



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

December 2010

Vol. XXXV No. 4

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

News from the President

Dear Colleagues,

Well, it's December and the holiday season is upon us. This is always a hectic time and the students have more trouble focusing than usual. Still, I have to admit that deep down inside, I love this time of year. Sometimes it takes a while for the magic to grab me, but it always does.

Maybe that's because, even though we have plenty to do in our busy everyday lives, we add to it by taking the time to celebrate with friends and loved ones. It's a lot of work to get ready. There is planning and preparing that goes into the celebrations. This adds to our already stressful existence, sometimes to point where you might ask the question "Is it worth it?" I know I've had that thought more than once.

Then things are ready, or at least mostly ready. People come to visit, or we go to visit them. We get to spend time and celebrate with people that we care about. Many of these are close friends or relatives who live far away or simply live lives that are effectively far away from ours. Sometimes we reminisce about the past. Often we catch up on what's happening in our lives. That's when I think "It is really great to see them." or "Why don't we do this more often?" It seems funny how that works.

This truly is a special time. As this is also a time for reflection and thanksgiving, I would like to do that. I would like to thank all our members for being the hard working professionals that they are and for their continued support. The children we serve are so

much better off because of what you do every day and dedication you have to your work. You are the ones who make education happen, regardless of what your specific role is.

I would like to thank all the members of Rep Council. Your hard work is what keeps this Association alive and operational. Your judgment and wise decision making at our Rep Council meetings keeps us going forward.

Thanks to all chairs and members of committees, Triad/Website included. You do so much to handle all the important jobs we ask of you. I am always impressed with the way you take on a job and follow it through to its completion. You do it with a sincerity and enthusiasm that I often find refreshing and inspirational.

I would also like to thank the members of our Executive Board for all of their hard work. These are the folks who often spend many hours a week doing Association business. I'm sure it seems that some nights, that the phone doesn't stop ringing. The dedication and work they do is immeasurable.

I hope that when you see any of these folks who work so hard for you and your Association, you thank them for the fine job(s) they do. What they do is more than a job, it's a passion. Let them know you really appreciate it.

**Looking Forward,
Doug**

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSO-
CIATION.

EXEC. BOARD

Dec. 8, 2010

BOCES BOARD

Dec. 20, 2010

REP COUNCIL

Dec. 15, 2010



Hanukkah-
12-19

Christmas
Day 12/25,



Kwanzaa-
12/26-1/1

TRIAD Article Deadline:

Dec. 22, 2010

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Rep Council Highlights, Nov. 17, 2010

Submitted by Lois Leonard

Chapter Vice President Reports:

- **TA/EA Colleen Condolora:** Will begin to use WinCap system to record professional development hours starting in mid January. Continue to keep track of hours. Meeting with Katherine Gerbino to design a script for a webnet to be used for training on WinCap.
- **Spec. Educ. Flora Fasoldt:** Current open positions in Sp. Ed: 2 Occupational Therapist, 1 hire is pending; 1 Physical Therapist, interviewing; Mobility Teacher and Teacher of Vision Impaired, no applicants. Supervisors are responsible to contact parents to inform them that services are not available.
- **NYSTRS (New York State Teachers Retirement System)** will offer a new workshop called Pension & Retirement Education Program (PREP) designed to help members of all ages prepare for retirement.

- Special Ed Work groups have begun to meet.
- Flora Fasoldt and EJ Hanley attended all day training on APPR and changes related to Race to the Top (RTT) funds. Teachers will be evaluated on student growth. NY-SUT working on a pilot study to help determine how growth will be determined.

New Business:

- The heading “All CRB Employees” is eliminated from GroupWise.
- BOCES Christmas party will be Dec. 4, 2010. Details will be sent out by email.

Standing Committees:

- Membership: 636 members, 64 agency fee
- Negotiations: TA/EA Chapter will begin to meet in Jan.; contract is “up” in June.
- Audit: Met prior to the Rep Council meeting with two of four members in attendance. May need to meet again.

Capital Region BOCES Faculty Association Leadership

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Capital Region BOCES Board Meeting – Nov. 15, 2010

By Susan Kusalonis

Dr. Dedrick introduced Terry Swett who presented a brief report on the BOCES Career and Technical Education programs.

We then had a presentation by Dan from Tech Valley on their HS Regents results and a plan to strengthen the math programs.

A question from the board was how were the students doing on ACT and SAT tests overall? Response: about average. COMPASS exams are used for students in their Jr. Year and have a pass rate of 66%.

Goal of every student taking all 5 math Regents and passing all 5!!!

Dr. Dedrick acknowledged that Nov. 16th was SRP Day in New York State and thanked the Professional School Related Personnel for their support and stated that when the rubber hit the road, these were the staff who helped keep BOCES running.

Carl Strang reported on the Special Ed Study and indicated that all the work groups have met at least once. He clarified two statements of recognition for all parties:

- 1 – Depth of Leadership has decreased dramatically. The way we do business is changing. (No DS in any position with at least 5 years of experience)

2 – Perception of how BOCES is viewed.

Help us prioritize; 12 month point of view; Change can be a challenge.

A question he was asking each work group is: “What kind of change do you expect to see a year from now and how can you help with this?”

One goal is to tie CTE and Special Education together more. Dr. Jacobs is working toward this. Dr. Gerbino commented on instructional methods and the need to be woven into special education instruction.

Latest Unfunded Mandate for SED

Carl reported that NYS Education Department had shown that 20% of hand scored regents tests had errors that favored higher grades. The manual scoring process is now under scrutiny. SED is requiring that machines be used for scoring all future tests. NERIC will now share this information with 110 school districts.

The pilot process will start in January and we are anxious to eliminate the district’s anxiety over turn-around time for graduation and summer school. No revenue until next year. Dr. Dedrick commented that this service will be priced as low as anyone in the state.

Race to the Top

Dr. Katherine Gerbino reported that 21 of our 24 districts have elected to put their funding into the pool and go with BOCES. (\$3,000,000)

Bethlehem, Guilderland and Niskayuna are not using BOCES services.

Retirement Incentive

Mark Jones reported that of the 53 who took the incentive, 41 have been replaced. Other positions have been eliminated. Salary pool was 3.3 million and the current savings to BOCES is 1.5 million in this year’s budget.

Labor Relations Service

We have picked up 7 districts and one BOCES. Because this service is profitable we will be hiring staff to fulfill this service. Robert Zordan and Mark Jones have their own jobs to do.

Conference Dates 2010-11

2010

Jan 12-16, 2011

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

Mar 24 - 27, 2011

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

April 7-9, 2011

NYSUT Representative Assembly, in New York City,

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

Rep Council	Rep. Council Location
Dec. 15, 2010	1031 Watervliet Shaker Road
Jan. 19, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
Feb. 16, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
March 16, 2011	1031 Watervliet Shaker Road
All Rep Council meetings run from 4:15-6 PM unless there is a motion to extend.	

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Colleagues,

The holiday season is upon us, which means we are all very busy trying to keep up with all the responsibilities we have as an employee, parent, grandparent, friend and all the other hats we each wear in our daily lives. Please try to find some time for yourself during these hectic times. Running on empty will only stall you out.

Since teaching aides have been reintroduced into our Chapter, I need to make some clarifications due to conversations and emails that have been received. Last year, following a few meetings with Administration, it was agreed that aides should be hired for certain classrooms as long as the duties and responsibilities of those positions are under the guidelines of Civil Service regulation. Also, at that time, Administration agreed all Teaching Assistant positions would remain as TA's but new hires would be hired as an aide or teaching assistant depending on the classroom need. It should be noted, several inquiries regarding the posting for Aide positions and the responsibility language on those postings. The language used for the postings are governed by Civil Service law and BOCES must use the language that Civil Service has written as teaching aides responsibilities. In order to avoid confusion, I met again with administration to inquire if we can adapt the language to be more reflective of what a teaching aide would be required to do within a BOCES classroom. To change the language would require Civil Service to do a desk audit of the aide positions. This could possibly have adverse consequences for all aides that are currently employed by BOCES. Civil Service could change the title of the position (which happened at Berne Knox); could make the position competitive (which would require taking a test) and lastly have the Aide terminated because other people are higher on the Civil Service list. This is a case of be careful what you wish for because it may come true. For me this is a no-brainer, don't make any waves, we will take care of whatever issues arise internally. Listed below are Teaching Assistants and Teaching Aides duties and responsibilities compared

according to State Education Regulation 80- 5.6.

Teacher aide. A teacher aide may be assigned by the board of education to assist teachers in such nonteaching duties as:

- (1) Managing records, materials and equipment;
- (2) Attending to the physical needs of children; and
- (3) Supervising students and performing such other services as support teaching duties when such services are determined and supervised by teacher.

Teaching assistant.

- (1) Description and duties.
 - (i) Description. A teaching assistant is appointed by a board of education to provide, under the general supervision of a licensed or certified teacher, direct instructional service to students.
 - (ii) Duties.
 - (a) Teaching assistants assist teachers by performing duties such as:
 - (1) Working with individual pupils or groups of pupils on special instructional projects;
 - (2) Providing the teacher with information about pupils that will assist the teacher in the development of appropriate learning experiences;
 - (3) Assisting pupils in the use of available instructional resources, and assisting in the development of instructional materials;
 - (4) Utilizing their own special skills and abilities by assisting in instructional programs in such areas as: foreign languages, arts, crafts, music and similar subjects; and
 - (5) Assisting in related instructional work as required.

Lastly, I want to wish everyone a wonderful holiday season. Enjoy your family, friends and loved ones and remember to find some peaceful, relaxing time for yourself. I know I will try to do the same!

**In Solidarity,
Colleen**

SAVE TIME WITH MICROSOFT OFFICE SHORTCUTS

Do you work in the school's main office and use the same spreadsheets over and over again? Do you know how to pull those spreadsheets up quickly? Do you know all of the shortcut key commands?

Microsoft Office 2007 has many new shortcuts that you may find useful. If you have documents that you use over and over again, there is a shortcut. Rather than searching for a document in a folder that is seven clicks of the mouse away, you could "pin" the document to your list of "recent documents." You can "pin" a document by opening the file and clicking on the Office Button in the upper left-hand corner. Then click on the gray pushpin icon on the right of the name of your document. Once the pin has turned green, your document should always appear in your "recent documents" list.

If you've always wondered what the shortcut for commonly used commands are, place your mouse over a command. When you hover over a command, you will see the keyboard shortcut pop up. Voila!

Try these new Microsoft Office tricks and see if they speed things up for you.

Contributors and Resources: PSRP Electronic Newsletter. The Office Professional, Annette Licitra.

Service Chapter VP

Susan A. Kusalonis

Dear Colleagues,

Christmas is fast approaching for me and all that goes with it. As usual, too much to do and too little time. My biggest problem is that I'm the best procrastinator that I know. Not sure how I acquired this talent and not sure what to do about it. The Service Sub-Committee for PDP Staff Development started a book club over the summer and it is my sincerest hope that this talent will go away or at least lessen a great deal.

The Special Education Study Groups are underway and we hope to review what they have been able to come up with so far in January. It is hoped to have a report of all the focus groups to the BOCES Board by June.

Have many of you met the new Deputy Director, Peter Taormina? It is early yet, but with our help the Division will move in a good direction. I know there have been changes in CTE also and this is also going to bring the CTE Division in a positive direction. Change as we all know can be stressful, but also good if done right. We can revisit this at the end of the school year and hope for the best.

We will take a minute to wish **Jan Gallas** (Sr. Keyboard Specialist, Sp. Ed.) well on her retirement. The Special Education Division wants to welcome **Ronda Kearns** as a Senior Keyboard Specialist working with Carol d'Estienne. We have learned recently that a new office space will be set up at Page Avenue School in Cohoes. With Wembley's lease ending in June, more changes will be happening.

We would like to welcome back **Patricia Ross** (Sr. Keyboard Specialist, CTE). Also, **Tammy Ingraham** and **Diane Thompson**, (PTA's, Sp. Ed.) and finally **Kathleen Pavone**, (Sr. Keyboard Specialist, CTE). Please take a minute to welcome them when you meet them.

I'll end this with best wishes for a happy and healthy holiday season.

In solidarity, Susan

RETIREEES CORNER

Jeanette K. Christoff, Teacher, Retired

Hello Retirees,

If you are reading this, Congratulations! You have survived to see another Christmas/Holiday Season. So many of our long retired have weathered some intense health problems when, just getting through each day can be a challenge. Many of our young readers, as well, have come through severe illnesses and painful procedures. The experience gives a new perspective and appreciation for the ordinary things of life, walking, driving, and freedom from pain and independence.

In days gone by, only older folks made occasional visits to doctors, but in these days of “preventive maintenance”, we all seem to be visiting our health care providers more often. Isn't it reassuring to pull that little card from our wallet, as we fill out the required paper work, often needed before our appointments? It eases our minds to know that much of the cost for required tests and medications will be covered. We did not appreciate this benefit in our early workdays when we were young and healthy.

Now that we have become dependent upon it, we have some concerns about the changes the new Federal Health Care legislation will bring in January. One we have learned of is that young adult children can be covered by their parent's policy.

In October we received our annual letter from BOCES, allowing us to change our health care provider. For retirees who wish to continue

their current coverage as it is, no action was needed. Notification of changes was due at the end of November.

Did you also receive a letter from the NYS Dept. of Civil Service regarding the Medicare Part D prescription coverage? It stated that those enrolled with NYSHIP and Medicare; meet the “Creditable Required Coverage”. This requirement only applies to those over 65 and the letter only addressed those with the NYSHIP plan.

No doubt there will be changes and notifications in January. We will do our best to keep you informed of any we learn of.

So dear friends, the Winter Holidays are here. Your celebrations may range from parties and huge family gatherings to quiet reflective observing of the religious significance of the season. However you choose, we wish you a Merry Christmas, Happy Chanukah, good health in the New Year and Blessings.

Addendum:

In the November issue of the Triad the last paragraph of the Retirees Corner article by Jeanette Christoff was inadvertently omitted. The article addressed the joys of retirement and read:

“We hope each of you, wherever you may be on the gamut of possibilities, is enjoying your new life. Hasn't all the packing, unpacking, driving, personality conflicts, behavioral challenges, paper work and psyching yourself up to face the day, been worth it?”

Sample Retirement Letter due by January 15, 2011

Mr. Mark Jones
Assistant District Superintendent for Business Services
Capital Region BOCES
900 Watervliet Shaker Road
Albany, NY 12205

Dear Mr. Jones:

Please accept this as my letter of possible intent to retire at the end of the 2011-2012 school year. This is only a letter of intent, as a further letter declaring my definite intentions would follow, should I decide to retire at that time.

Healthy Living; Living For Good Health

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

Give a Special Gift of Yourself.

Join My Campaign and Donate Your Hair to Locks of Love

The holidays are a time to celebrate, give thanks, and reflect on the blessings we have been given. This time of year also brings holiday get-togethers with co-workers, friends, and family where memories are made and cherished for days and years to come. But, it is also a time when we recall painful memories of friends, co-workers, and loved ones who are no longer with us. We lost several wonderful BOCES employees over the years and this year as well. These dedicated employees have left big shoes to fill and the emptiness without them in our classrooms and in our lives, remains. We were truly blessed to have them as long as we did and they are sadly missed but are lovingly remembered. On December 2nd it will be one year since I lost my Aunt Pat (Rivers). She was a special lady who is always in my heart. We can't give gifts to our lost loved ones but we can give something of ourselves in their memory.

During her battle with cancer, my Aunt Pat always maintained her dignity and her radiant beauty thanks to the fashionable wigs she wore. She could be the wonderful and confident wife, mother, grandma and the aunt that she wanted to be. That's why I have decided to begin a Locks of Love campaign. In the spring of 2011, I will be making a donation of my own hair to Locks of Love in my Aunt Pat's memory.

Having long hair has had its advantages. I love the warmth of it on my neck in the cold and being able to get it off of my shoulders in

the heat. I can twist it, curl it, and braid it. I can put my hair in a long pony tail or put it up in pretty hair clips and I can have simple or elegant up-do's for any occasion. I have found having long hair has its disadvantages as well. I have shut my hair in my car door and in the window. I roll over on it while I am sleeping and I have gotten it caught under my armpit and tangled in hairbrushes. (Ouch!) Meals can also be challenging. I don't know how many times my hair has picked up mashed potatoes, bread crumbs, and even egg yolk. (Yuck!) I often enlist the help of my husband or daughter to help me brush my mop of hair several times a day. My most memorable hair disaster happened when I slept with my hair up in a clip and my hair managed to get tangled in my brass headboard. There I was....stuck and unable to free myself from it. My husband and daughter are still laughing!

At the present time, from the tip of my head to the end of my hair I am at 21 inches of wavy locks. By the spring, I am hoping I will have just shy of shoulder length hair once the cut is made. I won't miss this troublesome lengthy mane but I would do it again for such a worthy cause.

Locks of Love is a public non-profit organization that provides hairpieces for financially disadvantaged children and adults in the United States and Canada suffering from long-term medical hair loss. Locks of Love meets a unique need by using donated hair and making it into natural looking wigs. Only donated human

hair achieves a realistic, natural appearance.

The mission of Locks of Love is to help restore a sense of normalcy and renewed confidence so these children and adults can go out in public without feeling self-conscious. They can look proudly in the mirror and see themselves again.

My goal for this Locks of Love campaign is 200 inches of hair. That is just 20 people including myself who would be willing to donate at least 10 inches each. I am asking for your support by donating your own hair to Locks of Love. I can't think of a better gift than this gift of love that comes from the head and from the heart that will help those in need of a head of hair.

The time, date and place for the hair donations has not been determined at the time of this writing. I will be keeping you informed with a monthly updated article on this campaign in your TRIAD newsletter.

Please help me reach my goal of 200 inches. If you, a family member, co-worker, or friend would like to participate in this wonderful endeavor, please contact me at (518) 469-7969 or at my personal email address, mssmartypants429@nycap.rr.com. I hope to hear from you in the near future.

Until then, on behalf of the Communications Committee, we wish you a very healthy, happy, and peaceful holiday season.

Pension & Retirement Education Program (PREP)

Many retirees wish they began focusing on financial and retirement planning much earlier in their lives. The truth is: No matter how far along you are in your career, careful financial and retirement planning are critical.

New York State Teachers Retirement System (NYSTRS') Pension & Retirement Education Program (PREP) is designed to help members of all ages prepare for retirement. PREP is structured to allow you to tailor the program to fit your needs. Stay for the entire seminar or just the modules below that would be of greatest significance to you:

- **NYSTRS Benefits:** Your pension, death benefits, and disability coverage.
- **Financial Planning:** Tax-deferred investments – starting early and catching up later.
- **Social Security:** Wills, trusts, powers of attorney, health care proxies, and living wills.
- **Filing for Retirement:** Resigning vs. retiring, choosing a retirement date, and benefit payment options.
- **Adjusting to Your New Life:** Planning ahead, staying active and healthy, and relocating.
- **Retirement Income:** Monthly benefit payments, cost-of-living adjustments, and working in retirement.

These seminars are not designed for individual retirement counseling.

(From NYSUT Website)

State and National Unions take Stand on Bulling!

NYSUT Board approves anti-bullying resolution

The NYSUT Board this week approved a resolution to join with the AFT and the NEA in grieving the loss of young lives as a result of bullying and publicly embarrassing students.

"The stories are ugly and while we might have thought that these incidents were few and far between, the frequency of them lately shows that we have an enormous problem here," said Secretary-Treasurer Lee Cutler.

The executive committee voted unanimously to condemn the trend and sent it to the Board, where it was adopted overwhelmingly in a mail ballot. It especially condemns the attacks against members of the Lesbian, Gay, Bisexual and Transgender community. The statement commits NYSUT, partnering with the AFT, the NEA, the national PTA, America's Promise Alliance and the School Administrators, to strengthen our efforts to keep children safe and free from bullying.

AFT Praises Education Department Guidance on Bullying

The AFT welcomes the guidance [letter on bullying and harassment](#) issued Oct. 26 by the U.S. Department of Education. "The department takes a needed step by declaring that bullying has no place in our schools and will not be tolerated," says AFT president Randi Weingarten. "Every child deserves a safe learning environment that promotes a climate of respect and dignity. Recent tragedies resulting from intolerant behavior have steeled our commitment—and, we hope, the commitment of parents, superintendents, principals, faith and civic leaders, and other students—to protect our most vulnerable and at-risk children."

Be aware of how you represent your profession and the union

Recently several videos have shown up on YouTube showing educators and union leaders using questionable language and in questionable situations. In the current climate, there are those looking for any opportunity to portray unionists as unprofessional. NYSUT is reminding our leaders and members to be vigilant about what they say and do, particularly when representing the union. Thanks to technology, there is no longer an assumption of privacy. Something as simple as a cell phone can secretly capture video that can be posted on the Internet in a matter of minutes.

THE SCHOOL NO BULLYING ZONE

As school professionals, we are charged with teaching and modeling good social and emotional behavior so that students will thrive in school and act appropriately. We are always on the alert for bullying among children. To end the practice, we try to change the behavior of the bullying child and to help the child who is being bullied respond appropriately.

But what do we do about adults who are bullying in a school setting? Federal and state laws offer no protection against employer bullying unless it is related to sexual harassment or racial/ethnic or age discrimination. Very few districts have policies on employee bullying or harassment. Without clear direction and boundaries, administrators and supervisors, intentionally or not, may cross the line and bully school employees. It's time we recognize unacceptable staff bullying behavior and the culture that permits the practice.

Does your school culture measure up? A good school environment should set explicit standards or codes of professional behavior. The AFT believes that every school should have a bullying policy that includes a code of conduct. The school leadership routinely should remind all staff of the code and model the behavior. Administrators and supervisors also must lay out clear expectations for staff, with positive and supportive feedback on progress in meeting goals.

A sample code of conduct could look something like, In our school, we:

- Treat each other with respect;
- Work with colleagues to achieve goals;
- Maintain high standards of work and behavior; and
- Promote the values and the aims of the school and implement relevant school policies.

You have a right to respect and dignity at work. Workplace bullying cannot and should not be tolerated. If you or the union would like a "The School No Bullying Zone" brochure, please e-mail Valerie Klayman at: Vklayman@aft.org or call 202/393-4382.

Contributors and Resources: PSRP Electronic Newsletter. The Office Professional, Annette Licitra, Share Our Strength. Lauren Samet, editor; Mary Boyd, copy editor

Is It Arthritis or Something Else?

By Cary Barbor

You're walking away from the tennis courts after a rollicking game when you notice a pain in one knee. It's the same pain you had after last week's game, and the week before that, too. You try to think back on whether you might have injured it in the heat of the match, but you don't remember anything. So what's going on? Well, if you're of a certain age, you might be wondering, "Could this be arthritis?"

Pain from [osteoarthritis](#), which is the wearing away of cartilage in joints, often does make itself known after activity. And the more intense the activity, the more pain you're apt to feel, says Dr. Richard R. Renaud, an orthopedic surgeon in private practice in Taunton, Mass. The pain may be accompanied by swelling and stiffness. The longer the condition persists, the sooner into the activity you're likely to feel the pain and the longer it may last. Severe arthritis may get so painful that it wakes you up at night.

Arthritis does run in families, says Renaud. And the condition is more common in women. So if your mom had an achy knee from arthritis, chances are good that arthritis is causing your achy knee, too. Another clue is past injuries -- if you had a traumatic injury in a joint at one time, say a sports injury in high school, that joint is much more likely to develop arthritis when you get older.

How Can I Be Sure?

All these symptoms could easily be caused by conditions other than arthritis. Aching joints could be a sign of a cartilage tear, gout, Lyme disease or even [rheumatoid arthritis](#) (an autoimmune disease that affects the body's organs).

So how can you know for sure what is going on and what to do about it? It's pretty simple, Renaud says. See your doctor and have him or her take X-rays.

"You don't need an MRI or anything very sophisticated to tell whether you have arthritis," he says.

Your doctor knows what to look for -- the joint space narrowing, the bone thickening and other signs that point to an arthritis diagnosis.

Now What?

If it does turn out to be arthritis, there are several first-line treatments you can use that will help mitigate the pain. If you're overweight, losing the excess will lessen your pain dramatically, as it lessens the pressure on your joints. Do stay active because moving the joints and strengthening and stretching the muscles all helps keep things healthy and pain free. You can use anti-inflammatory medications but use them sparingly, says Renaud. And then there's good old hot and cold: Put a heating pad on stiff joints in the morning to loosen them up and ice painful joints after strenuous activity. Limit ice and heat to 20 minutes, says Renaud, and be very careful that you're not burning yourself with the heating pad.

In Memoriam

Karen L Tomlinson



Karen was my best friend for 22 years. She was a sweet and true spirit who was "in this world but not of it". She marched to a higher calling. At seven years old she gave her life to the Lord.

Karen took the high road of life. At team meetings when gossip reared its ugly head, Karen bowed her head and simply waited until the group regained its focus to join back into the agenda.

If it was a tough day, Karen inevitably came alongside of the hurting person and asked "What's wrong? How can I help?"

Karen was a first class person who took her work seriously and demanded excellence of herself. Her assistance to colleagues and students was gentle and motivating because she cared and worked from her heart.

Karen lived a full life in her short 51 years. She loved to travel with her friends. It seemed to help "distress" her to get away from the demands of work. She loved to take cruises to the tropical beaches with their aqua water and beautiful, sandy beaches.

And lastly, there was her love of cats. She owned two cats and they received royal treatment in the loving hands of Karen. Donations in Karen's name may be sent to the organization known as "Whiskers", 310 State Street, Albany, NY 12210.



By Pam Tygert

A memorial service will be held Dec. 27, 2010, 2:00 at First United Methodist Church 428 Kenwood Ave. Delmar, NY

Golden Rules guaranteed to make life easier.

1. If you open it, close it.
2. If you turn it on, turn it off.
3. If you unlock it, lock it up.
4. If you break it, admit it.
5. If you can't fix it, call someone who can.
6. If you borrow it, return it.
7. If you value it, take care of it.
8. If you make a mess, clean it up.
9. If you move it, put it back.
10. If it belongs to someone else and you want to use it, get permission.
11. If you don't know how to operate it, leave it alone.
12. If it's none of your business, don't ask questions.
13. If it ain't broke, don't fix it.
14. If it will brighten someone's day, say it.

Help us with the personnel personals.

The only way we can know about what is going on in your life is if you tell us. Please contact:

Lois Leonard - jleonar4@nycap.rr.com

OR

Susan Kusalonis—maidmnrn300@aol.com

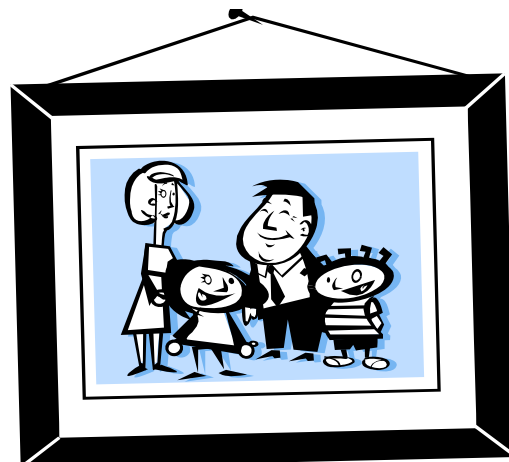
Sometimes it is hard for us to tell others about what is going on in our lives. This is understandable. When my sister passed five years ago, I hesitated about putting it in the TRIAD. Here I was the editor and it seemed hard to talk about myself. But I did it, because some of my co-workers that I don't see very often would not have know otherwise. Not everyone reads the newspapers.

Comments we have received were that "you had to know someone to have it put in the TRIAD". We only put in what **we are told** and have confirmed to be true.

Also, no one wants to betray a confidence and unless you tell them it's OK to speak about what is going on in your life, they won't.

Remember you are not alone and others do care what is going on in your life.

Thanks, for listening, Susan Kusalonis



PERSONNEL PERSONALS

Condolences to **Sue Davis** (Speech, Sp. Ed.) and her family on the passing of her father, Joseph R. Carroll on Nov. 2, 2010 at the age of 81. Contributions in his memory may be made to Hospice and Palliative Care of the St. Lawrence Valley, 6805 US Hwy 11, Potsdam, NY 13676.



The Communication Committee
wants to wish all of you
Happy Holidays.

Congratulations to **Sue Pieniazek** (TA, Sp. Ed.) on the birth of her granddaughter, born on November 12th. Her name is Kemryah Marie Riccio. She weighed in at 7.5 lbs., 18 .5 inches long. Her daughter Kristen is doing very well. Also Sue's son Jeffrey Riccio married Tanya Gervais on Saturday November 27th

Sunshine Chairperson

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

Michelle Angelo
385 Ballston Avenue, Scotia, NY 12302
(518) 370-3468
mangelo1@nycap.rr.com

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

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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