



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

December 2008

Vol. XXXIII No. 4

Affiliated With NYSUT [10-195] & AFT 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, the state is facing a huge budget deficit and the federal government does not seem to be in much better shape. Based on everything we hear, next year will be difficult at best. Since we don't have anything definite about what it all means, there is no sense in bemoaning the situation.

I am told that our administration plans to do whatever they can to assure we have jobs and minimize the economic im-

pact we will face. Based on what I have seen over the last couple years I believe this to be true.

I hope you will continue to be positive about our school and our work. Try to smile even when it may seem like there is little to smile about. Continue to do the great work you do and help our kids and their families get through the educational process. You are the best. Continue to show it.

Enough said. I hope for you and yours the happiest of holidays.

And finally I would like to thank you for your continued support and help. I wish you the best in this Holiday Season and hope that you might enjoy the magic and share it with your friends and family.

**Looking forward,
Doug**

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOC.

EXEC. BD. MEETING

12/09/08

BOCES BOARD MTG.

12/15/08

REP COUNCIL

School Support Services.

4:15 PM

12/17/08

Hanakkah

12/21/08

Christmas

12/25/08

Kwanza

12/26/08

Holiday Recess

12/24 to 1/5/09

Newsletter Committee

TRIAD Article Deadline:

12/22/08

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Rep Council Highlights

By Susan Kusalonis

Appointments:

Conference Committee.

Susan Stewart (Speech) will represent Special Ed. Teacher Chapter

Old Business:

Children's Christmas Party – **Colleen Condolora** announced that the party will be December 6th from 11 AM to 1 PM in the Dining room in Bldg. B of CTE. **Brent Pierce (Teacher, SPED)** will be the Santa Claus this year.

New Business:

Capital Region BOCES Board Meeting -

Susan Kusalonis and **Jim Reed** (TA, SPED) attended the Nov. 17th meeting.

- Various Board Committee reports were commented on.
- The Professional Development Work Plan was presented by Kathy Collins (Teacher, SSS) and Tracy Gyroekae (CTE). It was well received by the Board.
- Budget Presentation by Mark Jones: one of their goals is to save 20% in Overhead & Maintenance costs (turning off lights when a room is not in use, etc.) Budget increase will be kept within 2% range; contest among component districts as to who can be most energy efficient; it is critical that we communicate our efforts to cut costs to the districts. Current Operation Budget Increase \$84,000, operational expenses have been reduced by \$17,500. (These notes on budget are from memory, not given a hard copy to review.)
- Certified Positions – created 1.5 Speech Therapist – Sp. Ed. – Schenectady CSD.

.5 Speech recalled – **Kathy Bartow**

- Civil Service – created Head Custodian as of Dec. 1st and Sr. Acct Clerk .6 at SSS

.5 LPN recalled – **Kathryn Stone.**

Membership – **Lisa Mink** noted that the total membership is at 696 with an additional Agency Fee Payers (all units) of 85.

Audit Committee: **Vicky Belyna** (TA, SPED) reported that all their questions had been answered and the report was well done. Other members of the committee were: **Lois Leonard** (Speech, SPED), **Abby Fischer** (Secretary, Service) and **Fotini Argirakis** (TA, SPED)

Nominations & Election Chairperson Needed.

Doug Harple asked the group for a volunteer and indicated that **Lanny Barsale** (past chair) would mentor whomever volunteered. This year the only position to be voted on is the AFT Delegates for July of 2010.

CORRECTION to the October Highlights. The computers that the Board Members are using now are part of those kept on hand for trainings at NE-RIC. The laptops are brought to the meeting in order to cut down on paper that has been generated in the past and the agenda is kept up on the screen as each item is processed.

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	SCHOOL	E-Mail Address
President	Doug 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	Susan Kusalonis	393-5598	464-6304	maidmnrn300@aol.com
CVP Spec. Educ.	Gail Radecky	765-9354		gradecky@verizon.net
CVP C T E	Jeannine Moran	587-7662	862-4816	jmmoran@hotmail.com
Recording Secretary	Christine McDonough	885-6469		camcd9@yahoo.com
Corresponding Sec'y.	Sue Davis	427-0459	456-0574	scdavis@nycap.rr.com
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	877-0622	356-8342	ehanley1@nycap.rr.com
EAP	Kevin Eglit	454-9650	Employee Assistance Program	

Dear Gabby



Dear Gabby,

I am a member of the Service Unit and the teacher that I work with tells me that one day a year is automatically contributed from my time to the sick leave bank. I thought I could decide whether or not I wanted to contribute to the sick leave bank. What's up with that?

Symptom-free in Saratoga

Dear Symptom free,

Gabby is so glad you raised this issue. Given that our Association negotiates three separate contracts with BOCES, it is very easy to get confused about what each contract says. Let's review:

The **Service contract** (pp. 45-46) states that members "may contribute personal sick leave credits to a pool to be used to provide additional sick leave to members of the bargaining unit in the event that current and accumulated sick leave is exhausted and illness continues."

The **TA/EA contract** (pp. 25-26) has similar language except that a TA/EA must have more than one year of service in the BOCES to access the sick bank.

In both contracts, there is language about how and when to contribute, and both state that you must be a contributing member to access the sick bank of your unit.

The **Teacher contract** (pp 54-55) is different, in that the contribution of days is **automatic**. All members are contributing members.

Confused? Please contact your Chapter Vice President (find contact info in your TRIAD every month). If you don't have a copy of your contract,

please let your Chap VP know.
Gabby

Dear Gabby,

I have worked in a BOCES classroom as a ~~speech/language pathologist~~ for 5 years. This year I am working in a component district. I have been told that I need to work as long as the district teachers work instead of the 6 hour day I worked in the BOCES classroom.

Exhausted in Elmira

Dear Exhausted,

You have stumbled on a little known part of the **Teacher Unit contract**. Yes, as long as you were assigned to a BOCES classroom as **support service personnel** (see page 28 of the contract) you "shall be on duty for six hours per day as designated by BOCES." However (and now you need to turn to page 29 of your contract) you are now working for a component school district as an **itinerant teacher**. This changes your workday. Now you "shall work on the days and hours scheduled by the component school district where you [they] are assigned."

Gabby

Dear Gabby,

On October 22nd I attended my very first Association Rep Council meeting as a duly elected representative. I was so excited to go. Once I got there I was lost! I did receive a new Rep binder, however I still feel like I have no idea of what I am supposed to do. Please help!

Overwhelmed in Onchiota

Dear Overwhelmed,

Gabby would like to welcome you as a new leader in our Association. Congratulations on stepping up and helping out! We need members like you to keep our Association moving forward.

You asked this question at a great time. October is the first month you are officially a member of Rep Council and it is when new Reps are introduced.

A couple of thoughts. First, if you know any of the Reps who have been there awhile, try sitting by one of them so that you can ask questions as the meeting proceeds. Second, feel free to raise your hand at anytime during the meeting to let the President know that you are unsure of what is going on. You would be surprised to know how often Reps are confused but don't ask for clarification as the meetings can get long and hectic. Third, there is a New Rep Training held each year, please ask your Chapter VP for information.

And, finally, check out the "Rep Council Rookies" article in this newsletter for more info on what Reps do.

Gabby

2008-09 Capital Region BOCES Faculty Association

REP COUNCIL DATES (4:15 Start Time)

December 17, 2008 (School Support Services)
January 21, February 25, March 18, April 22, May 20, June 10, 2009.



TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS

By Colleen Condolora, Chapter VP

The Holiday Season is upon us and all the hustle and bustle that goes with the season. During this hectic time of year please take time for yourself. We often put ourselves on the bottom of the list of things to take care of. This is where stress can get the better of you. Please take a moment to relax and reflect on your well-being. Most importantly, enjoy your family and friends during this Holiday Season and try to avoid the stress that takes a toll on you mentally, physically and emotionally.

On another note, it has come to my attention that there is some confusion on the evaluation pilot. In **Special Education**, each principal will have twenty Teaching Assistants they will be evaluating. This will include both tenured and non-tenured TA's. **All non-tenured** Teaching Assistants will have a Supervisor Evaluation. The tenured Teaching Assistants will have the option of choosing from the Supervisor Evaluation, a Growth Plan (formerly called self-evaluation) or the Alternative Project Based. **At Career and Tech** all Teaching Assistants will be evaluated once again this year for the pilot. Last year there was not enough information to determine what areas of the evaluation may need to be amended. The Evaluation Committee wants to ensure that once this process is fully implemented it will be a successful model for both the Teaching Assistant and the Administrative staff. On November 24th, the Administrative staff will meet with the committee for an informational update. If any-

one has any questions, please feel free to call me at 393-2244 or email me at condolora@aol.com.

Another session will be held on December 12th at the TRE Center from 3-5 PM to assist Teaching Assistants with entering their data into Timekeeper. If you are encountering difficulty please take advantage of this opportunity for assistance. You must have a current password to enter your data into Timekeeper. If your password must be reset, contact Gretchen Wukits (862-4914) or go through GroupWise and she will reset your account.

An e-mail was recently sent to you regarding Excelsior College. Excelsior College has offered to waive the portfolio fee to all BOCES entrants. This could be a tremendous opportunity for all Level I, II, and III Teaching Assistants to achieve the credit hours necessary for certification. For all TA's who are interested in pursuing a degree through an Excelsior College program, please check your email from Kathryn Gerbino on November 12th. All the links to the college are located in the e-mail.

In closing, I want to send a warm holiday wish to everyone and their families. Enjoy!!!!

Ad Campaign Urges Congress To Pass Employee Free Choice Act

A new nationwide TV ad campaign launched on Nov. 16 is intended to build momentum behind efforts to pass the Employee Free Choice Act when the new Congress convenes in January. The campaign is sponsored by the workers' advocacy group, **American Rights at Work**. The Employee Free Choice Act would help level the playing field for workers by giving them a fair and direct path to form unions, and it also would help employees secure a contract in a reasonable period of time and toughen penalties against employers who violate the law. A poll conducted earlier in November by Peter D. Hart Research Associates found strong support for the act: 60 percent of voters said it is important to pass it. It's not too late to join the more than 1 million people who already have signed **a petition** that calls on the new Congress to immediately pass the legislation, and the new president to sign it, when they take office in 2009.

Service Chapter VP

By Susan A. Kusalonis

Dear Colleagues,

Hope your Thanksgiving was restful and that you did not eat too much. I was not cooking and this helped me to enjoy the holiday.

Hope you all have had time to read Chuck Dedrick's November 21st message to us. This type of communication is welcomed and needed, as our organization goes through what may potentially be hard for BOCES as a whole. Please take to heart we, BOCES employees, are the best assets that BOCES has to offer and your relationship with the component districts is very important.

I would like to welcome **Burris Beattie** (School Monitor, CTE), **Michael Herbert, III** (Custodian, Admin.) to our BOCES. Also, due to two federal grants closing, **Karen Schoonmaker** (Sr. Keyboard Specialist) has transferred to Maywood School in Special Education and **Mary Ann Tuite** (Sr. Keyboard Specialist) to Albany CTE. Please take a minute to welcome them when you see them.

I have recently met with **Robert Zordan** (Director of HR) on the newly generated Seniority List by Job Title. We hope to meet with the different job titles in the near future. Remember that this information has been obtained by reviewing all personnel files and any documentation that is available. If there is something that HR does not know about, (ie, status as a veteran), they will need this information from you. Please bring any questions you have to the meeting. **Doug Harple**, Faculty Association President, and I will be in attendance and look forward to seeing you when we receive notification of the meeting date and time.

Enjoy the upcoming Christmas Holidays.

In Solidarity, Susan A. Kusalonis

A reminder for those considering retirement!

IF you are thinking about retiring during the 2009-2010 school year, YOU must submit a letter to Mark Jones, [Assistant District Superintendent, Capital Region BOCES, 1031 Watervliet Shaker Road, Albany, NY 12205] by January 15, 2009.

Please refer to your contract for the correct wording.

This will ensure that you receive compensation for unused sick days when you do decide to retire. A copy of a sample letter is on the Faculty Association's website,

www.capregbocesfa.com.

Sunshine Chair

Please remember to contact the Sunshine Chair when one of our members is ill, has experienced a death in the immediate family, or has had an addition to the family. It is extremely helpful if you also give the Chair YOUR telephone number so the information may be verified. If you have the current address of the person to whom you want a card/note sent, that, too is helpful. Cards are often returned because of changes in address.

AFT Web Site Has Resources To Mark World AIDS Day

World AIDS Day is Dec. 1, an occasion when millions of people around the globe will raise awareness about the disease and step up advocacy for prevention, universal treatment, and the support and care of victims. The **AFT's Web site** <http://www.aft.org/topics/aids/index.htm> includes extensive information and resources about AIDS, both in the United States and abroad. One section describes the AFT-Africa AIDS program, which the union launched in 2002 in partnership with African teachers unions and other organizations, and another section focuses on the epidemic in the United States. The site also highlights a wealth of other resources that can be used in AIDS education and prevention efforts.

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings Retirees,

During the past few months, we have received three important letters regarding our health care benefits. The first, from BOCES was our yearly October letter giving us the option to change our insurance carrier. It also informed us that those with the NYSHIP plan would have a \$2 co-pay increase and that the cost of some medications would also increase. Other changes in services or payments were listed.

The second letter, also from BOCES, contained new benefit cards which become effective on January 1, 2009. We were formerly "A" and are now "D".

The third letter was from the State of New York Civil Service Division. It stated that we do not have to change to Medicare Part D for prescription coverage since our NYSHIP Empire plan has adequate coverage. The letter should be saved to avoid penalties if we change plans in the future.

Some good news. There will be an approximate \$63 increase in our Social Security in January. That, along with our \$30 pension increase, will give us \$93 more per month to offset the health care increases.

In spite of the ever-changing complexities

of our lives, we are Blessed to be living here in America and in this 21st century.

During one of my sleepless nights, a talk show minister on my radio companion gave an interesting perspective. He said that we have a far better life than royalty of olden days and the very wealthy of the 17th and 18th centuries. Was there a king who could feel the wonderful relief of walking into an air-conditioned building on a hot summer day? Could he touch a switch and have instant light and heat? Could he enter a super-market and select from 1000's of delicacies? Could he have a minor malady attended to and medicated, to prevent an early demise? None of the gold, gems, properties or castles could provide him with the comforts we enjoy.

Isn't it nice to have greater riches than kings and queens of the past? It is a good thought to carry with us when the aggravations of life get us down.

Wishing you a Merry Christmas, Happy Chanukah and good health in the New Year.

WE INVITE YOU to share update for the RETIREES CORNER

Name _____
How are you? _____
Have you moved? _____
Travel? _____
New family members? _____

Send to:

Jeanette K. Christoff
1029 Day Rd., Schenectady, NY 12303

Phone- 518-356-0137 OR jankachristo@juno.com

VOTE/COPE

REMINDER--Please remember to send in your contribution to VOTE-COPE before the end of the year. The State Education budget is facing serious cuts and donations to VOTE-COPE will be used for lobbying to help minimize these cuts. Even small donations can make a difference, so contribute whatever you can.

Thank you.

Anne Conway, VOTE-COPE Coordinator

Attention

Rep Council Rookies

OK, it is mid December and I am still not really sure what I am supposed to be doing. So far I have come to both the October and November Faculty Association meetings and the food is good and the meetings are interesting, but..... What about me? Should I be saying anything?...Sometimes I don't even know what they are talking about.

Rep Council Rookies do not fret! You are doing fine! You came to the first two meetings! Here are a few more tips to make you feel more comfortable and to help launch your Rep Council service.

- Keep coming! It is important that you try to attend every Rep Council Meeting. If you cannot attend, contact your Chapter Vice President so she can arrange for an alternate. The alternate can vote in your place. Frequently, motions are passed by only a few votes so it is important that your Chapter is represented.
- Prior to every meeting you should be getting the meeting agenda and the minutes from the previous meeting in the mail. Minutes from the Executive Board meeting are also usually included. The agenda also indicates where the meeting will be held, the time and date. Try to bring these documents with you, but if you forget there are usually copies at the meeting. The agenda has space for notes. Some Reps distribute the minutes to their constituents which is easy to do if you work in the same building. Abbreviated Rep Council minutes are printed in the TRIAD.
- Make an effort to contact your constituents so they know who is representing them at Rep Council. One idea is to contact them via phone and request their personal email address. Introduce yourself as their Association Representative and ask if they have any issues for you to bring to Rep Council or

questions related to the contract. Keep your constituents informed of pertinent information and issues. GroupWise should not be used for Association communication.

- Every new Rep received a Rep Council Binder. Bring it to Rep Council because it contains....“Useful Information” such as notes on Robert’s Rules of Order and Parliamentary Procedure; copies of your Unit Contract and the Association Constitution; forms to request funds from the Philanthropic Fund, forms used to **make a motion** (motions need to be submitted in writing) and a mileage form. Reps can be reimbursed for mileage to attend Rep Council meetings. (Consult Travel Expense Policy on the back of the mileage form.)
- At the meeting, try sitting with a veteran (Rep Council member) so he/she can help you out, answer some questions. **However do not hesitate to raise your hand and ask a question.**
- Serve on a committee. Come on, you can do it! Consider serving on one of the many committees: the newly formed Conference Committee, the Website Committee, the Budget Committee, the Nomination and/or Election Committee, the Health and Safety Committee, the Social Committee, the Celebration Bash Committee
- Upcoming conferences are announced in the TRIAD or information is available from your Chapter VP. Look for a conference that might interest you and request to attend.
- Attend your Chapter meeting. The Special Education Teacher Chapter Meeting is held prior to Rep Council Meetings. Look for announcements for your Chapter Meetings.

By Lois Leonard, TRIAD Co-Editor

Special Ed. Teacher Unit Meeting Minutes—November 19th

Minutes taken By Carolyn Beattie

Topics discussed:

- With the lack of teacher subs, what should be done when a crisis occurs in the program when the teacher is out? One suggestion discussed was to develop a written Crisis Plan for staff to follow in the event of a crisis. This plan would include who to call first, what to do if that person is not available, and when to contact the host building principal. All agreed that the BOCES Principle would be the first person to call in the event of an emergency. All members of the classroom team should be involved in developing the crisis plan including the BOCES principal.
- The issue of the length of the teacher school day is still being discussed with the appropriate parties involved. There were no new developments.
- The issue of new employee training was raised. Are new employees trained on the importance of confidentiality? Is the topic of appropriate behavior within the host school addressed? It is important for BOCES employees to understand that making negative comments about their colleagues, students, or program in front of members of the host district reflects poorly on the organization. Creating a positive relationship with the host school is vital in order for our programs to continue to be productive and well received.

The next Special Ed. Teacher Chapter Meeting will be **Wednesday, December 17th** at 3:30 PM at the School Support Services Building. Please come to discuss any of the above issues or a topic you feel needs to be addressed.

To receive email reminders and a copy of the meeting minutes, please email **Susan Stewart** at jdsdsvs@aol.com.

2008 Friday Socials

- Friday, December 12th-Doratoes—3:30 PM
(in the 20 Mall, Guilderland)



If you've never been, this is the time to come check it out. Invite a new co-worker or make plans to meet up with that person you only see at opening day.

Upcoming Conference Schedule

Regional Presidents Conference

February 5-6, 2009–

Gideon Putnam, Saratoga Springs

NYSUT Health & Safety Conference

March 6-7, 2009

The Hilton, Saratoga Springs

Committee of 100

March 23-24, 2009

Albany

NYSUT Representative Assembly

April 2-4, 2009

Buffalo, NY

FLU SEASON COMING SOON! BE PREPARED!

The hot days of summer are gone, and the warm days of fall get us prepared for cold winter days and flu season. Fall is the time to take preventive action for the flu by getting your flu vaccination. Flu is a serious contagious disease. Getting a vaccine is very important for people at high risk for serious flu complications including young children, pregnant women, people 65 and older and people with chronic health conditions. Each year in the United States more than 200,000 people are hospitalized from flu complications, of which 20,000 are children under 5 years of age. The number children affected by the flu could be reduced according to the Centers for Disease Control and Prevention, if parents were more informed.

A recent survey by the CDC found that only 10 percent of parents knew that the CDC recommends the flu vaccinations for children from 6 months through 18 years; ninety percent of parents didn't know that a child can be contagious for more than seven days after becoming sick; a majority of parents (52 percent are only slightly or not concerned at all that their child or children will catch the flu in the next 6 months; nearly 60 percent of parents have not gotten their children vaccinated against the flu in the past two years; and most parents who don't get their children flu vaccinations say they don't think flu shots are necessary. The results of this survey have clear implications for students and staff in

our schools.

The CDC says to take three steps to fight the flu:

1. Take time to get a flu shot.
2. Take everyday preventive actions like covering your nose and mouth with a tissue when you cough or sneeze, and throw the tissue in the trash after you use it.
3. Take flu antiviral drugs if your doctor recommends them.

"I recommend that all school staff follow the CDC directives to get flu shots because schools are so densely populated and a good breeding ground for flu and other illnesses," said AFT health and safety staffer Darryl Alexander.

Go to www.cdc.gov/flu for more information about the flu and flu prevention. You can also contact Darryl Alexander at dalexand@aft.org or Mike Lohman at mlohman@aft.org for more information about fighting the flu and flu prevention. Center for Disease Control and Prevention; Leonard Edmonds, editor

PT/OT Representative Council Member Needed:

Please contact **Gail Radecky**, Chapter Vice President for the Special Ed. Teacher Chapter if you are interested in joining Rep Council to represent Physical Therapist and Occupational Therapist. Here is an opportunity to express your concerns related to professional issues in the classrooms or within BOCES. Whether you are a veteran therapist or relatively new to BOCES you will find Rep Council an interesting and rewarding experience. For information or to sign up contact Gail at: gradecky@verizon.net or home phone: 765-9354.

Submitted by L. Leonard

Membership Report

Lisa Mink, Membership Chair

Welcome new members our Faculty Association

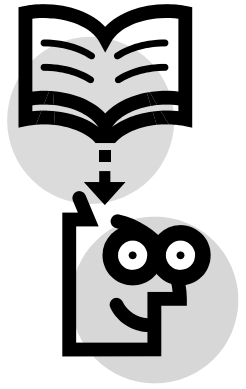
Rebecca Breese - SPED
Lorraine Grund – SPED
Beth Locatelli - SPED
Amy O'Brien – SPED
Nicole Wells – SPED
Margie Lou Westley - SPED

Service Unit Members: 107
TA/EA Members: 266
Teacher Members:
Special Ed: 246
CTE: 76

Have you moved recently? Married? Change your name? Or changed your personal e-mail? Give me a call (518) 372-7240 or drop me an e-mail at lmink8@hotmail.com that way you won't miss out on the TRIAD or any other important Faculty Association information.

Good to Know!

Whether you are a new educational professional or have had many years of experience, it is important to protect yourself in the educational setting. NYSUT has published an excellent brochure entitled: "What You Need to Know About Protecting Yourself". The entire brochure is available from NYSUT by calling 1-800-342-9810 (ask for the Publications Department) or by contacting one of the Triad Co-Editors. An excerpt from the brochure on "Touching Students" was published in the November TRIAD. This month we are publishing the following excerpts: Notes and Jokes, Handling Money and Alone with Students.



Here are a few examples of situations that could confront any school employee and, if common sense isn't used, career-threatening consequences could result.

Notes and Jokes: Personal notes should never be written to students unless they deal solely with educational matters. Notes and jokes can get you into trouble and should be used, if at all, within the educational context of your assignment.

Handling Money: Regardless of the circumstances, do not handle money unless you first understand the procedures required by your district for doing so. Consult your contract, your union representative and your principal. No matter what kind of employee you are, at some point in your education experience, you will be asked to handle money. It might be as simple as holding lunch money for some student or as significant as managing the school store or being in charge of a major fund-raiser at your school. If the procedures for handling money are not in writing, you should do your part to get them reduced to writing, and then follow the procedures exactly. Sometimes it is hard to draw a distinction between mishandling and misappropriating. Be careful when you handle money; never commingle or mix school funds with your own.

Alone with Students: Do not place yourself in situations outside the educational setting of your school where you could be alone with a student. This includes addressing the personal care needs of a student, giving a student a ride in your car, taking a student home with you or taking a student to a movie or camping. Any time you are alone with a student, you are at a greater risk than when you are with a group of students and/or in the presence of adults. If there is an allegation of misconduct between you and the student, and there are only two witnesses-you and the student-what really happened no longer becomes the issue. The issue becomes credibility-whose version of the incident is more believable.

Upcoming topics: Showing Videos, Student Health Considerations, Personal Safety/Avoiding Hostile Situations

Submitted by Lois Leonard, TRIAD Co-Editor

Related Service Survey

There will be a survey sent out from the Faculty Association Rep Council. Please take the time to fill it out and send to the address stated on it.

Friday Socials

If you have any suggestions for future locations, please contact Carolyn Beattie at carbeattie@aol.com.

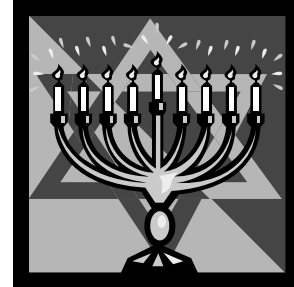


NYSUT AD

PERSONNEL PERSONALS

Get well wishes for **Tahsia Stanford** (DHH Interpreter, SPED) and hope for a speedy recovery.

Speeding recovery to **Susan Kusalonis** (Service, SPED). By the time you receive this she hopes to be back at work.



Please contact **Lisa Mink**, Membership Chair with any change in address that you have. You can reach her at lmink8@hotmail.com or call 372-7240. In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.
If you know a member or retiree who should be getting the TRIAD, give them this information.

Sunshine Chairperson

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

Theresa Bennett

23 Harriet Street, Albany, NY 12205
869-2367

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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