



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

October 2010

Vol. XXXV No. 2

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

News from the President

Dear Colleagues,

Another year of students and education at Capital Region BOCES has begun. Those same smiling, curious faces are back. I'm hard at work and I'm sure you are too.

As I think about what we do, helping to educate kids, I see changes in our work. Many of our friends and colleagues have retired. What we asked to include in our curricula seems to continually change and grow. We are told there is less emphasis on standardized tests; yet we can expect that student success on these tests will be used, in part, to determine the quality/quantity of our teaching and thereby affect what our professional rating is. Exactly how this all plays out is yet to be determined.

Still, in spite of the changes, the essence of teaching remains much the same. We connect with kids and make a positive difference in their lives. That is what we do. Like that statement, there's something about the innocence of this time of year, where we are meeting new students and begin to get to know them. There is a sense of anticipation and at the same time some trepidation as to what the year will bring. In some ways it is like spring, with a rebirth of each class, and perhaps through our students a renewal in us.

So many of our students will seem very much like students we have taught before. Yet each one will be different.

Every student is an individual with his/her own needs and talents.

I believe that how we teach and meet individual needs will help determine whether our charges are successful. How we respond each time one has a question or seeks our help is probably more important than the answer we give. Our careful, positive reinforcement is what will encourage each student to continue and seek success in our classes.

In many cases, our students spend more time with us than with any other teacher that has taught them since elementary school. We have the opportunity to become some of the most formative people who will work with these young adults, helping to not only give them more career options, but shape the kind of person they will be.

I know this seems pretty heavy, but that is what I believe. Sometimes I think about this when things are not going as easily as they might. It helps me to recognize my responsibility to these students and focus my energies.

Many things have changed and I expect that will continue. But what we teach is probably not as important as what kind of a teacher we are. We are the ones who can make the difference for our students. Perhaps this is a good time to consider that.

I know that each of you will work hard to help our students be successful. Maybe more important than that, is you will help them feel the success.

Looking Forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOC.

**EXEC. BOARD
MEETING**

Oct. 6, 2010

**BOCES BOARD
MTG.**

Oct. 18, 2010

[Schoharie CTE]

REP COUNCIL MTG

Oct. 20, 2010

Newsletter Committee

**TRIAD Article
Deadline:**

Oct. 26, 2010

**Breast Cancer Preven-
tion Month**

Election Day

Nov. 2, 2010

In This Issue:

Rep Council	Page 2
BOCES Board notes	Page 3
TA/EA Chapter	Page 4
Service Chapter	Page 5
Retirees Corner	Page 6
Healthy Living	Page 7
Dear Gabby	Page 8
Rep Council Rookie	Page 10

Rep Council Highlights, Sept. 22, 2010

Submitted by Lois Leonard

Appointments:

- Nine new TA/EA Reps were appointed.
- Terry Bennett resigned from her post as Sunshine Chairperson and Michelle Angelo, (TA, Sp. Ed.) was appointed to take her place.
- Barb Burnham (TA, CTE) was appointed WebMaster.

Old Business:

Opening Day Food Drive: Colleen Condolora, Chapter VP TA/EA, thanked members for contributing over 600 pounds.

New Business:

Special Education Division Study Report: Flora Fasoldt, Chapter VP Sp. Ed, reported. The study report is available on the BOCES Website. Dr. Dedrick has organized a Steering Committee and established four study groups: 1. Communications; 2. Mission Statement 3; New Programs 4. Incorporating the Special Ed division into the larger BOCES.

Teacher Chapter Contract Meetings: Doug Harple announced an informational meeting to field questions regarding the proposed Teacher Contract on Sept. 23rd. The Vote will take place on Sept. 29th.

Short Term Leave: Members should verify short term leave time by keeping track of time taken off. A print-out is available from payroll.

Small Pocket Calendars: will be available at a later date.

WinCap will replace PDP Timekeeper: Colleen Condolora and Susan Kusalonis explained that WinCap will be used to record professional development hours for assistants and new teachers. Should be up and running by Dec. 1st. Keep all professional development hours' documentation in a safe place until the info can be entered into the

data base. Eventually all professional development will go through WinCap. Always MAINTAIN YOUR OWN RECORDS

Breast Cancer Walk Oct. 17 at Washington Park: Pat Gollub will walk with her students. Registration is at 9:00 AM and the walk starts at 11:00 AM. Please join them. A collection envelope was passed.

Philanthropic Fund Request: A request was made for \$100 for a member need. Passed.

Intro. Social Emotional & Development Class offered: Sponsored by NYSUT and Teacher Center, Oct. 19, 2010. Fee \$10. Contact Colleen Condolora for registration info.

Related Service Group Meets: Flora Fasoldt, Doug Harple and a small group of related service personnel met with Mike Rowan to discuss additional responsibilities related to new Medicaid requirements.

Membership:

Service Unit Members:	101	(13 Agency Fee)
TA/EA Unit Members:	242	(36 Agency Fee)
Special Ed. Members:	219	(7 Agency Fee)
CTE Members:	66	(19 Agency Fee)

Negotiations: Next year TA/EA Chapter will be in negotiations. Service Chapter ratified over the summer.

Budget: Deb Sorvari reported that last years' budget ended in the black for several items.

Audit: Will be available at the Oct. Rep Council Meeting

Vote Cope: Catherine Jakway announced the receipt of additional contributions of \$836 in checks and \$31 in payroll deductions from spring 2010 Vote/Cope Drive.

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	maidmnr300@aol.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeanne 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 – September 20, 2010

By Susan Kusalonis

Dr. Dedrick introduced Dr. Tom Cappa from Energy Education, Inc. He presented to BOCES an award for Good Stewardship. H. Douglas Harple and Dan Haggerty accepted the award for BOCES. To date we have saved \$296,000.

Dr. Dedrick wanted to thank Teachers and Support Staff for their help with this process. Very patriotic thing to do as the less oil we need, the less money we send out of our country. Both Dan and Doug also said that this would not happen without everyone's support.

Dr. Dedrick offered his congratulations to Terry Swett on her representation to the Board of Regents. She was the only BOCES Principal present from NYS. She gave them the statistics on how helpful this was for students from Special Ed. Also, she spoke on how we are trying to stay ahead of the educational curve. Dr. Dedrick stated he was very proud of Terry and the way she handled herself. Most of the Regents are from New York City and do not have a lot of knowledge about what BOCES is.

- Recently Dr. Dedrick spoke to the Group of 50, which is the largest sector of private employers in the Capital Region.
- Mark Jones, Assist. Superintendent, spoke on the awards that the Communication Department will be given at the October Board.

19 awards for Excellence, 12 for Honor, and 6 for Merit.

- The Math Area of Tech Valley HS is working toward a goal of 100% of the students passing the math exams.

Special Education Study – The Steering Committee has met. It consists of Administration, bargaining units and Gary Dilallo, member of the Board.

Work Groups are being divided into four separate areas and Carl Strand, Assist. Superintendent and Dr. Inge Jacobs, Director of Sp. Ed. are working on charges (goals) for the work groups. They hope that the first workshop groups will be starting in early October.

How much of this study is real, perception or because of contracts or SED law possible to change.

Transition Coordinators.

NYS Civil Service required the termination of our seven Transition Coordinators. Non-compliance could have subjected Dr. Dedrick to arrest and could also have delayed BOCES payroll. Kevin Herron, BOCES Lawyer, filed questions with NYS Civil Service. The following day, Albany County Civil Service requested Mr. Herron's job description.

James Cusack presented the Audit report and feels we run a tight ship. Audit Advisory Committee recommended the acceptance of the Report.

Legislative Advisory Committee – Lynne Lenhardt, Board Member—Tax Cap Issue. Sept. School Aid payments are late and will be less than expected. NY City legislators don't worry about the tax cap and some of the Assembly do not understand it. They think that the tax cap and spending cap are the same thing.

John Phelan, Board Member – Remarked on Opening Day held at Union College.– He felt that the atmosphere was that of a New Beginning – New Energy and wanted to thank the Opening Day Committee.

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council	Rep. Council Location
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.	

Conference Dates 2010-11

2010

Oct. 22-23, 2010

NYSUT Conf. for BOCES Leadership, Crowne Plaza, Albany

Jan 12-16, 2011

AFT Prof. Dev. Winter Institute, Linthicum Heights, MD

Mar 24 - 27, 2011

AFT PSRP Conf & Pre-Conf Health & Safety Trng., Flamingo, Las Vegas, NV

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Colleagues:

I hope everyone's school year has gotten off to a successful start. For me this school year has brought about many changes. The familiar faces I have grown to depend on and admire have retired and each has begun another chapter in their lives. I want to thank each of you personally, (there are too many to name but you know who you are) for all the encouragement and support you have given to me through the years. I shall miss you all very deeply. Change is often difficult to accept but it is a reality of life. A wise colleague told me recently all we can do is memorialize our retired colleagues and move on quietly. I will take this advice and move on quietly, but there will be a few deep sighs along the way. I wish everyone a wonderful journey with their new beginnings.

At the September Rep Council meeting, I was proud to announce eight new members from the TA/EA Chapter. Special thanks and welcome aboard to **Jill Hudson, Valarie Gottlieb, Cindy Foss, Beth Fenton (alternate), Mary Davis, Linda Ambrose, Sara Growick and Pat Blizzard (alternate)**. The work we do at Rep Council is an important component to keeping our Faculty Association viable and strong. Thank you to each of you for agreeing to do this important work.

At this time, I would also like to thank **Cindy Foss, Jim Reed, Chris McDonough, Debbie Sorvari, Linda Ambrose, Linda Stern, Cathi Jakway and Michele Angelo** for agreeing to become participants on the Special Education Work Study Groups. Following the report from the Special Education study

by Advisory Solutions, the study groups will be charged with making recommendations on four key areas. They are: communication, integration of division with BOCES, mission statement and enhanced services. Each committee will be comprised of administrators, teachers, service employees, teaching assistants and component district representation. Following 5 to 6 meeting throughout the school year the study groups will give their recommendations to the Steering Committee (Faculty Association leadership and Administration) and then the Board.

On another front, BOCES is looking to have the professional development component of WinCap up and running for us by December 1, 2010. Please remember, in the meantime, to keep track of all your professional development so it can be entered into the database in the near future.

At this time, all TA/EA's should be thinking about what option you want to utilize for your annual review. All untenured Teaching Assistants must have a Supervisory evaluation, but tenured TA's may choose from the Special Project (highly recommended), Growth Plan or the Supervisor evaluation. The deadline to have your selection and conversation with your respective principal is November 1, 2010.

Enjoy the fall months everyone, and thanks for getting the new school year off to such a great start. If anyone has any concerns or questions, please feel free to contact me at 393-2244 or through my personal email address condolora@aol.com. In an emergency, of course, you can always reach me at work at 356-8349.

In Solidarity, Colleen Condolora

Dues Agency Fee Deduction Schedule 2010-2011

The following Dues/Agency Fee Deduction Schedule is in effect for the 2010-2011 school year. Please note that NYSUT and AFT DUES/AF deductions reflect an increase, however your CRBFA local Dues/AF share remain constant at 2008 cost.

SALARY CATEGORY	\$65,000 & 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	\$313.00	\$313.00	\$313.00	\$313.00	\$234.75	\$156.50	\$78.25	\$39.13
AFT Dues Per Capita	\$198.60	\$198.60	\$198.60	\$99.30	\$99.30	\$99.30	\$49.65	\$24.83
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	\$606.60	\$596.60	\$591.60	\$487.30	\$409.05	\$325.80	\$187.90	\$123.96
Divided by 18 Pay Periods= \$\$ Per Pay Period	\$33.70	\$33.14	\$32.87	\$27.07	\$22.73	\$18.10	\$10.44	\$6.89

Debbie Sorvari, Treasurer

Less Breast Cancer Means More Birthdays

Making Strides: The Walk

Sunday, October 17, 2010

Where: Washington Park

Make a difference - Make History - Make Strides **MAKE THE WALK**

Who Are You Walking For?

My Aunt Pat (Patricia Rivers) passed away on December 2, 2009. My loving aunt was a substitute E.A. for many years for Capital Region BOCES in various locations in the Voorheesville area before having to end her service to us due to her illness.

She fought a courageous battle with breast cancer and then bone cancer that eventually took her life. Aunt Pat loved her family and she loved life. She was the greatest aunt a niece could have even for the short 37 years that I grew to know and love her.

Aunt Pat was 66 years old. She did not get to see her next birthday which would have been on December 29th.

A few months later, her oldest daughter, my cousin, was diagnosed with breast cancer as was Aunt Pat's daughter-in-law. My younger sister was also given this same heart-breaking news in June of this year. All three were inducted into a sorority they did not get to choose and every day they continue to fight their own personal battle. They are breast cancer survivors.

The easiest way to get involved is to make a Strides event near you. When you walk in Making Strides, the funds you raise save lives by helping find breast cancer's causes and cures.

With your donation or contributions you are helping to:

- Establish mammography as the gold standard to detect breast cancer early
- Fund groundbreaking research to find cures
- Support research that has led to breast-conserving surgery
- discover lifesaving treatments to improve breast cancer survival and drugs to reduce breast cancer recurrence

Make strides towards a world with more birthdays – a world where breast cancer never steals another year of anyone's life.

To participate without walking, you can raise money online or in person. Please mail donations to:

American Cancer Society, Eastern Division
260 Osborne Road, Loudonville, NY 12211

Or donate through their secure web site at

www.cancer.org/stridesonline

Thank you for your support, **Catherine Jakway**

Service Chapter VP

Susan A. Kusalonis

Dear Colleagues,

We are into our second month of the new school year and it is not slowing down at all.

By the time you receive this we will probably have started the Special Education Work Study and the four groups will be starting to learn their responsibilities.

As you all may be aware I have been attending each of the BOCES Board Meetings to keep our Association informed of presentations and other miscellaneous information that is not in the Board Minutes. Only actions are printed in the minutes. One of the items that I find informative is the process we are engaging in to combine this Agency into one cohesive group that resides in one building. This process does not affect staff that are located in buildings owned by BOCES or the classrooms that are in rental space. Can you imagine NERIC, Central Administration, School Support Services, Instructional Support, the Science Kit Service and the Text Book Service all in one location! What a magnificent location that will be.

I would like to take a minute to acknowledge the staff that have resigned and moved on such as **Jodie Gay**, Payroll Clerk, **Shaun Holdridge**, Stores Clerk, and **Lisa Ritter**, Sr. Account Clerk. With the vacancies because of retirements and these staff leaving, job duties have been evaluated and some titles changed. For example the Sr. Keyboard Specialist position in purchasing is now a Procurement Clerk. The Secretary I position in Sp. Ed. is now a Sr. Keyboard Specialist. All of these changes have been approved by Albany County Civil Service.

I would like to welcome **Stephanie Kontakos**, Sr. Keyboard Specialist and **Bryan Yager**, Stores Clerk, both in Instructional Support Services. **Karen Mero**, is now the Procurement Clerk in purchasing. I realize that some of these positions are now Management Confidential, but we should all know their names and welcome them.

Thank you all for your support and please contact me if you need anything.

In solidarity, Susan

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings,

It is Fall! Although thoughts of facing another winter are not welcomed, the cooler days and nights have awakened our Northeasterners' inner clock and revitalized our energy. Those sweltering days of summer were not motivating for outdoor activities or yard work. We found that the long-awaited summer, as had been visualized in our minds eye during the cold, dreary winter, did not unfold as we had hoped. William Shakespeare expressed it well: "All things that are, are with more spirit chased than enjoyed".

Have you ever wondered about the origin of the spirit that motivates us to survive, to learn, to try, to seek, to chase the new and novel. Was it there at the moment of conception? Did it emerge from the glop some tell us was the beginnings of life? I think not.

Isn't it wondrous to watch the curious and motivating spirit of infants as they discovered their fingers and toes, then, look, touch and taste as they investigate their new world? It is that spirit that energizes us to face each day, to set goals both lofty and ordinary. For the young, it brings excitement for their future, inspiring them to consider options for their life's work.

Some are driven by a spirit of perfection, as the musician who practices endless hours to perform a flawless concerto or the athlete who works to be the best he/she can possibly be. For many

of us, our goals are less grandiose and we look forward to the happy feeling of seeing a fruitful garden, mowing a lawn, baking a cake, organizing an event, climbing a mountain. For a while we enjoy the euphoria of our accomplishment in proportion to the difficulties we endured. But all too soon it is not sufficient. We chased, we achieved, but the joy wanes. As old "Blue-eyes" Sinatra sang, "Is that all there is?"

We miss the sense of purpose we had while chasing our goal and for a while we flounder with feelings of loss. But then, something new and novel that we see or read or hear, arouses our interest. Our mind surrounds the new idea as we consider its possibilities and soon we find a new direction.

While the change of season brings anticipation of the months ahead, it also brings the realization that we must accept that many, perhaps most, of our hopes and plans will not come to fruition. The years of living have taught us to accept disappointment a bit easier and it no longer devastates us as in the past. So as our Creator rekindles my spirit, the plants will be brought in, the lawn chairs, put away and the furnace, serviced.

We will chase our visualization of the first snow-fall. It will cover the withered flowers and brown lawns. Our world will have a new beauty as the rising sun gives sparkle to the fresh fallen blanket. We know the moment will soon pass and we will find a new goal. It will most likely involve a snow shovel.

RETIREE UPDATES

To **all those** in the zip code areas of 121, 122, 128, in Florida and around the country: if your ears were ringing on Aug.31 and Sept.2, it was because I thought of so many of you as I address-labeled your Sept. TRIAD. Your newsletter included good thought and memories of times shared. Hope you received them. Jeanette K.C.

We recently heard from an "old" (same age as I am) friend, **Brian Bayly**, who served as our Grievance Chairman for many years. All is well and his youngest is 28. He has not moved to Florida as we had heard and says it is a nice place to visit. He is in touch with Blake's wife Jean, who is doing okay. We recalled how hard **Blake** worked during the formative years of our Association.

"Uncle" **Walt Hacker** called recently. He is doing well after receiving a pacemaker, but says, "Life is not easy". Walt does most of the cooking as Elsie continues to have vision problems. He and **Bruce Weidman** are planning to meet for lunch before Bruce heads south.

Healthy Living; Living For Good Health

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

Bed Bugs Bite Into The Capital Region

As you have probably already heard, bedbug infestations have been found in hotels, office buildings, movie theaters, department stores, residences and rental properties in just New York State alone. In recent months, New York City has become one of the world's bed bug capitals due to the sharp increase in the population of these blood-sucking insects. This outbreak in recent weeks has prompted the New York State Housing officials and Governor David Patterson to approve a law requiring landlords to fill out and sign a DBB-N, which will disclose whether bed bugs have been reported in a rental apartment or anywhere in the building. "The NYS Department of Health does not regularly monitor or inspect buildings for bed bugs, said Health Department spokeswoman Claire Pospisil. They are a nuisance but they do not spread disease and are in the same category as fleas and cockroaches."

According to local reports, bed bugs have been found in homes in the Capital Region as well as in other parts of the state ticking off its residents. Almost all of the bed bugs brought to the attention of the local Cooperative Extension come from homes where people have traveled to other parts of the state or country and were brought back on their luggage or travel gear, said Susan Beebe, assistant director of the Cornell Cooperative Extension office in Saratoga County. Since April, Beebe said her office has seen an increase in inquiries about bed bugs and ad-

vice on how to remove them from homes. Samples of bedbugs have been brought by concerned residents to the Extension offices in Ballston Spa for confirmation.

After the Second World War, bed bugs were eradicated from the developed countries by the use of DDT which is now outlawed by the Federal Government. Bed bugs are an increasing problem and with resistance to insecticides may become more difficult to eradicate than in the past. These unwelcome guests hate the light and only come out in darkness to feed, generally on sleeping victims. The insect is about the size of an apple seed when fully grown. It reproduces rapidly and travels well, hitching a ride to new locations as people and items move. Bed bugs have become a real nuisance in hotels and resorts nationwide. If you have travel plans in the works, you may want to visit

www.bedbugregistry.com. This website can give you more confidence about where you're staying.

What are bed bugs?

The most common species of bed bugs feed on the blood of humans and animals, such as rabbits, rats, guinea pigs and domestic fowl. Unfed bugs are one-quarter to three-eighths of an inch long and the upper surface of the body has a crinkled appearance. A bug that has recently fed or engorged with blood is dull red in color and the body is elongated and swollen. Eggs are white and are about 1/32 of an inch long. Newly hatched bedbugs are nearly colorless. A mature bedbug is an oval-bodied in-

sect, brown to red-brown in color, wingless and flattened top to bottom. This creepy creature has a sharp beak that it uses to pierce the skin of its host. The insect then begins on feeding, injecting a fluid that helps it obtain food. This fluid is what causes the skin of its victims to become swollen and itchy. This information can be found in their fact sheet that is available for you on bed bugs from the Cooperative Extension office. Beebe said if a home has an infestation, the homeowner should have a professional exterminator come and deal with the problem. These eradicators of pests have chemicals at their disposal that are more effective than those that are purchased over the counter.

What do these tiny nocturnal insect bites look like?

Bed bug bites may be difficult to tell apart from other insect bites, but in general they tend to be:

- itchy red bite marks with a darker middle spot
- bites that appear in a straight line or in semi-organized clusters
- generally, appearing on the face, neck, hands and arms.

Reactions vary between some people feeling no discomfort or showing no signs of bites to showing hives, blisters and severe itching. If you think you have been bitten, it may be best to see a doctor who will prescribe treatment and give advice on precautionary techniques.

So, in the interest of worry-free restful nights, get more information by visiting the Cooperative Extension website (www.ccesaratoga.org) or call the office at 885-8995.

DEAR GABBY

Dear Gabby,

When I receive my check I always like to check over the deductions. I feel like they take out w-a-y too much, but I do realize this is what I pay for insurances and taxes. However there is one that confuses me and I am thinking, WAIT A MINUTE what is this "AGENCY FEE"? I called payroll to find out because after all, why should I pay the "agency" a "fee"? Aren't I working for them? Payroll told me that "agency fee" is the amount I would pay in dues if I were a member of the Faculty Association. So what's the deal?

Suspicious in Scotia

Dear Suspicious,

Now Suspicious, you probably know that payroll is correct and they are. When you become a Faculty Association Member, you will pay dues instead of an "agency fee", it will be the same amount. Your contract states "BOCES shall deduct from the salaries of those members of the bargaining unit who are not enrolled members of the Association an agency service fee equivalent to the total annual per capita dues paid by the enrolled members of the Association". So run to your computer and contact Lisa Mink, lmink8@hotmail.com our wonderful Membership Chair or your Chapter Vice President and join your AssociationTODAY!!

Dear Gabby,

I am a brand new Rep Council Member and I am really excited. I have thought about serving for a long time and when I finally was asked and I said "yes"..... Now what do I do? I know that my first meeting will be the third Wed. in October at 4:15 at (900 Watervliet Shaker Rd.), but I am really afraid that I will be lost and have no idea what I am suppose to do. Please help!

Slightly Petrified in Perth

Dear S. Petrified,

Gabby would like to welcome you as a new leader in our Association. Congratulations on stepping up and helping out! We need members like you to keep our Association moving forward.

You asked this question at a great time. October is the first Rep Council meeting of the year and it is when new Reps are introduced.

A couple of thoughts, first, if you know any of the Reps who have been there awhile, try sitting by one of them so that you can ask questions as the meeting proceeds. Second, feel free to raise your hand at anytime during the meeting to let the President know that you are unsure of what is going on. You would be surprised to know how often Reps are confused but don't ask for clarification as the meetings can get long and hectic. Third, there is a New Rep Training each year, please ask you Chapter VP for information.

And, finally, check out the "Rep Council Rookies" article in this newsletter for more info on what Reps do.



Duncan Stops at NYSUT on Back-to-School Bus Tour

In a stop at New York State United Teachers headquarters on his back-to-school bus tour, U.S. Secretary of Education Arne Duncan thanked NYSUT president Richard Iannuzzi and vice president Maria Neira (who are both AFT vice presidents), as well as assembled teachers, administrators and other partners, for their "tremendous courage, tremendous leadership and a real commitment to changing the status quo" in their efforts to do what's best for students. The stop included an Aug. 30 roundtable with two dozen representatives of six labor-management teams from Albany, Hempstead, Marlboro, Newburgh, North Syracuse and Plattsburgh. Duncan heard firsthand about the educators' efforts to transform traditional teacher evaluation, and to develop a system of ongoing professional support and collaboration to raise standards and improve curriculum. This is work, Neira pointed out, that started before New York received a Race to the Top grant recently, and it is essential to the union's mission. Iannuzzi, who joined Duncan on the "Courage in the Classroom" bus, said the education secretary's commitment to educators "is validation that it is essential to have practitioners at the center of our collaborative efforts to advance public education."

Some 'Race to the Top' Winners Feature True Collaboration

The AFT congratulated the 10 winners of the second round of the \$4.35 billion "Race to the Top" federal grant competition program, singling out Florida, Maryland, New York, Ohio and Rhode Island as states that put together first-rate proposals through true collaboration among stakeholders. U.S. Education Secretary Arne Duncan announced the latest winners on Aug. 24. AFT president Randi Weingarten highlighted Florida as one noteworthy recipient. "After being shut out of the discussion in the first round of the Race to the Top competition, teachers fought for and won a seat at the table, where they played a key role in keeping the focus on what students need and what works in their classrooms," she said. "Similarly, the New York and Rhode Island proposals have built upon the teacher evaluation work started under the auspices of the **AFT Innovation Fund**-work so promising it was awarded an i3 grant by the U.S. Department of Education."

ENCOURAGE STAFF WELLNESS

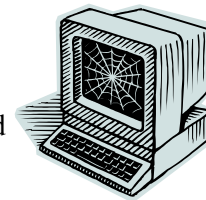
Encouraging staff to pursue healthy lifestyles is an important part of school wellness. We all know that next to parents, the most important role models are those of us who spend time with the kids every day. How we eat, move and respond to stress makes an impression on kids!

Attention to wellness improves the overall school environment: studies show that staff morale is higher, healthcare costs are reduced, and staff are more productive and miss fewer days, promoting continuity and learning.

Has your school ever thought about creating education activities for school staff? You could create activities around healthy lifestyle behaviors, eating behaviors, physical activity and injury prevention. Schools can help us access fitness equipment, walking tracks, gym facilities. The school can provide healthy vending machine options. The options are limitless. Here are a few healthy ideas that you could "chew on."

- 10,000 steps challenge
 - Supplies: pedometer
- Implementation: This could be done as an individual or as a team competition. The primary goal is to make co-workers accountable to one another. The challenge could be set up as a weekly challenge, a monthly challenge, a semester-long challenge. The challenge could be based on actual steps, on percentage of steps increased over X amount of time, or on some other criteria.
- Walking/Exercising Group/Team Sport
 - Supplies: comfortable clothes and shoes
- Implementation: Reserve a half- hour (or more) three times a week for the staff to use the gym equipment or walk the track. Make it fun. One day you could have a staff softball or kickball game. Another day you could walk around the track for half an hour.
- Discount gym membership/Weight Watchers Group
 - Supplies: it does cost money
 - Implementation: Sponsor a Weight Watchers group at the worksite; ask for employee discounts to a nearby gym.

WEBSITE SURVEY



We are looking at revitalizing our current web site and would like to have some input from our members. Please give us any idea of what resources or information you find most useful on our current website, as well as what you would most like to see on an updated Association web site. If you could take a few minutes, answer a few questions on the survey below and send me a quick email it will help in the redesign of our Faculty Association web site. Your input is very important.

Thanks,

Barb Burnham, Web Master, baburnham@googlemail.com

How often do you visit the Association Website?

Weekly _____ Monthly _____
 Never....Why? _____
 Other? _____

What do you find most useful on the Association's current Website?

What would you find useful to include on the Website that is not there now?

What other suggestions / ideas do you have?

Where do you find out most of your Association information?

Executive Board _____ Rep Council _____ TRIAD _____
 "Water Cooler" _____
 Other _____

Do you use:

Facebook _____ Twitter _____

[Circle or fill in all that apply.]

FUN FACTS TO BEAT AFTERNOON FATIGUE

Do you find your energy flagging in the middle of the afternoon? This lack of energy can affect both one's productivity as well as their mood.

Did you know that if you ate a banana, filled with potassium, your alertness would be enhanced?

Did you know that some foods such as nuts and dairy products can cause drowsiness?

Did you know that exposure to natural light can give you increased alertness (even when it's cloudy!)

NEWSLETTER SOURCES & CONTRIBUTIONS:

Pat Keefer, Office Professional, Healthy Schools Campaign. Lauren Samet, editor; Mary Boyd, copy editor; Val Klayman, production.

Attention Rep Council Rookies

Here we go, another new year for the **Capital Region BOCES Faculty Association**. The veteran Reps are revved up and ready to roll. But certainly there are a few of you sporting a little apprehension.

Rep Council Rookies do not fret! You will do fine! Here are a few tips to make you feel more comfortable and to help launch your Rep Council service.

Prior to every meeting you should be getting the meeting agenda and the minutes from the previous meeting via your personal email (make sure Sue Davis, Recording Secretary, has it correctly or it will bounce back). Minutes from the Executive Board meeting are also usually included. The agenda indicates where the meeting will be held, the time and date. Try to bring these documents with you, but if you forget there are usually copies at the meeting. The agenda has space for notes. Some Reps distribute the minutes to their constituents which is easy to do if you work in the same building or you can forward them via email. Rep Council highlights are printed in the TRIAD.

Make an effort to contact your constituents so they know who is representing them at Rep Council. One idea is to contact them via phone and request their personal email address. Introduce yourself as their Association Representative and ask if they have any issues for you to bring to Rep Council or questions related to the contract. Keep your constituents informed of pertinent information and

issues. GroupWise should not be used for Association communication.

Every new Rep received a Rep Council Binder. Bring it to Rep Council because it contains..."Useful Information" such as notes on Robert's Rules of Order and Parliamentary Procedure; copies of your Chapter Contract and the Association Constitution; forms to request funds from the Philanthropic Fund, forms used to **make a motion** (motions need to be submitted in writing) and a mileage form. Reps can be reimbursed for mileage to attend Rep Council meetings. (Consult Travel Expense Policy on the back of the mileage form.)

At the meeting, try sitting with a veteran (rep council member) so he/she can help you out, answer some questions. **However do not hesitate to raise your hand and ask a question.**

Serve on a committee. Come on, you can do it! Consider serving on one of the many committees: the Website Committee, the Budget Committee, the Nomination and/or Election Committee, the Health and Safety Committee, the Social Committee, the Celebration Bash Committee

Upcoming conferences are announced in the TRIAD or information is available from your Chapter VP. Look for a conference that might interest you and request to attend.

Look for announcements for your Chapter Meetings and plan to attend.

Keep coming! It is important that you try to attend

HOW SAFE IS YOUR WORKPLACE?

Many accidents and injuries that happen in the workplace can be prevented by regularly assessing risk factors. As someone working on the front lines, you may be able to identify risks more effectively than those who are less familiar with your work area.

- Is there at least one person on staff who knows how to do first aid and CPR?
- Are fire extinguishers easily accessible and fully charged?
- Are emergency numbers for security, police, fire and ambulance clearly posted near each phone?
- Are all work areas and exits well lit and free of obstructions?
- Is all office furniture taller than 5 feet bolted to the walls and properly anchored so it can't tip?
- Have all employees been trained in emergency and evacuation procedures?
- Are electrical cords and power strips examined regularly for fraying or damage?
- Are electrical cords kept from running under carpets or across areas where employees walk?
- Are fire drills held on a regular basis (suggested twice a year)?

Mike Lohman, assistant director in AFT's health and safety department, encourages "you and your co-workers to form a health and safety committee whose primary goal would be to assure that everyone at the worksite has a hazard-free, safe and healthful place to work.

Test yourself and your worksite. How many of these bullet points can you check off?

Use TripMark.travel for all your travel needs!

Next time you're making travel plans, be sure to check out the newest travel discount program endorsed by NYSUT Member Benefits Corporation, TripMark.travel.

When you plan your next vacation, flight or cruise with TripMark.travel, you can enjoy great deals on the most beautiful vacation spots in the world. This program provides NYSUT members and their family and friends with online and offline (toll-free travel agents) leisure travel benefits.

TripMark.travel allows you to effortlessly book flights, hotels, vacation packages, car rentals and cruises online for personal and business travel needs. With a simple interface and advanced encryption technology, your information is safe and secure, giving you peace of mind as you plan your next trip. Your information will never be shared or sold to any third parties.

Offline, toll-free agents are standing by, waiting to assist you if you prefer speaking to an agent. Agents can be reached between 8:30 a.m. and 5:30 p.m., ET. Please note: At this time, travel agents cannot book airline flights. You can either book flights online or call the airline directly.

To help in your planning, TripMark offers destination guides. These guides offer recommendations for top-rated attractions,

restaurants and hotels, as well as providing general information for thousands of destinations.

Maybe you'd just like to plan a road trip, but you aren't sure where to go. The TripMark.travel site presents you with many options, anywhere from one hour to six hours away from a specified zip code, in any direction you choose.

Planning a family reunion?
Vacationing with friends?
TripMark.travel can help you with group travel.

To get started, visit www.memberbenefits.nysut.org and click on TripMark in the Featured Discounts section on the home page. There, you'll find toll-free numbers for reservations, cruises and group travel, as well as a link to a NYSUT member-specific TripMark website. Or give Member Benefits a call at

800-626-8101.

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- Reserve hotels and rentals, flights, cruises, car rentals and vacation packages,
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- Plan road trips, and
- Book group travel.



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Sept./Oct. '10

PERSONNEL PERSONALS

Our condolences to **Carolyn Langille** and her family, on the passing of her mother-in-law, **Shirlee Langille**, on September 16, after a long struggle with pancreatic cancer. Shirlee worked as an Educational Assistant in the Special Education Division before retiring in 1993.

Congratulations to **Jennifer Duncan** (SP. Ed., TA/EA) and her husband on the birth of their daughter Emma, born May 20.

Our condolences to **Natalie Powell** (TA, Sp. Ed.) on the passing of her mother on August 15th.

Condolences to **Deborah Morris** (CT, Sp. Ed) on the passing of her father on Sept. 6th, exactly three months after his wife.

Our condolences to **Mary Ann Tuite** (Secretary, CTE) on the passing of her mom, Anna May VanDeweall on August 22nd.

Our condolences to **Kathleen Collen**, (OT, Sp. Ed.) on the lost her father in-law who was involved in a traffic accident, on Thursday, September 30th.

TREE FALLS ON MOVING CAR

A rotting tree fell on a car being driven by **Chris D' Alesandro**, as she was traveling east on Rt. 9P. The 1999 BMW then hit the right guard rail, crossed the road hitting the left guard rail before coming to a stop. Police said that neither the weather conditions nor human activity caused the tree to fall. Her passenger, Carol Salvatore was pronounced dead at the scene. Chris was air lifted to Albany Medical Center in serious condition. The accident occurred on 9/1/2010 at about 8pm. (Gazette 9/3/2010)

Update: As of 10/4, Chris will be going to Sunnyview Rehab Hospital to continue her recovery

Sunshine Chairperson

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

Please welcome our new Chair:

Michelle Angelo

385 Ballston Avenue, Scotia, NY 12302

(518) 370-3468

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.

TRIAD GOING GREEN—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. 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.

TRIAD NEWSLETTER STAFF

Co-Editors:

Lois Leonard (jleonar4@nycap.rr.com)

Susan Kusalonis (maidmrn300@aol.com)

Contributing Staff and Committee:

Pat Gollub (Gollub02@yahoo.com)

Gretchen McDonough and Vocational Training & Transition Class &

EJ Hanley and her class.

Jeanette Christoff

(jankachristo@juno.com)

Catherine Jakway

(mssmartypants429@aol.com)

Capital Region BOCES

Faculty Association

1015 Watervliet Shaker Road

Albany, NY 12205

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