Special Ed. Teacher Chapter Vice President-2009-2010

Flora Fasoldt

The Results of the AFT Conference Delegates 2010-2012 are

Susan Kusalonis
Carolyn (Beattie) Pierce
Brent Pierce
Patricia Gollub
Joan Kosinski
Sarah Adriance
James Reed

Congratulations to all of you!

I would like to thank those who participated by returning their ballots for the election.

In closing, I would like to thank those who assisted me in getting the ballots ready to go and also to those who took the time to help with counting the ballot results.

A special thank you to Lanny Barsale for all the training I received and the time she spent helping and preparing me for next year's big election. I would also like to thank Election Committee members **Shelly Peck, Patricia Dover, Don Orlando** and **Patricia Veve**. Giving your time to help me was greatly appreciated.

Catherine Jakway
Election Chairperson



Dear Gabby

Dear Gabby,

Thank you for your clear and concise response to 'Non-tenured' in the last TRIAD about the APPR process for non-tenured teachers. I just received tenure and now I have questions about what to expect from the APPR process for tenured teachers. Will the process be the same?

Tenured in Taconic

Dear Tenured,

Ah, another APPR question (sigh). Time for Gabby to come in from the beach, wipe off her suntan lotion, put down her sunglasses and get back to work!

Yes, the process for tenured teachers is somewhat different than for non-tenured teachers. It is similar, in that the whole dialogue about what constitutes best teaching is still based on the rubrics. You must read your rubric, understand where your skills fall and be prepared to discuss your performance using that language.

However, tenured teachers APPR plan works on a four year cycle. For the first three years teachers and principals create a Professional Growth Plan. The content of the plan can be determined by which area of the rubric the teacher and principal feel there is a need for growth, or can be used as an opportunity for a teacher to take on a new challenge with the support of the principal. It is really a wide open process at this time.

The fourth year is a formal observation just as you experienced before you were tenured.

Remember, this is a collaborative process. You and your principal should be working together to accomplish goals you both see as important and meaningful to the ongoing growth of your teaching skills.

Oh, and congratulations on receiving tenure!

Gabby

Dear Gabby,

What advice do you have for a teacher approaching retirement age?

Delirious in Duanesburg

Dear Delirious,

The best recommendation Gabby can give is to refer you to the NYS Teachers Retirement System itself! The New York Teacher magazine has an ongoing column on the retirement system that gives lots of good information on planning your retirement and gives contact numbers so you can speak to someone about your concerns. Also, you receive flyers in your paycheck with information on pre-retirement seminars that you can attend.

Specific to our BOCES, on page 50 of the Teacher Unit contract, there is information about compensation for unused sick days at retirement. It requires that a "written notice of intention to retire and application for such compensation shall be made not later than January 15 preceding the school year in which the retirement becomes effective." A call to the Human Resources office should help in understanding this and other BOCES procedures you should be aware of. Contacting your Chapter VP is always a good idea if you have questions.

Keep us posted on your progress. Gabby is not far behind and feeling a bit giddy, herself!

Gabby



Request from Jackie Elacqua, President-Berlin TA

I am writing to ask for your help. In August of 2006 my friend and fellow teacher Annie Hayes was involved in bicycle accident that left her with a serious spinal cord injury. She is now paralyzed from the waist down, but that is not stopping her from helping others living with paralysis. She will be participating in a fund raiser for the Christopher and Dana Reeves Foundation

Please help Annie and those living with paralysis by sponsoring Annie to hike the Grand Canyon in October. She is planning to wheel 24 miles in 2 days along an accessible trail of the Grand Canyon.

Your donation will support The Christopher & Dana Reeve Foundation which is dedicated to curing spinal cord injury by funding innovative research, and improving the quality of life for people living with paralysis through grants, information and advocacy.

To donate please <http://TeamReeveCanyon09.kintera.org> to visit Annie's personal web page and help her in her efforts to support Christopher & Dana Reeve Foundation. Our goal is to raise \$5400.00. **The deadline is September 22nd.**

For anyone that does not want to donate online, you can write a personal check. Make the check out to the Christopher & Dana Reeve Foundation and to also make sure you put TR Canyon and Annie's Hayes in the subject/memo line.

Mail to the attention of:

Leigh Beachum
Christopher & Dana Reeve Foundation,
636 Morris Turnpike, Suite 3A,
Short Hills, NJ 07078.

Thank to all, Jackie Elacqua, President, Berlin Teachers Association

Keep these plans in mind!

You may not need any of these benefits today or tomorrow, but at some point, you'll probably find yourself in need of at least one of these services. Your membership in NYSUT gives you access to a variety of benefit programs and services endorsed by NYSUT Member Benefits. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization and product competitiveness.

<p>Insurance plans include term life, disability, auto, home, boat, personal excess liability (umbrella), long-term care, catastrophe major medical, flexible premium adjustable life insurance, accidental death & dismemberment, vision, in-service dental and retiree dental.</p>	<p>Financial and legal services include online banking (money markets, savings and CDs), mortgage services, credit monitoring service, consumer credit counseling services, and a legal service plan.</p>
<p>Discounts include EPIC Hearing Service Plan, Powell's Books, OfficeMax, Bose, Dell Computers, Barnes & Noble.com, Working Advantage (discount tickets and more), Philips Lifeline, car and truck rentals, Six Flags, The Buyer's Edge buying service, and HEAT USA.</p> <p>Check the Member Benefits Web site, www.memberbenefits.nysut.org, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.</p>	<p>Other services include MAP (Member Assistance Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; MPP (My Program Participation), an online look-up service on programs in which you participate; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).</p>
<p>Workshops include Defensive Driving, Identity Theft, 403(b) Basics, 403(b) Employer Contributions, Inside the 403(b), and Unraveling the Mysteries of Credit and Credit Reports. Workshops are scheduled by your local president, chapter leader, retiree council leader or retiree chapter leader.</p>	

To request more information, call Member Benefits at 800-626-8101 or visit www.memberbenefits.nysut.org.

Some benefits may not be available in all local associations.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



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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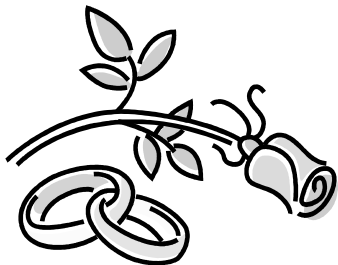
[Up to a Point]

If you want to opt out of receiving a hard copy, please email **Lisa Mink (lmink8@hotmail.com)**. Please give her your name and Chapter you belong to and your home email address.

Please contact **Lisa Mink**, Membership Chair with any change in address that you have. You can reach her at lmink8@hotmail.com. 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.

PERSONNEL PERSONALS



Our congratulations to **Carolyn Beattie** and **Brent Pierce** (Teachers, Sp. Ed.) on their recent marriage the last week in June, before they started working Summer School.

Condolences to **Heather Faubert** (Secretary 1, SSS) on the recent passing of her mother, Cheryl Higgins Faubert, after a long illness.

Student Incentive Award

Congratulations to the two winners for this years incentive are:

Ashley Lynn daughter of **Dale Johnson** (Custodian, Schoharie CTE) and Michael, son of **Kelly Livingston** (Nurse, Sp. Ed.). **Correction**—In the mailed TRIAD it listed Kelly as Speech and not School Nurse.

Your Help is Needed.

Recently we learned about a member who has been very ill for a several years and they felt badly that no one had mentioned anything in the TRIAD. I could only think that co-workers felt that privacy was wanted. It turned out that they did want people they had worked with over they 20 years at BOCES to know they were not well. Please, if you know of someone who is ill, contact a member of the TRIAD committee and we will call them to see if they would like any information included in the TRIAD. Nothing will be put in without their personal OK.

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