



November 2011

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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,

It seemed like just yesterday we were starting another school year and now the holiday season is upon us. It is certainly a time of wonder. The students are a bit wired and full of anticipation. They may just be hoping for a snow day or maybe there is a magic that touches all of us.

I am not sure that all will have as great a holiday as we might want. The economy is in the dumps with the state continuing to have huge budget problems. Think about the kind of leadership, like our governor, who thinks the solution to money problems is to get rid of government employees, using baseball bat tactics to accomplish it. The irony of his work is that he is seriously reducing public confidence. As he reduces funding for the many jobs public employees do, including those in education, he reduces these employees ability to support business and the economy. A rocket scientist he is not.

In addition to an awful economy and poor leadership in the state, many of our friends and neighbors have suffered much pain and loss at the hands of "mother nature". There are so many of them still working to get their lives back together. She certainly can be a cruel and unforgiving matriarch. Yes, there may be many reasons for long faces. These aren't the best of times. Yet somehow I know we will be okay.

Given the state deficit, we may even have to fight battles to maintain funding at its already low levels so kids from working class and poorer families have a chance at quality education and the services needed to make that possible. Despite it all, I believe that we will persevere and continue to work to make this a better place for our students, friends and families.

There is a definite magic to the season, I can feel it. This magic makes us smile in spite of what is wrong. There seems to be something mystical that causes us to be a little friendlier and a bit more giving. I can't explain it, but the truth is, it is there. It truly is a time to give thanks.

There is a magic about the season and I am thankful for it. I am also thankful for all the hard work your Executive Board and the various committees have done to help your Association operate. This newsletter is one example of this. I want to thank the editors and staff for the fine job they do.

I want to thank members of the Rep Council for continuing their hard work. They are the strength of the Association. Their decisions are what define much of the way we do business. Their efforts and dedication demonstrate a unity of purpose despite small differences that exist amongst us.

We all need to remember to thank our Executive Board. They work untiringly and deal with the day in and day out business of running a union. The work that has gone into making the health insurance committee, labor management committee and APPR committee has been enormous. They continually go above and beyond the norm to protect our rights and our contracts.

I would like to personally thank them. I truly appreciate all they do. My job would be impossible without their work.

And finally I would like to thank you for your continued support and help. As we are entering the holiday season I want to wish all best of luck and good fortune. I know I have been blessed with the most important things in life and I hope you are too.

Looking forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOCIATION.

EXEC. BOARD

November 2, 2011

REP COUNCIL

Nov. 16, 2011

BOCES BOARD

Nov. 17, 2011

Birthstone:
Topaz



Flower:
Chrysanthemum

TRIAD Article Deadline:

Nov. 16, 2011 for
December Newsletter

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Service Chapter Notes

By Susan Kusalonis, VP

Dear Colleagues:

Which season is it now, fall or winter. Snow was a shock this past week and personally, I was not ready. Still had leaves to rake. Oh well. Next spring I guess.

Please give a warm welcome to **Heather Merolle**, at Rotterdam Academy 1 (Woestina Elem.). Due to a cut in positions and with Albany County Civil Service in charge of our titles, she will be replacing **Amy Grogan**, (Secretary 1, Sp. Ed.) Amy, the last hired in her title is the first to be cut. The staff in Region 2 will miss her.

Daniel Andrews (Computer Programmer, NERIC) will be retiring as of 12/31/2011. Make sure you all wish him well before he goes.

Please welcome **Sabrina Pry** (Senior Library Typist, SSS) when you see her.

The **Service Staff Development Subcommittee** will be starting up again soon with new members. I want to welcome **Gina Hanley** (Sr. Acct. Clerk II) and **Connie Mann** (Data Entry Operator) from NERIC and **Debora Evans** (Secretary 1) from Sp. Ed. We really need some representation from CTE. Hopefully someone will find time to meet with the group. The dates are Nov. 28th, Jan. 11th, March 5th, and May 7th. All meetings run from 3 to 4 PM and are held at SSS. If you work too far away to make the 3 PM start time we can do a conference call and you can be part of the Committee this way. One idea is to acquire staff development resources. Think about it?

On another note, I wanted to thank **Sharon Marshal** and **Debbie Evans** (both secretaries) on volunteering for the Principal Cabinets. I was speaking with Christine Carpenter and if other Service Chapter members wish to volunteer to join a cabinet they could still join one by contacting her at ccarpent@gw.neric.org.

In Solidarity, Susan

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
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CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
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Recording Secretary	Barbara Burnham	334-1193	862-4720	baburnham@googlemail.com
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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 Faculty Association

Rep Council Highlights Oct. 19, 2011—by Lanny Barsale

Chapter Vice President's reports:

Service Chapter

- will be losing a secretary because of cuts in School Support Services.
- Interpreters – now permanent, are concerned because there is a draft bill from State Education Dept. – want to make them part of State Ed. Licensing. We will keep you updated as definitive information is available..

TA/EA

- Negotiations at impasse. They could not come to terms. There will now be a mediator. Mike Rowan has sent a letter to PERB and requested specific mediator. There is a 2 week turnaround.
- 11/1/11 – deadline for APPR option.
- 11/15 – SRP recognition day
4– 7 PM at NYSUT – SRP meeting with free dinner

Special Education Teachers

- The Rep List was ready but have to rearrange because of clarity of changes.
- Doug and Flora met with Chuck to discuss general feelings, tight schedules of membership and number of students. Chuck feels that it's the financial climate at this time.

CTE

- There is an arbitration about guidance counselors. The question is "Are they teachers?"

Health Insurance for staff RIF'd – 2 were told that they had to pay and declined. Third one paid some but not all and should get money back. Health Insurance ended for RIF'd people on August 31st because you pay for 12 months over the course of 10 months.

Doug – voiced concern and dismay over the August layoffs. The main problem is that districts don't get information to BOCES in a timely manner. Health Insurance could be cut off earlier if we lay off earlier predicting cutbacks. Could administration warn people of possibility?

BOCES Leadership conference – information did not get to people. Need to try to get conference information out in a timely manner.

Audit Committee – needs representative from each chapter. TA – Catherine Jakway, CTE – Dan Bush. Still need reps from special education and service.

Professional Learning Communities. Many questions. Are they in addition to region meetings? It seems like each region has a different understanding. DHH will meet as a strand. Region III sees it as a continuation of ELA mapping. There is much confusion. Flora will look into it.

Communication Committee –

January TRIAD will be a special edition dedicated to retirees. Would like Chapter Vice-Presidents to write articles.

Executive Board Request

We would like to get more personal e-mail addresses from members to allow us to get information out in a more timely manner. We don't have a good tool for that now.

Question about Agency Fee. Dues are the same for members as for agency fee payers.

Social committee: Information or questions about using Group-Wise for social activities. This has been more limited because of abuses and you can only access your own division's mailing list.

Website – needs to be updated. Wondering if we can do a Facebook page. Turns out there is one. Need to check on this. It will be reader only.

Food Drive – can we do another one? Food banks are low. Wouldn't be able to do it through Rep. Council for Thanksgiving. People should give to local food banks. Also, homeless shelters need personal care items. Vicki still collects them at Rep Council so bring them to the meeting.

Membership – dwindling. There are problems reconciling with payroll.

Teachers and Service Chapter will be negotiating after the end of this the year.

There are signs that things are starting to get better. Social Security Income has been raised 3% which hasn't happened in some time.

No formal Board report but some tidbits.

- Kathryn Gerbino will retire the end of June.
- Skills USA did a presentation.
- Energy got another award.
- The Board visited the Schoharie Heavy Equipment Class and observed some of their projects.
- Cost of Special Education summer school runs a deficit. The state rates are presently at cost from 2 years ago. Districts have pulled back students. Admin is looking at ways to save money. They can't use a different salary schedule for us. Looking for ways to fund us differently.

Pat Gollub's class did a fundraiser for breast cancer. They raised \$1,540.

Donate to Vote/Cope!

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents:

The month of November is generally a busy month for everyone. We have family obligations, an abundance of yard work, in addition to getting prepared for the holiday season which always seems to come upon each of us very quickly. As a reminder, November is also the month all Teaching Assistants should have their evaluation choice in place with their principal.

On the negotiation front, we are currently at an impasse. An impasse means both sides are deadlocked and cannot come to a mutual agreement. A mediator has been assigned to break the deadlock. The mediator will look at both sides and make a determination. This process always has the possibility of taking extra time to resolve the issues. Please be patient during these challenging days. Hopefully, an outcome favorable to our side will prevail. Your team has been working hard to get the best contract possible; we will continue to strive for the best. Coming to an impasse was not an easy decision, but it was the right decision at this time. If anyone has any questions, please drop an email to any member of the negotiation team (Barb Burnham, Chris McDonough, Michele Angelo or myself.)

This is an FYI for anyone who is planning or preparing to retire. Due to budgetary constraints the Social Security Administration will no longer be mailing annual statements. You will need to go to www.socialsecurity.gov.mystatement/ to utilize the Retirement Estimator.

There have been several inquiries regarding certification status. Teaching Assistants who received their Continuing Certification before February 2004 do not have to apply for any other certification requirement. You have been grandfathered in under the old regulations. Those hired after February 2004, must meet the new SED requirements. These certification requirements are called Levels. Each Level has certain criteria to move to the next Level. Once you are on Level III, your 75 hour professional development requirement will begin on July 1st following your certification date. If anyone has any questions regarding requirements you can go to the BOCES website (www.capregboces.org) and scroll under Staff Resources to locate certification information to answer your questions. You can also utilize the State Ed. website at www.nysed.gov under Teaching Assistant certification requirements for more information. You can also contact me if you need some assistance.

Enjoy the fall weather and remember to find some time for yourself during these busy days. If you have any concerns, you can always reach me at home at 393-2244. I will do my best to assist you and if I can't, I will find someone who can. Take care everyone and Happy Thanksgiving.

In Solidarity, Colleen Condolora

Rep Council	Location Of each meeting
11/16/11	900 Watervliet Shaker Road, Board Room
12/14/11	900 Watervliet Shaker Road, Albany/Schoharie Rms.“
1/18/12	“
2/15/12	“
3/21/12	“
4/18/12	“
5/16/12	“
6/13/12	“

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Hello Dear Friends,

Tropical Storms Irene and Lee may be just a fading memories for those who experiences only a brief power out or a few teacups of water in their basement.

For those with great loses, life is on a new and unfamiliar path. Some have the youth and motivation to pick up the pieces and try to rebuild their lives as they once were.

Some are overwhelmed. Their age, health and fear of another flood has led to their decision to relocate and start a new life in a new place. Sadly, we have read of some who have considered not facing another day.

Even those, whose homes came through intact, feel the loss. The beauty of their valley has been ravaged. The rich topsoil, which had

made the area productive farm land, has been washed into the river. Livestock has been drowned, washed away and wasted. Some who have farmed their entire life have lost too much to start over.

We understand their shock at facing such sudden chaos. Just as the floods washed away the life they had and their future plans, a Stroke washed away our own some 19 years ago. As they, and we must work each day to drive away thoughts of what might have been, we extend our thoughts to all of our sisters and brothers. There is none among us who has not known the mental anguish of tragedy. Haven't we all had that stomach-sick feeling when we learned that someone dear has unexpectedly passed, when a car accident happened, a job was lost, of learning a child is gravely ill or receiving a dreaded doctor's report.

More than ever, those who are trying to keep body and spirit together need the help and support of other. We have read of volunteers who find that helping and listening is far more satisfying than a multitude of their other experiences. Seeing folks smile again and showing enthusiasm for the future is a priceless gift for the volunteer and motivation to return each day.

Although media coverage is fading, there are mountains of work to be done. Even if you could only give a few hours, your help is needed and welcomed. The cold weather is upon us and you can have a part in our friends being able to say, "There's no place like home for the holidays".

More info: after-thestorm@ynn.com Facebook-TimeShare Volunteers

REMEMBERING

Kathleen M. Gill, 64, died peacefully on September 16, 2011. She was a Social Worker, retiring in 2004. Kathleen led an interesting life. She had been a VISTA Volunteer at the Blackfoot reservation in MT. She was also a teacher, writer, editor, publisher, story teller and out-of-doors person. Kathleen was a 46er, a 35er and hiked many trails including the Northville-Lake Placid and Appalachian. She published "Story Walking the Appalachian Trail". Kathleen owned and operated The Story Teller, Ltd. performing at Caffe Lena. She was known as the resident story teller in Rexford. Kathleen is survived by her sister Sarah, nephews, nieces, the Gill Clan and her goat Zipper. A memorial service was held at the Dominican Retreat House.

Our condolences to the family of **Herbert T. Mayo** 86, who passed away on October 10, 2011. Herb taught Auto Body Repair at the Albany Votec Center for more than 20 years, retiring in 1991. He was a decorated veteran of WWII with the 44th Infantry Division. After the war, Herb joined the Army National Guard, retiring in 1984 as a first sergeant. He enjoyed making people laugh and talking about Hyundai autos. Herb is survived by 6 children, 3 step-children, 14 grandchildren and 18 great grandchildren.

Fran O'Connor, TA in Sp. Ed., retired, passed away on 10/6/2011. Fran was predeceased by her husband Thomas in January and is survived by 6 children.

Healthy Living; Living For Good Health

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

I Have Some Good News and Some Bad News

At the time of this writing, it is Halloween day and we already have put a couple of early snowfalls behind us. I love snow but I am so not ready for it. February sounds really good now that I am in my older years. I remember the days of childhood longing for heavy deep snow. I would play for what seemed like hours only having to come in because my snowsuit was soaked. Cold and wet, I went in the house eager to have the hot and delicious hot cocoa my mother made. Those were the days. Now I look forward to our fireplace spreading its warmth, under a warm blanket, reading a good book and nibbling on dark sweet chocolate.

Do you have a sweet tooth? It could protect you from a stroke, according to a Swedish study on women chocolate lovers that was published in the October 18, 2011 issue of the *Journal of the American College of Cardiology*.

Would I trade my love for brussel sprouts for chocolate instead? Probably not, but Swedish scientists report that eating chocolate could be a sweet defense to lower a woman's risk of stroke. The study followed 33,000 Swedish women between the ages of 49 and 83. None of the women had any history of stroke, heart disease, cancer, or diabetes when the research began in 1997.

The Good News:

The study found that women who had the highest consumption

of chocolate, about two candy bars a week or 2.3 ounces per week, had a 20% reduced risk of stroke than those who never or rarely indulged in this beloved treat. Over the following decade, a total of about 1,600 strokes were registered in the group. After taking into account all the known risk factors for stroke, the researchers discovered that the women who ate the least chocolate, between eight grams (0.3 ounces) a week to none at all "were the ones who suffered the most strokes."

Chocolate does have its benefits. 90% of the chocolate consumed in Sweden was milk chocolate that contained about 30% cocoa solids. This is a higher concentration of cocoa than is found in most dark chocolate products the United States. This study was done in women and she expects the results would be similar in men. Larsson also noted that although U.S. chocolate generally contains less cocoa than the chocolate eaten in Europe, there should be a benefit from chocolate consumption in this country too.

Larsson said "We weren't really surprised, because our hypothesis was that chocolate would help protect against strokes," pointing out that it had already been shown that "chocolate reduces blood pressure, and high blood pressure is a high risk factor." Other studies have also shown that antioxidants in chocolate "can reduce oxidation of the bad (low-density lipoprotein) cholesterol, and has been shown to improve insulin re-

sistance," "If we had been able to separate light and dark chocolate we think that the connection would have been clearer with dark, since it's cocoa that is the protective substance," She and her colleagues had found what they had expected to find.

A few smaller studies have previously hinted that eating chocolate could help protect against strokes, but the Karolinska Institute team's decade-long study of such a large number of test subjects is the first to reach a clear connection.

With the good news is the bad news:

Still, this doesn't mean you should start adding chocolate to your daily diet. Some chocolate in moderation can have some benefits, but chocolate also has a lot of sugar and fat and it contains caffeine. The average serving size for Swedish women in the study ranged from 19 grams to 30 grams. In contrast, the standard American portion size is 20 grams. Eating a little dark chocolate in moderate amounts can be healthful, as long as you don't eat so much that you gain weight. If you're prone to irregular heartbeats or high blood pressure eating chocolate can adversely affect those conditions.

Dear Gabby



Dear Gabby,
I'm thinking I might retire next year. Do I need to let my employer know?

Confused in Colonie!

Dear Confused:

You need to review your contract to verify the age that you would be able to do this. Below is a sample letter that you would use to let Human Resources know.

Gabby

Your home address
City, New York Zip

Date

Mr. Robert Zordan, Director of Human Resources
Management Services
Capital Region BOCES
900 Watervliet-Shaker Road
Albany, New York 12205

Dear Mr. Zordan:

Please accept this letter as written notice, as required, of my potential decision to retire from my position during the 2012-13 School Year in order to receive compensation for unused sick leave.

Should I decide to retire during this time period I will notify (name of appropriate Division Director), Director of the (?) Division.

Please feel free to contact me if any additional information is needed.

Very truly yours,
(original signature)

Your name, Title and Division

LOCKS of LOVE CAMPAIGN 2011

November 2011 Update

Here's the Long and the Short of it!

The Final Countdown begins!

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

The final cut date has finally arrived with a definite time, date and location for the hair donations to **Locks of Love**. I spoke with Patricia Gollub (our Faculty Association Vice-President) and Cosmetology teacher from Capital Region BOCES CTE. A date of December 1st has been scheduled at the Albany CTE campus from 8:30 am until 7 p.m. Pat Gollub will be holding her annual clinic on that date. Appointments are asked to be made at 862-4716. This is an annual fundraiser, but Pat and her CTE Cosmetology students will be doing **free** styling for those who wish to participate in this **Locks of Love** campaign.

I still only have a few volunteers. I am really hoping to make this campaign a success! My goal is still 200 inches. That is just 20 people with 10 inches including me. If you, a family member, co-worker, BOCES retiree or friend would like to join me in this **Locks of Love** cam-

paign, I can be reached at (518) 469-7969 or at my personal email address, MsSmarty-pants429@nycap.rr.com.

I really have to end this campaign. My long locks have really been a lot of work to maintain the last couple of months as well as uncomfortable to sleep with but I would do it again for such a worthy cause.

“Hair” today and gone tomorrow is finally in sight.

My soon to be shorter rootie tooties thank you.

Catherine Jakway



Special Education Division - Principal's cabinet update/mission statement

On Wednesday, October 19, the Special Education division's principal's advisory cabinets met to receive an overview of cabinet process from Jim Butterworth, CASDA executive director and consultant to the division, and to plan for the first of their individual group meetings, which will begin in November. The first topic the groups will discuss and provide input around is the guiding mission statement now being developed for the division.

The goal is to have the principal's cabinets reflect the diverse opinions and ideas of our entire staff. Following is a listing of the staff members who are participating with each cabinet. If you have information you would like to contribute to the upcoming discussion on the division's mission statement (or other topics to be discussed this year) or have questions about the principal's cabinet process, please be in touch with one of these staff members or the principal in your region.

Region 1, Jaime Covington:

Shireen Ali, teacher aide
Jim Bailey, teacher
Nan Ciarlone, teacher
Dawn Cotton, teacher assistant
Katie DiPierro, teacher
Dennis Edney, teacher assistant
Trisha Frament, teacher
Holly Gilbert, teacher
Sharon Marshal, secretary

Region 2, Leo DiPierro:

Joan Brucker, teacher
Kathy Collen, occupational therapist
Laura J. Cooper, teacher
Sue Davis, speech therapist
Lauren Duffy, speech therapist
Iain Munro, teacher
Krista Rinaldo, teacher assistant
Angie Tritto, social worker
Sherry Karcher-Hewitt, speech therapist
Stephanie Warlik, teacher
Cheryl Holmes-Wright, teacher assistant

Region 3, Barbara Catalano:

Lucy Brady, social worker
Deborah Evans, secretary
Kimberly Green, teacher assistant
Suzann Kipp, teacher assistant
Richard Lupi, teacher
Sandy Money, speech therapist
Sharon Swain, teacher
Kathryn Walter, teacher
Adrian Whitford, teacher assistant
Jacqueline Wood, teaching assistant

Region 4, Maureen Gushlaw:

Barbara Kania, consultant teacher
Andrew Lockwood, teacher
Joseph Bouchard, teacher
Robin Lippman-Scharf, social worker
Stephen Roberts, social worker
Stephanie Champ, teacher assistant
Jamie Coulter, teacher assistant
Julie Wilson, teacher assistant

Region 5, Carol d'Estienne:

Sharon Berberich, teacher assistant
Joanne Cogswell, teacher
Colleen Condolora, teacher assistant
Flora Fasoldt, speech therapist
Charles Fuller, teacher assistant
Martha Hernandez, physical therapist
Kristen Lashway, teacher
Shelly Peck, teacher
Carolyn Pierce, teacher
Kevin Rheden, teacher assistant
Alexander Stern, teacher assistant

Christine Carpenter
Public Information Specialist
Capital Region BOCES/
Special Education Division
1979 Central Avenue
Albany, NY 12205
Phone: (518) 464-6311
E-Mail: ccarpent@gw.neric.org

CLARIFICATION ON REQUIREMENT TO RECEIVE BLOODBORNE PATHOGEN TRAINING EACH YEAR

Persons whose positions fall within the following job categories are required to attend HazCom Training that includes the Bloodborne Pathogen segment—and are not eligible to take the on-line version to meet the annual requirement:

- ⇒ All members of the Custodial Department
- ⇒ All Nurses working in the Health Office of the facility
- ⇒ All Assistants to Nurses working in the Health Office of the facility who perform tasks in which there is an expectation of routine, on-going exposures to blood/body fluids
- ⇒ Occupational Education Classroom Teachers and Teaching/Educational Assistants who are required to work in a clinical setting as part of their BOCES' positions
- ⇒ Special Education Teachers/Therapists/Social Workers, Teaching/Educational Assistants and Substitutes who work with Special Education students who have medical/behavioral/other issues that would present the expectation of routine, on-going exposures to blood/body fluids

If a person works with Special Education students who do not have medical/behavioral/other issues that would present the expectation of routine, on-going exposures to blood/body fluids, he or she is not required to receive the Bloodborne Pathogen training each year and may take the on-line course for the requirement.

State takes step to improve test integrity

Starting in 2012-13, New York teachers will not grade their own students' state standardized tests. Instead, districts will use external, regional or computerized scoring, but it is not clear at this time how the new grading system will be implemented. Approved this week by the Board of Regents, the move may cause changes in the Regents exam schedule.

NYSUT Vice President Maria Neira said the state needs to find funding and ensure that testing costs are not pushed down to school districts. There are many operational issues, especially for small and rural school districts. The union is pressing for protections for staff members who report test administration problems.

NYSUT On Line



Are you keeping your family's best interests in mind?

The importance of having a will cannot be overstated – this crucial legal document protects your family during their time of grief and ensures that your wishes are honored.

Drafting a will can help provide peace of mind for you today and prevent unnecessary stress for your family in the future. It also allows you to name a legal guardian if you have children under the age of 18. In addition, a will ensures that your estate will be distributed according to your desires.

A power-packed legal punch

The NYSUT Member Benefits Trust-endorsed Legal Service Plan – provided by Feldman, Kramer & Monaco, P.C. – provides access to legal advice and assistance that is crucial when looking to create or update a will.

Each year, the plan provides for one simple will or update at no charge. A simple will provides for the proceeds of one's estate to be distributed to a specifically named beneficiary(ies), with an alternate distribution plan in the event that the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are distributed outright with no conditions attached.

In addition to the simple will, you will receive a durable power of attorney, living will and health care proxy – all important documents to have in place before the need for them arises.

Discounted rates

NYSUT members can purchase the Legal Service Plan at the special cost of \$85 per year or \$55 per year for retirees; an Elder Law Rider and/or Business Protection Rider are available for an additional fee. Members eligible for payroll or pension deduction can take advantage of further savings.

Do you have other legal issues that you need assistance with, such as dealing with a speeding ticket or selling your home? The plan offers NYSUT members legal assistance for a variety of personal legal matters.

You will have access to unlimited, toll-free legal advice from plan attorneys; these attorneys will make phone calls and write third-party correspondence at no charge to resolve personal legal situations on your behalf before they become major problems. In

addition, when you enroll in this plan, you will receive two coupons for free, hour-long consultations with a plan attorney.

How to get started

You can enroll in the voluntary plan online by visiting memberbenefits.nysut.org or printing a descriptive brochure and enrollment form. Feel free to also contact NYSUT Member Benefits at 800-626-8101 with any questions about the plan.



Please note: if you belong to a local association that provides a group legal service plan through the local or its benefit fund, remember to take advantage of the plan's benefits.

The Legal Service Plan provided through Feldman, Kramer & Monaco, P.C. is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 33.33% of annual participation fees received for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

**MEMBER
BENEFITS**
nysut
Working to Benefit You

Nov./Dec. '11

Dec. 10th 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 3rd.

You will receive an email confirmation when your seat (s) on the bus have been secured.

SOCIAL Committee Upcoming Events

Capital Region BOCES Faculty Association's Children's Holiday Party



**December 3, 2011—11:00 AM - 1:00 PM
Albany CTE Dining Room**

**Pizza, crafts, cookie decorating, games, and a
special visit from you know who!**

PERSONNEL PERSONALS

Our condolences to **Barbara Burnham**, former TA Chapter Vice President, and her family on the passing of Barbara's husband, Robert (Bob), 66, on 10/9/2011. He will be remembered as a kind, gentle, caring and very generous person. Bob was a welcomed visitor at the annual BOCES Children's Christmas Party with his white beard, red suit and bag full of toys.

Bob and Barbara celebrated their 40 wedding anniversary in August. Bob is survived by his son Beau and daughter Jennifer. Contributions in Bob's memory may be made to Disaster Relief of Middleburg, 30 Main St. P.O. Box 789, Middleburg, N.Y. 12122.

Our condolences to **Susan Kusalonis** on the passing of her sister-in-law, Althea Miller on Oct. 22, 2011 in Au Sable Forks, N.Y. Althea is survived by her husband Gerald (Lefty) and her children Collin and Derek.

Sunshine Chairperson

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

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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.

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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