



December 2012

Vol. XXXVII No. 04

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

Dec. 3 2012

REP COUNCIL

Dec. 19, 2012

BOCES BOARD

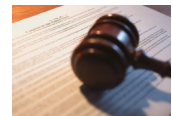
Dec. 17 2012

Human Rights Day

Dec. 10, 2012

Bill of Rights Day

Dec. 15, 2012



TRIAD Article Deadline:

Jan. 2, 2013 for
January Newsletter

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December checklist

- ◆ **Get free shipping:** More than 400 merchants offer one-day-only free shipping for online orders placed on Monday, December 17. Arrival by Christmas is guaranteed. Information: www.FreeShippingDay.com
- ◆ **Join an Audubon Society bird count:** Counts are held December 14 through January 5. <http://Birds.Audubon.org/Christmas-bird-count>.
- ◆ **Decide undecided decisions:** Monday, December 31, is Make Up Your Mind Day – the perfect time to clean the state for the New Year.

Capital Region BOCES Faculty Association Important Dates for 2012-13

<i>BOCES Board of Education</i>	<i>Executive Board</i>	<i>Representative Council</i>
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

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
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Grievance Chair	E.J. Hanley	321-0485	356-8342	ehanley1@nycap.rr.com

From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

Happy Hanukkah, Happy Kwanzaa, Merry Christmas, Happy Holidays...or whatever it is that you celebrate.

I'm looking forward to the holidays – partly just to get some rest. But also because I really enjoy the time celebrating what is important to me.

My celebration has change so much through the years. It used to be such a bustle of activity, lots of family, and lots of packages. Now I find that I concentrate more on making sure that my students have something to remember and that I can give goodies that I've made to the folks at work. Then on Christmas morning, I wake up where it's quiet, make my cup of coffee and sit in the silence thinking about the meaning of the day. Our family has cut back on the number of presents and the concentration is on spending time together. The pressure to find gifts for everyone is gone and we keep it very simple. So Christmas has continued to be my favorite holiday because I can actually enjoy it.

I'm also finding that a great gift is the one of time. I can't afford much this year but I can find time to give to friends and family that means more than that

perfect present. I have a friend who has been laid up because she broke her ankle and had to have surgery. She will be homebound for the holidays too. So my gift to her has been to spend Sundays with her – making lunch and supper and watching Hallmark Christmas movies.

What gift of time can you give? This month at Rep Council we finally had a quorum. Why? Because three people decided to give the gift of time to be sure you are represented. But you don't have to be a Rep to give the gift of time. There are so many ways that you can give the gift of time to your Association. There are many committees that don't require a great deal of time. The same people keep serving on these committees and we don't want to burn them out. Let your Chapter Vice-President know that you are willing to work on a committee. Your Association will do the rest. There's plenty of work to go around. So think about this gift as you finish your Christmas shopping. It won't cost a lot – just time.

So, be sure to have a blessed holiday – whatever you celebrate.

In solidarity, Lanny Barsale



Merry.
Christmas

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

The holiday season is upon us and I know everyone is bustling around trying to finish up their last minute shopping and attempting to wrap all their thoughtful gifts. I have always loved this time of year. It affords me the opportunity to reflect on my youth and remember simpler times. I want to wish you all a wonderful holiday break and hope you each can take a moment to reflect on your own precious memories.

As you are aware, in last month's TRIAD I addressed the inconsistencies in the reporting of time for Teaching Assistants who switched from the Employee Retirement System to the Teacher Retirement System in 2004. In November, Administration put an article in the BOCES Insider outlining the procedures you should follow to rectify the error in your time. I followed through with the Teacher Retirement System and was informed there was another layer to rectifying this situation. Following a conversation with the BOCES payroll department, they are currently working with their TRS district reporting department contact person to straighten this problem. At this time, please wait before you contact the Teacher Retirement System. I am currently waiting to hear from payroll to see if there is anything we have to do on our end. I will get back to you with more information as soon as I have any updates. I can assure all of you who are affected; I will not let this issue drop. It is very important to each of you to have an accurate accounting of your service credit. After all, it is your time and your money for the future.

At the November Rep Council meeting, a Teaching Assistant representative mentioned to the attendees, Teaching Assistants and Aides are not reading the TRIAD. I found this to be very disheartening. The TRIAD is the Faculty Association's main method of communicating to its membership. I consider the TRIAD my number one way in which to reach my constituents with vital information pertaining to our Chapter. If you are one of the special readers who value the information that is being presented, please reach out to other members of your team and elevate them to realizing how important the TRIAD is to stay-

ing informed. I hope for the sake of our Chapter that I am not spinning my wheels in a fruitless effort each month to keep everyone updated on important issues.

Last month, I also put forth a request for our members to submit to me anecdotal reports regarding injuries that occurred at work. As of today, I have received not one reply. This request is very important in trying to get legislators on our side and pass the Workplace Violence bill for K-12. The NYSUT Health and Safety Task Force have been working hard to get this legislation passed on your behalf. We need your support, we can't do this alone. If you are concerned about your privacy, all correspondence will be handled confidentially and anonymously. Please send a short report of your injury to condolora@aol.com. Your voice needs to be heard! I know I will be writing mine shortly; after all I have had three concussions, bites, bruises, and lastly three broken bones through the years. I must have the reports in to NYSUT by the first week in January, so time is limited.

In closing, I want to send my well wishes to each of you this holiday season. Whatever occasion you celebrate, whether it is Christmas, Hanukah, Kwanza or some other special holiday meaningful to you, I want you to enjoy the spirit of the times. Take in some relaxation time, enjoy your loved ones and find some down time to reflect on what is important for you to stay healthy in mind and body. Enjoy everyone, you all deserve the best!

In Solidarity, Colleen Condolora



SED review highlights special education best practices

Review points to successful classroom practices, positive collaboration around student goals

At the end of summer 2012, the Special Education division took part in a focused review of its programs by the New York State Education Department (SED). This was part of a standard review cycle SED follows.

In general, the review was favorable. Below are some highlights:

- ▶ At stand-alone sites, such as Rotterdam Academy I, II and the Maywood school, data is used consistently to measure the academic progress of students and their behaviors.
- ▶ The breadth of special education programs and services offered through Capital Region BOCES allows students to be moved to less-restrictive programs as they develop greater behavioral self-control and academic readiness and functioning.
- ▶ Districts report that that Capital Region BOCES staff work well with them, communicate frequently about students' needs and, when appropriate, helps move students back to home district programs.
- ▶ Classroom staff effectively used data sheets based on the Individual Education Plan goals for each student; this information was used during annual reviews to discuss progress and future recommendations.
- ▶ Information about student progress was communicated on a regular basis to parents and was accomplished via communication notebooks, homework logs, daily progress charts and telephone calls.
- ▶ At the secondary level, curriculum that allows students of different abilities to excel with literacy learning was observed as a strong component of each classroom.
- ▶ Behavior management systems were in place in all classrooms that were observed, were appropriate to the needs of the students and were consistently reinforced.
- ▶ The comprehensive service and supports provided through the special education program and by its staff is considered a factor in decreased dropout rates for students who are at high risk.
- ▶ Teachers within the Special Education division reported feeling well supported by administration in their training in the learning standards, as well as in literacy initiatives.
- ▶ BOCES is considered to be a leader in providing assistance to districts for students using the alternate assessment.
- ▶ Many students are returned to district programs, prepared to be successful and to graduate with a local or Regents diploma.

Areas in need of improvement:

- ▶ Many students who attend the BOCES classes are mainstreamed, but don't always have the needed educational supports listed on their IEPs. All IEPs should state clearly when and what supports a student needs in order to be mainstreamed. IEPs must include the frequency, duration and location of each service.
- ▶ In order to comply with behavioral intervention plans, BOCES must state the maximum limits for use of a time-out room.
- ▶ None of the IEPs reviewed included information regarding parent counseling for students whose management needs are highly intensive and require a high degree of individualized attention.

"I was pleased with the outcome of this focused review and am proud of the efforts of our staff that made such a favorable report possible. We are recognized for engaging in a process of continuous improvement and have the steady progress of our students to show for it," Division Director Inge Jacobs said. "I have assured our regional associate that when the next round of annual review meetings start in January we will be consistently applying the recommendations made for full compliance."

Reprinted from Capital Region BOCES website.

Caring blooms as CTE floral teacher helps hurricane victims

Floral Design teacher Meg Bugler drove a truckload of help to Long Island, will do it again

When the going gets tough, the tough get going, even if it means navigating a truck through streets strewn with trees, highways with no traffic lights and a region with no working gas stations.

Partnering with the Bethlehem Community Church, BOCES co-workers, students and friends, Capital Region BOCES Career & Tech School Floral Design teacher Meg Bugler collected a truckload of food, water, blankets, household items, clothing and cleaning supplies for Long Island victims of Hurricane Sandy. On Nov. 10, she drove the items to Center Point Church in storm-ravaged South Bellmore and then spent the weekend helping distribute them to those whose homes and belongings were damaged or lost.

Bugler's son, who works at the Campus Ambassadors organization at UAlbany, assisted along with fellow members of the college's University Ambassadors group. Seagroatt-Riccardi Ltd., a supplier for Bugler's floral classes, also supported the effort.

Bugler did it all again the evening of Nov. 30, when she drove another load of donations to the island.

"There's a particular need now for five-gallon buckets, bleach, rubber gloves and other cleaning supplies such as mops, brooms, work gloves and sponges," Bugler said, "and also for bottled water and non-perishable food."

When asked what she will do if the amount of donations she collects exceeds the size of the vehicles available to her, Bugler replied simply, "I'll rent a bigger truck!"

Reprinted from Capital Region BOCES website

Healthy Living; Living For Good Health

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

A NOTE OF THANKS

To my faithful readers: Hello, I have missed being able to bring you my “Healthy Living” articles the past few months. I continue to have a medical problem with my right arm.

While I am on the subject of being prepared, Hurricane Sandy is behind us and my heart goes out to those who were affected by Mother Nature’s wrath. Recovery efforts continue to go on and if you have made a donation to its cause I thank you. We have been pretty fortunate to be unaffected by its devastation. I found an informative piece I wanted to pass along to you our readers a couple months ago but couldn’t. Still, I believe it is worth reading and even keeping a copy in the event that our area has to cope with any future natural disasters. This information comes directly from National Grid.

The New Year can also bring new opportunities. The Faculty Association is in need of representatives. If you have one Wednesday after work available (usually the 3rd Wednesday of each month) and you would like to represent your Chapter, either TA/Aide, Special Ed. Teachers, Service, or CTE, we would love to have you. If you are a representative and have missed a few meetings, we would love to welcome you back. Please think about making this something you are interested in and are able to do.

From the Communications Committee and myself, we wish you a safe, healthy and happy holiday season and New Year.

Service Chapter News

Is no news good news? Negotiations are still at a standstill with the Service Chapter and Administration. I have had several calls/emails with questions on why the contract isn’t settled. We have talked with Administration; we just can’t seem to get on the same page. The “main” issue is health insurance. As everyone knows it costs a fortune and Administration is looking at new ways to cut costs and at the same time keep the best possible coverage for all BOCES employees. Change is “scary” but at the same time inevitable—we will keep you posted.

In the beginning of November a group of our members had the privilege of attending the SRP leadership conference at the Otesaga Hotel in Cooperstown. NYSUT puts this on with no cost to members as a way to say Thank You to our SRP’S. Everything about this conference was awesome. The seminars were very interesting and informative. One of the seminars I attended was “Negotiating your Contract”. I hope to take some of this new knowledge to the negotiating table.

I want to wish everyone a safe and Happy Holiday Season.

In Solidarity, Sandy Smith

Editors Note: Other attendees to this conference were Colleen Condolora, Deb Sorvari, Barb Burnham and Catherine Jakway from TA Chapter and Lisa Mink, Service Chapter.

RETIREES CORNER

By Jeanette Christoff

Greetings to All, Especially Those Currently Employed,

As an old timer who was there when our Association was founded, it was very disheartening to learn that neither the September nor October Rep Council meetings had a quorum and were thus unable to vote on any issues or conduct business. The disinterest of the members in Association involvement does not bode well for their own employment futures or retirement.

The future of unionism is not bright, with the decrease in their numbers through the years and increase in negative public attitude toward them. On the political scene, there is talk of revoking the Triborough Amendment. Should this happen the contents of the previously negotiated and expired contract could be unilaterally eliminated by the employer. (NYSUT 3/2011). Benefits, salary schedule, sick days, class hours, job notification and all that is contained in its pages could be deleted. The gains made over the years would be lost and employees would return to ground zero. Labor history would have come full circle.

When the union movement began, workers were at the mercy of their employer. They had two choices: work or walk. Hundreds of lives were lost in unsafe working conditions. Workers organized for their own protection and to have a voice in collective bargaining. We are seeing a return to the dictatorial employer. An international chain store has required temporary workers to come in early, work through their break and lunch, until their work is done and without compensation for the extra hours. (Gazette 10/23/12, A5)

Association members must awaken themselves to the fragile position they are in and find the motivation to work toward keeping what they have. It is distressing to learn that over 200 members no longer receive either an electronic or hard copy of the TRIAD, because they did not opt in. Every organization, in my experience, sends some kind of newsletter communicating their purpose and progress. How can members be motivated when they have no opportunity to learn of existing and future concerns? Certainly

some TRIAD's may reach the circular file without being read, but BOCES employees have worked hard to be where they are. All need to be made aware of what could be at stake in the future if the political powers have their way. Has our Association been penny wise and pound foolish in eliminating our newsletter to a significant number of its member?

Those who did not receive or read last month's issue missed important information. There was notification of a major error in the TA pension contributions in 2004. Also included was information that the per check amount for TA's salary will depend on the districts' number of school days. The third article all should be aware of was specific information on the Triborough Amendment.

The mission statement for the TRIAD reads: "To provide a forum for communicating information, ideas, experiences, and events of interest to Association members via the TRIAD and Association Web site." Is that mission being fulfilled to ALL of its members?

As retirees, we can no longer be members of the Association, as it represents only those who are employed. We no longer have the power to be movers and shakers. You, in the work force have it. USE IT, or lose it.

Amidst the turmoil of these times, and especially during this Holiday Season, we need to take the time to nourish our mind and spirit, away from the demands of life. We can take "memory journeys" or engulfed ourselves in Beethoven's Pastoral Symphony. We can let our mind wander to a different time and place. Imagine being one of the shepherds at the first Christmas or worshipping at Temple when the oil lasted 8 days. We can think of what life was like in those long ago days. We can be amazed that those events have come down through the ages and continue to impact our lives and the existence of our country. And for believers, it can deepen our understanding of what this life and the next, is all about.

Peace be to all.

November Rep Council Notes

By Lanny Barsale, Teacher, Spec. Ed.

Chapter Vice Presidents Reports

CTE – Jeanine Moran –

➤ Got a call today about APPR – They are under the impression that we have to do both SLOs and APPR (goal-setting or observation). This would be a problem for both Special Education and CTE. This will be looked into. There was a question about consultant teachers. They shouldn't have to do SLOs because they don't really have students.

TA/Aide - Colleen Condolora –

➤ Many problems with TRS business about discrepancies in days allotted to the TAs in 2004 after the switch from EA to TA. It didn't happen to everyone. There was something in the BOCES insider about this but Colleen feels they need to do more. She called TRS – they say it's a BOCES problem. Have to contact their employer recording person at TRS. The error is on BOCES end. TRS suggested that they fix it all in one sweep. TAs should check TRS website and see if 2004 is accurate. Should be a year of service credit.

➤ In March – no Superintendent's Day on BOCES calendar. Many BOCES staff work in districts that will have one. Colleen is planning activities for that day. Hopefully she can get a central point to meet.

Spec. Ed – Flora Fasoldt –

➤ Negotiating teacher improvement plan and appeals process. Moving forward quickly – January date to be completed.

➤ Principals Cabinets – conversations related to related service, working as teams, saving money for districts, how we as a team can meet the needs of the students in a cost-effective way.

Service – Sandy Smith - nothing to report at this time.

Appointments –

Natalie Powell, Kevin Rheden – TA's, Special Education

Kate Clark –Speech, Special Education

Old Business –

Celebration Bash – question about who can attend – it is open to anyone but we only recognize members of the Faculty Association

New Business

Catherine Jakway – concerned that TA's don't read the TRIAD. Reps should reach out to TAs and stress that reading the TRIAD is important. It is written for all of us and contains pertinent information. Everyone should promote the TRIAD. Archived copies are on the website.

Standing Committees

Membership – see report, seems to be going down. Always in flux. Try to make sure that people sign up.

Negotiations Update –

Teachers are working on APPR with Mike Rowan. There are a lot of pieces we need to put that part together. It's been somewhat developed using stuff from other districts. The biggest issue is lack of clarity. Makes it much harder than other plans.

Service – Hoping to use Executive Board to see if we can move it forward. Finding that all districts having the same problems.

Budget – need someone from each Chapter – will appoint next meeting

Audit – Committee members are – **Adam Mainville**, Teacher-CTE; **Catherine Jakway**, TA; **Brent Pierce**, Teacher; and **Susan Kusalonis**, Service.

Nominating – just AFT – we need people who want to be involved.

Election – just AFT

Grievance – no report

District PDP Committee - no report

Select Committees

TRIAD meeting Tuesday,

Student Incentive – due April 1st, on CRB FA website

FYI TOPICS

➤ Kids Holiday Party – December 15th, need volunteers, 11:00 to 1:00. All BOCES employees can come.

➤ Breast Cancer Walk report – raised a little over \$1200. Pat would have gotten more if Special Education had gotten the e-mail. It was sent to CTE but nowhere else so lost a lot of possibilities.

➤ NYSUT Super storm Sandy Relief donation (NYSUT) – asking all associations to participate in major drive for people on long Island. Exec Bd. spent \$200 and dropped off needed supplies at NYSUT. They had a great amount of things donated. Might want to check to see if they are continuing to collect.

➤ Report on Leadership Conference –Jeanine, Barb and Pat.

- NYSUT's stand on the issues – one question – anger – from Associations about who they were endorsing. Allegations on legislators came out after NYSUT had endorsed them. Sometimes it is necessary to endorse to move own agenda forward but not necessarily happy with it.
- Major component – talking about membership and lack of, involvement by membership, presented scenarios about how to garner membership, get information about purpose of membership. Presentations from Associations about what it means to be a Rep. Don't beg – training about what Association is and what it means to be a rep. Some unions require nominations from membership to be on their rep councils. A lot of ideas were discussed. Some were feasible.

RETIREE UPDATES

Our condolences to the family of **John C. Barner** who passed onto eternal life on November 1, at age 81. John was a Teacher of the Deaf and Hard of Hearing from 1972 until retirement. He was known for his sense of humor and making others laugh. John loved education, animals and nature but especially his family, daughters Susan Balinda and Jane Barner and granddaughters Brianna, Bethany, Bianca and Barbara. Memorial contributions may be made to the Animal Foundation on Maple Avenue in Scotia.

Fran Yankowski, Teacher of Nursing especially enjoys two features of our TRIAD, Healthy Living by Catherine Jakway and our Retiree Corner. Fran has two great grandsons and her granddaughter from Russia recently had a baby girl. We have encountered numerous nurses who had Fran as their teacher. They comment, "She was tough, but good".

The Christmas Party article revised memories of the important role **Brian Bayly**, Teacher, Food Services, played at those parties back in the 80's. More fun than his position as Grievance Chair, we think.

Anita Riccio, Teacher, Sp. Ed., recently returned from Myanmar, formerly Burma, and Cambodia. Only recently have these countries been opened to visitors and the people were fascinated by Anita's blond hair and white skin. As always, her best part was meeting and working with the people and sharing in their culture. Among the highlights were visiting a Buddhist monastery, a nunnery and an orphanage. The most heartbreaking day was seeing Cambodia's Killing Fields where over a million people were brutally slaughtered. There are no words to describe the horror.



Very Useful Information

Weather Alerts: Warnings on winter storms, dense fog, high winds and other severe weather conditions in your area. www.WUnderground.com/severe.asp

Home energy saver: Free online evaluation of your energy usage – and personalized recommendations for upgrades that can save you money. From the Lawrence Berkeley National Laboratory and the US Department of Energy. <http://hes.lbl.gov/consumer>

Medical questions answered: Look up answers to health questions posed by individual or have your own answered

for free by top doctors with whom you also can book appointments. www.ZocDoc.com

Alternative medicine: Authoritative information on preventing and treating insomnia, depression, motion sickness and other conditions through acupuncture, herbs, homeopathy, etc. From the University of Maryland Medical Center. www.umm.edu/altmed

Ask a librarian: Library of Congress personnel answer reference questions through online chats or by e-mail. www.loc.gov/rr/program

Capital Region BOCES Board Meeting

November 19, 2012—by Susan Kusalonis

Terry Swett, Denise Capece, and **Clark Howard** (Instructor) were introduced by Dr. Dedrick and Terry was asked to give an overview of the new CTE program Tech Valley Manufacturing & Machining Technology course that was being housed at Mohonasen HS. There are eleven students enrolled (10 Mohonasen, 1 Schenectady) for the two year program. They are hoping to run two sessions each year. All students are registered with HVCC and will earn 5 college credits. The strongest aspect of this program is the Advisory Board. Members are from RPI, SCCC, GE, Simons Took, Atlas Corp. etc. These members are dedicated to helping students learning everything possible to help them become the best machinist possible. They have hands on: lathes, metallurgy, drilling machines, etc.

- On December 14th at 8:30 AM - CTE will be hosting all component district school guidance counselors at Mohonasen HS to give them an overview of the course to help with future registration.
- Terry showed a brief trailer called "Metal and Flesh" produced by EdgeFactor.com. It helps to show the future of the machinist. Not your father's job anymore.

Inge Jacobs was asked to present on the Special Education Study and how this was progressing. The Principal's cabinets are continuing this year and will follow up on the ten points brought forward by the cabinets.

Q - Gary Delallo wanted to know how hard it was to comply with NYS requirements compared to Federal laws. Dr. Jacobs - Very tough - can we do it more efficiently - valid question.
Dr. Dedrick - At the State level all are trying to address these mandates, but remember the group that supports a mandate can be very loud against the removal of it. Students who are high risk tend to have more mandates and this population costs the most to educate.

Q - How often are there more staff than students in a class? -Board Member

Dr. Dedrick - Staffing is difficult, especially with the SED regulations. Dr. Jacobs: We do have students who seem to be over staffed. This is a very emotional issue and parents are worried that their child will lose services.

Comment: John B - There are those that will never be satisfied with anything we do to help - both culturally and emotionally.
Dr. Dedrick - Impact of Sequestration on Federal Education Programs. [Sequestration was first authorized by the Balanced Budget and Emergency Deficit Control Act of 1985. - This draws attention to Federal Government's budget.]

Dr. Dedrick commented that we at BOCES - have not escaped - on the cusp of having a really difficult time - with TRS expense at 4% and tax cap income at 2% we and districts have a rough time ahead. We need to make some drastic changes going forward. We could have to knock on "unions" door!

Areas that we may need to charge for in the future are:

- Regional Certification Office - no fee at this time - mandated without funds - we may need to charge a fee in the future.
- BOCES is 1st reviewer on APPR Plans. SED Does not have the capacity, we don't have it either. We will work with districts and submit back to SED.
- We will shut down any service that is not covered by funding.

Please NOTE:

January 31st at 7 PM at Columbia HS - 47 component school districts from both Questar III and Capital Region BOCES are hosting Rick Tims. This is the same week that Governor comes out with the Budget.

SRP DAY - November 20th - Thank you from Dr. Dedrick and the Board for all you do.

Q - How many SRP's are in BOCES? About 100 Service and 270 TA/Aides make up this group.

SPOTLIGHT ON SPECIAL EDUCATION

Holiday food drive—Dec. 17-21

The Special Education division and the Regional Food Bank of Northeastern New York are teaming up for a holiday food drive.

All types of non-perishable food donations are welcome. Food items (cans and boxes) can be dropped off at the Special Education division's administrative offices at the Maywood School, and at Rotterdam I or Rotterdam II Academies during the week of Dec. 17 - 21, between 8 AM - 4 PM.

All food donated will be distributed by the food bank to organizations and individuals in need of warm and healthy meals this holiday season.

Up Coming Conferences

Workplace Health and Safety

March 1-2, 2013

Hilton, Saratoga Springs, NY

AFT PSRP Conference

March 22-24, 2013

Minneapolis, MN

www.aft.org/psrp

NYSUT Local and Retiree Council

Presidents Conference

April 10 -11, 2013

Washington, DC

NYSUT Representative Assembly

April 11-13, 2013

Washington, DC

Planning a trip? Let Member Benefits help!

Are you finally looking to book that fantastic getaway to the Caribbean or Europe that you've always been dreaming about? Maybe you've got a business trip that you need to plan? Or, do you need to rent a car to get around town as part of your next excursion?

Let your friends at NYSUT Member Benefits help! We've got a variety of endorsed discount travel programs designed to help you keep a few more dollars in your wallet while enjoying some well-deserved rest and relaxation.

If big savings is your game, the Member Benefits-endorsed travel program offered by Wyndham Hotels & Endless Vacation Rentals is for you! NYSUT members can enjoy savings of up to 20% at nearly 7,000 participating hotels among 15 hotel brands with Wyndham Worldwide; meanwhile, save 25% at more than 200,000 vacation rentals in 100 countries with Endless Vacation Rentals.

Wyndham Hotels has the right hotel for you at the right price – whether it's an upscale hotel, all-inclusive resort or something more cost-effective. With Endless Vacation Rentals, NYSUT members can save on resort condos, villas, homes, and cottages that provide space and flexibility ideal for families and groups of friends traveling together.

These aren't your everyday run-of-the-mill hotel rooms! Accommodations range in size from resort studios to multi-bedroom units. And, many units feature large living rooms, dining rooms, fully-equipped kitchens, and laundry facilities.

For information 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.

Nov./Dec. '12

Whether you're looking for a multi-bedroom condo in Orlando or Las Vegas, or a luxurious resort in Mexico, the Caribbean, Europe, or Canada, Endless Vacation Rentals offers the space and comforts-of-home to make each stay a memorable time!

Need to rent a car as part of your next trip?

NYSUT members can get discounted rates on passenger car rentals with the following companies: Alamo, Avis, Budget, Enterprise,

Hertz, and National. You can even receive 20% off local or one-way truck rentals from Budget Truck Rental.

Finally, don't forget about TripMark.travel if you're looking for great deals on the most beautiful vacation spots in the world. This program provides NYSUT members and their family and

friends with online and offline (toll-free travel agents) leisure travel benefits.

TripMark.travel allows you to effortlessly book flights, hotels, vacation packages, and cruises online for personal and business travel needs. With a simple interface and advanced encryption technology, your information is safe and secure – giving you peace of mind as you plan your next trip.

Learn more about these endorsed programs – including how to access discounts, unique website codes and website links – by contacting Member Benefits at **800-626-8101** or visiting **memberbenefits.nysut.org**. Happy travels!



**MEMBER
BENEFITS**
nysut
Working to Benefit You

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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**The Communication
Committee wants to wish
you all a Happy Holiday
and hope you have a won-
derful New Year.**

Personnel Personals

Our Condolences to **Peg Parascondola** (PTA, Spec. Ed.) on the recent passing of her husband, Thomas.

Don't forget to do a retirement letter if you are eligible to retire in the **2013-14 school year**. Samples can be found on the capitalregionboces.org website under human resources.

Three Dog Night

"Three dog night" is an Eskimo expression and refers to extremely cold nights during which a person must sleep near three dogs to stay warm.

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.