



January 2011

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CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

Dear Colleagues,

Happy New Year! I want to wish all of you all the best in this upcoming year. I hope your holidays were everything you wanted them to be and all your wishes for the holiday season came true. As we prepare to move forward and face all the challenges that will be presented in 2011, I hope we can find the strength and patience needed.

My holidays were very nice. I was able to spend time with friends and family I do not normally see. I especially enjoyed some time to relax and reflect on how important these people are to me. I found myself counting my blessings and thinking about how fortunate I am. I'm working, have a decent standard of living and can even afford some frills in my life. I have a family, both immediate and extended, that I would take care of and who would take care of me, if need be. And though I don't live near my brothers and sisters, when we are together I realize that we are close. This truly is a blessing.

My life isn't perfect and I have always worked hard for what I have. But I really don't mind that. In fact, I am very grateful for the opportunities I have had to work hard and thereby gain some measure of success. I think that if things were just handed to me I would not have the

same sense of accomplishment, nor appreciate what I have as much. For the most part, I feel I have earned what I have and therefore take pride in my gains.

I am also very grateful for the help and support you have all given and continue to give to make our Faculty Association the success it is. Not only do I enjoy the work I do with the Association, but I very much enjoy the people I have had the pleasure of knowing and working with. I have made many new friends in doing this. Definitely, this is another blessing.

Looking back, I think it was a long and difficult year with much uncertainty. Looking forward I believe 2011 will be equally difficult, given the economic difficulties and anti-union sentiment that seems to prevail. I believe we will get through it and in the end be stronger for it.

I know you will continue to work hard, do an outstanding job in all that you do and demonstrate, as you always do, that public union employees are many of the best employees we have in this country. I hope this New Year brings you good fortune and much happiness.

**Looking forward,
Doug**

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOCIATION.

EXEC. BOARD

Jan. 5, 2011

BOCES BOARD

Jan. 13, 2011

REP COUNCIL

Jan. 19, 2011

**African American
History Month**

Jan. 18, 2011



**TRIAD Article
Deadline:**

Jan. 25, 2011

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Rep Council Highlights, Dec. 15, 2010

Submitted by Lois Leonard

Chapter Vice President Reports:

TA/EA Colleen Condolora

- WinCap will not be available in Jan. as expected, mid-spring is now the anticipated date.
- Negotiations team for the new TA/EA contract has begun to meet. Will meet with Mike Rowan in Jan. and administration in Feb.
- Colleen met with Peter Taormina and Inge Jacobs regarding the hire of teaching aides vs. teaching assistants issue. Peter will meet with the Principals to discuss duties of each position.
- APPR: Met with Principals. Significant increase in “special projects”.

Spec. Ed. Flora Fasoldt

- Meeting with Robert Zordan and Inge Jacobs to discuss compensation for Social Workers, PTs, OTs for Medicaid related responsibilities.
- APPR: Committee working on changes in action plan
- New Rep Orientation meeting at 3:30 on Thurs. Jan. 27th at NYSUT. New Reps encouraged to attend, all reps welcomed.

- Check New York State Teacher Retirement annual statements for accuracy, mistakes have been reported.
- Teacher Contracts are available on request.

Service Susan Kusalonis

- Service Unit and PAO will have a half day off before Christmas and day off before New Years.
- Medicaid Training: COTAs and PTAs can use half day to complete required on-line training.

New Business:

- Catherine Jakway announced her “Locks of Love” campaign. Encouraging individuals to donate 10-12 inches of hair to Locks of Love, a non-profit organization that provides hairpieces for financially disadvantaged people suffering from long-term medical hair loss. See TRIAD for details.
- BOCES Christmas party was Dec. 4, 2010.

Standing Committees:

- Membership: 664 members, 89 agency fee
- Budget: Committee appointed: Don Orlando (CTE), Catherine Jakway (TA/EA), Pat Dover (Service), Lois Leonard (Teacher).

Capital Region BOCES Faculty Association Leadership

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President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
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Membership Chair	Lisa Mink	372-7240	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	356-8342	ehanley1@nycap.rr.com

Capital Region BOCES Board Meeting – Dec. 20, 2010

By Susan Kusalonis

Mark Jones presented the Capital Budget Report for 2011-2012. Current operations are up \$55,000. Retirement portion up significantly. The District Assessment is up 1.35 percent.

- Health insurance is increasing 15%. In 2001 it was 27% of total budget. In 2011-12 it is 47.25%.
- Some leases will have to be closed down. We will be switching out of private facilities to component locations.

Per Dr. Dedrick, goal is to try to keep increase below immersing tax cap that is floating by state.

Kathryn Gerbino discussed Lobby Day, Annual Meeting and Advanced Technology Education (ATE) Centers can and should become major centers in the country.

Annual meeting is April 13th. Global theme “Shift happens” new movie.

Carl Strand gave an overview of NERIC Awareness Day. Between 5 and 6 hundred attended. Students were showcased. Districts were from all BOCES. Private vendors covered all the costs of the day.

Special Ed Study: Level of thoughtful conversations; optimistic of the outcome and the district’s needs will be met.

Regional Calendar is being voted on again due to the State mandated requirement for Emergency Early Release Day. Change to Friday, October 7th.

Payroll Certified: Dr. Dedrick wanted to thank Robert Zordan on the recent 100 percent compliant payroll. Robert wanted to thank Carol Ratigan on her efforts.

Transition Coordinators – Albany County Civil Service Personnel Director personally sent a letter to each person who took the test and enclosed a copy of the letter that Dr. Dedrick has sent to them indicated that we would not be hiring from the list. Dr. Dedrick stated that it was legal and right not to hire from that list and we were going the certificate route.

Kevin Harren presented to the Appellate Court on November 19th. Section 80 covers a position that is reduced in time, salary and position. If we reduce in hours we prevailed. NYSUT and SANNYS appealed this decision. This presents an opportunity for employers to do mischief. Kevin is confident BOCES will prevail.

Dr. Dedrick will be visiting a Tech. High School in San Diego this coming year at no cost to BOCES.

RTT – group pulled together, everyone on board. Educational Digest wants to document our process. They are willing to share their ideas with us (apparently they were working with California in their bid for RTT).

American Research Institute and NERIC will be starting an agency wide blog. Instructors will be asked how-to questions on this and be overseen by key instructional staff.

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council	Rep. Council Location
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
April 16, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
All Rep Council meetings run from 4:15-6 PM unless there is a motion to extend.	

Conference Dates 2010-11

2010	
<u>Jan. 27, 2011</u>	NYSUT New Rep training-CDRO, Latham, NY
<u>Mar. 4-5, 2011</u>	Health & Safety Conference-Saratoga Hilton
<u>Mar 24 - 27, 2011</u>	AFT PSRP Conf. & Pre-Conf. Health & Safety Training., Flamingo, Las Vegas, NV
<u>April 7-9, 2011</u>	NYSUT Representative Assembly, in New York City,

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Colleagues,

I hope everyone enjoyed their holiday break and was able to get some rewarding rest and relaxation. Thankfully I was able to get some extra rest so I can get geared up for the coming months ahead.

Following a conversation with Administration in December, I was informed WinCap will **not** be ready in January as we were told. Since this date has been pushed back so many times, I will not say definitively when the system will be operational for our professional development data recording. In the mean time, continue to keep track of your professional development hours manually and hopefully by the end of the school year we will have WinCap in place to enter your new professional development hours. This has been an exasperating and disappointing endeavor for everyone involved. Logically, the new system should have been in place before Timekeeper was removed but unfortunately not everything is done thoroughly or correctly. Keep the faith everyone; we will eventually have our new system up and running. I know I have my fingers and toes crossed that it will happen before June.

The Negotiation team (Chris McDonough, Michele Angelo, Barb Burnham and Colleen Condolora) have met several times this school year. We also met with Mike Rowan, NYSUT Labor Relation Spe-

cialist, on January 6th to discuss our options. As you are brutally aware, the economy will determine our alternatives. School districts state-wide are facing severe budget restrictions which will mean difficult decisions all around for education in New York State. These are challenging times for negotiations but please remember the team will do our utmost to keep us going on the right track towards fairness. We will keep you abreast throughout the spring of our progress.

Just a reminder to all the TA/EA Rep Council representatives, the NYSUT new rep training will be held at NYSUT Headquarters on Thursday, January 27th. The training will be located on the second floor in the CDRO (Capital District Regional Office.) I look forward to seeing my new reps attending this very informative training. Veteran reps are also invited without saying.

In closing, please remember to contact your Association representative or your Chapter Vice President for assistance with questions or concerns. All conversations are confidential and will be answered in a timely manner. You can reach me at home at 393-2244 or my classroom at Mohonasen High School at 356-8349. Keep in touch everyone.

**In Solidarity,
Colleen Condolora**

SHOE



By Gary Brookins and Chris Cassatt



By Steve Breen

12/7/10

BODY LANGUAGE DOS AND DON'TS

We hear all the time about how non-verbal cues such as body language are very telling. Language and words are only a small part of communicating with people. Nonverbal cues are equally as important as verbal cues.

Here are a few things to stay away from.

- Don't cross your arms, as this stance indicates discomfort or being upset.
- Don't hide your hands behind your back. This stance can be interpreted as either "I hope you like me" or "I want you to fear me." Either interpretation is bad.
- Don't fidget. Unintentional gestures are emotional reactions and those jerky movements can make others uneasy.
- Don't put your hands in your pockets, as it gives the appearance of nervousness or being bored.
- Do focus your eyes on the speaker. Little or no eye contact is often associated with lying or lack of self-esteem.

Good communicators use good body language to help deliver their message. Let your own body language help you communicate with confidence!

SOURCES AND CONTRIBUTIONS: The Office Professional, Lauren Samet, editor; Mary Boyd, copyeditor; Val Klayman, production.

Service Chapter VP

Susan A. Kusalonis

Dear Colleagues:

We are into the year 2011 and isn't it amazing? I remember when we thought the world would go into chaos when we hit the year 2000. Wonder what the next big thing will be?

Wanted to remind you all about a few things.

- Remember to use the Medical Leave Form (found under Staff Resources, Human Resources on the BOCES website) if you have to go for a mammogram or prostrate exam. This time will not be used against your short term leave, if you follow the procedure.
- Check your attendance against the information that is in WinCap. You would need to ask the Secretary who does your payroll for a copy of the calendar of dates used by you from WinCap and compare it to what you called in to the sub line. Please be aware that it is not all electronic at this time. Two or three staff will need to transfer the information into different forms before it gets in to WinCap. Human error is always a possibility.

When you see them, take a minute to welcome **Ryan Blake** and **Thomas Haines** (Custodial Workers, Sp. Ed.) Also, welcome **Timothy Snell** (Messenger, NERIC).

I try to attend BOCES Board meetings monthly and wanted to note that **Brenda Jones**, (Sec. I, CTE) has resigned. We wish her well in what she will be doing.

Not sure if you are all aware, but when the Wembley Court location lease ends this coming June, all of the staff remaining there will be moving back to Maywood School. Look for more information, as it becomes public. Recently Carol d'Estienne (Principal) and **Roni Kearns** (Sr. Keyboard Specialist) have moved to the Page Avenue School.

Well, I guess that is all for now. Please take care and I'll see you next month.

In Solidarity, Susan

RETIREEES CORNER

Jeanette K. Christoff, Teacher, Retired

Dear Long-Time Retirees and All,

Happy New Year! No doubt you have been seeing a lot of TV during these home-bound days. Do you tire of the commercials and talk shows that focus on the "stay young forever" themes? They tell of diets, cosmetics, exercises, medications and procedures to keep us forever young. Those of us in our 7th and 8th decade of life, chuckle and shake our head. We have learned how suddenly life and priorities can change.

Back in days when we felt invincible and had boundless energy, we often wondered why older folks became neglectful of their homes, themselves and did not become excited about the latest electronics, gadgets and other consumer commodities. Now we understand that often the spirit is willing but the body decides otherwise. Tasks which we once whipped off quickly and easily, have become more time consuming as joints and muscles ache and our once boundless energy and motivation, wanes. We have learned to set priorities and tackle the necessary tasks and if there is energy left, to consider pursuit of something on our ever-lengthening "to do" list. Once we worried about having a perfect, orderly and spotless home but time and experience,

which some call wisdom, has taught us that people are far more important than the material things of life.

Possessions own us, but care, not one bit about us. They demand our time and attention but offer no understanding or solace. Even if we can no longer maintain our home to our once high standard, it should not deter us from inviting company whose circle of life intersects with our own. Sharing time, listening to stories of their joys and sorrows, successes and failures, giving a shoulder to cry on, doing fun things and sharing laughter is to me, what life is all about.

Letting go of our idealized image of our home, ignoring a little dust and a few cobwebs and instead, spending time with people, is a New Year's resolution that can add sparkle and brightness to our days.

Speaking of being owned by possessions; the cell phone needs recharging, the car needs fuel, the laundry.....the dishes....etc., etc...

Stay well and share your love.

RETIREE UPDATES

Ginny Wilber sent Christmas greetings and wishes all a Happy New Year along with memories of the "good ole days".

Jane Caruvana and Tony are back on the road again. They recently returned from a European tour emphasizing Advent and Christmas traditions. They visited the countries of Germany, Hungary, Austria, Slovakia and the Czech Republic. Among the cities were Salzburg, Vienna, Budapest, Melk, Prague and Passau. It was the coldest winter these cities have had in 60 years with cobblestone streets covered with ice and snow.

Healthy Living; Living For Good Health

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

What Ever Happened To The Basics Of Life?

Happy New Year 2011 and welcome back! The craziness of the holiday season is finally over and behind us. Can you believe it? I'm still trying to figure out how the holidays came and went when I wasn't even ready. I shopped right to the end which is something I don't normally do and no matter what I did I just couldn't pull it together, but ready or not, it was Christmas Eve.

So, we survived the holiday parties and the buffet tables, the shopping, the wrapping, the visits to family and friends, and the holiday traveling. I hope you were not one of the many thousands who were stranded in airports, train stations, and impassable roads unable to get home or were being held up just days away from that long planned and well deserved vacation to warmer temperatures. How did that cold wet nuisance of a winter storm sneak up on us being so unprepared when the last we heard it was too far east for us to worry about?

At the time of this writing, the holidays have just ended and the first snow storm of the season has cleared up. The last few weeks are just a memory of what we did and of what we could have done better. But, have your thoughts turned to what you want for yourself in the New Year? How many countless resolutions have you made for yourself that sound so easy and so healthy but yet fall flat by March? As we know all too well, there are so many habits

and lifestyle changes we **can** make but they don't make it into our daily routines. How many times have you heard your dentist tell you that you need to floss every day? See what I mean? Even flossing takes just a few minutes but something so important and so easy to do doesn't always get done every day.

We live in the modern world of the quick fix, plastics, and surgical cosmetics. We are being overloaded with information; ads and commercials that offer to fix your mood, your weight, your nails, your hair, lower your blood pressure or cholesterol, manage arthritis, remove unwanted lines, wrinkles and age spots, (Wheew!) and anything else that is ailing society. Buy this and results are guaranteed, try that free for 30 days, and on and on. Is all this necessary and do we really need so much of it? I have gotten to the point where it really pushes my buttons and I have to either tune it out or turn it off and there is and probably will never be an end to it. A lot of what is called the "quick fix" may be hazardous to our health. The side effects alone of some of the products we see advertised may be a prescription for disaster. There are more cancers, heart disease, and other chronic illnesses than ever before. Portion size alone has caused a worldwide obesity epidemic. Even knowing when to walk away from the table seems to be forgotten and not given a second

thought as a health or weight concern.

My question is, what ever happened to the basics of life? In order to be the healthiest beings, has our society really bought into all of what is seen and heard? I certainly hope not. Living healthy means going back to the basics of life and to use what we have available naturally. Fresh air, sunshine, a healthy diet and moderate daily exercise is the best prescription for living a long and happy life.

What will you do to be a healthier you? What changes do you see for yourself in 2011?

There are healthy resolutions that can fit any lifestyle. If you're trying to lose pounds by going on a low-carb diet, one suggestion that experts recommend is to add more fruits and vegetables. They are naturally low in calories and rich in fiber, vitamins, minerals, and antioxidants and can be a wholesome alternative as a snack or dessert instead of baked goods, chips, or candy. Most fresh fruits and vegetables need no special treatment and can be eaten anywhere! These nutrient rich plant foods are known to have protective or disease preventive properties, says Nagi Kumar, Director of Nutrition Research at Moffit Cancer Center in Tampa, Florida. Scientific studies have confirmed that people who eat more fruits and vegetables, particularly

the more deeply colored varieties, have less heart disease, cancer, diabetes, osteoporosis, and age-related neurological decline.

If you don't love fruits and vegetables you don't know what you're missing. Revisiting this tasty heart healthy produce may be just one of the 2011 resolutions that you're looking for!

Healthy Lifestyle Tips For 2011:

- Plan ahead for simple healthy lunches and snacks at work. Choose lean protein. Switch to whole grain breads and pasta. Avoid high fat dairy and meat products.
- Commit to preparing meals with moderate portions at home instead of dining out. You can save money and calories while having fun with the family.
- Go with seasonal fruits and vegetables. They are usually better quality and less expensive. Variety is important. Eat your colors to a healthier you!
- Stay motivated and keep moving until the winter breaks! Winter weather won't spoil your fun if you are into seasonal sports that keep you active and energized over the next few months. Fresh air and sunshine will prevent cabin fever and those winter blues!
- This is also the time to **really use** that home exercise equipment, or head to the gym. Remember that gym membership that you're paying for? Another option: the whole family may enjoy playing with interactive games like the Wii.
- Stay Hydrated! Our bodies are 75% water. Drink lots of water every day.

Ring in a healthy and happy new year with some simple and easy changes to your daily routine. These changes will lead you to an all-around better life in 2011, and you'll have the strength to conquer all of what the New Year throws your way.

Start achieving these healthy goals today. You'll thank yourself.

Capital Region BOCES Faculty Association Constitution

PURPOSE

To work for the advancement of education and the improvement of instruction

To develop and promote the adoption of such ethical practices and standards of preparation and participation as mark a professional

To unify and strengthen the educational environment

To enable members to speak with a common voice on matters pertaining to the education environment and on issues of employment

To promote the occupational welfare and working conditions of the membership

DID YOU KNOW?

In olden days, before stethoscopes and undertakers, those who appeared to be deceased were buried quickly, with a bell in their hand. If they were in fact still alive they could ring the bell. The caretaker who stayed the night, listening for the bell, could then quickly rescue the person. This caretaker was said to be working the "graveyard shift", thus the origin of this familiar saying.

IS THERE A SCIENCE TO BETTER FOOD CHOICES IN THE LUNCH ROOM?

The Cornell Center for Behavioral Economics in Child Nutrition Programs launched a project designed to help guide smarter choices in school lunchrooms. The project involves research, education and outreach aimed at showing how small, low-cost changes in the lunchroom can encourage kids to choose healthier foods.

Did you know that by simply suggesting a student take a piece of fruit, their likelihood of eating fruit increases by as much as 70 percent? If you close the lid on the ice cream freezer, kids are less likely to choose ice cream. Small tricks such as the two above can drastically change children's eating habits. The Cornell Center for Behavioral Economics in Child Nutrition Programs aims to prove this.

This program is looking for schools to participate. If you think your school may be interested, see the link below and apply to become one of the school teams. <http://ben.cornell.edu/work-with-us.html>

SOURCES AND CONTRIBUTIONS:
Cornell Center for Behavioral Economics in Child Nutrition Programs, Priscilla Nemeth, Lauren Samet, editor; Mary Boyd, copyeditor; Val Klayman, production.

Locks of Love Campaign 2011

By Catherine A. Jakway, TA Spec. Ed.

Hello again. I hope you have had a wonderful start to the New Year!

As I said last month, I will be writing a monthly update on this campaign in your TRIAD newsletter. The Locks of Love Campaign has begun and I am still seeking volunteers who would like to give up just 10-12 inches of hair to help others. I can't think of a better gift that won't cost you anything but your hair.

I have gained another inch in length to my sometimes unmanageable mane. From the tip of my head I am now at 22 inches of hair and I am in anticipation of giving away 12 inches of it.

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, but I have set a tentative date for the month of May. I will let you know if that will work as I gather further information.

Please help me reach my goal of 200 inches. If you, a family member, co-worker, or friend would like to participate in giving such a wonderful gift, 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.

Thank you

Rhee's Policy Agenda Presents Misguided Priorities

Michelle Rhee's new "Students First" agenda presents a false choice: support students or support teachers, AFT president Randi Weingarten says. "The fact is that neither can succeed unless both are supported. Making schools better places for children to learn also makes them better places for teachers to work," she says. "Improving student learning works best when teachers, administrators and parents work together to transform schools. Collaboration and teamwork, not conflict, will move our schools forward. Make no mistake: The interests of teachers and children are inextricably linked—no matter how hard Rhee tries to separate them."

Source: AFT Electronic Newsletter

WORK-RELATED ASTHMA: WHAT IS IT?

Did you know that certain cleaning products used in the workplace can cause or trigger asthma? Asthma is a “chronic (long-term) lung disease where the flow of air is decreased, making it hard to breathe.” Symptoms of asthma include: wheezing, chest tightness, cough, shortness of breath and difficulty breathing.

Brief exposure to some substances can trigger an asthma attack. Conversely, one could be exposed to a chemical for years, with no visible signs of developing asthma. Symptoms may occur immediately, or they may not occur for many hours or many years. Nonetheless, if you are exposed to something at work that causes an asthma attack, your experience is a work-related asthma attack.

To help prevent work-related asthma, employers should make sure the safest products and practices are used in the workplace!

SOURCES AND CONTRIBUTIONS: California Work-Related Asthma Prevention Program; Lauren Samet, editor; Mary Boyd, copyeditor; Val Klayman, production.

Look for Election Nominations Next Month AFT Convention Delegates for July 2012

Computer Glitches? Safe Mode Can Help

You may be familiar with a computer's Safe Mode, which can help identify and fix glitches in the operating system. Tech experts view Safe Mode as a helpful troubleshooting tool.

As Microsoft.com explains, “Safe Mode is a troubleshooting option for Windows that starts your computer in a limited state. Only the basic files and drivers necessary to run Windows are started.” When your computer is in Safe Mode, you can find out what is causing your system to fail or function incorrectly by opening various programs one at a time.

Diagnosing problems: Pressing the F8 key as you boot allows you to access Safe Mode, which will look quite different than when your computer is in normal mode. According to HowStuffWorks.com, “The Windows desktop loads up in 16 colors and at a resolution of 640 x 480 with the words 'Safe Mode' in each corner.” In addition, devices -- such as printers -- will not work while your system is in Safe Mode. The point is to diagnose and attempt to fix the glitch in Safe Mode and then reboot in normal mode. Support.com, Microsoft.com and other tech sites offer several tips for diagnosing computer problems in Safe Mode:

Installing new programs: If you encounter problems right after you have installed a new program, such as a particular software, you can simply uninstall it. Both Microsoft and Support.com recommend that another solution is to run System Restore, which basically ‘reverts’ your system to the way it was prior to the system failure. To run System Restore in Windows 7, for example, first save and close all files and:

1. Click Start
2. Type System Restore in search box
3. Click System Restore in results list
4. You may need to provide confirmation or an administrator password.

No Internet connection: According to Microsoft.com, another glitch that can be fixed in Safe Mode is when you encounter Internet connection issues. While using Safe Mode in Networking you can attempt to connect online. If this fails, the problem may signal failure of the router or modem, for example.

Problems with device drivers: According to the University of Wisconsin KnowledgeBase, if you have installed any drivers that may be causing system failure, simply disable them and attempt to reboot. If the computer boots normally, then the problem lies with one of the device drivers you had previously installed.

Removing viruses and more: As Support.com explains, it's easier to remove viruses in Safe Mode because “some stubborn viruses register themselves as startup programs/services to run automatically as soon as Windows starts.” Therefore, instead of attempting to eradicate the virus in normal mode, it's more effective to do so in Safe Mode.

***Sources:** Microsoft.com; Support.com; University of Wisconsin KnowledgeBase; HowStuffWorks.com.

Are you up to the challenge?

If you're like most people, you make New Year's resolutions only to break them soon after. NYSUT Member Benefits challenges all NYSUT members to make and keep this one resolution: I resolve to draw up (or update) my will.

The importance of having a will to protect your loved ones and your wishes cannot be stressed enough. This is especially true if you have children under the age of 18. A will allows you to name a legal guardian(s) for your children. It also ensures that your estate will be distributed according to your desires. Without a valid will, these very important, personal decisions are made by the state.

The Legal Service Plan endorsed by NYSUT Member Benefits Trust is a convenient vehicle to help you meet this challenge. It provides one simple will or update, free. A simple will provides for the proceeds of one's estate to be distributed to specifically named beneficiary(ies), with an alternate distribution plan in the event the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are to be distributed outright with no conditions attached. Placing a condition on a bequest requires a trust, which can be obtained from the Legal Plan for a fee.

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

The plan also gives you access to unlimited, toll-free legal advice from plan attorneys. These attorneys will make phone calls and write

third-party correspondence, at no charge, to resolve personal legal situations on your behalf before they become major problems. In addition, when you enroll in this plan, you receive two coupons for free, hour-long consultations with a plan attorney.

Is there a real estate transaction coming up in your near future? Do you have any traffic violations? You can receive legal assistance on a variety of personal legal matters when you enroll in the Legal Service Plan. If the matter can't be resolved over the phone or with a letter, you will be referred to a plan attorney in your area, who will charge you \$200 an hour or 40 percent off the usual hourly rate, whichever is lower. Optional riders for Elder Law services and for business protection can be added to your legal plan coverage.

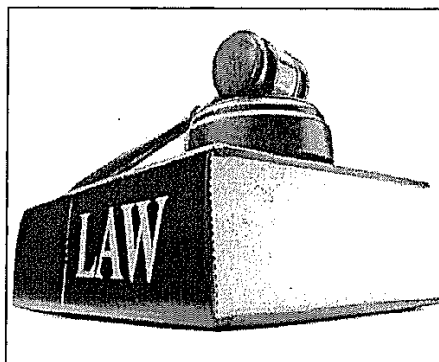
Don't put it off any longer! Draw up your will. Enroll in the Legal Service Plan and use its service to help you, or do it

another way, but just do it! The peace of mind you'll have once you know you have taken care of your loved ones far outweighs any unpleasantness associated with making up your will.

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

If not, you can enroll in the voluntary plan online at www.memberbenefits.nysut.org, or view and print a descriptive brochure and enrollment form online. You can also call NYSUT Member Benefits at 800-626-8101.

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

Jan./Feb. '11

PERSONNEL PERSONALS

Our belated condolences to **Margaret Teater**, (TA Sp. Ed, Retired) on the loss of her husband Victor L. Teater, Jr. on June 27th, 2010 at the age of 63.

Get well wishes to **Chris McDonough's** (TA, Sp. Ed.) husband. He is recovering from a heart attack.

Congratulations to **Paulette Johnson** (Retired Secretary, CTE) on the birth of her grand daughter, Olivia Grace. Olivia was born on Nov. 17th, weighed 7 lbs., 6 ³/₄ ozs. And was 19 ¹/₂ inches long.

Congratulations to **Kim Gordon** (CT, Sp. Ed.) on the birth of grandson, on News Years Day.

Please submit information for "Personnel Personals" to the TRIAD editors:

Susan Kusalonis – maidmrn300@aol.com

Lois Leonard – jleonar4@nycap.rr.com
399-5597

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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