



September 2012

Vol. XXXVII No. 01

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

Dear Colleagues,

Welcome back to another year at Capital Region BOCES. Welcome back to the rewarding, but often very difficult challenges of educating youth and adults in these poor economic times. If you are new to BOCES, "Welcome", not only to the educational challenges you will encounter, but also the challenges of working for and within a fairly complex organization.

I hope your summer was enjoyable, allowing you an opportunity to relax and refresh yourself in preparation for an ever challenging school year. I'm sure most of you have been hard at work doing things that needed to be done, those things that you could not find the time to do during the school year. Perhaps you found some time to spend with your family, vacation and recharge your spirit. Though it may be hard to take the time for these activities, whatever you invest in this it is time, well spent.

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.

We continue to see some layoffs, in spite of the retirements we had, though not as many as last year. I wonder how deep the cuts would have been, had the BOCES Superintendent and Board of Education not offered a cash retirement incentive, which prompted many senior staff to retire, saving the jobs of many newer staff and overtime reducing the cost of doing business. That in turn will help make our services more competitive and affordable for our districts. It should prove to help enrollments and job creation/salvation.

Yes, these are not easy times. I do not expect this year to be easier than last year. The available dollars continue to shrink. So what do we do? We continue to provide the excel-

lent quality programs and services. We make sure that we give our best every day. We go the extra distance in caring for and educating every child that comes to us. We welcome every customer that walks through our doors and focus on their needs making each day their best. Not always the easiest thing to do, but it is the right thing to do.

Okay, so now you're thinking "I already do that." I get that, but we need to make sure it shows. We need to make sure our customers see it. And, anytime you have a chance to promote our work, our Association and our BOCES, please don't hesitate. This is our school and we are the ones that make it work.

Now, as we begin another school year I want to ask you to consider what you can do for your Association. I know we are all busy with our regular jobs and our lives outside of school, but your help and work can help make/keep our Association strong. In truth, if we work to make our Association better, we in turn make our school better. Many members have volunteered to help, but there is still much to be done. Please consider becoming a Chapter representative, bringing concerns of your colleagues to the Association. The Representative 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.

Best wishes for the new school year.

Looking forward, Doug

CALENDAR

CAPITAL REGION BOCES
FACULTY ASSOCIATION.

EXECUTIVE BOARD

Sept. 5, 2012

REP COUNCIL

Sept. 19, 2012

BOCES BOARD

Sept. 20, 2012

Patriot Day

Sept. 11th

Rosh Hashanah

Sept. 17, 2012

Yom Kippur

Sept. 26, 2012

TRIAD Article

Deadline:

Sept. 19, 2012 for
October Newsletter

In This Issue:

Rep Council Dates	Page 2
Communication Com.	Page 3
TA/EA Chapter	Page 4
Express Scripts	Page 5
Retirees Corner	Page 7
Love Your Heart	Page 8
2011-12 Retirees	Page 9
BOCES Board Mtg.	Page 10

Capital Region BOCES Faculty Association

Important Dates for 2012-13

<i>BOCES Board of Education</i>	<i>Executive Board</i>	<i>Representative Council</i>
September 20, 2012	September 5, 2012	September 19, 2012 900 Watervliet Shaker
October 15, 2012 Schoharie	October 3, 2012	October 17, 2012 900 Watervliet Shaker
November 19, 2012	November 7, 2012	November 28, 2012 900 Watervliet Shaker
December 17, 2012	December 5, 2012	December 19, 2012 900 Watervliet Shaker
January 17, 2013	January 2, 2013	January 16, 2013 900 Watervliet Shaker
February 14, 2013	January 30, 2013 (February meeting)	February 13, 2013 1031 Watervliet Shaker
March 18, 2013	March 6, 2013	March 20, 2013 900 Watervliet Shaker
April 10, 2013	April 10, 2013	April 24, 2013 1031 Watervliet Shaker
May 20, 2013	May 1, 2013	May 15, 2013 900 Watervliet Shaker
June 17, 2013 Schoharie	May 29, 2013 (June meeting)	June 12, 2013 900 Watervliet Shaker

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	Sandy Smith	869-7421	229-1403	shortmom02@yahoo.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.	Vacant			
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

The Communication Committee Has Gone Green!

We thank You for Your Support

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

I did not write my typical “Healthy Living” article for this month. I thought this would be a good opportunity for our readers to get more familiar with who we are and what everyone on the Communication Committee does. The committee members consist of ; **Patricia Gollub**, Vice-President of our Capital Region BOCES Faculty Association, **Susan Kusalonis**, Co-Editor, **Lanny Barsale**, Co-Editor, **Barbara Burnham**, Webmaster, **Jeanette Christoff**, writer, Retiree Corner, and **Catherine Jakway**, writer, “Healthy Living” TA, Spec. Ed.

I will start by introducing myself. I have been a member of the TRIAD Committee since January, 1999. Most of what I write is my personal choice or a topic a reader had suggested. Some have been chosen by the TRIAD/Communication Committee Staff. I believe all of them are equally important and there is always something pertinent you can take away from them.

In sickness and in health, in addition to our families and outside personal activities, your Communication Committee takes pride in putting together an informative comprehensive monthly newsletter and webpage. Our combined years of experience exceed 50+ years. We are a dedicated team who continue to work tirelessly for you and our Association.

I hope you take the time to read your monthly newsletter and visit our Faculty Association webpage often. If you haven't, please do. The address is www.crbfa.org. You will be pleasantly surprised as to what is there for all of us thanks to Barb Burnham's diligent efforts to bring us up-to-date necessary information. There is always something for everyone to read in the TRIAD and on our webpage.

Every member of the team has a job to do. I not only write my Healthy Living articles, I include Noteworthy News, and the annual Tour de Cure Ride and fundraiser for the American Diabetes Association, the Breast Cancer Walk in October, and other important fundraising events that affect our lives. I have also included some topics that are nice to know the history of like Groundhog's Day, Valentine's Day, Father's Day, Veteran's Day, etc., and I bring attention to some of the national monthly health topics as I have in this issue.

Barbara Burnham, Webmaster: There is now a link on the Capital Region BOCES website. It can be found under Staff Resources and then click on Miscellaneous. If there is something you believe should be on the webpage just contact Barb at and she will get back to you ASAP.

Our retiree population continues to grow. Jeanette's Retiree's Corner has been going for over 15 years and she tries to keep our former employees connected. She reports both happy and sad events, contacting and reporting on as many of our Schoharie County retirees whose phone were still working after the flood. She

shares with us, the joys of family additions and grieves for friends who have departed from us. Having been a part of our Associations at its beginnings, Jeanette has tried to give new employees an awareness of the benefits our Association has achieved as well as how quickly they can be lost if members do not stay ever vigilant. Jeanette's columns run the gamut from past memories, Association history, appreciation for the wonders of nature, changes affecting retirees benefits and news items of interest. Just give Jeanette any new snail mail or e-mail address. It brightens her day to hear from anyone at 356-0137. You don't need to be a retiree to read it. It's a “corner” you don't want to miss.

Lanny Barsale, Co-editor: Lanny writes up the Rep Council notes and her From the Editor's Desk, is another read you don't want to miss. Have you read her April and May 2012 articles? They are some of the finest writing I have had the pleasure of reading written as only Lanny can.

Susan Kusalonis, the backbone of the TRIAD Newsletter: Without Susan, the TRIAD would not have the standard of excellence only Susan can bring to it. She puts our newsletter together, gets it to print, delegates who, when and where it will be put together, and Susan does the mailing labels as well as sending our newsletter out to those who have “gone green.”

In addition to her duties to the TRIAD/Communication Committee, Susan attends the board meetings and reports back to our monthly Representative Council meetings held the 3rd Wednesday of every month.

Patricia Gollub, Vice-President of our Capital Region BOCES Faculty Association: Pat keeps the Communication Committee members on track with the philosophy of the Association and oversees all information that is submitted to the TRIAD editor's for publication.

Now as much as we would like to have elves fold and seal all of the TRIAD Newsletters that go out in the mail, we don't. The shoe cobbler elves have long since retired. Even Santa can't spare one or two to help us out. I tried, and I have been a “good girl!” So, Susan and I, with the help of my husband and daughter, fold and seal every copy when we don't have the assistance of Gretchen McDonough's Vocational Training & Transition Class or EJ Hanley's students. We appreciate their kindness, patience, and dedication getting our newsletter back to us in a timely manner so it can be out to those who receive a hardcopy by mail.

Please feel free to contact our editors with any comments or suggestions you may have. Email addresses for the TRIAD Newsletter Staff can be found on the last page of the newsletter.

Thank you again, and happy reading!

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

Welcome back everyone! Another new school year is upon us, and I hope each of you has gotten off to a good start in your respective classrooms without a hitch. The weather was absolutely beautiful this summer so hopefully you were able to take advantage of the warm, sunny days and found some fun in the sun! I know I did, the sound of the ocean has such a calming effect on me. It must be all the negative ions floating above that take away all my stress. If only I could bottle that feeling for future use.

As you are aware, thirteen Teaching Assistants were laid off and put on the preferred eligibility list at the end of the 2011-2012 school years. As of today, ten Teaching Assistants have been called back due to classroom openings through resignations in August and one-to-one position openings. The call backs are an improvement over last year. Last school year it took nearly five months to get everyone who wanted to return back into a classroom. For those who are low on the seniority list, it must feel like you are on a roller coaster ride every year. It will take time for you to climb the seniority list. Everyone has been through this process, even during the economically good times.

Remember, this is the time of the year Teaching Assistants should be thinking about their evaluation choices. All **untenured** TA's **must** have a **Principal evaluation**. Your principal will meet with you to discuss your evaluation. All **tenured** TA's have three choices: **Special Project** (which is highly recommended), **Growth Plan**, and **Principal evaluation** (which must be chosen at least once every four years.) Your respective principals

should make contact with you by **November 1st** to discuss your choice. If anyone needs clarification about the evaluation process, please use the **capregbooces.org**, Staff Resource link to review the webinar or contact me and I will assist you with your questions.

On behalf of the Capital Region Faculty Association, I want to thank everyone who contributed to the Northeast Regional Food Bank this year. The bank continues to struggle with the overwhelming demand for food to assist so many needy families. Your generous donation helps during these economically challenging times. Unfortunately, the demand has increased over the past few years, with no end in sight. Between a poor economy, unemployment, and natural disasters, many struggling families depend on our generosity. Thank you for being there for our community.

Our new 2011-2012 contracts should be printed by the time this letter comes out. If anyone is in need of a contract, please contact me and I will get one out to you. It took a while to get all the corrections and updates done. Thanks for your patience!

In closing, please take the time to get to know any new personnel in your classroom. There will be many changes this year due to resignations, reduction in staff and retirements. The newbies and veteran staff may need some guidance in the beginning. Please show them how good teams really work. Thanks!

In Solidarity,
Colleen Condolora

Opt IN for a hard copy of the TRIAD

A motion was passed by the Capital Region BOCES Faculty Association to try to "Go Green" and only send a hard copy of the TRIAD starting with the September 2012 issue to members who request it.

Express Scripts: Not As Express As You May Have Thought

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

You've heard the saying "if it sounds too good to be true, it usually is." To me, our Human Resources Department made it sound as if going from MEDCO to Express-Scripts would be a smooth transition but after my first long and frustrating experience with a "patient care advocate" with Express-Scripts, it just didn't happen. "Patient care advocate?" Oh please! What happened to customer service representative or customer satisfaction representative? I am far from satisfied but it's nice to know that I have my own caring advocate. Oh, now I feel so warm and fuzzy!

Why is it when you have things all done and set the way you need them to be, someone comes along and changes it? I think the "change it police" are lurking, just waiting and watching. When we begin to figure everything out and are finally comfortable, the voice of the "change it police" comes out of the walls and say, "change it, change it, they're getting too comfortable, change it."

I have some valuable information you need to know regarding Express-Scripts. So if you've read this far and I've caught your attention, stay with me.

Before I even begin, when you make your call, make sure you have your prescription ID handy. It has the toll-free number for Express-Scripts and your new personal ID number. Your advocate will be happy you did; he or she can't "advocate" for you without it. I called about prescriptions that I needed refilled and I was told several things. You may want to keep this information close by if or when you get the same pleasure I did when making that first phone call.

- If the script does not have a refill, it does not transfer.
- Payment info does not transfer due to privacy laws. If you were having it taken out of your checking account you will probably

have to resubmit your information all over again. I was paying with my credit card and gave the "patient care advocate" my billing info as well as a list of all the meds (names with prescribed mg amount) that I will be in need of through Express-Scripts.

- Automatic refills have to be requested again as well on every prescription old or new. I was able to "flag" any new prescriptions that will be coming their way and make it an automatic refill (again).
- Like MEDCO, you can go to their on-line website and register as a new user. I did, only because I couldn't find anything that said "former user" or "do I really have to do this all over again?" There seems to be a pattern here.

So, after my disappointing experience, I would like to know where the "express" is in my prescription refills. Good thing I wasn't in dire need of a prescription refill. I'd be waiting for medication that was never going to arrive. There goes my warm and fuzzy.

This is an email regarding Express-Scripts from Anne L. Kennison, Employee Benefits Office

"Hi Catherine,

If a script does not have a refill it will not transfer because a doctor may not want the patient to continue on the medication. Payment information is secure information and will not transfer. When you complete a mail order form to E.S., at that time the information is requested. You have to request refills through the mail order form. Express-Scripts is just trying to protect and secure the information for the subscriber."

Don't wait to make the call to Express-Scripts. Do it today. You will be glad you did. Patient Customer Service 1-866-770-9386 and on the web at www.express-scripts.com

Fast facts about Domestic Violence

NYSUT Newswire - August 17, 2012

October is Domestic Violence Awareness Month

Intimate Partner Violence (aka Domestic Violence) happens every day.

RESOURCES FOR MORE INFORMATION

1. <http://www.futureswithoutviolence.org/>. Mission is to "advance the health, stability, education, and security of women and girls, men and boys worldwide."
2. www.msu.edu/~safe/, an excellent source of information, is the site for "relationship violence" at Michigan State University.
3. <http://www.safeatworkcoalition.org/> consists of private employers, trade unions, government agencies, and domestic violence service providers whose mission is to bring domestic violence out of the shadows and to highlight its effect in the workplace.

WHAT IS DOMESTIC VIOLENCE? RISK FACTORS; WARNING SIGNS

Domestic Violence is:

1. A pattern of coercive behavior;
 - Intended to establish and maintain power and control over one's intimate partner;
 - Can present with many tactics of abuse.
2. Abusive behavior can include:
 - Using coercion and threats;
 - Using intimidation;
 - Using emotional abuse;
 - Using isolation;
 - Minimizing, denying, blaming;
 - Using children and/or pets;
 - Using gender privilege;
 - Using economic abuse.

Domestic violence can include any or all of the above, can include physical assault, stalking and sexual assault.

3. Domestic Violence is more than three times more likely to occur when couples are experiencing high levels of financial strain than when they are experiencing low levels of financial strain. A bad economic climate may give batterers additional leverage when using emotional and financial abuse to control their partners. As the violence gets worse, a weak economy limits options for survivors to seek safety or escape.
4. Signs of unhealthy or potentially abusive relationship can include a partner:
 - Who is jealous or possessive. This can look like too many texts or phone calls asking where you are and who you are with;
 - Who tells you what or what not to wear, who you can talk to and when, where you can and cannot go;
 - Is violent, gets into fights, loses his/her temper a lot;
 - Pressures you to have sex or to do something sexual that you don't want to do;
 - Uses drugs and/or alcohol and tries to pressure you into

- doing the same;
- Physically or verbally hurts you;
- Blames you for his/her problems;
- Tells you that it's your fault that he/she hurts you;
- Insults and embarrasses you in front of others;
- Makes you afraid of their reactions to your actions, your friends, anything at all.

(Note: These are particularly helpful for young people in dating relationships but apply to abusive relationships at any time of life).

5. Some other subtle warning signs that a person may be a potential abuser include:
 - He/she insists on moving too quickly into a relationship;
 - He/she can be very charming and may seem too good to be true;
 - He/she insists that you stop participating in leisure activities or spending time with family and friends;
 - He/she is extremely jealous or controlling;
 - He/she does not take responsibility for his/her actions and blames others for everything that goes wrong;
 - He/she criticizes a partner's appearance and makes frequent put-downs;
 - His/her words and actions don't match.
6. What is Stalking? Stalking is a series of unwanted actions, including phone calls/texts/e-mails, following, damage to property, leaving gifts or other items, and other behaviors to control, threaten, harass or frighten the intended victim. Stalking is serious, often violent, and can escalate over time. The majority of stalking occurs in the context of an abusive relationship or when a relationship has ended, although, some victims are stalked by acquaintances or strangers.
7. More than one in four stalking victims reports that some form of cyber stalking was used against them, such as email or instant messaging. Electronic monitoring of some kind is used to stalk one in 13 victims

WHO ARE THE TARGETS FOR DOMESTIC VIOLENCE?

1. Domestic Violence affects women disproportionately more than men (although men can be victims/survivors as well): On average more than three women a day are murdered by their husbands or boyfriends in the United States.
2. Nearly one in four women in the United States reports experiencing violence by a current or former spouse of boyfriend at some point in her life. Using NYSUT membership numbers, we can calculate that as many as 105,000 NYSUT members have or will experience violence at the hands of a spouse of boyfriend. (600,000 NYSUT members; 70% of whom are women = 420,000 women; 25% = 105,000).
3. Eighty-five percent of Domestic Violence victims are women in heterosexual relationships; the other 15% include Intimate Partner Violence in gay or lesbian relationships and men who are battered by a female partner.



RETIREES CORNER

By Jeanette Christoff

To our new and recently retired,

How sweet it is!!! Are you basking in the novelty of a September out of a classroom or away from an office desk? Do you have the freedom to do what you want, when you want or nothing at all? Savor those feelings and take time to 'bookmark' them in your memory bank, with those delightful happy, stress-free feelings of euphoria.

Joyful moments are over too quickly. Much of our economy is driven by our continuous pursuit of things to make us happy, the new and novel. By imprinting our happy moments in our memory, we can create an island of refuge. When life becomes overwhelmingly chaotic or dulled by inescapable drudgery, we can escape into a memory journey. A few quiet moments can be restorative to our spirit, refreshing our perspective as we continue on. So new retirees enjoy and save the memories.

To our long Retired,

For those in good health, life continues to hold the promise of another adventure, a trip, a new

grandchild, a better golf score, a project to be tackled. That special time can be savored as well, with appreciation for the ability to take for granted, the things that come so easily; getting up from a chair, walking without effort, driving, and independence.

But those birthdays keep accumulating and for many long retired; our world has gotten smaller with the departure of friends and physical limitations. Just getting out of bed can be a painful, challenging chore as will be the necessary tasks of daily life. So little recognition is given to the old soldiers who have raised their children, have done their work, paid their taxes and contributed to making the world a better place. So, a salute to us old timers, many who were our contemporaries during the working years. Although we do not see or talk with you, we think of you as we review our retiree list. Seeing your names tells me it is a good time to retrieve some of my own 'bookmarks', tune out the world for a little while and enjoy good thoughts. It will prepare me for another day of care giving and I will refrain from quoting the too true words of Gen. Douglas McArthur about old soldiers., instead we will remember each other.

Start Planning Your Food Day Celebration

On **Oct. 24**, Americans will celebrate the second annual Food Day— a grass-roots effort to advocate for healthy and affordable food produced in a sustainable and humane way. This national commemoration (an initiative of the Center for Science in the Public Interest) is a way to educate Americans on the importance of eating food that is healthy for their bodies, their environment and for the farmers who produce it. Encouraging policymakers to improve our nation's food policies and sustainability efforts is another driving force behind the event.

Last year, volunteers across the nation helped to organize more than 2,300 events. In New York City, for example, 50 prominent "foodies" gathered in the middle of Times Square to eat a healthy local-food based meal.

At Rabbit Creek Elementary School in Anchorage, Alaska, students participated in a blind taste test comparing locally grown carrots to out-of-state carrots. Which came out on top? The local carrots—by a landslide.

The first Food Day was a huge accomplishment, educating and inspiring hundreds of thousands of attendees from all 50 states. Even though Food Day is celebrated only once a year (always on Oct. 24), supporters hope the lessons learned will resonate all year long.

The success and future of this grass-roots campaign relies on the participation of volunteer organizers to help craft and effectively host events that are enlightening, inspiring and fun. More examples include organizing a farmers market, hosting a neighborhood garden tour, developing food-based school lessons, or even hosting a discussion over dinner about local foods, nutrition and sustainability. To find out how you can organize your own Food Day event, or to find a list of events near you, go to www.foodday.org.

“Love Your Heart”

“September is Cholesterol Awareness Month”

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

If you're like me, I rock on the border of high cholesterol. My doctor has already given me the “healthy habits talk” and has threatened me with medication. This, coming from a person who has had such low numbers in the past, my cholesterol level was lower than my doctor's! So what the heck happened? My weakness especially in the summer is anything barbequed. I love ribs, chicken wings, and thick juicy hamburgers but THEY are not loving me back! So, I have resisted temptation for quite some time now and I have changed my eating habits. I am hoping for good news like in my younger years when I have blood work done this month. If you are one who hasn't had to worry about high cholesterol levels, good for you, and keep up the good work!

I can tell you from experience diet and exercise are not enough. I have had to make some meal changes to make the food we eat, not just good, but good for all of us. I have had to think “outside of the box” and try new recipes (my husband calls it experimenting) and cooking styles. It's just as easy to grill, bake or broil fish or chicken instead of deep frying. Dinners of just a salad with all of our favorite fruits and veggies is a great light summer dinner. You would be surprised how many meals you can make that don't require poultry, fish, or meat either. I can still enjoy a nice steak cooked to perfection on occasion but I love fish and I have included it in my weekly menus at least three times a week.

If there is a family history of heart disease prior to age 55 in men and 65 in women, have certain medical conditions, and additional risk factors like smoking, diabetes, or high blood pressure, you may be at risk for high cholesterol as well. Numbers above 200 will raise a red flag in your medical history. Depending on the doctor, numbers may be more like above 180. The American Heart Association recommends regular doctor visits and screenings for these unwelcome health issues.

I love to cook because I love to eat! Maybe it's the Italian in me but we live in a country with

too much food and a lot of convenience to get it. Still, you can eat well and healthy just by changing some grocery shopping habits. Here are some recommended dietary tips for healthy cholesterol levels:

- Choose the low-fat dairy products. There are a lot to choose from now and they will reduce the amount of saturated fat in your diet.
- Move over saturated and trans fat! You are not welcome in my kitchen! Read labels, look for healthier cooking ideas with oils, soft tub margarine that are saturated and trans-fat free.
- Pick the healthy snacks. Goodbye salty foods, hello low-fat popcorn, fruits and veggies, low-fat or fat-free cheeses and yogurts.
- Go with the whole grains. Cereals, breads, pastas, all whole grain. They're out there. I find more whole wheat or wheat breads than I do white breads lately.
- Stick with the lean protein! Make better choices when choosing chicken (skinless breast meat) add more fish, beans, lean pork, and if you have to have hamburger, look for the 90% lean.
- Keep plenty of fresh fruits and veggies available for meals and snacks. I love all vegetables and many fruits especially in the summer! Read labels when buying packaged vegetables. Many have sauce and seasoning that you don't need. I buy the steam bags and when buying canned fruits, read the labels. Many are packed in sugary syrup but the “packed in its own juice” are readily available as well as many natural items like applesauce.

So, for those like me who are teetering on the edge of high cholesterol and those who do have high cholesterol, change is possible, all the tools are there. Cooking and eating is still fun while eating healthy.

Your heart will love you for it.

Capital Region BOCES Retiree's 2011-12

Name	Position	Division	Effective Date
Christine Barber	Teacher-Special Ed	SPE (09/16/1986)	06/30/2012
Marilyn Burns	School Nurse	CTE (02/24/1988)	09/14/2012
Deborah Covey	Teaching Assistant	SPE (09/03/2002)	08/10/2012
Suzanne Davis	Speech Therapist	SPE (09/08/1991)	06/30/2012
Gary DeLano	Computer Operator	RIC (02/28/1985)	07/27/2012
Bonnie DiGirolamo	Educational Interpreter	SPE (01/31/1989)	06/27/2012
Mary Elliott	Teaching Assistant	SPE (09/06/1988)	07/01/2012
Carol Farrere	Speech Therapist	SPE (12/17/1979)	06/30/2012
Celeste Fonda	Senior Account Clerk	CTE (12/07/1992)	07/27/2012
Jenny Frank	School Social Worker	SPE (09/05/2000)	06/30/2012
Maureen Geis	Teacher-Special Ed	SPE (09/03/2002)	09/04/2012
Karen Harris	Speech Therapist	SPE (12/17/1979)	06/30/2012
Nancy Henry	Teacher-Visually Impaired	SPE (12/07/1987)	06/30/2012
Ellen Hillander	School Social Worker	SPE (10/24/1988)	06/30/2012
Rene Holmes	Teaching Assistant	SPE (09/20/1988)	06/22/2012
Deven Horne	Coordinator-Inst. Ser	SPE (12/21/1987)	08/31/2012
Dayna Kalil	Teaching Assistant	SPE (10/29/1990)	06/30/2012
Linda Karlson-Selsky	School Social Worker	SPE (09/08/1998)	07/31/2012
Diane Kavanaugh	Speech Therapist	SPE (09/01/1975)	06/30/2012
Linda Keeler	Physical Therapist	SPE (04/07/1986)	06/29/2012
Carol Klopotoski	Teacher-Special Ed	SPE (09/22/1975)	06/30/2012
Pam Lane	Educational Interpreter	SPE (04/04/1983)	08/31/2012
Lois Leonard	Speech Therapist	SPE (09/04/1990)	06/30/2012
Deborah Levy	Teaching Assistant	SPE (05/18/1999)	08/31/2012
Kathryn Martin	Supervisor-Inst. Ser.	IS (08/20/1984)	06/30/2012
Francis McGill	School Social Worker	SPE (01/04/1988)	06/30/2012
Karen Mezz	Physical Therapy Assist.	SPE (09/03/1985)	06/29/2012
Raymond Paglieri	Principal-CTE	CTE (08/01/2005)	08/31/2012
Mirella Palma	Teaching Assistant	SPE (06/11/1992)	07/01/2012
Donna Richards	Occupational Therapist	SPE (09/05/1989)	08/30/2012
Stephen Roberts	School Social Worker	SPE (12/07/1998)	08/15/2012
Jane Root	School Social Worker	SPE (09/07/1999)	06/20/2012
Martha Santicola	Teacher-Visually Impaired	SPE (09/23/1991)	06/30/2012
Linda Sawyer	Teaching Assistant	SPE (12/21/1976)	06/30/2012
Patricia Sharer	Teacher-Adult Ed	CTE (02/08/2000)	06/29/2012
Regina Tirella	School Social Worker	SPE (11/03/1986)	06/30/2012
Lynn Thornton	Speech Therapist	SPE (09/07/1982)	06/30/2012
Michael Todd	Teacher-Career Ed	CTE (09/03/2002)	06/23/2012
Patricia Veve	Teaching Assistant	SPE (09/02/1986)	06/30/2012
Ross Watson	Custodian	MGS (08/01/1979)	07/13/2012

AFT supports campaign to stop texting while driving



Texting and driving—it can wait. That's the message AT&T is pushing out through an education campaign designed to show drivers—teen drivers in particular—that texting while driving can be deadly. With so many AFT members directly involved in the lives of young people, the union is committed to strengthening that message. "As high school students across the country, many with newly minted driver's licenses in hand, return to school this fall, I commend AT&T for its 'It Can Wait' campaign," says AFT president Randi Weingarten. "No text is worth a life." Research shows that people who text while driving are 23 times more likely to have an accident.

AFT petition against high-stakes testing draws support



Thousands of AFT members are joining with others in the education community, pledging to use tests to inform, not impede, teaching and learning. Delegates to the AFT convention passed a resolution to that effect, while more than 23,000 school employees, parents and students have signed the petition calling for an end to America's fixation on high-stakes testing, which is crushing the creativity and effectiveness of educators.

September Checklist

Fight hay fever: Consider butterbur and stinging nettle capsules for relief without drowsiness.

Prevent wasp stings: Don't leave fallen fruit on the ground. Tightly cover garbage cans, or spray the inside with ammonia. Don't swat at wasps – it may make them more aggressive.

Plant a tree: Cool fall weather is prime time for tree planting and for price reductions at nurseries. Make sure that purchases come with a one-year guarantee.

Don't miss the tax break for "short sales": Mortgage debt written off by lenders in a short sale is excluded from taxable income – but only through December 31.

Visit museums for free: Hundreds of museums and other cultural venues are offering free admission on Saturday, September 29th. Download tickets at www.smithsonianMag.com/museumday.

[Reprinted from *BottomLinePublications*.]

Capital Region BOCES Board Meeting

July and August 2012—by Susan Kusalonis

July 2012 BOCES Board Meeting

This meeting starts out the new year by reorganization, oaths of office, elections and all the details that jump start all of the financial paperwork needed to run our large organization.

This meeting had less information than most as Dr. Dedrick had been asked to speak at the opening of the Challenger Learning Center that evening. The following was taken from a TU article. [The Schenectady Museum is being transformed into a regional science center that will draw students from 19 counties. The museum will be geared toward students in kindergarten through eighth grade and will provide hands-on learning in science, technology, engineering and math, or STEM fields that they don't normally receive before high school.

"They are going to have a chance to fulfill 21st-century skills our students need, and they're going to be doing it right here in Schenectady," said Charles Dedrick, district superintendent of the Capital Region BOCES.

The museum, which eventually will change its name, is in the process of installing a Challenger Learning Center that will expose visitors to the space program. It also has entered into a partnership with a San Francisco children's museum to bring a rotating crop of exhibits every year. The rotating exhibit, in partnership with the Exploratorium in California, will take up 3,500 square feet and will be open by October. The Challenger program, which will immerse students in a two-month effort that will culminate with a project on NASA-like equipment, is scheduled to open in January.]

August 2012 BOCES Board Meeting

Dr. Dedrick spoke briefly about the Challenger Center and the STEM Expo to be held Sept. 8th.

We are happy that the Governor did sign the BOCES "Out of State and Library Bill". The Governor vetoed the Spec. Ed. Employee Seniority Bill. We are in support of both of these actions. The second bill will need more work before we can support it.

Dr. Dedrick introduced Duilio Viscusi the New Albany CTE Principal and commented on his experience at HFM BOCES with his CTE background.

Terry Swett, Director of CTE spoke about the Summer Camps that had been run this year. "Build a Better Robot had 17 students from 9-12 grades. Semi-High Tech Youth Camp had 36 students. Career Pathways funded these two camps this year. There were tours of RPI, Tech Valley HS, and SUNY. These camps were free to the students. We will need to look for funding to cover the costs for next year's summer camps.

Kevin Harris, BOCES Lawyer, was asked to speak about the Labor Relations Service that he helped start. We are now up to 24 districts (three just for the data base service) and has traveled as far as Indian Lake, in Hamilton county and Liberty SD in Sullivan County. A data service has been developed in cooperation with Questar II and WSWEHE BOCES. They have designed 5 reports on how districts compare in salaries, demographics, etc. We have a contract data base for collective bargaining and we can search the data base by as little as one word. Michele Handzel (School Attorney) started to help BOCES with Student Disciple Hearings, etc. This Service is well recognized around the state. We are almost breaking even with the budget. They are trying to move from a pricing structure to an a-la cart one. This would help a district budget for the year in advance. Soon Kevin and Andrew (Drew) Cullen, (Labor Relations Data Analysis Coordinator) will be meeting with the Questar III Superintendent's to show them how the service can help them. At this time Kevin is spending a large amount of time on APPR negotiations. Lynn Lenhardt, Board Member, asked how we were funding Drew's salary. Kevin indicated that three BOCES fund the Data Service and this covers part of his salary. The Service is state aidible. One board member commented that these services will level the playing field in the negotiations arena.

At this point Dr. Dedrick indicated that both Kevin and Drew have been invited to present to the National Service Agencies in Florida.

The Board went into executive session for over half an hour and when we came back into the room, two resolutions were put before the board. One to terminate an OT, the second one was a CTE staff member on a 319a. Both resolutions were passed.

Let Member Benefits help you save a few dollars



It seems like we make so many purchases on a daily basis – whether it's everyday routine items, back-to-school shopping, holiday gifts, or just something for that special occasion.

Are you keeping NYSUT Member Benefits in mind before making these purchases? If not, now is the time to start doing so! We are always here to help you save a few dollars in this financially unstable economy.

Need to book a hotel or condo for an upcoming trip? We're here for you! Maybe you're looking for the latest and greatest electronic gadgets for your loved ones this holiday season? We can help with that too!

Your NYSUT membership brings with it many advantages and benefits – including the opportunity to utilize our endorsed discount programs. Check out the box below for a sampling of some of the discount programs available to you.

Car & Truck Rental Discounts

– Take advantage of a variety of discounted car & truck rental rates offered by Alamo, Avis, Budget, Enterprise, Hertz, and National.

Wyndham Hotels & Endless

Vacation Rentals – Enjoy savings of up to 20% at nearly 7,000 participating hotels and 25% at more than 200,000 vacation rentals in 100 countries.

TripMark.travel – Use this all-inclusive travel program when planning your next trip or use the group travel feature for your next family reunion.

Buyer's Edge, Inc. – Get discounts on a variety of consumer goods such as vehicles, appliances, audio equipment, and luggage.

Working Advantage – Get discount tickets for online shopping, theme parks, museums and attractions, and other special family events.

Motivano SmartSavings Online Discount Marketplace – Shop for sales and discounts on dining, travel and more.

Bose® – Special pricing available to NYSUT members and agency fee payers on consumer products.

OfficeMax Customer Perks –

Save 5% on technology items such as electronics and business machines and 10% on office supplies, furniture, ink/toner, and OfficeMax ImPress® services.

Powell's Books – Locate that rare book along with new and used books, e-books, audio books, DVDs, and souvenirs from the nation's largest unionized bookstore.

EPIC Hearing Service Plan –

Do you have elderly relatives who are having trouble with their hearing? Save between 35% and 65% on brand-name hearing aids and products.

Visit the Member Benefits website at memberbenefits.nysut.org for a complete listing of endorsed programs and services available to you. Don't forget that you can always call us with any questions as well at **800-626-8101**.

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



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

**COMMUNICATION COMMITTEE
AND TRIAD NEWSLETTER
STAFF**

TRIAD Co-Editors:

Susan Kusalonis—maidmrn300@aol.com

Lanny Barsale—lannyb1953@yahoo.com

Website Editor

Barbara Burnham, baburnham@gmail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:

Pat Gollub—Gollub02@yahoo.com

Gretchen McDonough and Transition Class

Jeanette Christoff

jankachristo@juno.com

Catherine Jakway

mssmartypants429@nycap.rr.com

Capital Region BOCES

Faculty Association

1015 Watervliet Shaker Road

Albany, NY 12205

Address Service Requested

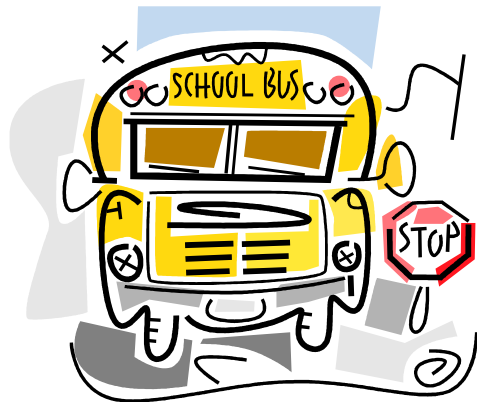
PRESORTED
STANDARD
U.S. Postage PAID
ALBANY, NY
Permit No. 237

Personnel Personals

Our Condolences to the family of **Michael Todd**, a welding teacher at CTE, who passed away on August 24th.

Condolences to **Diana and Paul Bernard** (retired teachers from CTE) on the passing of Diana's mom.

Condolences to **Mark and Joan Brucker** (Teachers at CTE and Spec. Ed. respectively) on the loss of Mark's mom.



Sunshine Chairperson

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

Michelle Angelo

385 Ballston Avenue, Scotia, NY 12302

(518) 370-3468

mangelo1@nycap.rr.com

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.