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CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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 smiling, curious faces are back. I'm hard at work and I'm sure you are also. I can't believe it is almost Halloween (my beautiful bride's favorite time of year). It seems like it was just yesterday I was at opening days talking and enjoying the company of so many of you, my colleagues, then at school greeting new students and learning about who they are.

There's something about the innocence of this time of year, where we meet our new students and begin to get to know them that inspires me. 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 find that as the year progresses they demonstrate this in many ways.

I believe that the way we teach and meet students' 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, in some ways, than the answer we give. Our careful, positive reinforcement is what will encourage each to continue and seek success in our classes, and beyond. We, as teachers and staff, have an awesome task and yet a weighty responsibility in this work we

do. It can often be difficult and at the same time very rewarding.

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 them to, not only give them more career options, but shape the kind of person they will be.

I know this may seem 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. I believe that this is truly the essence of real customer service and what we should always strive for, here at Capital Region BOCES.

Many things around us continue to change and I expect that will continue. As long as people who don't understand what we do, make decisions about our work, it will continue to be an uphill battle. Our students need us, and not these self-serving politicians to be really successful. I believe that what we teach is probably not as important as how we teach and 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. Perhaps even more important than that is you will help them feel the success.

Looking Forward, Doug

CALENDAR

CAPITAL REGION BOCES FACULTY

ASSOCIATION.

REP COUNCIL

Oct. 21, 2015

BOCES BOARD

Oct. 15, 2015

Adopt a Shelter Dog Month

Columbus Day and World Arthritis Day

Oct. 12th

US Navy Birth Day

Oct. 13th

Fall Open House at Albany CTE—6 PM

Oct. 28th

Daylight Savings Time Ends

Nov. 1st



TRIAD Committee Mtg.
Oct. 27th for November
Newsletter

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Important Dates for 2015-16

Exec Board NYSUT	Rep Council 900 bldg. (unless noted otherwise)	TRIAD Meet- ing Maywood	BOCES BOARD Meeting
October 7, 2015	Oct. 21, 2015	Oct. 27	Oct. 15 Schoharie CTE
November 4, 2015	Nov. 18, 2015	Nov. 24	Nov. 16
December 2, 2015	Dec. 16, 2015	Dec 29 th ??? Or Jan. 5 th	Dec. 21 or (17)
January 6, 2016	Jan. 20, 2016	Jan. 26	Jan. 21
February 3, 2016	Feb. 24, 2016	March 1	Feb. 22
March 2, 2016	March 16, 2016	March 22 nd or 29 th	March 21
April 6, 2016	April 20, 2016	April 26 th	April 18
May 4, 2016	May 18, 2016	May 24 th	May 16 Schoharie CTE
June 1, 2016	June 15, 2016	None	June 20
	04:15-6:00 PM	4:00 PM	July 18

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www.crbfa.org

TEACHING ASSISTANT/AIDE REPORT

Colleen Condolora, Chapter VP

Dear Constituents:

I hope everyone's school year got off to a good start! It was a strange beginning for many because the districts we serve had so many different start dates. Some employees started in August while others were unable to attend an Opening Day because classes were being held. Hopefully next September we will have more normalcies with the district's calendars.

It is that time of year to decide which evaluation you will be choosing for your APPR requirement. Remember though, when choosing your evaluation, that once every four years you must have a principal evaluation. In addition, there have been so many remarkable Special Projects done by Teaching Assistants throughout the years. I am always so proud to present the projects at the Teaching Assistant/Aide Showcase in the spring. If anyone needs any help thinking of some ideas for a Special Project please let me know and we can brainstorm. The Special Projects are a valuable experience for both the classroom and the Teaching Assistant.

Some discussions have come up recently regarding staff conduct in the classrooms. As you know, our demeanor sets the tone for a student to have a good experience or alternately, one that can become problematic. Please be cautious when speaking to your students. Address students with a calm, respectful voice and

avoid making unrealistic demands and threats. Threats never accomplish a positive outcome and the child will, most likely, rebel and escalate his/her behavior to a point where you or the student will be at risk for harm. If anyone needs a refresher in classroom management techniques please let me know and we can arrange for a specific workshop on this topic.

In a recent meeting, we discussed how important it is to look out for each other. Students and staff are under tremendous stress and are experiencing some form of trauma. We may not recognize the trauma we are experiencing so it is important we each look out for one another. If you notice a change in a co-worker, please reach out to him/her. It is very important to care for each other's well-being. Our jobs can be very challenging and trauma can sneak up on you without you realizing it. If you are feeling stressed or sad, please contact EAP or NYSUT Social Services for guidance.

Enjoy the new school year and please contact me with any questions or concerns. You can reach me at 265-2358 (cell) or 356-8349 (work) or through Outlook.

In Solidarity, Colleen Condolora

Supreme Court Alert!

By John Fitzpatrick, Teacher

I love our new contracts. Mine has given me some financial incentives I would not have had without the long hours invested by our many levels of Union representation. I can only imagine the expense involved in crafting and reviewing those documents and I want to be a part of paying for the best minds available to get it done fairly and correctly. My dues were a very small investment in that process which has delivered a healthy return.

How ironic it is that as our contracts were being finalized, our US Supreme Court agreed to hear a case which will determine whether or not unions can continue to collect the agency fee. *Friedrichs v. California Teachers Association* aims to overturn a nearly 40-year precedent which allows the use of agency fees for public sector unions. Union members must pay for the costs associated with collective bargaining and contract administration which benefit non-members as well, so non-members pay an agency fee as their fair share. The agency fee represents just the portion of the dues that was committed to the expenses involved in contract negotiation and implementation. Any portion of dues devoted to political action or lobbying are not included in the agency fee. It was a fair arrangement. Everyone who benefits from a contract helps to pay for it, but only those who support the Union as a whole pay full dues as members.

From its beginnings, this case has been specially crafted for the Supreme Court, and if successful would affect tens of thousands of union contracts and would force millions of public employees into a right-to-work model.

Justice Alito has been inviting a case like "*Friedrichs*" for several years, and anti-union groups have been paying attention. The right-to-work argument is that there is political activity done during contract negotiation and subsequently related to contract enforcement and it has already been determined that non-members cannot be required to pay for political speech. Another tactic will be to use the First Amendment's guarantee to freedom of speech, insisting that individuals have the right to bargain with their employers individually.

If the Court rules against unions' abilities to collect agency fees it could devastate our financial capacity to negotiate contracts. Even worse, it would set up a divisive workplace where members would most likely be resentful that non-members are getting the same benefits without contributing toward the cost of having gotten them. That's assuming that we would have enough resources to continue to negotiate at all.

If this comes to pass, we all must make the effort to talk to each other about our honest feelings on these matters. Through open and ongoing dialogue, grounded in the history of what the labor movement and our Faculty Association has accomplished, we will be able to convince each other that our future needs to be funded by us all.

Retirees Corner

By Jeanette Christoff—518-356-0137

Dear widows, widowers and those who have lost a dear one,

In July, I came to understand the depths of sorrow with the loss of the one who owned my heart and who gave meaning and purpose to my life. Each of you, who has lost a dear - one, knows only too well of this experience. Whatever feeble attempts made to prepare emotionally for the inevitable, were useless. Overwhelming grief suppressed all that had once been important. Every thought was veiled with the knowledge that life was forever changed, that my love was gone, never again for me to see, to touch, to hug. As a leaf in the dark chaos of a tornado, I had no direction, no destination. Stream of thoughts whirled as my mind tried to seek a place of light, of comfort, of safety. There was only the painful darkness, emptiness and tears.

Thus went those first months of traveling alone on this journey of life, an experience I now share with so many, if not all, of you. Our literature on grief tells us that the pathway of sorrow can take a year or more to move beyond the sudden devastating episodes of tears and hopelessness which can be brought about by a memory, a song or a special place shared. We have been told that life will get easier, but will never be easy.

Although the tears are now less frequent, finding the motivation to do the basic tasks of life takes much effort and concentration. My thoughts wander between memories of happy times and the cruel reality of the present. Much of what once was important, seems trivial. Fortunately, I am blessed with dear friends and cousins who lift my spirits with visits, calls, e-mail and include me in their lives. The beauty of the Adirondacks continues to bring solace and comfort as does knowing that Stan is finally free of the paralysis and pain of over 20 years. As is probably true for each of you, we try to carry our grief quietly in our broken heart but are always aware of its presence. My Faith continues to be the anchor of my life as it has been through the years and sustains me along with the knowledge that one-day, when Our Lord decides, Stan and I will again be together in His eternal kingdom. It will be a joyous reunion.

HISTORY OF OUR TIMES

- Social Security Act - Aug.14, 1935
- Medicare- July 30, 1965
- Medicaid- July 30, 1965
- Americans with Disabilities Act- July 26,1990
- “the Little Rock Nine” met by angry white mob protesting admittance to all white school. Sept. 24, 1957.
- Jackie Robinson admitted into Baseball Hall of Fame, first black player. July 23, 1962.
- Martin Luther King’s, “I have a Dream” speech, Washington, D.C. Aug. 28, 1963.
- Trial for 18 accused of 1964 Mississippi murders of Civil Rights Workers, Goodman, Chaney and Schwerner. Seven found guilty of conspiracy to commit murder, eleven acquitted. Oct. 7,1967.

#IAmPublicEd

Nae Nae Challenge

Celebrating Public Education Success!

Are YOU a product of Public Schools? Do you have a child in a public school that is doing amazing things?
Take the Nae Nae Challenge!!

About the #IAmPublicEd Nae Nae Challenge:

We want to encourage and celebrate public education! To do so, we are challenging YOU to do the Nae Nae dance to show your support for public schools!

- o Students
- o Teachers
- o School Leaders
- o Parents
- o Community Members
- o Elected Officials



You are ALL challenged to be a part of this movement!

Here's how to participate in the #IAmPublicEd Nae Nae Challenge!:

- o Take a 15-30 second video!!!
- o Start by saying your name, school, and #IAmPublicEd and your public education success story!!
- o Do the Nae Nae dance for Public Schools
- o Challenge 3 friends to do the #IAmPublicEd Nae Nae Challenge
- o POST!! On Facebook, Twitter, or Instagram with the hashtag #IAmPublicEd #NaeNaeChallenge and tag us at @nysutactioncenter and @AQE_NY!!
- o Check out how to do the #NaeNaeChallenge at <http://bit.ly/1LPwiqI>

BOCES Board Meeting Notes—Sept. 19, 2015

By Susan Kusalonis

Dr. Dedrick opened the meeting by awarding this years 20 and 30 year employees

20 Year - CTE - Paula Negri; Spec Ed – Lori Phillips (Reisenger)

30 Year - NERIC – Joe Hannan; Special Ed – Terry Johnson-Valentino; ESS – Laura Combs

He stated that these awards will return to being acknowledged on Opening Day in the fall.

District Superintendent Report

September 29th – CAPSA Meeting at Shaker HS; Local Legislators will be at this meeting

NYSBA Resolutions – He will be sending on to the DS staff to review

NERIC Plattsburgh Office will be having an Open House at the new facilities.

Grants - Deb Bush

The Grant writing service has brought in about 45 million dollars since its inception.

Two major grants have been recently awarded BOCES Districts – operational purposes, no facilities (building) funds. Only 34 grants awarded state wide.

Pre-K for 3 to 4 year olds – 1.4 billion annual award

Cohoes; Fonda-Fultonville and Amsterdam

Archive Grant - \$103,656 to three districts

Watervliet, Broadalbin Perth, Liberty

Some Goals adopted by the Board were discussed: Safety, Customer Service, and Reduce Silos in the Divisions

Safety Committee – Mark Jones:

Better compliance with SAVE Legislation (10 years old) for students and staff, protecting our assets, BOCES wide safety Team, emergency communication protocols along with many other items are in motion.

Customer Service – Deb Bush:

- Jeff Olefson from the Staff Development Associates met with BOCES staff and discussed how staff development compares around the state. BOCES has a contract with him for the coming year.
- Develop clear customer service standards – phones, how we receive people across the whole agency

Q – What do you do when you get a call and don't know how to handle it?

A – This will be part of the process to make sure that anyone who answers a phone here at BOCES will know how to direct any call. “Customers have choices and we want them to choose BOCES!”

Opening Day – Dr. Dedrick asked how the day went for everyone.

Special Ed – went smoothly even though a lot of challenges with district calendars

Educational School Support (ESS) – went very well

CTE – staff and students are handling some changes very well, even no cell phones on campus.

Dr. Dedrick – Opening day helps with cycle of school year. Staff were excited to be back and/or felt renewal

Tour of CTE Albany - Dr. Dedrick-Very impressed with component districts' wall logos and mascots and participation by non purchasing component districts.

Board Members Comments

- An APPR Presentation at Shenendehowa showed that teachers had higher scores with tests than classroom observation. This is directly opposite to the assumption that Principals were going to be too easy on staff.
- Of note was that a school that is in receivership had all of the teachers listed as effective or highly effective. Very confusing process.

Welcome New Staff to BOCES and Congratulate Staff that have achieved permanent status or tenure

Please say hello and introduce yourself if you haven't already..

August Board

William Cook, Teacher, CTE - Albany
Corey Gable, Teacher, CTE - Albany
Christopher Shader, Teacher, CTE - Albany
Hilary LaFountain, TA, Special Ed. - Pine Bush
Christina Harris, School Nurse, CTE - Albany
Zachary Scirocco, Custodial Worker, Special Ed - Maywood

September Board

Kristina Fermann, Teacher, CTE - Albany
Kelley Hasselbach, Teacher, Special Ed. - Steinmetz
Sharon Costello, TA, Special Ed. - Pine Bush
Genna Dockerty, TA, Special Ed. - Steinmetz
Ursula LeGere, TA, CTE - Schoharie
Natalie McNEil, TA, Special Ed. - Pine Bush
Cynthia Allen, Clerk I, CTE - Albany
Michelle Kaplan, Secretary I, CTE - Albany
Elizabeth Thurber, Clerk I, NERIC - 900

October Board

Mileesha Faulkner-Heath, Teacher, CTE - Albany
Jenna Egan, TA, Special Ed. - Pine Bush
Tatiana Gjergji, TA, Special Ed. - Pine Bush
Shannon Haggerty, Teacher, CTE - Albany
Mary Kelly, TA, Special Ed - Pine Bush
Meenakshi Thiyagarajan, TA, Special Ed. - VanAntwerp MS
Corey Toles, TA, Special Ed. - Mohonasen HS
Colleen Dillion, Account Clerk 1, NERIC - 900
Steve Gecewicz, School Security Officer, CTE - Albany
Stephanie Mosher, Vocational Case Manager, CTE - Albany
Michele Ziegler, Account Clerk I, CTE - Albany

Tenure Achieved

Carol McTernan, TA, 9/19/15
Matthew Finn, Teacher-ESL 10/27/2015
Patrick Wyman, Teacher-Career Education 09/08/2015
Cara Wolff, Teacher of the Deaf, 9/1/15

Permanent Appointments

Sophia Geitgey, Senior Library Typist, 8/4/15
Marisa Geraghty, Senior Library Typist, 8/5/15
John Waldron, School Monitor, 9/2/15
Jill Davis, Teacher Aide 10/01/2015
Martha Hernandez, Physical Therapist 09/08/2015

Get your hair styled, nails done, face 'facialized' — all while fighting cancer
Cancer walk, all-day clinic planned



Capital Region BOCES Career and Technical School cosmetology students will be doing double-duty raising funds for breast cancer research this month.

On Oct. 18, they will join area residents in taking part in the Making Strides Against Breast Cancer walk in Albany's Washington Park in Albany.

Between 30 and 40 CTE students expected to walk for the cure during the massive fundraiser, teacher Patricia Gollub said.

And then on **Oct. 28**, students at the Albany CTE campus will run an all-day clinic to benefit the American Cancer Society. Colorful hair extensions, hair-styling, manicures and pedicures are just some of the services that will be offered during the clinic, which runs from 8:30 a.m. to 8 p.m. at the CTE school, located at 1015 Watervliet-Shaker Road in Albany (Colonie).

"We will be running a full-service salon with all of the proceeds going to the American Cancer Society for breast cancer research," said Gollub.

Call 862-4716 for an appointment.

In the photo, Gabriel Guerra from South Colonie washes the hair of Elaine Murray from Mohonason.

Identity theft protection available for NYSUT members



TRUE IDENTITY PROTECTION™

NYSUT Member Benefits is excited to announce that its newest endorsed program -- ID Watchdog -- is now available to all NYSUT members & their families looking for protection against the growing threat of identity and credit theft.

What Do I Get When I Sign Up for ID Watchdog?

- Credit & Cyber Monitoring
- Credit Reports & Scores
- Individual, Individual/Spouse or Family Coverage Available
- Monthly Credit Score Tracker
- High Risk Monitoring

According to Javelin Strategy & Research, an estimated 13.1 million Americans fall victim to identity theft each year. These individuals are hit with approximately \$7,000 in fraudulent charges per person and spend about 330 hours each trying to recover from the effects of identity theft.

ID Watchdog (founded in 2005 as a theft protection service) uses proprietary monitoring technology that alerts members as soon as new or updated information associated with their identity is detected -- allowing them to catch fraudulent activity immediately.

To learn more about ID Watchdog, call toll-free 866-513-0823
or visit 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.

Sep/Oct. '15

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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October Checklist

Put the beep where you sleep: Smoke alarms are the theme of this year's Fire Prevention Week (October 4-10). Position them on ceilings or high on walls in each bedroom and in the hall adjacent to the bedrooms.

Evaluate yourself for ADHD: October is Attention Deficit/Hyperactivity Disorder Month. Check for adult ADHD symptoms at ADAdult.com/getting-help/for-you/online-screening-test.

Photograph fall foliage: Overcast days are best for capturing color. Fog and mist add mystery. Look for autumn reflections in ponds and streams. For unique photos, shoot trees from above—atop a hill, promontory, etc. Photograph the same tree every few days to document the change.

Fight seasonal depression: Eat foods rich in omega-3s (such as salmon, sardines, walnuts) and tryptophan (pumpkin, spinach, turkey). Avoid processed foods. If you often suffer from winter blues, talk with your doctor about using a photo-therapy light box as the days get shorter.

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. 518-221-1237, abby.fischer5@gmail.com

Disclaimer for Articles in the TRIAD

The articles contained in the TRIAD are proofed by the Communication Committee and the individual's opinion and do not reflect the opinion of the Executive Board of Rep Council or the Communication Committee of the Capital Region BOCES Faculty Association. They are strictly for your information and enjoyment.