



October 2013

Vol. XXXVIII No. 2

# CAPITAL REGION BOCES FACULTY ASSOCIATION

## TRIAD

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

### News from the President

Dear Colleagues,

Well, here we are back at it, as another year of excellent educational programs commence at Capital Region BOCES. I hope your year has gotten off to a good start. As we dispense with the very many bureaucratic necessities of public education, including APPR pretests and settle in to the fine art of teaching, I hope you find a great deal of satisfaction in what you do. Know that in many cases you are the most important educator in your students' lives.

For many of your students you will be the one(s) who help them get through high school. Your efforts make the difference that keeps them from giving up in frustration and moves them forward toward completing their secondary education. You are the ones who truly prepare them for their future and teach them how to succeed. I said it at opening day and I meant it: "You are the best at what you do". Your students look to you for that and I know you will not let them down.

So about the bureaucratic boondoggle called, APPR, which has been pushed upon us by a politically motivated governor and executed by his minions. We still have it and it is not going away soon. Our APPR plan is generally reasonable. Proof of that are the results of the evaluations where, at this time to my knowledge, there are no TIPS. Given how hard you work and the difficulty of the job you do, that is how it should be. To me that is success.

The challenge now is to work to improve the relevance of the plan and at the same time work to tune the efficiency of how we execute the plan, in hopes of taking less time and energy from what we really need to be focused on, our students' needs. We know that the testing isn't really helping us see what many of our students need. It can't be. The students take the tests, but the goal is to evaluate teachers. It sounds good to a politician looking to win points with the electorate, but those of us that actually teach know this is not how you help kids. Unfortunately we are stuck with this system and the best we can hope to do at the moment, is try to mitigate as much of the negative effect as possible.

We will get through it. We are the glue that holds our public education system together. My hope is that in the end, this APPR system evolves into a system that is supportive of teaching and actually helps to make teaching better.

I want to thank everyone for your support and your comments at opening day. I think we had some good discussion. Many important points were brought forward for consideration. Please do not hesitate to volunteer to help your Association. Though we may at times disagree in method, I believe we generally always agree on purpose. We are all in this together.

**Looking Forward,**  
**Doug**

### CALENDAR

CAPITAL REGION BOCES  
FACULTY ASSOCIATION.

#### REP COUNCIL

Oct. 16, 2013

#### BOCES BOARD

Oct. 21, 2013

#### Columbus Day

Oct. 14, 2013



**TRIAD Article Deadline**

Oct. 22nd for

November Newsletter

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## **Dec. 14, 2013—Faculty Association Bus Trip to New York City**

**\$30.00 per person—Each person may bring up to 2 guests.**

Name \_\_\_\_\_ Email Address \_\_\_\_\_

Guest #1 \_\_\_\_\_ Guest #2 \_\_\_\_\_

Phone Number \_\_\_\_\_

Emergency Contact Person \_\_\_\_\_

Emergency Contact Person's phone number \_\_\_\_\_

**We will be leaving Maywood School (1979 Central Avenue) at 8:00 AM, please arrive no later than 7:45 AM. We will be returning at approximately 9:30 PM**

Please send completed registration form and send with check made out to  
**“CRB Faculty Assoc.” to:**

**Carolyn Pierce, 1247 Trinity Avenue, Schenectady, NY 12306**

**Deadline for registration is November 29th.** You will receive an email confirmation when your seat(s) on the bus have been secured.

## **Capital Region BOCES Faculty Association Important Dates for 2012-13**

<b><i>BOCES Board of Education</i></b>	<b><i>Executive Board</i></b>	<b><i>Representative Council</i></b>
October 21, 2013	October 2, 2013	<b>October 16, 2013</b> 900 Watervliet-Shaker Road
November 18, 2013	November 6, 2013	<b>November 20, 2013</b> 900 Watervliet-Shaker Road
December 16, 2013	December 4, 2013	<b>December 18, 2013</b> 900 Watervliet-Shaker Road

## **Capital Region BOCES Faculty Association Leadership**

<b>POSITION</b>	<b>NAME</b>	<b>HOME</b>	<b>WORK</b>	<b>E-Mail Address</b>
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# From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

I want to start this article with a thank you to all the people that stepped up on opening day and agreed to serve as Reps on this year's Rep Council. Wow – you made me proud. We not only have enough reps, we have many alternates. It was especially noticeable at the last Rep Council meeting when the room was full. Keep it up folks. Remember, working as a team makes the load lighter.

However, we are not done. There is still so much left to do. We were talking about how many jobs there are in the Association being done by a few. As I look forward to retirement at the end of the year, I realize that there will be some holes to fill. I'm not as concerned about my job as a rep – Opening Day relieved that worry. But there are many other jobs that I somehow ended up with that will be left open. We will be looking for a co-editor for the Triad from the Special Education chapter. It's an interesting job and I've enjoyed the work that I do for the newsletter. There are other jobs too. Actually one starts soon. We need someone to do the Highlights from Rep Council for December and January while I am laid up after shoulder surgery. This is a good way to get a head start on taking over. Then there's the Student Incentive Award Committee. This is a once a year commitment. It's really a feel-good type of job.

And, what I consider to be of great importance – THE CELEBRATION BASH!!! Don't worry – I'm not totally leaving this committee. I'm just stepping back. It's really not as hard as it sounds. We split up the jobs and everyone pitches in. It helps to be familiar with Excel spreadsheet if you're going to assign the tables. And don't worry, I screw up a lot and the Bash still happens.

I want to really encourage the newer or less involved people to take one of these jobs. Or there are many other jobs to be had that support the Association. You don't have to be a Rep to take on many of these jobs. Think about all that you can do for the Association. Again, remember, there is strength in numbers. We have the numbers - now just pitch in.

Looking forward to a good and productive year.

**In solidarity,  
Lanny Barsale, co-editor**

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## Highlights of Rep Council – September, 2013

Quorum and many new members appointed as alternates for this meeting

### **Chapter Vice-Presidents' reports:**

#### Special Education – Flora Fasoldt

- There have been many changes. Peter Taronina (Deputy Director of Special Ed.) has reached out and has gone over issues. He has been receptive to feedback. Flora will be meeting regularly with him.

#### TA/aides – Colleen Condolora

- Meetings with Peter individually because there are different issues. There is an open relationship with him so far.
- Classrooms not being cut back hours, some may be increased but that is in the future.
- There were 43 TAs in the pool so many new members to teams. 11 people that were laid off have been called back.
- Negotiations – handing in proposals soon

Pat Gollub – APPR needs special education membership. The plan was rejected by State Ed. We have to find out why. **Shelly Peck** assigned as APPR rep for Special Education.

#### **Negotiations:**

Doug, Mike Rowan and the NYSUT health insurance expert met with administration. Now talking about minimum premium instead of self-insuring. They want cost effective plan without loss of benefits plus profit for BOCES. There will not be a change if members say no. They are hoping by January or February to vote. Health insurance and money are first and then we will work on language in the contract.

Give suggestions to Chapter Vice-Presidents.

#### **New Business:**

New members – training 3:00 PM, November 30<sup>th</sup> for New Reps just before Rep Council

There is a six hour training in the summer at NYSUT which will be advertised. It is more geared to building reps.

Membership – has gone down.

Audit – completed. Will be mailed back and taxes filed. Will need volunteers for Audit Committee.

Grievance – chairperson has resigned. Will be deciding how to deal with that position.

PDP – Professional Development Plan –

Big Umbrella – each division has to prepare a blueprint. Looking at how to cope with changes affecting BOCES and all of us. New materials on website daily.

Looking at mini-grants – must use purchase requests – this is challenging because we can't always use a PO. Discussed combining mini-grant winners with TA showcase.

TRIAD – Meeting usually the Tuesday after Rep Council. We need a new person to do Highlights for months of December and January.

Social Committee – need members or people to help at specific events. Two big ones are the Kids Holiday Party and the Celebration Bash.

Opening Day – Voting for Constitutional Revision took place. Ballots counted after Rep Council – passed.

October 20<sup>th</sup> – Breast Cancer Walk – See Pat Gollub to walk or donate. Make check to American Cancer Society.

Raffle for Reps – Cheesecake Factory gift certificate – winner was Linda Munro.

# Teaching Assistants/Aides

Colleen Condolora, Chapter VP

Dear Constituents,

Another school year has gotten off to a good start considering there were so many classroom changes in staffing. The most noticeable positive aspect was to witness all the teams coming together to assist the new staff in making the transition into their new classrooms. This is well appreciated not only by your team members but also your administrators. Thank you for being the professionals that you are on a daily basis. Our goal is to have well-staffed classrooms that are dedicated to the student's needs. As you know, sometimes the classroom you are presently assigned to may not fit your expertise. If this is the case, please speak with your principal or contact me and together we will try to meet your needs. This isn't always possible though due to limited openings.

The negotiations team has met again and will meet with our NYSUT, Labor Relation Specialist to finalize our proposals. The Health Insurance Committee will convene again which most likely means our contract will not move forward until the committee decides one way or another on the

Health Insurance issue. All Chapters will have a better understanding of our status once the Health Insurance Committee reconvenes. I will keep you posted of any developments.

All tenured teaching assistants should be considering which evaluation method (Special Project, Growth Plan, or Principal evaluation) they will choose for this school year. You should have a conversation and a final decision by November 1<sup>st</sup> with your respective principal. All untenured teaching assistants are required to be evaluated by a principal. If you have any questions, please contact me and I will guide you through this process. All forms are available under staff resources on the [www.capregbooces.org](http://www.capregbooces.org) website.

These are all the updates I have for now. If anyone has any concerns, please contact me at [condolora@aol.com](mailto:condolora@aol.com) or 393-2244. Keep up the good work everyone!

In solidarity,  
Colleen Condolora

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## ZUMBA Fitness® Class

Your Employee Assistance Program, along with instructor Lynn Thornton, are pleased to once again offer an after work ZUMBA Fitness® class at Maywood School

Start the school year off right and join the millions of people who have decided that having fun and working out are NOT mutually exclusive. ZUMBA Fitness® is like no other workout you will ever experience! It is a fun, exhilarating, no pressure class! Zumba Fitness® combines Latin rhythms with easy to follow moves to create a dynamic fitness program you will love.

A Freebie Class is being offered on Monday (Oct 7) from 4:30pm to 5:30pm at Maywood School so come and check it out!

**Regular Classes will be held on:**

Mondays at 3:30pm -4:30pm (10/21, 10/28, 11/4, 11/18, 11/25, 12/2) Freebie 10 minute ab class starting at 3:15pm

Thursdays at 4:30pm -5:30pm (10/10, 10/17, 10/24, 10/31, 11/7, 11/14) Freebie 10 minute ab class starting at 3:15pm

Minimum of 10 to run class

Sign up for class by emailing: [bailandolynn@gmail.com](mailto:bailandolynn@gmail.com) OR calling/texting 518 505-3351.

Cost: \$7 drop-in rate OR 6 week session for \$30.



# RETIREES CORNER

By Jeanette Christoff

## Greetings Faithful Readers,

There has not been much time to think about a topic for this month. Our life has been filled with demanding changes; visiting nurses, wheel chairs, med problems, a ramp (ugly), home health care, electrical problems, car and snow thrower servicing and the increased energy this “career” requires.

As always, summer flew by too quickly. It is difficult not to envy our neighbors a bit as we see them coming and going unencumbered by a cane, walker or wheelchair. What a gift it is to transport your body easily from one place to another.

With summer’s end comes the change of pace from that of a snail to a whirling tornado, especially for those who could take the summer off. There is the excitement of new challenges as your mind plans strategies to meet the needs of students, the teacher evaluations, more testing, core curriculum plus your life apart from work. The line is narrow between the excitement of the challenge and the overwhelming panic of having more work to do than hours to do it. The feeling is especially strong during the down

times of waiting in traffic, in a cashier’s line, for a late bus. That’s the time you need a memory journey of happy summer events.

Was there a beautiful wedding you attended or a visit with family and friends from afar? Maybe you chuckled as you watched the antics of a kitty or puppy as they explored their new world. Did you finally get to see and hold the newest family member? Did you have an outstanding golf game or feel the thrill of a wild ride at a theme park? Did you bask in the beauty of the mountains and know the delight of a tug on your fish line?

Were you mesmerized by the swish of ocean waves as they met the shore, each different from the last and different from the next? And didn’t reading this calm your mind as you recalled your own special moments?

Maybe the good thoughts will bring an aura of calm and give perspective to the monumental tasks ahead. But even if they don’t, wasn’t it fun to recall and savor some happy times of summer?

## October is school bus safety month

Faced with a dangerous rise in distracted driving, members of the Charlotte County Support Personnel Association wanted to alert their community to just how lethal it can be not to stop for a school bus when its flashers are on. So, members of the PSRP affiliate in southwestern Florida undertook a two-week campaign to draw the attention of motorists to the importance of driving carefully around school buses. They put out press releases, ads and letters—even a quiz on bus safety—all based on a free “STOP for the BUS” tool kit provided by the AFT. The result: Violations by drivers who ignored the school bus flashers fell dramatically, from 90 to 66, compared to the same period a year before.

This year’s National School Bus Safety Week is Oct. 21-25.



# NYSUT and AFT Electronic Newsletter Articles

## NYSUT/AFT criticize Gov's 'death penalty' remark

In a joint statement issued on Sept. 4, NYSUT President Dick Iannuzzi and AFT President Randi Weingarten challenged Gov. Cuomo's recent tough talk on struggling schools.

"Gov. Cuomo's 'death penalty' reference in speaking about so-called 'failing schools' demonstrated disrespect toward New York's dedicated educators, parents and hard-working students," the leaders said.

"The governor knows better -- this kind of language has no place in our society and it only serves to destroy confidence in public education. Every New Yorker, including our elected officials, needs to avoid inflammatory language that does nothing to address the needs of New York's most vulnerable students who suffer every day from inequitable conditions and, most often, are the victims of the social ills associated with poverty.

"What we don't need now is a war of words. Rather, we need a war on poverty and inequality. We need to fix -- not close -- schools and stabilize -- not destabilize -- communities. We need to work together to reclaim the promise of public education so that all children can achieve their dreams."

The joint statement and umbrage over Cuomo's remark reverberated through news blogs on Gannett, *NY Daily News*, *Times Union* and other websites.

## AFT Electronic Newsletter

### Education Department to allow ESEA waiver renewal

On Aug. 29, the U.S. Department of Education announced that it would be **allowing some states to seek renewals of their waivers** from requirements of the No Child Left Behind/Elementary and Secondary Education Act. The AFT would prefer a comprehensive legislative renewal of ESEA, and we are concerned that this waiver renewal process is loading requirements onto school systems struggling to implement the requirements associated with the last round of ESEA waivers. However, we also view this as an opportunity to fully implement the Common Core standards and to ensure that educators are part of the process.

### Plattsburgh, N.Y., team makes the most of TEACH

Mary Lou Megarr believes her labor-management team has something that's unique. "This is not just a team of people. It's a culture," Megarr says of the collaboration between the Plattsburgh (N.Y.) Teachers' Association and the Plattsburgh City School District. "We are used to working collaboratively, and that originated from attending TEACH," says Megarr, who is the president of the Plattsburgh local. The 15-person team from Plattsburgh includes teachers, a teaching assistant, a school nurse, a principal, an assistant principal, the school superintendent and the president of the district's board of education. Thirteen other labor-management teams also attended this year's conference.

## CRBFA 2013-2014 DUES SCHEDULE

CATEGORY	\$65,000 and Higher	\$50,001 - \$64,999	\$42,342- \$50,000	\$32,000- \$42,341	\$24,000- \$31,999	\$16,000- \$23,999	\$8000- 15,999	under 7,999
<b>NYSUT Dues Per Capita*</b>	\$346.00	\$346.00	\$346.00	\$346.00	\$259.50	\$173.00	\$86.50	\$43.25
<b>AFT Dues Per Capita*</b>	\$213.36	\$213.36	\$213.36	\$106.68	\$106.68	\$106.68	\$53.34	\$26.67
<b>CRBFA (local) Dues Per Capita **</b>	\$95.00	\$85.00	\$80.00	\$75.00	\$75.00	\$70.00	\$60.00	\$60.00
<b>TOTAL NYSUT/AFT/ CRBFA ANNUAL Per Capita</b>	<b>\$654.36</b>	<b>\$644.36</b>	<b>\$639.36</b>	<b>\$527.68</b>	<b>\$441.18</b>	<b>\$349.68</b>	<b>\$199.84</b>	<b>\$129.92</b>
<b>Divided by 18 Pay Periods=</b>	\$36.35	\$35.80	\$35.52	\$29.32	\$24.51	\$19.43	\$11.10	\$7.22

\* NYSUT/AFT 2013-14 dues increase

\*\* CRBFA 2013-14 *no* dues increase



## The benefits of an *online* bank

*Have you heard of online banks?* These are banking institutions that do not utilize actual “brick and mortar” branches; instead, they offer banking services that are predominantly done online.

So why consider using one of these types of banks? Online banks are often able to offer superior rates and incentives since they don't have physical locations -- thereby passing these savings along to their customers.

Many people decide to utilize online banks in conjunction with their current traditional bank to secure higher rates for supplemental accounts, such as term-based certificates of deposits (CDs), savings accounts or IRAs.

The Member Benefits Corporation endorses the GE Capital Retail Bank Deposit Program, which is an online banking service that allows NYSUT members and their families to take advantage of some of today's most competitive interest rates.



### GE Capital Retail Bank

*4 reasons to use the  
GE Capital Retail Bank Deposit Program:*

1. Earn preferred interest rates on Money Market Accounts, High-Yield Savings Accounts, CDs, and IRAs.
2. Access your money and account information 24/7 by phone or online.
3. Grow your funds, finance a vacation, save for retirement, and much more!
4. All GE Capital Retail Bank Deposit Program customers receive free identity theft resolution services.

**Learn how the GE Capital Retail Bank Deposit Program can help you save by calling toll-free 866-226-5638 or visiting [gecrbatwork.com](http://gecrbatwork.com) (enter “NYSUT” in the company or association name box).**

## Financial expertise customized for your situation



Looking to learn how to properly invest your assets to build a college savings or retirement fund; what to look for when purchasing or financing a home; or maybe tips for getting your credit under control?

The NYSUT Member Benefits Corporation-endorsed Financial Counseling Program – provided by Stacey Braun Associates, Inc. – offers unbiased, objective advice customized to your specific financial situation.

### The program offers:

- Up to six hours of objective toll-free telephone consultations with a certified financial planner or registered investment advisor.
- In-person consultations at least once per calendar year at your NYSUT Regional Office or Stacey Braun's New York City office
- Access to Stacey Braun's password-protected website and a 24-hour email helpdesk for basic financial questions.
- NYSUT members can purchase the Financial Counseling Program for an annual fee of \$260; a 403(b) Limited Plan is available for an annual fee of \$185.

For more information, call **800-626-8101** or visit **[memberbenefits.nysut.org](http://memberbenefits.nysut.org)**.

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.

Sept./Oct. '13



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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## Personnel Personals

Our condolences to **Donna Mandelkern**, upon the passing of her husband Harvey in Florida. Donna was a Speech Pathologist in the Sp. Education Division. (Received from Annette Botsford)

Our condolences to **Colleen Condolora** on the recent passing of her sister.

Our condolences to **John Saddlemire** whose sister passed away recently

*Fall is here!*



### Sunshine Chairperson

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

Abby Fischer

4 Wicken Square, Albany, NY 12205

518-852-0958

[abbylynn52479@yahoo.com](mailto:abbylynn52479@yahoo.com)

Please contact **Lisa Mink**, Membership Chair, with any change in mailing address or to give her your personal email. 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.