



# CAPITAL REGION BOCES FACULTY ASSOCIATION

## TRIAD

September 2010

Vol. XXXV No. 1

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

### News from the President

Colleagues,

I hope your summer was refreshing and rewarding. I truly hope you had a chance to vacation and enjoy some of the great weather we had. It is so important to take the time to do exactly that.

Welcome back to another year of fun and excitement at Capital Region BOCES, well, probably not always fun and maybe not always exciting, but definitely ever changing. With the incentives allowing folks to retire earlier than anticipated, there will be many new faces to meet, greet and team with.

Change is not always good, yet for these retirees it is or at least should be a great opportunity. For those of us still here, it will take some getting used to. Not only will the faces change, but the level of work produced will probably not be as good as we are used to, at least not initially. Even the best and most talented employees have a learning curve before they really learn a job and get good at it. Generally it will be at least a year before they have it down. It is just the way things are and with people being expected to do more in the same amount of time, it will be magnified.

I am not trying to say we should not change. Nor am I saying having folks being able to retire and replacing them with newer, lower paid employees is bad. In these difficult economic times it is truly an opportunity to reduce expense and save the jobs of some folks with much less time in service with BOCES. Though the transitions will be difficult at times, they are necessary and a part of the natural evolution of an organization. Though change can be difficult, it really is inevitable. Things always change. Think about all the changes you've seen and been a part of. Technology that we work with is a prime example of change requiring much adjustment. These changes are often uncomfortable for those of us still here. They usually require that we change. Though we may want to resist change, we need to embrace it (to the extent that we can) and adapt to it.

I believe the retirements of so many qualified and experienced employees will create a great deal of change. I believe each and every one of us will be affected by it. Add on top of that, with some of the education legislation that was recently passed, you have all the key elements for not only change, but many, many problems. And problems there will be.

So what do we do? We adjust, adapt and keep moving forward. We are the ones who will solve these problems. We always have and always will. As long as we don't lose heart and give up, we will find the answers and deal with the problems we face. Together, we can do this. Some say that when good people work together great things can happen. There is hope for tomorrow, but only if we continue to do our part.

That's why I am asking you to please continue to support VOTE-COPE. Your NYSUT dues are not used for lobbying. VOTE-COPE is the funding vehicle that allows NYSUT to lobby for legislative changes. The primary goal of VOTE-COPE is to support the goals of public education and protect all of NYSUT's constituents, from our newest members to our retirees. Much of what we enjoy today is a result of lobbying.

Members play a vital role in VOTE-COPE's success. To guarantee and protect our rights and benefits, VOTE-COPE is your contribution to this vital effort. Together, we have the ability to exercise political influence locally, as well as statewide and nationally. I strongly encourage members to donate to VOTE/COPE.

Thank you to all who continue to donate through payroll deduction or donations.

If you haven't sent in your VOTE-COPE contribution, please do. Packets to all members were mailed out in the spring. Catherine Jakway, your VOTE-COPE Coordinator, continues to collect contributions for the 2010 campaign.

As an update, the Service Chapter has settled and ratified a money only contract agreement. We hope to have a ratification vote for the Teacher Chapter contract in late September.

See you at opening day. **Looking forward, Doug**

### CALENDAR

CAPITAL REGION  
BOCES FACULTY  
ASSOC.

#### Opening Day

9/7/10-Union College

#### EXEC. BOARD

9/8/10

#### BOCES BOARD

9/20/10

900 Watervliet Shaker  
Rd. (Albany-Schoharie)

#### REP. COUNCIL

9/22/10

Newsletter  
Committee

**TRIAD  
Article  
Deadline:**

9/28/10



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# 2010 AFT Convention, Seattle, WA

Building Futures Together" was the theme for the 81st AFT convention.

Right from the start this AFT convention seemed to be different, as different as the city of Chicago ('08) is from Seattle ('10). This was not going to be a nicely tied package of committee produced policy resolutions ready for a stamp of approval from its 3000 delegates. Topics ran the gamut from healthcare and child labor to teacher evaluations. At times it seemed that to accomplish everything the convention would need another day. It was lively, to say the least, fueled in part perhaps by Seattle's famous coffee!

The convention was not, however, solely about policy resolutions, but also about union growth and celebrating the wonderful work its members do day in and day out. We, in our own Local, tend to see that in each other, but it was great to know that our work IS noted and appreciated beyond our little corner of the world.

Speakers at this year's convention included president Randi Weingarten, Juan Andrade Jr., president of the United States Hispanic Leadership Institute; Microsoft founder Bill Gates; NAACP president Ben Jealous; and AFL-CIO president, Richard Trumka.

One thing was very clear. Even on the west coast, in part because of the number of us, but also because we are New Yorkers, when New York speaks...people listen!

**Joan Kosinski**, Educational Interpreter and  
AFT Delegate  
\*\*\*\*\*

Seattle, the Emerald City was the host city this year for the 81<sup>st</sup> AFT Convention.

The Weather was hot (in the 90's) and the atmosphere inside the Convention was even hotter. With more than 3,000 delegates in the arena, often some had to stand or sit on the floor. Many topics and issues were discussed.

My involvement was with the Educational Issues Committee and our committee delegates passed the "Teachers Development and Evaluation" resolution, which was then adopted by the convention delegates. If you wish to see the resolutions that were adopted, you can go to the AFT website by using this link:  
<http://aft.org/about/resolutions/>.

With a membership now over 1.5 million, the AFT is a strong and important Union and is growing stronger. The next meeting will be in Detroit in July 2012.

Please consider running for AFT Delegate next spring. This position is voted for on alternate years from the leadership and ED 10 delegates.

If you make the commitment, remember that you will not be able to work Summer School as you will not be allowed to take time off to go to the Convention in July.

**James Reed**, Teaching Assistant and  
AFT Delegate

## Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	583-1119	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	393-2244	356-8349	condolora@aol.com
CVP Service	Susan Kusalonis	393-5598	421-2007	maidmrn300@aol.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeannine Moran	587-7662	862-4816	jmmoran@hotmail.com
Recording Secretary	Barbara Burnham	334-1193	862-4720	baburnham@googlemail.com
Corresponding Sec'y.	Sue Davis	427-0459	456-0574	scdavis@nycap.rr.com
Treasurer	Deborah Sorvari	452-8138	334-1296	debmom39@nycap.rr.com
Membership Chair	Lisa Mink	372-7240	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	356-8342	ehanley1@nycap.rr.com

# Capital Region BOCES Board Meeting – July 26, 2010

By Susan Kusalonis

Re-Organization for the new years was done quickly and the new Board President, Jeff Bradt.

Dr. Dedrick reviewed the following with the board:

## Open Seats at Career and Technology Education

– Terry Swett and Ray Paglieri are visiting all component district superintendents on this issue. CTE is moving slowly to a different tuition system that will cover the next three years. Districts are very supportive. There will be no change in cost this year. One statistic that supports this is that 88% of Special Education students with two years at CTE have graduated. This is twice the regional average.

## Retirement Incentive

Mark Jones stated that the Supreme Court has upheld the NYSUT 55/25 incentive, at little or no cost to the districts.

### Part A

After discussion this incentive was passed by the

Board. The funds to cover this initiative have been set aside to cover the cost of the incentive with no future cost to districts.

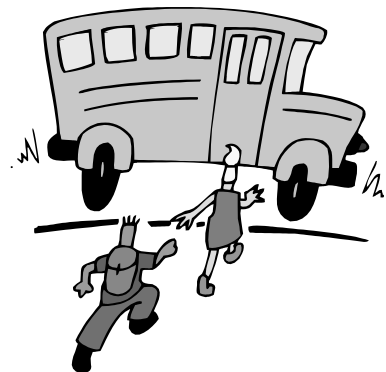
All of the Associations (PAO, Teacher, Service, TA/EA) have signed a Memorandum of Agreement so staff who had not turned in a retirement letter in January for retirement, would not be penalized.

## Recommendations to the Commissioner of Education

—Board members wanted to know what had become of this. Dr. Dedrick stated he had not heard anything back on this.

John Phalen suggested the Board establish a committee to look into ways to save money for component districts. Kathryn Gerbino suggested that the Community Relations Advisory Committee, which already exists, should take on this task. Dr. Dedrick felt this would be a good way to continue our efforts to save on costs to districts that use BOCES services.

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council	Rep. Council Location
Sept. 22, 2010	900 Watervliet Shaker Rd.
Oct. 20, 2010	1031 Watervliet Shaker Road
Nov. 17, 2010	1031 Watervliet Shaker Road
Dec. 15, 2010	1031 Watervliet Shaker Road
Jan. 19, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
Feb. 16, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
March 16, 2011	1031 Watervliet Shaker Road
All Rep Council meetings run from 4:15-6 PM unless there is a motion to extend.	



**Welcome back  
to School**

## Conference Dates 2010-11

### **2010**

#### Oct. 1-3, 2010

NYSUT SRP Leadership Conf., Desmond, Albany

#### Oct. 22-23, 2010

NYSUT Conf. for BOCES Leadership, Crowne Plaza, Albany

#### Nov. 19-20, 2010

NYSUT Member Benefits Conf., Saratoga Hilton, Saratoga

# TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Welcome back everyone to another new school year. Hopefully you were able to find some rest and relaxation this summer and are now ready for the next school year. This summer, particularly for the staff who worked summer school, the heat was very problematic. The staff, however, remained professional and put the children's needs first. I want to thank everyone for their patience and understanding during the heat wave. You should all give yourselves a pat on the back for remaining focused on the needs of our students under difficult conditions.

As of now, you should have been notified that BOCES will not be utilizing PDP Timekeeper as our database for professional development record keeping. Beginning in September, we will begin training on the MyWinCap database to store our professional development hours. All your information has been transferred to the new system. As soon as I have been trained, I will begin to provide the trainings as I did on a monthly basis with Timekeeper. The goal was to have all our information on one database. I will have more information for you as soon as I have been trained properly. Please keep your professional development records in a secure place until you are able to enter everything into the MyWinCap account.

As you may be aware, this year our unit will be negotiating a new contract. I am currently assembling a team and will be meeting with them to discuss our options. The Service and Teacher Chapters did not open their contracts and negotiated only money this

past school year. During these difficult economic times everything will need to be looked at carefully while we proceed forward. During the school year, you will be hearing from the negotiating team regarding progress.

Currently, the webinette for the evaluation process has been posted to the Capital Region BOCES website. If anyone has any questions regarding the process, please check out the webinette at [www.capitalregionboces.org](http://www.capitalregionboces.org). You will find the information under the link for Staff Resources. Please Click on Professional Development and the presentation will be listed with other information.

As always, our Chapter is in need of some new reps for Rep Council. Due to several TA's/EA's/ Aides retiring, our loyal reps are dwindling. Rep Council meets once a month, generally the third Wednesday of the month, for approximately two hours. This is a wonderful opportunity for you to receive important information and a chance to attend great workshops. Please consider becoming a rep, you will be pleasantly surprised. You can notify me by emailing me at [condolora@aol.com](mailto:condolora@aol.com) or calling me at 393-2244.

In closing, I want to wish everyone to have a great new school year. If anyone has any concerns or questions throughout the year, please do not hesitate to contact me through email or phone. Enjoy everyone and welcome back.

In solidarity, Colleen Condolora, TA/EA/Aide  
Chapter Vice President

## Employee Assistance Program

Confidential Service

Easily accessible, responsive phone consultation, in-person assessment, short-term counseling and referral.

Call: (518) 461-8742 or e-mail: [eap@gw.neric.org](mailto:eap@gw.neric.org)

900 Watervliet-Shaker Road, Suite 102,

Albany, NY 12205

# Service Chapter VP

**Susan A. Kusalonis**

Dear Colleagues:

As most of you are aware, our Contract was ratified for the next two years with a 3.29 percent increase in salary for each year. Due to the economy, we chose not to open the contract at this time. Thanks all of you who were able to make the vote on such short notice. We had almost a 50 percent attendance. Also, thanks to those who were able to switch to the TRIAD being emailed. This will also be a cost saving.

We will need volunteers for the Representative Council this year. We are entitled to six representatives in addition to me. At this time we only have **Pat Dover** (OTA) and **Lisa Mink** (Sr. Keyboard Specialist) to start the new year. We have no representative from CTE or NERIC. With **Joan Kosinski** (Education Interpreter) retiring this leaves us with only one classroom a representative. Remember this is your Association. It would be great to see new faces with fresh ideas in the Council meetings.

I would like to congratulate the following staff on receiving permanent status: **Ralph Cogswell**, Head Custodian; **Joyce Claypool**, Clerk I; **Sandra Smith**, Clerk I; **Darlene Anapolis**, Supervising School Nurse; **Kimberly Mahar**, OTA; **Christine Bogacz**, Sr. Library Typist.

In addition to retirees we are losing this year, we will be losing **Cassandra Bryant-Williams** (Data Entry Specialist). Cassy has accepted a new job with the Schenectady SD. There are no plans to replace her and her job duties will be disseminated among the rest of the clerical staff at Special Ed.

As always, thanks for your support and you are always welcome to call or email me with any questions. See you Opening Day.

**In Solidarity, Susan**

## ***ATTITUDE! ATTITUDE! ATTITUDE! CREATE THE PERFECT '10' DAY!***

In the Office Professional, Dianne Durante, Ed.S., and Kirsten Hagman, LMSW, say have a great day is all about attitude, attitude, attitude! They identify a few simple tasks that can help you create the perfect-10 day using the T.E.N.S. formula, which stands for touch, eye contact, name and smile.

- **Touch:** Touch in the workplace is a delicate subject. While you want to be sure that you are not making anyone uncomfortable, the element of touch is an important part of the human experience and increases connection between people when done in an appropriate way. Every worksite has its own culture and one should act accordingly. If a handshake does not feel appropriate, simply skip this step and focus on having good eye contact, using their names and smiling often.
- **Eye contact:** When you look people directly in the eyes, it reinforces the link between the two of you. A few seconds of eye contact goes a long way. There are times when multi-tasking is important, but one can always spare a few seconds to look a person directly in the eye.
- **Names:** Using the name of the person you are speaking to throughout the conversation is a good way to make the person feel that you appreciate them. When sending an e-mail, use their name; address them. Sign your own name. It gives the e-mail a personal touch. It only takes a few seconds.
- **Smile:** Smiling makes everyone feel better. It builds confidence. It makes you look more attractive. Although some people scoff at this, if you smile while talking on the phone, people can hear the smile. At the very least, your voice sounds more pleasant.

Follow the T.E.N.S. rules and you'll have a perfect "10 day!"

**SOURCES AND CONTRIBUTORS:  
AFT PSRP E-NEWS-June 21, 2010**

Tom MacDermott, Share Our Strength:  
<http://www.strength.org/>; Annette Licitra, Rick Kuplinski, The Office Professional, Lauren Samet, editor; Mary Boyd, copy editor; Val Klayman, layout.

# RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Dear Colleagues,

No doubt you were surprised to receive the June issue of the TRIAD in mid July. Unless you have worked on the TRIAD staff, you may not be aware of the labor-intensive process necessary to prepare and publish our newsletter.

Following the monthly TRIAD committee meeting, our computer savvy coeditor, Susan Kusalonis, compiles the information and formats it into a hard copy. She then delivers it to me and the rest of the committee via email for proofing. For the next step in the process, the master copy is delivered to Diane Bernard's Vocational Training and Transitional class at the CTE center, where students are learning work skills.

The students will print 700 plus copies then fold them to meet Post Office specifications. Since staples are no longer acceptable, each individual newsletter must be "stickered" on the three-open sides, (a frus-

trating job when inexpensive stickers do not stick). An address label is applied to each and the letters are arranged and bundles by zip code, finally ready for mailing.

During this past school year, Stephanie Ferlazzo, took on the task of delivering the four or five trays of TRIAD's to the post office, a job Sue greatly appreciated.

The process works well when classes are in session but students are not available at the end of June and end of August for those two editions. With the newsletter committee disbursed during the first days of summer, Susan was left with the total project from start to finish, in order for Association members to receive important information during these times of down sizing and layoffs.

It was a tiring and tedious job but is much appreciated by all who look forward to receiving the TRIAD. For most retirees, it is the only connection we have to the Association and BOCES. Many thanks, Susan.

**Correction, Robert Browning: "God is in His heaven and all is right with the world"**

## RETIREE UPDATES

- **Mary Ann Boord** called with retiree updates. She considers herself a medical wonder, having come through so many procedures. Mary Ann is living in her Schenectady home and misses her dear Richard terribly.
- **Maxine Bach Heffron** called this summer while she was home, in response to our lost retiree search. Maxine went through some difficult health problems, but is on the mend. During her recovery, **Cindy Ley** and **Paula Williams** spent time with Maxine in Florida.
- **Carolyn Kozubal** and Ted have had a busy spring and summer. During their trip to Europe they attended the Passion Play in Oberon, Germany. Summer brought visits from family and grandchildren, one of whom was pictured in our Gazette.
- **Jan Albertini** had some delightful days caring for her grandchildren, ages 3 and 5 during the summer.
- **Mimi Munteer** called to check on us during the July heat. It did not stop her from attending cultural events in the area.
- In August, **Anita Riccio**, volunteered at the Mother Teresa orphanage in Haiti, caring for children who lost their parents in the devastating earthquake.

# Healthy Living; Living For Good Health

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

## Why is vitamin D So Important?

Welcome Back! I hope everyone had a restful, safe and healthy summer vacation.

If you worked summer program like so many of us did, those six weeks made it difficult to catch the rays of the hot summer sun we longed for after such a long, harsh winter. Not only did we suffer from "cabin fever" in winter and early spring, we looked forward to getting our natural vitamin D from the ultraviolet rays in sunlight we enjoy so much during the summer months. This so-called sunshine vitamin has become very popular in the headlines and a topic of discussion now more than ever before. Family or friends may be getting prescriptions filled for it also. This may be surprising and you may have asked yourself, "What's the big deal about vitamin D?"

Vitamin D is fat-soluble and is found in limited amounts of foods including fatty fish such as mackerel, salmon, egg yolks, cod liver oil, and foods that may be fortified such as milk products, orange juice and cereal.

Before overexposure to UV became a major form of skin cancer, most people could meet their vitamin D needs through exposure to natural sunlight. Until recently, it was commonly believed that a daily dose of sunshine guarantees adequate vitamin D levels. Well, not anymore. The season, geographic latitude, time of day, cloud cover, smog, skin melanin content, the use of maximum protection sunscreen, and some pre-

scription medications are among the factors that affect UV radiation exposure which can now lead to a vitamin D deficiency. Although our bodies do manufacture it, the latest studies are showing that more and more people are vitamin D deficient. "About 70 percent of the population of the United States has insufficient levels of vitamin D," said Adrian Gombart, a principal investigator with the Linus Pauling Institute at Oregon State University. "This is a critical issue as we learn more about the many roles it may play in fighting infection, balancing your immune response, helping to address autoimmune problems, and even preventing heart disease."

### Vitamin D Deficiency

Nutrient deficiencies are usually the result of dietary inadequacy, impaired absorption and use, increased requirement, or increased excretion. A vitamin D deficiency can occur when usual intake is lower than recommended levels over time, exposure to sunlight is limited, the kidneys cannot convert vitamin D to its active form, or absorption of vitamin D from the digestive tract is inadequate. Vitamin D-deficient diets are associated with milk allergy, lactose intolerance, and strict vegetarianism.

This multi-purpose mineral has many benefits. It helps your body absorb and maintain normal levels of calcium and phosphorous from foods so they can be used by your bones to keep your skeleton strong

and for the prevention of fractures. Vitamin D obtained from sun exposure, food supplements, and medications are inactive and must undergo changes in the body in order to become activated. The first change occurs in the liver and the second change in the kidney, with the final product being the active form of vitamin D, calcitriol. Studies also show that vitamin D seems to protect the body from certain types of cancers like colon, breast, and ovarian. More evidence supports the importance of vitamin D in heart disease prevention. Maintaining adequate levels also helps protect older adults from osteoporosis and from pain in the bones and joints.

You should always make sure you are getting enough vitamin D. General recommendations are 200 IU's (international units) if you are under 50 years old, 400 IU's if you are 51-70, and 600 IU's if you are over 70. The amount of vitamin D needed can vary greatly depending on what condition is being treated or prevented. The requirement of its importance increases with age due to decreased synthesis in the skin and decreased renal conversion of vitamin D to its active form.

To determine if you need this nutritional necessity, talk to your doctor about the simple blood test that can be done to check your vitamin D levels.

## Common Core State Standards a Step Toward Reform

A new report from the Fordham Institute, which looks at how the Common Core State Standards compare with the academic standards in each state, finds that the Common Core standards are superior to existing standards in the majority of the states. In response to the report, ***The State of State Standards—and the Common Core—in 2010***, AFT president Randi Weingarten notes that the Common Core standards can guide states in their efforts to provide all students with the education they need to succeed in college, work and life. She also points out, however,

that these standards are just a first step—a foundation for a comprehensive, standards-based system. "In this tough economy, there is a real risk that these standards will never move off the paper and into the classroom, even in states where they have been adopted," Weingarten says. "The 'race to adopt' Common Core standards in order to qualify for federal Race to the Top funds could backfire if states do not have resources to put the standards into effect."

## NYSUT sets record straight on elimination of 5th and 8th grade tests



NYSUT does not support the elimination of any of the state assessments. When State Ed convened stakeholders to discuss possible cuts to the state assessment program to close an \$11.5 million deficit, NYSUT refused to prioritize which tests could be eliminated. Still, the Regents in June approved a plan to eliminate New York's 5th- and 8th-grade social studies exams in 2010-11. Vice President Maria Neira detailed NYSUT's position in a letter to the *New York Post* after the paper ran an editorial wrongly saying the union supported elimination of the testing. Neira set the record straight, making it clear this is no time to cut funding for the state's assessment system. Meanwhile, the Regents approved a second tier of cuts, unless the state budget includes more funding. Next to go would be 8th-grade language proficiency exams and January administration of Regents. We'll keep you posted on the latest development.

### NYSUT members flood Regents with e-mail messages

At the Regents meeting, board members noted that they had been inundated by more than 8,000 e-mail messages from NYSUT members opposing proposed special education cost containment. Despite the opposition, the Regents authorized school districts to add up to two additional students to integrated co-teaching classes.

## Health and Safety in the Workplace

AFT members may not work in typical "industrial" settings, but they work in complex institutions where they are potentially exposed to numerous hazards. At times, these exposures come with health consequences—some more recognizable than others. For instance, recent research has found that:

- Teachers have higher rates of respiratory infections than other workers.
- Education employees (teachers, paraprofessionals, bus drivers, custodians) and healthcare workers have high rates of work-related asthma.
- Nurses and other health professionals have higher rates of back injury and lower-back pain than construction workers.
- Teachers and paraprofessionals are at a higher risk of literally "losing their voices" than the general working population. Many leave the profession early and involuntarily because of serious voice disorders.
- School secretaries are at risk of several musculoskeletal disorders (carpal tunnel syndrome, chronic back, shoulder, neck pain) because of computer work.
- School bus drivers and special education teachers have much in common with mental health professionals and tax collectors—they all have some of the highest rates of work-related assaults.

School renovations, indoor air quality, mold and moisture, cleaning fluids, and chemicals all pose hazards to our members in the workplace. Less than ideal environmental conditions contribute to higher rates of staff absenteeism for health problems. Students suffer as well, and the impact on their learning and health can be considerable.

In short, your working environment can have an enormous influence on your health and well-being. Fortunately, many—if not most—of the exposures that lead to work-related illness or injury can be significantly reduced or eliminated.

AFT Health and Safety provides information and resources to help leaders and members identify hazards, and work toward preventing exposure and improving the environment.

We have posted a series of [fact sheets](#) on key health and safety issues. For additional information, contact AFT Health and Safety at [healthandsafety@aft.org](mailto:healthandsafety@aft.org) or by phone at 800/238-1133, ext. 5677.



# 2010 Retirees –Capital Region BOCES

## SPECIAL EDUCATION

### Teachers

Robert Bernardi (Mobil. Inst.)  
Michele Blakely (Consultant)  
Geoffrey Coufal (PT)  
Ann O'Brien-Teta  
Kathy Paasch  
Linda Pawlak (VI)  
Patricia Prisk (OT)

### Social Workers

James Owen  
Ellen Loeb  
Linda Russell

### Speech Therapist

Susan Stewart  
Barbara Walch

### TA/EA/Aides

Sarah Adriance  
Margaret Bergeron  
Zenaida Lazaro  
Shirley O'Connor  
Barbara Valachovic  
Kelly Vavala  
Susan Whittle

### Service

Kathy Casey (Ed. Inter.)  
John Clark (Ed. Inter.)  
Elizabeth Frampton (Sec.)  
Joan Kosinski (Ed. Inter.)  
Stephen Leonard (Custodian)  
Sheryl Pelkey (PTA)  
Pam Tygert (PTA)

### Administrative

Wilma Jozwiak (Tr. Spec.)  
Terry Orlando (Principal)  
Lin Polster (Trans. Coord.)

## CTE

### Teacher

Diana Bernard (Sp. Ed.)  
Rosalind Dunfee (Alt. Ed.)  
Marlene Whitehead (Cos.)

### TA/EA/Aides

Carolanne DeLair  
Dale Jasinski  
Ellen Lozada  
Donna Lyons  
Carole Sweeney

### Service

Paulette Johnson

### Administrative

Deb Kaplan (Asst. Prin.)

## NERIC

James Christoff (Asst. Dir.)  
Marlene Craner (Coord.)  
Denise Graminski (Asst. Dir.)  
Linda Hovious (Coord.)  
Jim Jarrard (Dir.)  
Karl Koch (Systems Tech.)  
Danny Richard (App. Dev.)  
Karen Shrevy (Systems Tech.)

## SCHOOL SUPPORT SERVICES

Linda Fox (Mg. Coord.)  
Cheryl L. Marcella (Supervisor)  
Sharon Siegel (Prog. Coord.)

## CENTRAL ADMINISTRATION

Deborah Felts (Sr. Acc. Clerk)  
Carmella Hauser (Sr. Acc. Clerk)  
Sharon Kisby (Sec. To Asst. Dir.)  
Judy Stevens (Bus. Office Super.)  
Gretchen Wukits (Per. Asst. II)

## Stopping Digital Theft - Inside AFT - Week of Aug. 9, 2010

While there are many websites where consumers can legally view streamed movies and other content, there are many illegal downloading/streaming sites. The International Alliance of Theatrical Stage Employees is encouraging union members to check the **list of sites**—put together by the Motion Picture Association of America and the Canadian Motion Picture Distributors Association—where you can legally download/stream movies, TV shows and music.

[http://www.iatse-intl.org/DMPTheft/theftlegalcontent\\_email.cfm](http://www.iatse-intl.org/DMPTheft/theftlegalcontent_email.cfm)

## NYSUT welcomes Race to the Top award

New York state was named a winner this afternoon in the latest round of the federal Race to the Top program. "This announcement continues our work in leading excellence in our professions," said NYSUT President Dick Iannuzzi. Information continues to come in. We will share more as details become available. Other winners are: the District of Columbia, Florida, Georgia, Hawaii, Maryland, Massachusetts, North Carolina, Ohio and Rhode Island.

The next steps for school districts and locals will be to develop and agree on a final scope of work. This final scope of work will be due to SED in 90 days. We are consulting with SED to determine the timeframe and what will be needed in the plan. At this point, we expect the final scope of work to be an agreement that the district and local will negotiate any necessary changes to allow the district to implement the state plan over the four years of the grant. NYSUT is already preparing materials to assist locals with this process.

## PSRP TIPS: HOW TO GET PEOPLE TO MEETINGS

Are you one of a handful of people that come to chapter or local union meetings? Are you looking for new ways to get people to union meetings or events? Are you looking for new ways to get people involved?

If only seven people regularly attend union events and each of you pledge to bring one more person to the next meeting—just one person—you've effectively doubled the number of participants. Bringing one additional person to an event is a realistic, achievable objective.

Target a specific person to bring to the meeting. Hold one another accountable. None of us want to disappoint a co-worker!

Once you get someone to an event or meeting, make sure the person feels welcome. We all want to feel valued and want our opinion to matter. When we feel welcomed and valued, we are more likely to return to another event.

A first-time attendee is more likely to return to an event when they are given a role to fill at the next meeting. Give the new person an easy-to-manage assignment. Something as simple as asking the first-time attendee to survey his/her school about what type of professional development they want offered ensures that the first-time attendee becomes a second-time attendee!

Follow the simple steps above and together, the seven of you will make the union stronger. The following month, there will be 14 of you that will work together to make the union stronger and so on and so forth.

Best of luck! It's time to grow the union!

**SOURCES AND CONTRIBUTORS:** AFT PSRP E-NEWS - July 5, 2010  
American Educator; Annette Licitra; Lauren Samet, editor; Mary Boyd, copy editor; Val Klayman, layout.

## WHY RIDE A BUS? INTERESTING TIDBITS...

The information below are some examples from our **national data** on how much gas and mileage is saved by children riding the yellow school bus as opposed to being driven to school in a car.

- ASBC estimates the number of school buses in the U.S. to be **480,000**
- School buses transport 26 million of the 50 million students who attend school each day (ASBC estimate) **26,000,000**
- The number of cars needed to transport students currently riding on one school bus **36**
- Cost of fuel (per year) for transporting one private vehicle making two round trips to school **\$457**
- Total daily car mileage saved by students riding school buses **346,666,660**
- Total U. S. savings in fuel cost per year by students riding school buses **\$6,097,028,413**

School bus transportation is:

- 172 times safer than passenger cars
- eight times safer than passenger trains
- eight times safer than air travel
- four times safer than transit coaches
- four times safer than intercity buses

**SOURCES AND CONTRIBUTORS:** AFT PSRP E-NEWS—July 26, 2010 Thomas Built Buses, National School Bus Council; Lauren Samet, editor; Mary Boyd, copy editor; Val Klayman, design.

## Seventh Annual Autism Walk and 5K Run

AUTISM SOCIETY, ALBANY, NY

Improving the Lives of All Affected by Autism

Autism is a complex brain disorder that inhibits a person's ability to communicate and develop social relationships, and is often accompanied by extreme behavioral challenges. Autism spectrum disorders are diagnosed in 1 in 110 children in the United States, affecting more boys than girls. The Centers for Disease Control and Prevention have called autism a national public health crisis whose cause and cure remain unknown.

The Albany Chapter of the Autism Society of America serves people living with Autism in the greater Capital District and their families.

**10am-Walk SAVE THE DATE - ALBANY ASA'S 7TH ANNUAL WALK, 5K RUN AND FUN RUN**

SEPTEMBER 12, 2010 The events take place rain or shine

Sunday, September 12, 2010 - Central Park, Schenectady 7am-Registration 5K Run

8am-5K Run. 9am-Registration Walk, 9:45am-Welcome and Opening Ceremonies

11am-Refreshments and Awareness Information Available

Register on-line & set up your personal or team fundraising page at: <http://www.firstgiving.com/asa-albany>, or call (518) 355-2191 for information.

To learn more about Autism and the Autism Society of Albany, New York, visit [www.albanyautism.org](http://www.albanyautism.org).

## VOTE-COPE 2010

The 2010 VOTE-COPE campaign continues to be a great success! Thank you to all who continue to support our political action fund either by payroll deduction or by donation. I continue to receive VOTE-COPE contributions. Thank you to those who have mailed them back to me. If you have not yet filled out your VOTE-COPE forms, it's never too late to get them back to me. Please help to support our political action fund committee.

If you have not received your VOTE-COPE envelope that was mailed out in the spring and you would like to make a contribution, you can reach me at my personal email address [MsSmarty-pants429@aol.com](mailto:MsSmarty-pants429@aol.com). In the subject line please write VOTE-COPE. I will get another packet out to you as soon as possible.

Every dollar counts! Your contribution helps to ensure that school districts and colleges receive the state aid necessary to provide quality educational services to our youth and it gives our profession the political power we need to protect education, health care and workers' rights. The primary goal of VOTE-COPE is to support the goals of public education and protect all of NYSUT's constituents, from our newest members to our retirees.

Thank you again for making the 2010 VOTE-COPE campaign a success.

**Catherine A. Jakway**  
**VOTE-COPE Coordinator**

## NYSUT United debuts with September issue

New York Teacher, the biweekly newspaper that has served as the union's official publication since 1972, will evolve into NYSUT United, a monthly magazine designed to communicate more fully with our members. The new journal, more contemporary in look, feel and content, debuts in September. While NYSUT United will provide more in-depth analysis, the union will increasingly rely on electronic communications to get news and information to our leaders and members in a timely manner.

## Member Benefits Trust discontinues 403(b) endorsement process

The trustees of the NYSUT Member Benefits Trust voted to discontinue the trust's 403(b) endorsement process. The Trust is now working on a detailed plan for providing financial education to our members. In August, the Trust will present a comprehensive plan to the NYSUT Board outlining its plan of action to be implemented in the fall.

## Changes in Special Education Division

A message from Inge Jacobs, Director

Everyone, the August issue of BOCES Insider, which will be sent to all Capital Region BOCES staff later today, will feature a story on upcoming changes for the Special Education Division. These include a number of changes in leadership, as well as the formation of a series of work groups to recommend action based on the findings of the recent study of the division.

Recently, a job posting was made to hire a Deputy Director for the Special Education Division. To view this posting, link to [www.capregboces.org/Employment/JobOpenings.cfm#Professional/administrative](http://www.capregboces.org/Employment/JobOpenings.cfm#Professional/administrative). In addition to overseeing the day-to-day operations of the Special Education Division, this person will also provide direct supervision of the Special Education principals. With this assistance, I will be more able to focus on long-range planning for the division and address regional issues related to special education. The goal is to fill this position by this fall.

Also, as of September, one principal position will be eliminated. This was mentioned in my e-mail to you last week. This change is in response to decreased enrollment in our Special Education programs in recent years. The five remaining principals' regions have been re-configured to cover the programs previously supervised by Terry Orlando, principal for alternate assessment programs, who recently retired from BOCES service. This voluntary retirement made a layoff unnecessary in order to achieve this change.

In making this staffing change, much thought was given to geographic regions of supervision. Ultimately, the goal is to reduce principals' travel time, help them work more efficiently and increase their time in each of the classes they supervise.

# PERSONNEL PERSONALS

Condolences to **Karen Mezz** (PTA, Sp. Ed.) on the recent loss of her father, Charles "Ray" Cornell on June 30th.

Congratulations to **Maura Cooney** (TA, Sp. Ed.) and **Eric Reisenger** (TA, Sp. Ed.) on their recent engagement. A Nov. wedding is planned.

Speedy recovery to **Dawn Cotton** (TA, Sp. Ed.) from her recent illness.

## Wanted—Help delivering TRIAD to the Post Office once a month.

**Stephanie Ferlazzo** has had to resign, as she now has a Kindergardener. Very Important Job.

Please contact either Lois or myself (see below) Any help would be appreciated!

Our condolences to **Ann Stressel** whose husband Ernest passed away on July 3, 2010. Ernie would have been 83 on July 4<sup>th</sup>. He is survived by four daughters, Pamela, Nancy, Donna and Linda and 6 grandchildren.

## 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

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). In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.

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

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

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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