



November 2012

Vol. XXXVII No. 03

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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 as well as might be expected considering the SLO (student learning objective) testing we are being required to do and all the confusion that has gone along with it. I have to admit, the team of geniuses who coined that acronym were right on the money. The process of writing tests, giving the tests, reviewing the test results, writing SLOs, testing the students again at the end of the year (a different test), reviewing those test results, and based on the results and how well the SLOs were met, evaluate (in part) the teacher of record, will certainly SLOW up student learning. Of course, that is in a “perfect world” and everything goes as planned.

The continual educational “evolution” we are experiencing is not really new, so I am told. When I talk to sage career educators with 30 or 40 years in the business, many now retired, they tell me that every few years a new reform plan is hatched. It seems to coincide with gubernatorial elections. We get a new governor, we get a new plan. Now that is something to look forward to. Though I do think we need to give credit where credit is due. He deserves to be remembered as the governor that in so many ways, SLOed education.

My students are working hard and so am I. I am focusing on them and what they really need. Not the SLOs. That is what I do as a teacher. Helping my students to be successful and helping them to feel the success. It is one of the most important parts of what I (we) do. They need to have a good year and I do my best to make sure that happens.

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.

I may be a bit of an optimist, but we are still here, working hard and going strong. We will be here tomorrow. We are what makes education happen and we are the ones who know how that needs to be done.

**Looking forward,
Doug**

CALENDAR

CAPITAL REGION BOCES
FACULTY ASSOCIATION.

EXECUTIVE BOARD

Nov. 7 2012

REP COUNCIL

Nov. 28, 2012

BOCES BOARD

Nov. 19 2012

Election Day

Nov. 6, 2012

Veterans Day

Nov. 12, 2012

School Related Professionals Day- SRP—Nov. 20

TRIAD Article Deadline:

Dec. 4, 2012 for
December Newsletter

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Capital Region BOCES Faculty Association Important Dates for 2012-13

<i>BOCES Board of Education</i>	<i>Executive Board</i>	<i>Representative Council</i>
November 19, 2012	November 7, 2012	November 28, 2012 900 Watervliet Shaker
December 17, 2012	December 5, 2012	December 19, 2012 900 Watervliet Shaker
January 17, 2013	January 2, 2013	January 16, 2013 900 Watervliet Shaker
February 14, 2013	January 30, 2013 (February meeting)	February 13, 2013 1031 Watervliet Shaker
March 18, 2013	March 6, 2013	March 20, 2013 900 Watervliet Shaker
April 10, 2013	April 10, 2013	April 24, 2013 1031 Watervliet Shaker
May 20, 2013	May 1, 2013	May 15, 2013 900 Watervliet Shaker
June 17, 2013 Schoharie	May 29, 2013 (June meeting)	June 12, 2013 900 Watervliet Shaker

Capital Region BOCES Faculty Association Leadership

<u>POSITION</u>	<u>NAME</u>	<u>HOME</u>	<u>WORK</u>	<u>E-Mail Address</u>
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	583-1119	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	393-2244	356-8349	condolora@aol.com
CVP Service	Sandy Smith	869-7421	229-1403	shortmom02@yahoo.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeannine Moran	587-7662	862-4816	jmmoran@hotmail.com
Recording Secretary	Barbara Burnham	334-1193	862-4720	baburnham@gmail.com
Corresponding Sec'y.	Vacant			
Treasurer	Deborah Sorvari	452-8138	334-1296	debmom39@nycap.rr.com
Membership Chair	Lisa Mink	372-7240	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	356-8342	ehanley1@nycap.rr.com

From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

How thankful are you?

I call Thanksgiving the forgotten holiday. Sandwiched between Halloween and Christmas, it has little chance to be noticed. I went to get Thanksgiving paper plates October 15th and found Halloween being moved aside for Christmas decorations and no Thanksgiving supplies. It's disheartening.

I need to veer a bit from this. I recently attended the BOCES School Board meeting. Dr. Dedrick talked about how the board members are all volunteers and thanked them profusely for the time that they put in as board members. He even had a cake for them to celebrate School Board Appreciation Month. It was really nice to see hard-working volunteers being recognized and appreciated.

So...where is this all leading to? (I know you're wondering - right?)

Your Rep Council is made up of volunteers who not only meet once a month but most have other jobs that they do for the Association. If you think things are bad and morale is low, try to work in a non-union school. I know, I've been there. Many of your reps are willing to go to the powers that be and bring your concerns, no matter how trivial they might seem. Out of my 30 years, I think I've done this job for at least 25. And for what? Well it's not the warm, fuzzy feeling I get. And it's definitely not because there's a Rep Council Appreciation month. It's the knowledge that what I'm doing is important.

We have had reps who have been on the council for many years. Unfortunately, many have retired and we haven't had a lot of people willing to take over. We realize that

public opinion right now is against us - as teachers and as union members. But we can't just sit back and let someone else do the work. If we don't pitch in, it just won't get done. And like finding Thanksgiving paper goods, it's disheartening to think that people are not willing to do the work.

It's so important that we are now looking into paying the Reps. I have very mixed feelings about this but it may be that the time has come to do just that. My biggest fear is that this will not be enough. Yes, we are overloaded with paperwork. But we're asking you to attend a meeting once a month (we do get out by 6:00 and sometimes earlier) and then contact the people on your constituent list. It can be through a phone call, e-mail, a letter, etc. Just make contact and bring information and concerns back to the next meeting.

I do want to say that I am so Thankful for our Association leadership. While they are paid, they go above and beyond, often on a daily basis. Just check the notes from Rep Council and see what is going on in each chapter. They make the contacts with administration that many just can't do. They field phone calls at all hours. They try to negotiate (we're not getting a lot of cooperation lately, but they do try). And they are fighting for our rights and to see that the contract is followed. That, in itself, is a huge job since we have administrators who don't seem to know what's in it. If you're not sure how important they are, just try to do this job without them.

So, our next Rep Council meeting is Wednesday, November 28th at 900 Watervliet-Shaker Road. Are you ready to make a commitment? Give me something to really be thankful for.

And remember - have a Happy Thanksgiving.

In solidarity, Lanny Barsale

CRBFA 2012-2013 DUES/AGENCY FEE SCHEDULE

CATEGORY	\$65,000 and Higher	\$50,001 - \$64,999	\$42,342- \$50,000	\$32,000- \$42,341	\$24,000- \$31,999	\$16,000- \$23,999	\$8000- 15,999	under 7,999
NYSUT Dues Per Capita *	\$334.00	\$334.00	\$334.00	\$334.00	\$250.50	\$167.00	\$83.50	\$41.75
AFT Dues Per Capita *	\$205.20	\$205.20	\$205.20	\$102.60	\$102.60	\$102.60	\$51.30	\$25.65
CRBFA (local) Dues Per Capita **	\$95.00	\$85.00	\$80.00	\$75.00	\$75.00	\$70.00	\$60.00	\$60.00
TOTAL NYSUT/AFT/CRBFA ANNUAL Per Capita	\$634.20	\$624.20	\$619.20	\$511.60	\$428.10	\$339.60	\$194.80	\$127.40
Divided by 18 Pay Periods= \$\$ Per Pay Period	\$35.23	\$34.68	\$34.40	\$28.42	\$23.78	\$18.87	\$10.82	\$7.08

* NYSUT/AFT 2012-13 dues increase

** CRBFA 2012-13 no dues increase

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

Fall is here in all its spectacular vibrancy. With this season come many changes such as leaves turning beautiful colors, trees becoming barren or feeling a cool nip in the air. Changes are inevitable but sometimes change is thrust upon us without any fore warning. These unexpected changes are what I want to discuss with you.

The first change I noticed was our second paycheck in September. I received many phone calls and emails inquiring why are base salary changed and a deduction was made that had no specific title. Following a conversation with Payroll and Human Resource, I was informed salaries were adjusted to compensate for the 184 day BOCES district calendar. In the past our salary has been based on 185 days but this year the BOCES calendar is comprised of **184** days thus the change in our salary base. It should be noted, our salary has always been based on the BOCES district calendar. As you know, Teaching Assistants and Aides work the school calendar of the districts we are housed in. Six out of the ten school districts we work in have more than 184 days therefore you will need to be compensated for the extra day you work in the month of June. More information will be forthcoming from Human Resource regarding procedures to be taken to insure you receive your compensation for the extra day worked. If you have any questions please call or email me with your concerns.

The second change that needs to be addressed is to all the Teaching Assistants who changed from the **Employee Retirement System (ERS)** to the **Teacher Retirement System (TRS)** in **January, 2004**. If you have not done so, please go to www.nystrs.org and create a **MyNYSTRS** account. This valuable tool will enable you to check your contributions and service credits for each year you have been in the system. I particularly want you to check your service credit for the year 2004. You should have been credited with one year of service. If you have not, please contact me with this information. You can reach me at my Outlook email, colleen.condolora@neric.org, or

my personal email, condolora@aol.com. You can also call at my home telephone number 393-2244.

I have a request to make from each of you. I recently attended a NYSUT Health and Safety Task Force meeting. One of our discussions was the legislative push we are making to get the Workplace Violence bill to include K though 12. As I have said in the past, the SAVE legislation is not sufficient coverage for school districts. There are powerful politicians, such as Mayor Bloomberg and Assemblyman Shelly Silver who do not want schools to have the same labor protections as the private sector. The Task Force is asking for anecdotal stories from our membership who have been injured or harmed on the job. Our goal is to get as many stories as possible to show the legislature that this bill is vital for public schools. Please send your stories to me at condolora@aol.com and I will send them to the proper person at NYSUT. Please be assured, your name will not be included, we want anonymous correspondence. When you send me your short story or blurb, I will transfer it to a word document so no one will have your identity from your email address. I will then forward the anonymous stories in a folder to NYSUT. Thanks for your help with this endeavor. The Task Force will continue to advocate on your behalf.

In closing, I hope everything is going well in your classrooms and you enjoy your Thanksgiving break with your family and friends. We have much to be thankful for at a time when so many are still struggling with unemployment. Thank you for your generous donations to the Northeast Regional Food Bank, it will help many families get through these challenging fiscal times. Our Chapter is very generous and understanding of other family's needs. You make me proud to be your Chapter Vice President. Happy Thanksgiving everyone!

**In Solidarity,
Colleen Condolora**

Have you had your hearing tested?

The ability to hear plays a major role in the learning process and overall development at all ages. A person's ability to hear affects a variety of factors in his or her life, such as social interactions with others, learning problems and even an impact on vocational choices.

Just think about what you would do if you could no longer hear. How would your professional and personal life be impacted? Hearing is such a critical component of our daily functioning. It not only helps us to communicate, it also helps us achieve balance.

So, if hearing plays such a big role in our survival, why do people put off getting a hearing test? Simple: because people may not realize they even have a hearing issue. Unlike the other senses, it's much more difficult to realize if your hearing is beginning to diminish.

Getting a hearing test is a great way to screen any potential problems before they become worse. A comprehensive evaluation encompasses a series of non-invasive tests that determine your ability to hear all ranges of pitches and frequencies.

Consider making a hearing exam part of your annual wellness check-up. Contact the EPIC Hearing Service Plan toll-free at 866-956-5400 for a referral to a local audiologist in your area. Feel free to also contact Member Benefits with any questions at 800-626-8101 or visit memberbenefits.nysut.org.

For information about this program or 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.

NYSUT - SRP News link

Payroll Change

The Job Creation Act of 2010 provided for a 2 percent payroll tax reduction for all U.S. employees, reducing the Social Security withholding rate from 6.2 percent to 4.2 percent of wages paid.

This provision of the law is set to expire Dec. 31, 2012. At that time the Social Security withholding rate will revert to 6.2 percent, effective Jan. 1, 2013. As a result, employees may see a decrease in their take-home pay during calendar year 2013. The first BOCES payroll of 2013 is Jan. 11, 2013. If you have any questions, please contact Bruce Bonacquist or Wendy Ashley.

Reprinted from BOCES Web Site.

Dignity Act goes into effect July 2012: SRPs, are you ready?

The New York State Dignity For All Students Act (DASA) was established to provide a school environment free of discrimination, bullying and harassment based on (but not limited to) race, color, weight, national origin, religion, disability, sexual orientation or gender on school property, the school bus and school functions. A school's code of conduct must be amended to reflect these changes in age-appropriate plain language, and schools are responsible for training employees to prevent and respond to bullying and harassment.

Your union is here to help you. NYSUT's Education & Learning Trust (ELT) has workshops on bullying that can be brought in to your district. Go to www.nysut.org/ELT or call 800-528-6208 for more information.

Also, www.aft.org has information about AFT's anti-bullying program, "See A Bully, Stop A Bully."

To learn more about the NEA's "Bully Free, It Starts with Me" program and materials as well as great tip sheets for specific SRP job titles, go to www.nea.org/neabullyfree.

Reprinted from NYSUT Web Page.

November 18th Faculty Association Bus Trip
To the Lee Premium Outlets

\$15.00 per person

Each person may bring 1 guest. **Maximum 25 people**

Name _____ Guest #1 _____

Home Email Address _____ Cell Phone No. _____

Emergency Contact Person _____

Emergency Contact Person's phone # _____

We will be leaving Maywood School (1979 Central Avenue) at 9:00 am and returning at approximately 5:00 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 November 10th*

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

Dec. 8th Faculty Association Bus Trip to New York City

\$30.00 per person

Each person may bring up to 2 guests.

Name _____ Home Email Address _____

Phone Number _____

Guest #1 _____

Guest #2 _____

Emergency Contact Person _____ Contact's phone # _____

We will be leaving Maywood School (1979 Central Avenue) at 8:00 AM and returning at approximately 9:30 PM. Please arrive no later than 7:45 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 1st.*

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

RETIREES CORNER

By Jeanette Christoff

Fall Greetings,

The almost daily rains of late September and early October made up for our dry summer and although much needed, those sunless weeks gave us the 'blues'. Having to put away the things of summer was far less enjoyable than taking them out in anticipation of the days ahead. We Northeasterners tend to live all year awaiting that all too short season. The mornings of sunrise at 5 AM and the bright evening that lasted until almost 9PM are solely missed.

Now the time has come to reset our thoughts and clocks. Fortunately, our American traditions provide us with events to anticipate. Memories of our teaching years will not allow us to celebrate Halloween without searching the attic for one of the many costumes we had through the years. The look of surprise from the trick or treaters makes dressing for the occasion worth the effort.

Then Thanksgiving, for many a time of family reconnections, but for everyone it is a day of gratitude for being an American, even though Our Country's future appears to be less optimistic than in the past. We are grateful that we do not hear gunfire or bombings in the distance that we have no fear of having to escape to another country for our life and safety and we know we have clean pure water to drink. As we view our daily news, we are reminded of how Blessed we are to be where we are. We wish you a day of grateful reflection and appreciation for all that we have.

RETIREE UPDATES

Lois Smith, Teacher of Nursing, continues her connection to BOCES, subbing in her field of expertise. In June, she was called to work with the H.I. class at their picnic at Tawasentha Park.

A call came recently from a friend who shared our Maywood days in the mid 1980's. **Rosael Camacho-Blake**, teacher of MH students called from Hialeah, FL. We are kindred spirits as 24/7 caregivers. Rosael cares for her 93 year old Mom and special needs daughter, Lilia.

Carolyn Kozubal called from Florida to compliment and encourage our Retirees Corner. We shared memories of purple inked mimeograph machines and carbon paper but especially of the days when we could truly get to know our students and bring them to a higher level of understanding. We sympathize that testing seems to take priority over teaching students and meeting their needs, these days.

MONEY MATTERS

It was recently announced that the average Social Security increase will be \$19 per month, a total of \$228 for the next year.

The increase in the NYS Retirement system averages \$21 per month, a total of \$252 for the year.

The monthly donation requested for one lunch and one dinner, per week is \$26, from the Schenectady County Meals for the Elderly.

The State of New York has \$12 billion in unclaimed funds. Some of those monies may be yours. Call 1-800-221-9311 or visits website osc.state.ny.us, at the State Comptroller's Office. It is worth a try.

October 17th Rep Council Notes

By Lanny Barsale, Teacher, Spec. Ed.

There was no Quorum for the second month in a row.

Lack of representation on Rep Council was discussed. Doug stated that public opinion is against unions. It was discussed that we might begin to pay reps for meetings attended. We need more reps in all chapters.

Chapter Vice-Presidents reports

Special Ed. – Flora Fasoldt

- ◆ She met with Peter and Inge – discussed Opening Day, schedules and lack of med files. They tried to get to root causes of problems and they are willing to make things right.
- ◆ There is a movement to lengthen related service providers school day. There is one principal that stated it would solve the scheduling issue. Flora is adamantly opposed. There are problems with people that don't do their jobs and many are being punished for the few. If you know people that serve in your region's cabinet, tell them to oppose the lengthening of the school day.
- ◆ People are afraid to speak up. We need to fight and stop allowing intimidations tactics to keep us from speaking up.
- ◆ Flora is recommending a special ed. Generic calendar – e.g. a date that all class lists are done. Need accurate information. Teachers were not allowed to pick up medical files this year. If there's a change in policy, why weren't we told?

Service – Sandy Smith

- ◆ Check pay stubs to be sure the right amount of dues is being taken. AFT and NYSUT went up this year. Deb will provide the TRIAD with the information so people can check their pay stubs and ensure that the right amount is being deducted.
- ◆ Negotiations are going no-where.

- ◆ Sick Leave bank went through. There are now 208 days in the bank. Contract calls for a minimum of 200.

TAAides – Colleen Condolora

- ◆ Fiasco with salary – see Colleen's article. It will be a paper nightmare at the end of the year. Payroll would not answer the phone for days. Human Resource should have notified people.
- ◆ 2 retirees found that the time in the retirement system was wrong. There was a problem when TAs moved from ERS to TRS – 6 months' salary was not recorded. All TAs in TRS – check accounts. – see Colleen's article. Check year 2004.
- ◆ APPR – memo going to all staff. They've agreed to the Danielson model. We will continue to use what exists which is 2007. Will move into 2011. We'll use what's in place right now – a goal setting, observation, etc.) Continue to work on Student Learning Objectives (SLO's). Administration wasn't ready for all that is going on now.

Health and Safety Taskforce – Colleen

- ◆ Two things being worked on –
 - ◇ Workplace violence bill – Colleen needs anecdotes, stories and/or reports. No names will be used. SAVE legislation is not enough to protect us. Let her know about any injuries, accidents, verbal abuse, bullying, etc. She needs it by December to get to committee by January.
 - ◇ Maximum temperature in classroom needed (already have a minimum temperature)

There is never time to do it right, but there is always time to do it over.
~Carl W. Buechner

24-7 Let's Go! for healthy students

Order your kits and run, skip and jump into another year of healthy fun with NYSUT's lifestyles program for kids

24/7 Let's Go! is a program developed by the NYSUT Health Care Professionals Council to encourage schoolchildren to get off the couch and into action, and to avoid junk food in favor of fruits and vegetables.

The goal is to get young students to take 7 positive steps a day with physical activity and healthy eating habits. *24-7 Let's Go!* kits for classrooms include stickers and action charts for students to track their progress and pamphlets to explain the program for providers and parents.

Kits are free to NYSUT members and can be ordered by sending an e-mail to orders@nysutmail.org. Be sure to include a mailing address and specify how many sets you will need for distribution. Since NYSUT first offered *24/7 Let's Go!* in 2005, it has distributed more than 100,000 kits.

Classrooms without official stickers may participate by downloading and printing the Action Chart from the [24/7 Let's Go web site](#). Students can mark their charts with a pen or pencil: "A" for physical activity and "HF" for happy, healthy food consumption.

Last year the **American Cancer Society** endorsed *24/7 Let's Go!* The ACS says obesity increases the risk of certain types of cancer and that the proportion of children ages 6 to 19 who are overweight has tripled during the past three decades. It's a natural partnership; like the NYSUT program, the cancer society encourages educators and parents to get kids active, eating right and on the road to a healthier lifestyle. That philosophy becomes even more important in September 2008, when new regulations on student physicals take effect, including the tracking of student Body Mass Index by the state Health Department.

Capital Region BOCES Faculty Association

Annual Children's Christmas Party

Saturday,
December 15th
11 AM to 1 PM
CTE Dining Room,
Building B

Games, crafts, music
and snacks!!

With a live
appearance
by Santa
himself!!!



Very Useful Information

Watch out for heartburn: November 18-24 is GERD Awareness Week. Signs of gastroesophageal reflux disease include heartburn experienced more than twice a week...waking up at night with heartburn...and/or unexplained weight loss or loss of appetite. If you experience any of these signs, consult your physician.

Stop smoking: The Great American Smokeout is Thursday, Nov. 15th. New source of help: The American Cancer Society's e-mail program. Go to

www.Cancer.org/Healthy/Stay/AwayFromTobacco click on "Guide to Quitting Smoking," then "E-Quit Study").

Start an indoor herb garden: Grow basil, parsley and other herbs by rooting springs from the supermarket. Remove lower leaves. Place stems in water. Plant in potting soil when roots appear.

Give thanks: Thanksgiving is on Thursday, Nov. 22—an especially early date. Remember people who have been important to you with a heartfelt note.

Capital Region BOCES Board Meeting

October 2012—by Lanny Barsale

The Professional Development Plan was presented. Division's commented separately on shared professional development opportunities that met with limited success.

Special Education:

The focus is on Race to the Top – This includes

- ◆ Common Core learning standards for ELA and Math
- ◆ Curriculum mapping, alignment and instructional delivery
- ◆ Meaningful assessments – formative, BOCES wide and regionally developed
- ◆ Supporting APPR – assistance with writing Student Learning Objectives
- ◆ Many professional development opportunities offered –
 - ◇ VISTA workshops
 - ◇ NYS Common core learning standards and curriculum mapping
 - ◇ Literacy coaching & training
 - ◇ Technology
 - ◇ Professional Learning Communities/Study Circles

NERIC

- ◆ Model schools, iPads, Twitter, ...lots of technology

CTE –

- ◆ APPR evaluations
- ◆ Student Learning Outcomes
- ◆ Common Core
- ◆ Curriculum mapping
- ◆ Employability Profile – sharing across division
- ◆ Technology

Teaching Assistants – technology, behavior management, webinars for evaluation, special projects,

- ◆ Workshops on role of TA in the classroom.

PAOs – specific trainings as needed

Professional Development – driven and evaluated by goals and action plans.

CTE update – Terry Swett and Denise Capece

- ◆ Accredited by Middle States – next level will be Title IV funding
- ◆ This funding will give adults loans to take classes
- ◆ Need to fix some data stuff
- ◆ Recommendation was made for a new security system with swiper cards. Teachers will be given passes that students can use to go from place to place.
- ◆ Presented power point presentation on the work done using the Lowe's grant funds through Skills USA.
- ◆ Work was done in Schoharie County – Flood cleanup and repair.
- ◆ Fox Creek Park Work
- ◆ Sloansville Cemetery cleanup and new shed
- ◆ Lasell Park – students built tables, grills and a new pavilion
- ◆ Showed video of Schoharie mayor thanking BOCES
- ◆ 18 month grant to set up programs for Schoharie CTE for different programs such as certified nurse assistant.

Superintendent's report

Involved in the process for superintendent search in Menands – will be meeting once a month.

National School Board conference –

Chuck and John Blowers (Burnt Hills Board Member) will be doing a presentation at the conference.

- 1) Presenting a personality profile to hire a superintendent. Will also present at the NY state conference.
- 2) Grants service – 6 @ 1.3 million total – 2nd largest for state – implementing prescription drug purchasing coalition. 2 BOCES got the grant and it came from Governor Cuomo's funding.

School Board recognition – Chuck talked about the volunteer aspect of the job. He thanked the board and a cake was provided by CTE.

Dr. Dedrick talked about his role in superintendent search – he does not filter or choose. All applications go to board.

Medicaid compliance plan –

- ◆ The Medicaid compliance officer (Michelle H) talked about her role. This was the first reading with recommendations from an outside attorney. Her job is to audit, communicate any changes, and investigate any allegations. She is trying to define scope and responsibility. She plans to audit 5 – 6 people per month. The expectation is that administration will do 1 – 2 observations.
- ◆ She considers this a very black and white issue. You comply or face consequences. BOCES will provide education and training. Reporters of non-compliance will be protected from retaliation. She will have the right to impose discipline. She will do audits and reviews as well as regular assessments of program. She will have access to IEPs.
- ◆ She mentioned that much has to be negotiated in the contracts but that the Association is part of the solution to the problems in the program.

Audit – There was discussion of the audit that will take place at the July meeting. There are two policies needing revision on purchasing and investments as required by law. They will need spreadsheets on credit card use. Board members are to take training on compliance. There's an internal audit for risk assessment. Questar does the bookkeeping.

Superintendent contract –

- ◆ Language change in the historical review but no substantial or material change.

NYS School Board Associations resolutions --all were accepted for adoption.

- ◆ One is about seat time requirement for student to take state tests. It would make it the decision of the district.
- ◆ One resolution is on a state Constitutional Convention. It is every 20 years. They want to do it before 2017. Chuck described it as “opening a Pandora's box.” It has to do with the pension system and could affect current employees and retirees.
- ◆ Teacher retirement system – trying to get them to do an across the board percentage instead of dips and spikes for what is paid into it. The TRS stated that they don't want to do this because they fear creating a pot of money that politicians would have access to.

The board is instructing their representatives to vote yes on all resolutions, even the one on the Constitutional Convention.

Triborough Amendment benefits New York State

By Richard E. Casagrande, Esq, NYSUT General Counsel

Too often media attacks on the Triborough Amendment continue the misperception that this decades old law unfairly advantages public employee unions or guarantees annual raises even after a contract has expired. Neither is true.

Triborough merely provides that when a contract expires, the employer cannot unilaterally lower wages or diminish other contractual terms and conditions of employment, so long as the union refrains from striking. No raises, including salary step increases, are guaranteed by Triborough because the law permits such benefits to end, or “sunset,” with the expiration of the contract — if the parties so agreed in their prior negotiations.

By creating this balance, the Triborough Amendment has been enormously successful in deterring strikes. And, during the recession, Triborough has not stopped hundreds of public sector unions, big and small, from agreeing with public employers on new contracts that make difficult compromises to avoid painful job cuts. Such agreements, until now, have been the result of give and take negotiations between parties with some semblance of negotiating balance.

If Triborough were eliminated, however, this balance would be destroyed. At the end of a contract the employer would have a free hand to change terms and conditions of employment, while the union would remain powerless to strike. Collective bargaining would become collective begging. Of course, that is exactly what many employers and right-wing think tanks want — the incremental or outright elimination of collective bargaining in both the public and private sectors.

For more than 30 years, collective bargaining and unions have been under relentless attack throughout the United States. The result has been wage stagnation for middle class workers, both union and non-union, and the growing income inequality that so threatens the American dream. Recent attacks on the collective bargaining rights of police, firefighters, teachers and all public employees have been particularly acute in states such as Wisconsin and Ohio.

But New York has long been at the forefront in protecting the rights of working people. Collective bargaining is a right guaranteed by our state’s constitution. In New York and nationally, collective bargaining is the single, fundamental right that gives ordinary people a voice in their working lives and a chance to earn fair wages, decent working conditions and a dignified retirement.

Eliminating or altering Triborough would be a direct assault on collective bargaining and contrary to the best progressive traditions of our state.

Reprinted from the Times Union newspaper.

Can’t STOP Rachael

Have you heard from your ‘friend’ Rachael from card member services, lately? **Rachael Robot** is a sound file that can be shifted to emanate from anywhere in the world. The FTC has not been able to track down this illegal annoyance which can by-pass the DO NOT CALL list. (Gazette 8/30/12)

Up Coming Conferences

AFT PSRP Conference

March 22-24

Minneapolis, MN

www.aft.org/psrp

NYSUT Local and Retiree Council Presidents Confer- ence

April 10 -11

Washington, DC

NYSUT Representative Assembly

April 11-13

Washington, DC



Courage is fear that
has said its prayers.
~Unknown

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Personnel Personals

Our condolences to **Paul Paquin's** (CTE Teacher) and family on his fathers passing.

Catherine Jakway (TA, Sp. Ed.) has been unable to write for the past couple months due to muscle and nerve pain in her writing arm. She hopes to be back writing soon.

November 20, 2012 SRP Recognition Day

Don't forget to thank the Teaching Assistant, Aide, PTA, OTA, Interpreter, School Nurse, Monitor, Job Developer, Custodian or Secretary that you work with for all their hard work.

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.