



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

November 2010

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

News from the President

Dear Colleagues,

I hope your school year is off to a good start. Mine is going well and my students are working hard. Of course as the holiday season approaches I expect they will become more energized and possibly a bit less focused. You know what? That's fine with me. It's that high level of energy (the energy of youth), and all the great work they do, that keeps me enjoying what I do. I think it helps energize me, making my day go quickly and motivates me to continue to work hard to meet their needs. I hope you get similar enjoyment from your job.

As the year moves along, I am pleasantly surprised to see things are running pretty smoothly. Considering the number of new employees, retirements taking a number of staff and with them their knowledge and expertise, I am not involved with more glitches or problems than usual. Actually, there have been less than in years past. I see that as a good sign.

Given the economic difficulties and what seems to be a lack of capable statesmanship in the state government, things are going extremely well.

Unfortunately, the prospect for much better political leaders is not reassuring. Public education continues to be a popular target in the world of political rhetoric and nonsense. It is a bit disconcerting and as it continues, we will be faced with more change. What is reassuring is we really do know what we are doing educating the youth we serve. We know what is needed. Also, your state and federal unions are at the table working to help keep this process of change sane and constructive. We will get through this. Will we or education in NY be better for it? At this point I think that is hard to say. But when the dust settles, if it is not, we will be the ones to fix it. We will be the ones who will make it work.

I may be a bit of an optimist, but we are still here, working hard and going strong. We will be tomorrow.

Looking forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOCIATION.

EXEC. BOARD

Nov. 3, 2010

BOCES BOARD

Nov. 15, 2010

REP COUNCIL

Nov. 17, 2010

**American Education
Week (Nov. 15-21)**

World Aids Day

Dec. 1

SRP Day

Nov. 16, 2010

**TRIAD Article
Deadline:**

Nov. 22, 2010

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Rep Council Highlights, Oct. 20, 2010

Submitted by Lois Leonard

Appointments:

- **Barbara Hasselbach** (OTA, Sp. Ed.) was appointed as an alternate rep for the Service Chapter.
- The following people were appointed to the PDP (Professional Development Plan) Committee: **Katie DiPierro, Trisha Frament, Shelly Peck**, (Teachers, Sp. Ed.), **Amy Brennan-Strack** (ESL, SSS).

Old Business:

Association received a letter of thanks from Alex Cooper, winner of the Student Incentive Award

New Business:

- Teacher Contract was ratified, retro pay on its way.
- **Flora Fasoldt** reported on ED 10: Message is to **Get Out and Vote** in the upcoming election
- Motion was made to combine TRIAD and Website Committee into one committee called the Communication Committee. Discussion followed. Motion passed.
- **Colleen Condolora** reported on NYSUT Health and Safety Task Force Meeting. Task Force will focus on bill for Work Place Violence Safety K-12. Be on the look-out for ways to support.
- Audit Committee will meet at 3:15 prior to the next Rep Council Meeting. Members include: **Pat Dover**, (OTA, Sp. Ed.) **Melissa Eberhardt** (Teacher, Sp. Ed.), **Catherine A. Jakway** (TA, Sp. Ed.), **Dan Bush** (Teacher, CTE)
- Staff Development was discussed. **Susan Kusalonis** asked whether staff development activities

were being planned, has list of district staff development days and offerings. Comments shared by others were that professionals are being requested to present on own expertise for professional development exclusively and outside resources are not being offered.

- Concerns were stated regarding the new Medicaid requirements for Special Ed. service providers.

Standing Committees:

- Audit report by Dickinson and Company was circulated by Deb Sorvari, Treasurer
- **Catherine A. Jakway** was appointed both Nominating and Election Chair.
- Grievance Chair, **E. J. Hanley** encouraged members to bring concerns to their Chapter VPs.

Select Committees:

Flora Fasoldt announced that members are working on revisions of the APPR process to comply with the new regulations for Teacher Evaluations.

FYI Topics:

- **Diane Kavanaugh** distributed a packet of resolutions from the Spring NYSUT Representative Assembly held in Washington DC
- **Carolyn Pierce** announced the Social Committees New York City Trip scheduled for Dec. 11, 2010
- **Lanny Barsale** announced tentative date for Celebration Bash: May 19, 2011. Please contact Lanny to inform her of any conflicts.

Capital Region BOCES Faculty Association Leadership

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Capital Region BOCES Board Meeting – October 18, 2010

By Lanny Barsale

Presentation by two students selected to represent the state Skills USA. Both were elected as state officers. Ashley Myers, a student in Criminal Justice was elected Parliamentarian and Jordan Gonyea, a student in Heavy Equipment, was elected treasurer. Both students attend the Schoharie CTE center.

Special Education workgroups will have their kickoff meeting on October 27th at 3:00. There are 40 individuals in four workgroups.

Race to the Top

- Deadline for applications for the money was October 18th.
- Districts should realize that this is now the law and that they should apply for the money. Districts can join together or work separately. Some receive more money than others. Charter schools have received more money.
- The document is very daunting. Some schools will barely break even. Some opted not to apply for the money. Only one of our component schools did that. Capital Region BOCES is not eligible. Currently anything we do will not be paid. At a later date we will receive payment and we will do the hiring.

PDP Plan

Recommendation that the Board adopt the Professional Development Plan as recommended by the PDP Committee, and presented by Jim Haas. Many new projects, Professional Development opportunities and Race to the Top initiatives. Special Education and CTE are collaborating jointly and anticipate learning a great deal from each other.

Transfer of Funds

Excess money that was kept in a reserve fund for the retirees, to cover retirement incentives, and to cover sick leave money, can now be returned to the general fund.

New Special Education Division Deputy Director

The new Deputy Director for Special Education – Peter Taormina was introduced. It was noted that Dr. Inge Jacobs will be joining a committee that works on the ELA instruction and testing statewide.

It was reported that there was a report Shenendehowa doing a powerpoint to educate students about alternatives, programs at CTE. It was suggested that we could make one for all component schools. Next month it will be shown to the Board.

It has been documented that 90% of Special Education students who attend CTE will graduate. District guidance counselors need to be more aware of what CTE has to offer.

Board Member, Rose Surman suggested that the board meetings be put on cable as many districts are doing.

Conference Dates 2010-11

2010

Jan 12-16, 2011

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

Mar 24 - 27, 2011

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

April 7-9, 2011

NYSUT Representative Assembly, in New York City,

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

Rep Council	Rep. Council Location
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.	

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents:

The month of November is generally a busy time for everyone. Elections, Thanksgiving holiday, traveling plus trying to energize yourself to get ready for the holiday season in December keeping everyone very busy. November is also the month the **tenured** Teaching Assistants must choose the option they want to use for the evaluation process. Hopefully, everyone has made their choice and spoken with their respective principal by the November 1st deadline. This year I am highly recommending choosing the Special Project option. The Special Project has several benefits that you may not have thought about. Not only would you be eligible for professional development hours for your project, but as an individual, you grow and develop professionally by choosing this option. If anyone needs to download the forms or take a look at the webinette for the evaluation process, please go to www.capitalregionboces.org and click on Staff Resources. Scroll down to the Human Resource section and click on the **Teaching Assistant Evaluation** link. You will also see examples of the Special Projects that were showcased at last spring's Teaching Assistant Showcase. Please consider taking some initiative to try something different. You will be amazed at how rewarding and satisfying this accomplishment will become.

A few years ago, NYSUT merged with NEA and due to that merger; NYSUT members are eligible for NEA Member Benefits. One of the benefits you

should look into is the Complimentary Life Insurance plan. You are guaranteed for free:

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment coverage
- Up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader[†]
- Up to \$150,000 of life insurance for unlawful homicide while on the job

Please go to neamb.com and click on Insurance to access the Complimentary Life Insurance Plan or call 1-800-637-4636.

Finally, I hope everyone is keeping track of their professional development hours. I am currently waiting to hear more details regarding the WinCap updates and when exactly we will be ready to utilize the system. Hopefully, I will have more information to pass forward soon.

Enjoy your Thanksgiving holidays everyone and get some well deserved rest during the short break. As always, if anyone has any concerns, please contact me at 393-2244 or through my personal email address condolora@aol.com. You can also reach me at work at 356-8349.

In Solidarity,

Colleen Condolora

A day to remember those who do so much

Nov. 16 is New York state's School-Related Professional Recognition Day, a designation NYSUT was instrumental in securing, and one that is well deserved. What are you doing to do for your co-workers who are SRP's? You work with Teacher Assistants, secretaries, aides, custodians, educational interpreters, school nurses, messengers, clerks, computer operators, data entry specialists, OTA and PTA's.

Thank them for the support they give you..



MANAGING ANGER EFFECTIVELY

Anger may stem from feelings of frustration, hurt, annoyance or even disappointment. Feelings of anger do happen. You may get angry in your personal life; you may get angry in your work life. It is important to know, however, that anger can be managed and handled in a constructive way.

A few tips for managing anger are to take a break, calmly express yourself using carefully chosen words that are framed as "I" statements, and identify solutions to the problem.

We've heard it all a million times: Take a long breath before you react. Count to 10 before you act. Walk around the block before you respond. Write the e-mail and then sleep on it. Visualize a relaxing scene to calm you down. These techniques work, and they will help you with the most important thing—to calmly express yourself. There is nothing wrong with expressing anger, but the way to do it is in a non-confrontational manner. One can be assertive without being aggressive. The words you choose to use are important. Stick to the issue at hand and don't say anything that you'd regret later.

Use "I" statements. Don't use language that blames other people. Use words like, "I feel" or "I am concerned" or "I worry that..." are words that don't point fingers. Beginning a sentence in this fashion will not immediately make the other person go on the defense. Statements that are framed with the word "I" do not sound combative or aggressive, helping the other person to spend his/her time listening rather than defending himself/herself.

The most important way to stop feeling anger is to take the anger that you've expressed in a calm fashion and figure out a solution. It's important to resolve the issue so that one can avoid these feelings in the future.

Service Chapter VP

Susan A. Kusalonis

Dear Colleagues,

The Special Education Study Committee meetings are in full swing. The entire group including the Steering Committee met and introduced each other and Dr. Dedrick. The names of the members were sent out in the October 29th BOCES Insider. Thanks to the members from the Service Chapter that have agreed to be part of this process. They are: **Barbara Petraznik** (Sr. Acct. Clerk II); **Kim Mahar** (OTA) and **Darleen Anapolis** (RN). The Committee for Communication does not have a member from our group.

On another note, try to find time to attend the Wellness workshops that are being run by the Employee Assistance Program. I was able to attend both and found it to be informative and helpful. The first one was on preventative care, benefits of exercise, improving your memory (retrieval capacity), brain exercises, and many more. One of the best things you can do for yourself is to get enough sleep. Statistics show that you need 7.5 to 9 hours sleep a night. The second session was on how to survive the holidays. We received wonderful handouts.

Check out the SRP Newsletter at the NYSUT.org website on the left hand side of the website. This newsletter communicates what is going on in other locals.

On the weekend of Oct 1 -3, 2010 Debn Sorvarie and I were able to attend the NYSUT SRP Leadership Conference. One of the workshops I attended was on Record-keeping for Office Personnel. All of our guidelines are kept by our Records Retention Officer. Another one was on Resolution Writing and part of the process was to sit with a group and write one. Another was on Advanced Union Representation. At this one, I learned that I still have a lot to learn. At Breakfast session on Sunday the keynote address was done by Loretta Johnson, Exec. VP for the AFT. She was as inspiring as always.

In Solidarity, Susan

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings Retirees, Old and New,

According to the September TRIAD, 53 employees have retired from BOCES. Are you one of them? Does it feel wonderful? We recall our first September of freedom. We had enjoyed the summer without the trepidations of what the new school year would bring. For the previous 25 years, we had spent the last week of August in our classroom. For twelve of those years, our location had been changed to a different facility or a different room within a school. Once again we would spend the week unpacking boxes and setting up our room. It was a joy that first year to be spared from that ordeal.

Each September, our anxiety level was high in anticipation of new students and having to adapt again to a new setting. But before it all started there was Orientation Day. Suddenly, there would be throngs of people, quite a change after spending a quiet summer in the peaceful Adirondacks. It would be exciting to see friends we had worked with somewhere in the past, and often, it would be the only time we would see them until the following year.

During the 70's when our BOCES was much smaller, Orientation Days were held at the VOTEC (CTE) Center. We recall the final one held there. Many of the staff stood outside in the parking lot of Bldg. C, when, even the standing room was filled.

Sometime, during our first year of retirement, came the realization of the absence of friends and acquaintances who had been so much a part of our daily life. We no longer had the easy opportunities to meet new people,

which we so enjoyed. We also became keenly aware of the fact that we no longer were members of the Association, as it represents only those in the work force. During our active years, we had acquired much knowledge of our Association's history, of its contracts, its grievances and their outcomes. Now, we had lost the power to vote at Rep Council and no longer had first hand knowledge of possible changes to contractual benefits we had negotiated for, and received in the past. Our Health Insurance had become our only connection, but without any retiree input.

But our greatest loss was that of our identity as a teacher. We would have to define our self in the past tense. So many pieces of our life which had defined us, were gone as were our daily student interactions, with successes and triumph and the knowledge that we were making a difference. There were also memories of certain students who taxed us to the fullest extent of our skills and patience.

Through the years we had learned of effective ways of working with students, we learned to schedule, to organize and became familiar with the wealth of learning programs available and resources to find them. Ideally, we wish we could box that knowledge and bestow it on the newbies, who would be long on book knowledge but short on experience. But they must learn the hard way, as did we.

For many retirees that first year is filled with the long awaited and dreamed of adventures, with no thought of clock or calendar. For some with family and health issues, it was a lightening of the yoke of their frazzled daily life.

RETIREE UPDATES

Bob Bernardi, who recently retired, can finally pursue his wood crafting hobby. He and fellow retiree, Lars Turin will be having a craft show called "Sticks and Stones", featuring ceramics and wood turnings. It will be held at the Guilderland Parks and Recreation Office on Nov. 20 and 21, from 10 am to 4 pm. The Office is located at 181 Rt.146, almost across from Tawasentha Park.

We had a chance meeting with **Lillian Forsell** and Herman at our Farmer Boy Diner. In the 1970's, Lillian was a founder of the Teacher Assistants' Chapter and served as its first Chapter Vice President for many years. She is responsible for many of the benefits in the contract. Lillian sends her compliments to the Triad staff.

Healthy Living; Living For Good Health

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

Gluten-free Diets, A Serious Concern or A Concern For Good Health?

A rapidly growing number of Americans are avoiding gluten, a protein considered a refined carbohydrate that one does not necessarily need for any type of health benefit. Gluten-free eating is the newest health trend in Hollywood. Many are making this lifestyle change for health reasons at the suggestions of their nutritionists and trainers. Chelsea Clinton's wedding extravaganza as you may recall was described as the most high-profile gluten-free wedding ever! Chelsea is also said to have a gluten allergy, meaning she cannot eat wheat, rye or barley either; which is why her wedding cake was gluten-free. With Ms. Clinton and Hollywood celebrities following this new way of living, the gluten-free trend is sure to continue. In addition, gluten-free products have become popular among some consumers who see them as a way of controlling or losing weight. This may be one reason why so many celebrities are endorsing this new diet. This belief may not necessarily be correct. If you eat foods without the gluten in them, consider what other carbohydrates could be added to make them taste good so the unsuspecting consumer wants to buy them again. These foods may contain more calories than the original gluten does.

For others, gluten-free eating is a serious concern. This is an issue that affects one in 133 Americans. Gluten is the common name for the proteins in specific grains that are harmful to those with Celiac Disease. It is

not a food allergy. Food allergies including wheat allergy are conditions that people can sometimes grow out of. Celiac disease, more commonly known as gluten intolerance is a lifelong inherited condition affecting children and adults. Foods that are ingested with gluten create an immune-mediated toxic reaction that causes damage to the small intestine and does not allow gluten to be properly digested. With a strict 100% gluten-free diet, almost all of the complications caused by the disease can be prevented. When gluten is removed from the diet, the small intestine will begin healing and overall health improves. People living with this diagnosis have to completely avoid wheat, rye, barley, oats, and any ingredients or food additives that contain these grains. Standard bread products like pasta, or baked goods made with wheat flour is like poison to people with celiac disease. The major issue - gluten is found in most of the foods we are accustomed to eating.

Adapting to a gluten-free diet requires some lifestyle changes and staying gluten-free is all about choosing the right foods. It can be a diet that is hard to follow. There are many hidden sources of gluten found in the ingredients of many processed foods so it is very important to read labels carefully and become educated on what types of ingredients to look out for. Many manufacturers have also added a line of gluten-free products and you can find a selection of these items in stores with a health food section.

With a little practice and planning it is now possible to find lots of gluten-free products that are now available in the markets to make life easier. Still, what you see isn't always what you get! There are terms to learn, foods that commonly contain gluten, and hidden sources of gluten. You would be surprised how many items you may use every day contain some kind of gluten.

The Food and Drug Administration has not yet finalized regulations to govern the term "gluten-free" and definitions can vary. Staying gluten-free is all about choosing the right foods, so what could be more important than grocery shopping?

Here are some helpful shopping tips:

- When shopping, take the time to read labels, compare products and make informed decisions. The word "organic" does not mean gluten-free.
- Research – Familiarize yourself with brands you can count on for gluten-free options. Have your cell phone available to call manufacturers or visit their websites to find out how they verify their products.
- "Wheat-free" doesn't mean something is gluten-free.

Check out these websites!

www.celiac.org

www.liveglutenfreely.com

DEAR GABBY

Dear Gabby,

I am a certified teacher working as a teaching assistant in a Special Education BOCES classroom. I have my permanent New York State Teacher certification, but I am told that I need to acquire 75 hours of professional development in five years to maintain my position at BOCES. Could this be true? I am a **CERTIFIED TEACHER!**

Troubled in Troy

Dear Troubled,

If you already hold a **valid** classroom-teaching certificate you may be hired to work as a teaching assistant without obtaining a teaching assistant certificate, thus you would be exempt from the **Level III**, 75 hour professional development requirement. **However**, currently under the Teaching Assistant contract, the **BOCES district** requires **all** teaching assistants to meet a 75 hour professional development requirement every 5 years. So to



answer your question, **yes** you must acquire 75 hours of professional development in five years to maintain your position at BOCES.

Dear Gabby,

This summer during the first few weeks of summer school, the heat was unbearable. My classroom was on the second floor of the school building and not only did we not have air conditioning, but we did not even have fans in the beginning. Now that winter is moving in and we are back at our regular classroom, we are **freezing**, needing to bundle the students up in their parkas. Are there any regulations about temperatures in classrooms? What can we do?

Hot & Cold in Colonie

Dear Hot/Cold,

I am sorry to hear about your discomfort during the summer and winter months. Currently, there is not a statewide maximum temperature guideline. There was

however a maximum temperature bill proposal but unfortunately the language was watered down to only require policy for classroom temperature. Since the bill didn't move forward, NYSUT asked the bill be pulled in order to beef up the language to meet the needs of their members. Hopefully the bill will be reintroduced in the spring.

There is however, a minimum temperature requirement under the New York State "Property Maintenance Code" for Occupied work spaces. The indoor occupied work space must be supplied with heat during the period of **September 15th to May 31st** to maintain a temperature of **not less than 65 degrees** during the period the spaces are occupied. The only exemptions are freezers or cooling space and vigorous physical activity areas (gymnasiums). These regulations are enforced by the New York Department of Labor. If the temperatures in your building are unsuitable please contact your respective principals so proper protocol may be followed. If there is not any resolve, then please contact your local president to discuss alternatives.

Messages from Retirees

From **Anita Riccio** wow so this is the new technology from an oldee retiree hired in 1965 this is fantastic just entered the modern world myself got a laptop a month ago my grandsons are so proud of me love the retirees corner jkc is a real trooper and was always an asset to boces and still is best wishes to the triad staff for a super job and thanxs for keeping us all in tune with what is going on hi to all who are still there when i was last location 1 of 17 was bchs (Bethlehem CHS)

Dear Susan, I just wanted to tell you that I really enjoyed receiving the Triad on line this month. I read e-mail with my morning cup of coffee and I found I was able to spend a bit more relaxation time taking in the news from the Association. It is also one less thing to recycle. I hope you are well,

sincerely, **The Sargent**

AFT PROVIDES RESOURCES ON CHILDREN'S HEALTH

In conjunction with Child Health Day, the AFT has unveiled a [new Web page](#) that focuses on the vital link between children's health and their academic success. As teacher Ronnie Moshi says on the page, "When my students come to class with health, social or mental issues such as homelessness, hunger, tooth aches, they are often not able to pay attention or participate in a meaningful way." (Read President Obama's [proclamation on Child Health Day](#).)

One way to promote student wellness is through practical information for adults, and the AFT page provides resources in seven specific areas: dental health, mental health, vision, hunger and nutrition, obesity, eating disorders, and chronic illnesses such as asthma, diabetes, seizures and sickle cell anemia. Each section includes an overview of the topic, along with links to outside sources that can provide much more detailed assistance.

The page also includes an [AFT Voices question](#) where members can add their own comments about how students' physical or mental health issues affect their academic performance. You also can read comments from dozens of members who already have responded.

BUS DRIVER'S QUICK THINKING KEEPS CHILD SAFE

A Quincy (Ill.) Public School District bus driver is being commended for her quick thinking. When driver Susan Maggart prepared to pick up a student one morning, she did what school bus drivers are taught to do: She flipped on her flashing yellow lights to let vehicles know she was about to stop. When she did stop, she extended the bus's red stop arm and activated her flashing red lights, indicating to motorists that they should stop their cars. Nonetheless, a total of six cars drove past while the bus's red flashing lights were activated and the red stop arm was out.

Luckily, the child was watching Susan's hand signals, which told her not to cross the street. Maggart said, "I hold my hand up [when it's not safe]. And then when it's OK for them to cross, I'll motion for them to go ahead and come across." Thank goodness for those signals.

Maggart was thanked by the child's grateful mother, who watched the six cars speeding past the bus in horror. The parent commended Maggart for saving her child's life that morning, saying she is grateful for the bus driver's professionalism and quick thinking.

SOURCES & CONTRIBUTORS

School Transportation Director, Roger Glass, Annette Licitra, Dan Gursky, Tracie McMillan, the Atlantic, School Nutrition Association, Edward Husar, Quincy Harold-Whi; Lauren Samet, editor; Jane Feller, copy editor; Val Klayman, production

Regents Task Force on Teacher and Principal Effectiveness

The second meeting of the [Regents Task Force](#) on Teacher and Principal Effectiveness took place Oct. 19. A brief presentation was given by representatives from The Center for Assessment, the vendor selected to provide technical assistance to SED in the development of a growth model. The Center staff acknowledged the difficulty of the task ahead. SED provided the representatives of the Center with the questions developed by the Task Force. Many of the questions had been posed by our members. The Center representatives indicated the Task Force questions were all ones which needed to be answered during this process.

The Task Force committees met to prioritize questions to be addressed. A website will be established that will allow for committee work between Task Force meetings.

SED plans to provide an update on the progress of the Task Force to the Board of Regents in December. Task Force members have begun to raise questions regarding the timeline for the work of the group. In December, we are planning a Saturday meeting of the teacher members of the Task Force to meet with national experts and discuss field input. Our members are working well as a team and are a strong force within the Task Force ensuring practitioners a voice. (Photo: Maria Neira (right) with Aminda Gentile of the UFT)

NYSUT: Regents' cutback of AIS is a bad idea

The State Education Department may have raised the bar to identify more grade 3-8 students struggling in math and English Language Arts, but SED now says there is not enough money to get newly identified students the help they need.

NYSUT Vice President Maria Neira said the move is clearly a bad idea and inconsistent with SED's commitment to improve student learning. "Parents and teachers are on the same page. We're concerned students are not getting the extra help they need," Neira said. And what will this mean for the students when they take upcoming 2011 exams?

Neira noted the original purpose of these state tests was to identify students who needed extra help and support. "This is no time to back away from giving students the support they need," Neira said. "At a time when state and federal officials are placing more importance on testing and demanding more accountability, we should be providing more support for students, not less." Here's [more information on the Regents action](#).

Dec. 11th Faculty Association Bus Trip to New York City

\$30.00 per person

Each person may bring up to 2 guests.



Name _____
Guest #1 _____
Guest #2 _____
Home Email Address _____
Phone Number _____
Emergency Contact Person _____
Emergency Contact Person's phone number _____

We will be leaving Maywood School (1979 Central Avenue) at 9:00 AM and returning at approximately 10:30 PM. Please arrive no later than 8:45 AM.

**Please send completed registration form and payment* to:
Carolyn Pierce
1247 Trinity Avenue, Schenectady, NY 12306**

****Checks should be made out to CRB FA—Deadline to Register is December 4th.***
You will receive an email confirmation when your seat(s) on the bus have been secured.

Paterson signs school anti-bullying law

NEW YORK -- A new law requires New York school districts to protect children against bullying because of their sexual orientation or weight.

It says schools should guard against those and other forms of discrimination and harassment, including ethnicity and disability.

Sen. [Thomas Duane](#), a Manhattan Democrat, said it's the first time protections for transgender students are "enshrined in New York state law."

Gov. [David Paterson](#) signed the Dignity for All Students Act last month. Among other things, it requires school districts to revise their codes of conduct.

They also must adopt guidelines for employee sensitivity programs. At least one staff member in each school will be taught special instructional and counseling methods.

The new measure does not override existing laws or state regulations against discrimination.

-- Associated Press

Look at what your NYSUT membership brings you!

Your NYSUT membership gives you access to a variety of benefit programs and services endorsed by NYSUT Member Benefits. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization, financial health and product competitiveness.

Insurance plans include term life, disability, auto, home, boat, personal excess liability (umbrella), long-term care, catastrophe major medical, flexible premium adjustable life, vision and retiree dental.

Financial and legal services include a financial counseling program, online banking (money markets, savings and CDs), mortgages, credit monitoring service, consumer credit counseling services, and a legal service plan.

Discounts include TripMark.travel (hotels, flights, cruises and more), Wyndham Hotels & Endless Vacation Rentals, Motivano Online Marketplace, EPIC Hearing Service Plan, Powell's Books, OfficeMax, Bose, Barnes & Noble.com, Working Advantage (discount tickets and more), Philips Lifeline, car and truck rentals, Six Flags, Buyer's Edge Inc. (buying service), HEAT USA and Defensive Driving (online or classroom). Be sure to check the Member Benefits website, www.memberbenefits.nysut.org, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.

Other services include MAP (Member Alert Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; MPP (My Program Participation), an online look-up service on programs in which you participate; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term

Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).

Workshops include Identity Theft, 403(b) Basics, 403(b) Employer Contributions, Inside the 403(b), Unraveling the Mysteries of Credit and Credit Reports and The Financial Planning Puzzle. Workshops are scheduled by

your local president, chapter leader, retiree council leader or retiree chapter leader.

To request information, call Member Benefits at 800-626-8101 or visit www.memberbenefits.nysut.org.

Some benefits may not be available in all local associations.



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For information about these programs or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Nov./Dec. '10

PERSONNEL PERSONALS

We extend our deepest sympathy to the family of **Karen Tomlinson**. Karen died suddenly on October 12, 2010 at the age of 51. Karen was an Occupational Therapist in the Special Education Division for over 20 years. Our condolences are also extended to classroom teams who have worked with Karen, her colleagues and the numerous students who lives she has touched. She will be greatly missed. A memorial service will be conducted at a later date at the convenience of her family. Donations in Karen's name may be sent to the organization known as "Whiskers". The telephone number is #518-448-9565. The address is 310 State Street, Albany, NY 12210.

Speedy recovery to Emma Duncan, daughter of **Jennifer Duncan** (TA/EA, Sp. Ed.)

Congratulations to **Rebecca Breese-Dysard** (Teacher, Sp. Ed.) on her recent marriage on September 24th.

Condolences to **Kristen Jones** (Teacher, SP ED) on the loss of her son Timothy Michael Godfrey who died unexpectedly on Monday, October 11, 2010. Timothy was 29. Donations can be made to the Carlisle Volunteer Fire Department, 2417 Highway Rt. 20, P. O. Box Drawer B, Carlisle, NY 12031

Sunshine Chairperson

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

Michelle Angelo

385 Ballston Avenue, Scotia, NY 12302

(518) 370-3468

mangelo1@nycap.rr.com

Please contact **Lisa Mink**, Membership Chair with any change in address that you have. You can reach her at lmink8@hotmail.com. In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.

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.

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