



January 2013

Vol. XXXVII No. 05

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 holidays were wonderful. Mine were a bit hectic. Getting ready is always a lot of work. Then we have visits from friends and relatives, before, during and after the holidays. You might think that with all the fuss and hassle I might be like a scrooge. Sometimes my wife thinks I am. I do admit that all the holiday preparation along with normal work can be a bit much. But once the worst of the preparations are done and I can take some time to enjoy everything and everyone, I find this time of year amazing and very enjoyable. Even with the economy as off as it is, the holiday cheer still comes through. I think that is much of the miracle to this time of year.

So happy New Year! I have great hope that this year will be better than last, but recognize that may not be the case. New York's financial woes seem to continue without an immediate end in sight. Though we may fare no better this year, I have every confidence we will get through this and be okay. As for New Year resolutions: I resolve to try to find the good in everyone I meet and smile as much as possible (even when I don't feel like it); enjoy my friends and family more (they are what is really important), and appreciate what I have been blessed with (more than I can count).

As educators we have many frustrations and usually they are not directly related to students. Lack of adequate funding is a huge problem. Next year may be a tough one, financially. The possibility of the state reducing its funding further is like a cold winter wind sending a shiver up my spine.

The mandates and initiatives have not been trimmed, only increased. The only thing trimmed has been funding. The needs of our students have not waned and what is asked of them only seems to be more. Some-

times it feels like legislation is driving out the less academically proficient students and *no child will be left* behind, especially those we teach.

We used to test on what we taught, but now, more than ever, we are forced to teach what we test. It seems we spend way too much time testing students. Although we now have a governor who claims he will be the *advocate for kids*, the NY system is now more broken than before. Our students lose as we try to figure out how to survive a NY educational system which focuses on teacher evaluation (and union busting) instead of supporting and properly funding public education.

Well, maybe the students that dropout can join the military since there seems to always be a need for soldiers. Then again, they may not get that chance. Even the military wants a H.S. diploma or at least a G.E.D.

Yes, the outlook could be better. What you may find interesting is that I believe we will get through it. We, as educators will fight to get the most for our students. In the end we will take what we have, both in dollars and talent, and make the most of it. We will do our best to help our students weather these storms, never forgetting that perhaps the most important outcome of education is growth. That is not only intellectual growth, but also growth of character. It's what we do and no evaluation system, no matter how poorly planned or presented, will stop us from doing that.

On the bright side, we are still here. I don't think the world ended on December 21st, but we certainly have seen some awful events recently and over the last year.

For all of you I wish the very best of everything. Though this next year may be difficult, we will persevere. We absolutely have to. Our students need us too much for that not to happen.

Looking forward, Doug

CALENDAR

CAPITAL REGION BOCES
FACULTY ASSOCIATION.

EXECUTIVE BOARD

Jan. 2, 2013

REP COUNCIL

Jan. 16, 2013

BOCES BOARD

Jan. 17 2013

**Presidential Inauguration
Day—1/20/13**

**Martin Luther King Jr
Day—1/21**

**National Blood Donor
Month**

**Christa McAuliffe Day
1/28/13**

TRIAD Article Deadline:

Jan. 22, 2013 for
February Newsletter

In This Issue:

Rep Council Dates	Page 2
From the Editor.	Page 3
TA/EA Chapter	Page 4
Retirees Corner	Page 7
Rep Council Notes	Page 8
BOCES Board Mtg.	Page 10

The Communication Committee wanted to remind members that they can go to the Faculty Association website www.crbfa.com for current information and archived issues of past issues of the TRIAD.

Capital Region BOCES Faculty Association Important Dates for 2012-13

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

From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

Note: The names used in this article were changed to protect their identity and my sanity.

There were four meltdowns in my room yesterday. Mary got mad because I told her not to talk to a student from another class who was in crisis. Frank lost it because the cafeteria again didn't have a cereal that he was willing to eat. Then someone commented on his "hathead". Later a student tried to be nice to him and he had a second meltdown. Joey wanted to go to the gym but thought he wouldn't finish his work on time so he trashed the room and broke the exit sign in the hall as well as other things that we won't mention. And Mark tried to pour dish detergent all over himself so we couldn't carry him to time out (note: we do not carry students to time out). The student who did not have a meltdown kept forgetting to do her work. Oh and Frank bit the bus monitor. And, I had two staff out and only one substitute. Just another day in paradise.

On top of this I am trying to work on each student's schedule to show that he/she is getting all of his/her common core subjects. I'm also trying to connect with related service providers because we now have to fill out a form together before we do IEPs. Plus, I have a student who "takes" the Alternate Assessment which is due the beginning of February. Plus each student has to take the Star test before the end of January.

When I get home to what should be an end to the chaos, I find my dog got sick while I was at work. Plus, I have boxes all over to pack up my Christmas decorations. And forget dinner – its McDonalds again. Oh yes, I ran out of diet Pepsi. Did I mention I'm having a root canal done.

Okay – when the kids feel like melting down, we offer them options such as a time-out room or just a quiet place to let off steam. We have social workers, TAs, speech therapists – all wonderful resources when a student needs to get back in control.

So...where does the teacher go?

I don't drink, I don't smoke, and I don't do illegal drugs (although all of those things are looking really inviting). So what do I do when the metaphorical roof crashes in?

This is where teachers need to really support each other. New teachers have mentors. After 31 years I sometimes wish I had one. But in a way, I do.

For over 25 years, I have served as a Rep for the Association. One may wonder what that entails. The first thing is attending a meeting once a month. Many decisions that affect BOCES personnel are discussed and voted on there. It is also a place to get information on many things – such as the process we are going through negotiating a new contract and possibly a new health plan. (See Highlights of Rep Council). It's a place to share ideas with other teachers, TAs, related service providers, and many others. It's a really important job and one that I have enjoyed in spite of the hard work that goes into it. And, it has become a way to get the support I need to face another day in a classroom that is difficult at best but where I feel that I serve the greatest need.

Not everyone is cut out to be a Rep. But if you think you could do the job, please be sure to contact your Chapter Vice-President. But even more important, find out whom the reps are for your chapter. They can be a great resource for you too. People that know I'm a rep, even people from other chapters, seek me out for information. I can't always give it to them, but I can usually send them to someone who can.

So where can a teacher go? Hopefully to the Association reps, chapter vice-presidents, or other members of the Executive Board.

Remember too – we have social gatherings. Try one of them out too.

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Colleagues,

The New Year is upon us, and I hope each of you had a wonderful new beginning to the start of 2013. It is hard for me to believe we are heading into the second half of this school year already. I sometimes wonder where time goes; it has an uncanny habit of flying by so quickly. Like the song says, "Time Keeps on Slipping, Slipping, Slipping into the Future." Let's make the best of the second half of the year and keep all those resolutions we made on New Year's Day.

By now, Teaching Assistants who were affected by the error in their Teacher Retirement service credit should have received a letter from Human Resource. Please follow the directions in the letter to insure that you receive the correct salary and service credit for the school year 2003-2004. You will receive a confirmation letter from the Teacher Retirement System when your account has been updated. All updates must be initiated by the Teaching Assistant to the Retirement System. You will be requested to visit the TRS website www.nystrs.org to begin the process. Continue to monitor the secure area of the Retirement System to make sure your benefit profile is accurate. If you have any questions, please contact me and I will guide you through this process. Thanks for your patience during this process. Sometimes things just move so slowly, but the end result is important for each of you affected by the error. After all, this is your salary and time that must be recorded for your retirement.

For all Level III Teaching Assistants, your respective principals have been trained in the process for having your mandated professional development hours recorded for the State Education Department. Each of you has been identified by Human Resource and hopefully by now your principals should have this updated information. You will need to check periodically on your Teach account to see if the professional development information is accurate. This will be your profes-

sional responsibility. Remember your 75 hour, (every 5 years) professional development requirement begins on July 1st following your certification date for your Level III certificate.

It is that time of the year for the selections of candidates for the TA Showcase in May. This year the format for the Showcase will be changing. Rather than having each candidate speak in front of the room about their Special Project, (which can be intimidating for some) the projects will be presented at tables set up around the room, similar to the Art Gallery. The gallery format will give attendees the opportunity to walk around and see each candidate's project up close and to enable each person to ask questions. I believe this format will be a more relaxed atmosphere and much more personable for the candidates. This year, I will continue to make the powerpoints' for each of the presentations. The Power-Point's will highlight the main points of your Special Projects and will continually roll on the screen throughout the afternoon. The Showcase will be held on May 21st from 3:00 to 5:00 PM at 900 Watervliet Shaker Rd. If anyone is interested in having their project displayed, please contact me at 393-2244 or at colleen.condolora@neric.org. In addition, I will also be requesting recommendations from your respective principals.

In closing, enjoy the New Year and continue to keep doing all the things that make our Chapter strong. For those who have chosen to do a Special Project, I know you are doing wonderful, unique work this year. I am always so proud when I have the opportunity to see firsthand the work you are doing on behalf of your students. Keep up the good work and enjoy your school year.

In Solidarity, Colleen Condolora

Around the Nation

Fiscal cliff agreement provides vital relief

The agreement that Congress passed to avert the "fiscal cliff," while imperfect, provides critical and immediate relief to millions of families who were facing substantial tax increases, and it ensures that Americans still struggling to find work will continue to receive the unemployment benefits they need to support themselves and their families, AFT president Randi Weingarten says. It also brings in needed revenue by asking the wealthiest Americans to pay more to strengthen and grow our economy. "As important as this relief is right now to the majority of Americans, this is a temporary, Band-Aid solution," she says. "Kicking the can down the road for two months means that we still face the possibility of staggering and debilitating cuts to public schools, healthcare and services that our kids and families count on."

Support Newtown educators through Donors Choose

By donating to a special DonorsChoose.org page dedicated to Newtown, Conn., AFT members can help educators there design and fund classroom-specific projects and buy needed materials. The website is the result a partnership among DonorsChoose.org, the AFT and other education leaders. "It is my great honor to represent the teachers of Newtown, who continue to inspire me daily," says Tom Kuroski, president of the Newtown Federation of Teachers. "By virtue of their courage and deep love for teaching our students, they are returning to the classrooms after unspeakable horrors unfolded in one of our schools. As we grieve and continue the work of supporting one another during this difficult time, we are grateful for these contributions that will help our teachers create the enriching and caring environments for their students that they seek to provide." The money raised by DonorsChoose.org will be divided equally among teachers in Newtown.



New York reform report offers sound proposals

The interim report released Jan. 2 by Gov. Andrew Cuomo's New NY Education Reform Commission offers constructive, doable, evidence-based recommendations that could immediately help New York public school students and their educators by providing greater educational opportunity, AFT president Randi Weingarten says. "By offering a full range of sound proposals—such as preparing teachers well; preparing our youngest for kindergarten; ensuring that wrap-around services are available to students who need them; and offering career and technical education, early high school and other programs that prepare students well for college and career—the commission has produced a commendable, comprehensive report," says Weingarten, who is a member of the commission.

Reprinted from AFT electronic newsletter.

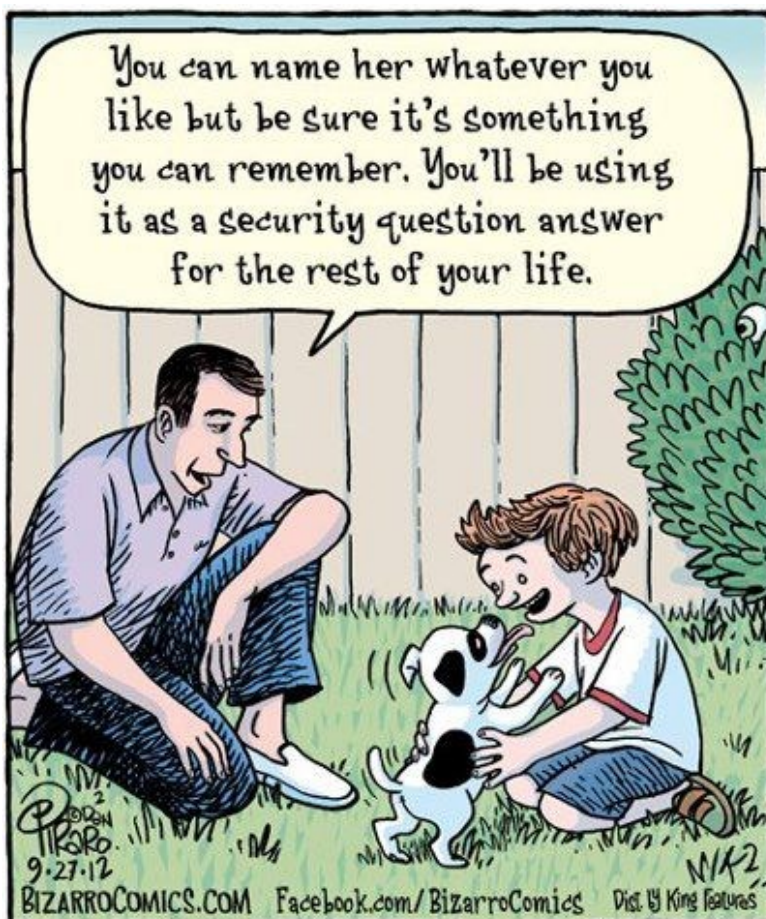
Help students celebrate Dr. King's legacy

If you work with students in any capacity, you can take advantage of resources the AFT has gathered for observing the King holiday in January and Black History Month in February, including summaries on the 1968 sanitation workers' strike in Memphis and the Rev. Martin Luther King Jr.'s speech to the sanitation workers.



In the photo at right, former AFT presidents Charles Cogen, center, and Al Shanker, right, threw the power of our union behind the Rev. King, with them at left, to help support the civil rights movement.

<http://www.aft.org/yourwork/tools4teachers/bhm/>



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

RETIREES CORNER

By Jeanette Christoff

HAPPY NEW YEAR

We can breathe a sigh of relief! The holidays are in our memories and the Mayan calendar believers wasted their worry as with Y2K, 13 years ago.

The end-of-December snow storms, their cleanup, plus care-giving demanded our time and energy, so this month's corner will be of important and interesting items, at least to me.

NYSHIP BENEFICIARIES

- December's mail brought several large information-filled envelopes. We now have a separate prescription card which became effective on January 1st. It is solely for prescriptions. The blue card we have covers medical and hospital.
- Also enclosed was a booklet listing the plan's network of participating pharmacies in New York State. A list of phone numbers of many national chains is also included.
- If you use a non-network pharmacy and it is not an emergency, you will be reimbursed, based on your plan.
- The booklet titled, "Abridged Formulary" contains an extensive, but partial list of covered drugs, as well as their Tiers, which determines cost. The generic is usually the least expensive.
- Medco and Express Scripts have merged and will be known as Express Scripts. At this time the process for obtaining meds appears unchanged for mail order, phone or web ordering.

OTHER INFORMATION

- The BOCES sent a form requesting the name of an alternate person to contact in the event they cannot reach us.
- Social Security notified us of a \$19 per month increase.

HISTORY REPEATS

We were saddened to read that a part of our own Union history was repeated in Bangladesh. Over 100 people, mostly women lost their life in a clothing factory fire which led to the death of 500 others. As in the Triangle Shirt Waist Factory in New York City, exits were locked or blocked. The wage for the Bangladesh workers was 21 cents an hour, 6 days a week. The factory produced clothing for Wal-Mart, Disney and many others. The building had no fire escapes and although the government was aware of the problems, it did not shut it down. (Gazette 12/2/12, 12/15/12.)

BAD NEWS FOR UNIONISM

The governor of Michigan signed into law, legislation banning non-union employees from having to pay the union for negotiating contracts and other benefits (agency fee). This law will reduce the effectiveness of organized labor in future negotiations. It is another step toward the demise of unions and will further lower the standard of living for middle class America. It is being called "the right-to-work for less money" legislation. (Gazette 12/12/12, 12/15/12.)

.....

These dark and dreary days of January give time to tackle tasks put off during the holidays. Each morning as we view the eastern sky, the glow of the sunrise appears just a few minutes earlier. We are grateful we have lived to see another day and to know the days are getting longer.

December 19th Rep Council Notes

By Lanny Barsale, Teacher, Spec. Ed.

No quorum. Meeting held but unable to vote.

Chapter Vice-Presidents' reports

Special Education-**Flora Fasoldt**

- APPR – we have reached a tentative agreement on the appeals process. Working on teacher improvement plan. We have evaluated with the Danielsen 2009 plan. We will now use the 2011 plan. The agreement will only be in place one year.

CTE – **Jeannine Moran**

- Passed around ED#10 articles.
- Reported that if you do an additional job, such as cluster chair, you should check TRS to be sure that you're getting credit

Service – **Sandy Smith** – no real news

TAs – **Colleen Condolora**

- Still working with Mark Jones about service credit for the year 2004. She is waiting for a response from Robert Zordan.
- It was suggested by all that we should put a blurb in the TRIAD for people to check their TRS accounts to be sure that they are getting the right credit.

The possibility of a new health plan was discussed. BOCES administration would like to

do self-insuring. That means that any profits would go to BOCES instead of a health insurance company. They are taking the best of all of the health insurance plans (e.g. portability, out of network provisions, etc.) and forming their own contract. The people involved with this are very positive. The hope is that if BOCES is getting profits that they will pass those profits on to employees. NYSUT has sent a field rep that is well-versed in health insurance and will protect our interests.

District PDP – **Colleen Condolora** reported.

- Carol Green presented ESL PDP plan.
- TA sub-committee – on Staff Development Day, March 22nd, some schools are having their day. Colleen will set up activities for the TA's.
- There was concern that Professional Development information not being disseminated
- January 24th, CTE is setting up meaningful professional development opportunities for TA's that day.



The Office Guide to Going Green

Want to do more to help the environment? The workplace offers plenty of opportunities where you and your co-workers can make a difference. Here are some eco-tips on how to easily incorporate going green into your work day:

- 8:00 AM **Think bright with energy-efficient lights.** Consider switching those office lights you turn on in the morning to Energy Star®-qualified bulbs. These bulbs last up to 10 times longer and use about 75% less energy than regular light bulbs.
- 9:00 AM **Go green with supplies.** Recycled copy paper, biodegradable pencils, and other earth-friendly office products can help your company make that commitment toward a more sustainable workplace
- 10:00 AM **Give paper cups a break.** It's time for a coffee break—but back off from using that paper or Styrofoam™ cup for your daily intake of joe. Give the planet a break, too, by using reusable mug instead.
- 11:00 AM **Cut back on copies.** The average U.S. office worker goes through 10,000 sheets of copy paper a year, according to the Sierra Club. Rather than printing out all those memos or presentation handouts, send out electronic copies or use recycled paper and double-side your printing
- 12:00 PM **Set up a recycling station.** After having a nice lunch, do you throw your garbage away in a trash can? Make recycling a no-brainer by creating a recycling station.
- 1:00 PM **Ship with available resources.** Reusing old boxes is an economical way to ship while cutting down on waste.
- 2:00 PM **Say “no” to junk mail.** We spend an average of eight months of our lives dealing with junk mail, according to eco-cycle.org. To lighten the load, contact the Direct Marketing Association and register with their mail preference service so you can control the amount of direct mail you receive.
- 3:00 PM **Go eco-tripping.** We have many options for going in to work, such as car- and van-pooling, telecommuting and teleconferencing. Now there are more options when traveling on business, too. Hybrid vehicle rentals, environmentally friendly hotels and “green” event planning options are just some of the eco-conscious choices available, reports Shivani Vora in the article “Business Travelers Go Green” on Forbes.com.
- 4:00 PM **Monitor your indoor environment.** When the weather's cold, keep blinds open to capture as much warmth from the sun as you can, advises energystar.gov. On hot days, draw the blinds shut. Also make sure building vents aren't blocked and your computer has space around it so air can circulate and help you save energy.
- 5:00 PM **Good night, sleep tight. Don't let the electric bill bite.** Before you pack it in for the day, make sure you shut down the equipment. Even during the day, it's a good idea to switch your computer, printer and other electronic equipment to a “power save” mode when not in use.

When you and your co-workers support each other and make the effort to go greener, doing your part to help the environment will soon become second nature. Share these tips at your workplace, and inspire those around you to make a positive change. Going green isn't just a passing trend, it can be a way of life.

Reprinted from Avery Paper Products.

Capital Region BOCES Board Meeting

December 17, 2012—by Susan Kusalonis

Dr. Dedrick asked Peter Taormina to speak about the **Newtown Principal** that had been killed in Conn. Peter had been working with her through Sage College and they were in the same Cohort group in the doctoral program. He spoke of Dawn as a kind caring person that had the students best interest in mind at all times and said he could picture her trying to calm the shooter. She leaves behind five daughters and a husband. This is a real difficult time for the group.

At this time Mark Jones presented the Administration and Capital budget.

Some interesting items to me are listed below:

	2011-12	2012-13	2013-14
Total Budget:	\$10,693,513	\$11,005,771	\$11,353,026

	2001-02	2012-13	2013-14
Total Retirees	374	406	421

	2011-12	2012-13	2013-14
Operations	4,067,590	4,072,009	4,075,537
Retires	3,695,891	4,034,936	4,362,863
	\$7,763,481	\$8,106,945	\$8,438,400

- Total increase to Districts for both budgets is 2.08%
- At present time 53% of budget is for retiree benefits

Meg Allen, Grant Coordinator gave a brief presentation on the amount of grant funds that BOCES' Grants & Development Service has been awarded for their 9 clients - \$9,000,000.

This increased a few days ago when the group won a grant award for RTTT money for Middletown SD. The amount of this award is \$19.9 million. There were six applications nationwide. We beat out NYC on this application.

The group has also won a \$1.2 million grant from the New York State Education Department to develop virtual Advanced Placement courses for high school students. Capital Region Virtual AP Consortium which includes: Cobleskill-Richmondville CSD, Cohoes City SD, Duanesburg CSD, Mohonasen CSD, Schoharie CSD, Sharon Springs CSD and Watervliet City SD.

Facility report for NERIC's move to 900 Watervliet Shaker Road:

- Detailed specs are finished and will go out to bid.
- Demolition will start soon (walls, bathrooms, etc.) framework for data center

- July 1st is move date with Data Center and rest will be complete by end of August
- There will be 34,000 sq. ft. when done, which will bring total to 70,000 rented by BOCES.
- Landlord has one third of building upstairs available to rent should NERIC continue to grow.
- We are building pipe and bandwidth to handle future growth

Q. Are you looking into alternative energy sources such as solar panels?

Dr. Dedrick will look into taking care of this.

Q. NERIC's generator - what are we doing with it?

1) move the generator to 900, 2) move to Plattsburgh or 3) Sell it

Q. Will the entrance to 900 be changed? Very dangerous, especially at night.

Risk Management

- Tim Murphy could not be here, he was called to Cobleskill-Richmondville to report to their BOE.
- We are looking at an "Active Shooter Plan"
- Comment by Board member – there is a 180% change from 10 years ago
- It is apparent that the Principal at Newtown was actively engaging the shooter to talk him down

CTE – Building wide approach

Steps taken include locking all entrances to the buildings and having the Colonie Police coming into review our processes.

Dr. Dedrick – Please note that we are **closing BOCES on Dec 24th to conserve energy.** Very few staff scheduled to be in buildings.

Legal & financial plans available to NYSUT members!

NYSUT members can get quality legal and financial assistance for themselves and their families by purchasing the Member Benefits Trust-endorsed Legal Service Plan or Member Benefits Corporation-endorsed Financial Counseling Program.

Legal assistance when you need it!

For an annual fee, the Legal Service Plan -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters such as dealing with a speeding ticket or handling estate planning.

With the base plan, you'll get access to unlimited, toll-free legal advice from plan attorneys. In addition, when you enroll in the plan, you'll receive two, free, hour-long consultations with a plan attorney.

The plan also provides for one Simple Will or update at no charge each year, along with a Durable Power of Attorney, Living Will and Health Care Proxy -- important documents to have in place before the need for them arises.

NYSUT members can purchase the Legal Service Plan at the special cost of \$85 per year or \$55 per year for retirees; an Elder Law Rider and/or Business Protection Rider are available for an additional fee.

Participating locals can also take advantage of further savings through payroll or pension deduction.

****Please note that if you belong to a local association that provides a group legal service plan through the local or its Benefit Fund, remember to take advantage of the plan's benefits.**

Financial expertise customized for your situation

The Financial Counseling Program -- provided by Stacey Braun Associates, Inc. -- offers unbiased, objective advice customized to your specific financial situation.

Through the program, you'll learn how to properly invest your assets to build a college savings or retirement fund; what to look for when purchasing or financing a home; and tips for getting your credit under control.



This full-service program provides you with up to six hours of objective toll-free telephone consultations with a certified financial planner or registered investment advisor.

In-person consultations are available at least once

per calendar year at each NYSUT Regional Office as well as at Stacey Braun's New York City office. The program also includes access to Stacey Braun's password-protected website and a 24-hour email helpdesk for basic financial questions.

NYSUT members can purchase the Financial Counseling Program for an annual fee of \$260. A 403(b) Limited Plan is also available for an annual fee of \$185.

Participating locals can also take advantage of further savings through payroll or pension deduction.

Learn more about either of these endorsed programs by contacting Member Benefits at **800-626-8101** or visiting memberbenefits.nysut.org.

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.

Jan./Feb. '13



The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

**COMMUNICATION COMMITTEE
AND TRIAD NEWSLETTER
STAFF**

TRIAD Co-Editors:

Susan Kusalonis—maidmrn300@aol.com

Lanny Barsale—lannyb1953@yahoo.com

Website Editor

Barbara Burnham, baburnham@gmail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:

Pat Gollub—Gollub02@yahoo.com

Jeanette Christoff

jankachristo@juno.com

Catherine Jakway

mssmartypants429@nycap.rr.com

Gretchen McDonough and Transition Class

Capital Region BOCES

Faculty Association

1015 Watervliet Shaker Road

Albany, NY 12205

Address Service Requested

PRESORTED
STANDARD
U.S. Postage PAID
ALBANY, NY
Permit No. 237

Message from your Executive Board

BOCES is looking at increasing the safety of students and staff while they are at work and school. If you see anything that you think should be looked at, please contact your supervisor.

All staff, not retired, received a letter from Dr. Dedrick recently. We are encouraged and want to help, so please look around and be safe.

Personnel Personals

We wish Catherine Jakway (TA, Sp. Ed.) a speedy recovery from her recent surgery.

Sunshine Chairperson

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

Abby Fischer

4 Wicken Square, Albany, NY 12205

518-852-0958

abbylynn52479@yahoo.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.