



CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

February 2009

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

News from the President

Dear Colleagues,

Well, winter is here and we're weathering the worst of it. I believe spring is not too far off. With spring, there is always the hope for a new beginning. I look forward to it as I am sure most of you do.

I also hope that your job is going well, your responsibilities reasonable and your immediate supervisor(s) a pleasure to work with. I have to think that given the state of the economy and all the other pressures we deal with, that is more than many people have. Unfortunately it may be a while before we see things improve significantly.

At this very minute, people in our government are working on making decisions as to how and at what dollar levels K-12 public education and programs that support it will be funded. And though I believe that most of our legislators have good intentions, they may not really know how important what we do, is. Our work is not only important to us as a very large voting constituency, but also to all the kids that

depend on us for the skills and knowledge that will help them be very successful in their future.

You need to act to influence their decisions. You can not sit idly by hoping all will be well. You need to act today by going on the internet to the NYSUT website and send the prepared letters, which support our mission, to our elected officials. Can one person make a difference? Maybe not, but one union with over 600,000 voices saying many of the same things, can.

Go to <http://www.nysut.org> and follow the directions to get to the legislative action and letters to fax. If you read the menus you can probably figure out how to do this. If not, ask a colleague for help. You may wonder how much difference you make when sending a form letter fax. It will make a huge difference, if all of us do it. It shows you care about that issue. If you do not, then it may be assumed you/we don't.

Looking Forward
Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOC.

EXEC. BD. MEETING

02/04/09

BOCES BOARD MTG.

02/12/09

Presidents Day & School Recess

2/16—22/09

REP COUNCIL

School Support Services.

4:15 PM

02/25/09

Ash Wednesday

2/25/09

We will be known forever by the tracks we leave.

-Native American Proverb

Newsletter Committee

TRIAD Article Deadline:

03/02/09

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Rep Council Highlights

By Lanny Barsale

Appointments:

Two new reps – **Melissa Kiss** (Teacher, Sp. Ed.) and **Patricia Dover** (COTA, Sp. Ed., Service)

Old Business:

Anne Obrien-Teta spoke for the Peer Review Committee. She stated that it was best to put it off for now. We are still implementing APPR and the mentor program. The language is vague and needs to be ready to implement for people entering the tenure process on July 1, 2009.

- Board Meeting: NERIC and SSS presented their budgets: CTE students gave a presentation on Middle States: Tech Valley HS has added additional Director and member of their board.

- Mr. Dedrick reported on the Superintendent search for Voorheesville and Ravena Coeyman's Selkirk school districts. WWES BOCES – District Superintendent leaving so they'll go through what we did when Dr. Nagler left.

- The calendar for 2009 – 2010 was approved. There was a long discussion about opening day brought about by the calendar. It is planned for the Wednesday before Labor Day this year. People are not sure about when they report. The contract language can be interpreted differently. We will be checking to see how many districts are starting early.

New Business:

- There was a presentation of the Faculty Association website. The web address is capregboocesfa.com. People should look it up and become familiar with it. There are many links to important sites such as the NYSUT website.

- Legislative Initiative: Staff are encouraged to go to the NYSUT website to send letters to politicians. This legislation is pertinent to the issue of the economic crisis. This can be done using BOCES equipment as long as it is before or after work. Use common sense.
- Philanthropic Fund: The Association is giving \$100 from the Philanthropic fund to a member who can't work because her baby is very ill. The baby has already had three operations.
- CTE's scheduled an open house on Friday, January 30th. CTE effort is to maintain enrollment and publicize programs.

Standing Committees:

- Nominations Chair – Lanny Barsale. Nomination forms will be in the February issue of the TRIAD.
- Elections Chair – Cathi Aini-Jakway was appointed Chair by Doug Harple.
- Negotiations for Teachers and Service will be next year. The year after that will be TA/EAs.
- Budget Committee – Volunteers to be on the committee are: Colleen Condolora (TA), Don Orlando (CTE), Joan Kosinski (Service), Lois Leonard (Sp. Ed.). We need all budget requests by the February 25th Rep Council.

Other Information:

NYSUT Health and Safety conference will be March 6th in Saratoga. Numbers are low. Rooms are \$145 for a double. See Colleen Condolora for more information.

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	PHONE	E-Mail Address
President	Doug Harple	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	356-8349	condolora@aol.com
CVP Service	Susan Kusalonis	393-5598	maidmrn300@aol.com
CVP Spec. Educ.	Gail Radecky		gradecky@verizon.net
CVP C T E	Jeannine Moran	862-4816	jnmoran@hotmail.com
Recording Secretary	Christine McDonough	273-1512	camcd9@yahoo.com
Corresponding Sec'y.	Sue Davis	456-0574	scdavis@nycap.rr.com
Treasurer	Deborah Sorvari	334-1296	debmom39@nycap.rr.com
Membership Chair	Lisa Mink	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	356-8342	ehanley1@nycap.rr.com
EAP	Kevin Eglit	454-9650	Employee Assistance Program

Dear Gabby



Dear Gabby,

I have been getting conflicting information from some of the people I work with about how many personal days I get and when I can use them. Can you clarify this for me?

Chatting in Charlton

Dear Chatting,

As BOCES employees, we have many types of leaves available. Personal leave is one and it falls under Short term leaves in our contracts. You did not mention your Chapter, so Gabby will briefly review all three (Teacher, TA/EA, and Service). As always, if you have specific questions about how or when to use your leave, you should speak with your Chap VP.

Teacher: p. 48 - Briefly, you may apply for up to 3 days a year as long as you have short term leave days available. You must apply in writing 3 school days in advance when possible, and state the personal business to be transacted. It's for personal business that cannot be done except during school hours.

TA/EA: p. 24 - You must apply in writing to your supervisor 3 school days in advance, except in emergency situations, and state the personal business to be transacted. You have to have short term leave available. There is no mention of how many days you may apply for.

Service: p. 32 - Members of this Chapter who must take time off from work to carry on personal business which cannot be carried out after school, on a holiday, or on a Saturday shall be entitled to pay for such days based on the schedule above. Except in the case of an emergency, application for personal business days must be made to the appropriate administrator three (3) days in advance utilizing the Personal Leave Day request form. Requests for personal business days immediately preceding or following a vacation, holiday or the first day of school will be approved only if an acceptable reason is provided.

Gabby

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Dear Gabby,

I am new to BOCES and have been asked to join the Association. I don't know what that is.

New in New Brunswick

Dear New,

Oh, Gabby is so happy to receive letters from new readers. One hopes that you will find answers to your questions in this column for years to come (or until Gabby retires). The Capital Region BOCES Faculty Association is made up of members of the Teacher,/. TA/EA and Service Chapters is responsible for bargaining the contracts for each Chapter. As an em-

ployee, if you fall into one of these Chapters you may join the Association, and we would love to have you aboard.

The Association leadership is made up of the Executive Board and the Representative Council. The Executive Board consists of the President, Vice President, Chapter Vice Presidents (Special Ed, CTE, TA, Service), Corresponding and Recording Secretaries and Treasurer who are elected by the general membership, and Grievance and Membership chair's are appointed by the President. The Representatives are elected by Chapter members at the beginning of each year, so make sure you attend your Chapter meeting on opening day.

There is so much more you need to know about the Association! Keep an eye on the TRIAD, as you will find articles that go into more detail on how you, as a member, can take a more active role in the Association.

Gabby



TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS

By Colleen Condolora, Chapter VP

Dear Colleagues,

I want to begin by thanking all the Continuing Certified Teaching Assistants for reaching their five year - 75 hour requirement for professional development. Many of the Teaching Assistants surpassed the 75 hour goal and each of you should be commended and recognized for this achievement. I realize the last few months have been hectic and stressful for many due to inaccurate records, denied workshops, password issues, principal changes and data never verified or approved. Hopefully all the major problems are behind us and we can look forward to growing and developing professionally in our field without these stressful situations. The Teaching Assistant Subcommittee will be looking at the Wincap database to record our professional development so we are looking forward to implementing a more sound and less problematic recording system for our future needs. I would also like to take this opportunity to thank Gretchen Wukits, at Human Resources, for her patience and diligence throughout the years with resetting the endless number of passwords for the Teaching Assistants unit. Without her assistance we would not have been able to achieve our goal.

On the same note we have one more requirement to meet by June, 2009. All Continuing Certified Teaching Assistants (initial group) who have less than 48 college credit hours must take the NYSATAS test. This is a condition of employment per contract language. If you have not yet taken the exam please access the website to register for the exam at www.nystce.nesinc.com. On that site you will find test dates, preparation guide/materials and test loca-

tions. If anyone has any questions regarding this test, please call or email me and I will assist you.

Teaching Assistants in Region I, II, and III will be involved this spring in a pilot for the sub-service "SADIE". This will be a new system for Special Education BOCES employees to report absences and request substitutes. If you have any questions regarding this system, please refer your concerns to either your principal or myself.

I have been meeting separately with the Directors of Special Education and CTE on a monthly basis to discuss issues pertaining to Teaching Assistants. If you have any issues, and remember no issue is too small or great, please call or email me so I can actively communicate the issue so it can be resolved as quickly as possible. My meetings to date have been open and productive, and I want to continue to have this dialogue with each director. I have always felt that communication is vital to keeping the labor/management relationship cohesive.

In closing, I want to again thank each Teaching Assistant for all that you have accomplished through the years. Continue to grow and develop professionally and it will reflect on both your students achievements as well as your own.

**In Solidarity,
Colleen Condolora**

AND THE SCHOOL BREAKFAST REPORT CARD SAYS...

Breakfast is the first meal of the day. It fuels the body for the day's activities, making breakfast particularly important for children in school because a hungry child will find it harder to learn. Qualitative research has shown that children who eat breakfast do better academically and socially in school. According to the **Food Research and Action Council's (FRAC)** annual School Breakfast Scorecard, participation in the School Breakfast Program increased 4 percent during the 2007-08 school year, with 10.5 million children served daily. School breakfast provides at least one-fourth of the nutrients a growing child needs.

The School Breakfast Program began as a pilot program in 1966 to ensure that children start the school day with the boost that breakfast could provide. School breakfast is available to children of all socioeconomic backgrounds. To measure the reach of the School Breakfast Program, FRAC compares the number of schools and low-income children that eat school breakfast with those that participate in the national School Lunch Program. In the 2007-08 school year, 85.7 percent of schools offering lunch offered breakfast as well. This is a slight increase from 84.8 percent last year.

Go to www.frac.org/pdf/breakfast08.pdf to see the FRAC 2007-08 School Breakfast Score. [Reprinted from AFT Newsletter.]

Service Chapter VP

By Susan A. Kusalonis

Dear Colleagues

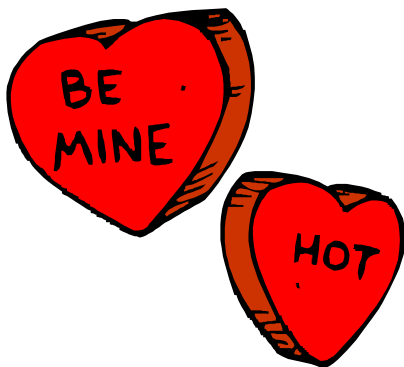
As always I would implore you to consider involvement in your Association.

At this time I would like to welcome **Patricia Dover**, (COTA, Sp. Ed) as a new representative from the Service Chapter.

The Human Resource Department has asked that we meet with all Service Chapter members to review the **Albany County Civil Service** process. In the near future, we will meet, grouped by job title. HR will answer the questions they can and find the answers to those they cannot..

As always, in Solidarity, Susan

Happy Valentines Day



AFT Praises Obama's Cabinet Selections

AFT president Randi Weingarten praised President-elect Barack Obama's recent choices of cabinet secretaries who will deal with the priority issues of the union and its members: Arne Duncan for secretary of education, Hilda Solis for secretary of labor and Tom Vilsack for secretary of agriculture. The position of education secretary is as important as any in the cabinet, Weingarten said in a **statement on Duncan's appointment**, particularly because the decisions we make today about education affect our children's future as well as the health and well-being of our national democracy. "As Chicago schools' chief executive officer, Duncan has shown a genuine commitment to what we see as the essential priorities for an incoming education secretary. There may be times when we will differ, but we believe we will agree fully that America's students and teachers need an education secretary committed to focusing on real solutions for closing the achievement gap and providing every child with a rigorous, well-rounded education that prepares him or her for college, work and life." In her **statement on Solis**, Weingarten said the incoming labor secretary "must give voice to the concerns of all working people, and help formulate and implement the policies that will build the 21st-century workforce that a vigorous economy demands. We are looking for a greater focus on skills-building to help people get back to work and prepare them for good jobs." Agriculture is a bit off the usual AFT agenda, but the union has worked closely with Vilsack, who served as co-chair of the advisory board of the AFT Innovation Fund. Moreover, as Weingarten's **statement on Vilsack** points out, the agriculture secretary oversees school lunch and child nutrition programs. "These programs are vital to the health and academic performance of schoolchildren, and, when done well," she said, "contribute to an improved learning environment for all students."

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Hello Retirees,

Since our devastating ice storm of December, we have heard of, and read about the experiences of many who suffered more than the inconvenience of no power. Some lost a freezer full of food; some saw their roof and home interior ruined by fallen trees and rain. Some saw carpeting, furniture and appliances ruined by rising water and tried to bail when their sump pump was powerless. Many are now owners of shiny, new generators, feeling much more secure about the remainder of the winter.

This winter has not let us forget the season, reminding us every few days with nuisance snow to clear. Lacking the energy and motivation of the past, we find it tedious, cleaning the grit, dirt and salt we bring into our car and home. We note that most cars these days are salt gray. However, it is comforting to drive on well-maintained roads, a luxury often absent in areas just 30 to 40 miles outside of the Capital Region.

As we travel the roadways, we often see cars with skis or towing snowmobiles, and are awakened to the memory of a pristine world, where the beauty and solitude of the woods can be appreciated. I well

recall the muffled crunch of snow beneath cross-county skis. I recall the wonder of traversing a frozen lake, and of snowshoeing into bays inaccessible in a canoe. I recall seeing the sun's rays creating diamonds on the untouched snow and sometimes, seeing footprints of critters in searched of sustenance. I recall stopping along the way to be embraced by surrounding trees and the deafening silence that filled the woods.

The words, "when through the woods and forest glade I wander...how great Thou art," sang in my mind as I captured indelibly all that was. Pondering those special moments continues to quiet, for a little while, the turmoil of life.

It is a great season to let go of the concerns of life in a winter long awaited by outdoor enthusiasts after the many snowless winters of recent years. Let us remember also, the hamlets in the Adirondacks whose livelihood depends on those who come to the woods to renew their spirits and to take with them treasured memories. (1/20/2009)

RETIREES UPDATES

Stephanie Hinds' correspondence brought back memories of teaching days at O.D. Heck, in the mid 70's. BOCES was the first to offer classes at the opening of the new facility. The original purpose of the center was to relocate clients from throughout the state closer to their families. BOCES provided educational services for many students who had not previously attended school. Stephanie is doing very well and home is still in the Albany area. She travels to Florida to see her daughter and family.

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Doris Schuyler sent holiday greetings from Delray Beach, Florida. Doris is doing well. She thinks of us often and of the early days when our Association was in its infancy.

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We heard also from **Cecie Evans**. Ten years ago, she and Dave replaced their camp with a home at the Great Sacandaga Lake in Mayfield. They enjoy the beautiful Adirondacks, although winters get mighty cold. Cecie had some health problems, most recently a broken foot with complications and is now doing well. She and Dave have three children and four grandchildren who live in the area. Their family surprised them with a 45th anniversary party. Recently they joined the Fulton County YMCA to swim and exercise during these winter months. Cecie enjoys using her computer.

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We received a Christmas card from **Jane Caruvana** but missed receiving her annual letter describing her latest world adventures.

More next month.

Healthy Living; Living For Good Health

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

Surviving a Plane Crash: Think and Act Quickly

I was in a local supermarket the afternoon of January 15th, when I heard a customer waiting in line say they had just heard that a U.S. Airways flight crash landed in the Hudson River. Like everyone else, my first thought was certain death and disaster. It's every air traveler's worst nightmare. But, as we saw from the "miracle on the Hudson," you actually can survive a plane crash. If you like to travel like I do, I want to get to my destination and then back home the quickest way possible, by air.

The Federal Aviation Administration (FAA) makes these recommendations.

- Reading the airplane safety pamphlet and observing the flight attendant's safety demonstration should come first. Your chances of surviving a plane crash will increase dramatically if you understand what to do and you know where life-saving equipment is located in the event of an emergency. Every type of airplane has different safety instructions. Don't assume that you have heard it all before.

I can not count the number of times I have looked around during the safety demonstration and saw people chatting away, reading, or listening to music instead of taking to heart those life-saving instructions. The flight attendants are doing their jobs. The job of the passenger is to pay attention to that preflight safety speech. It wasn't luck that kept all 155 passengers alive. It was the skill of the pilots and crew who are trained for all types of emergencies. The FAA requires flight crews to be able to evacuate an entire jet in just 90 seconds. I've wondered lately if passengers are taking their personal safety more seriously since the crippled jetliner had just one direction left to go, and that was down. We may never have a pilot, like Chesley B. "Sully" Sullenberger, and his crew who were able to crash land and get everyone out alive. They have been called heroes. In his humble words, he said that he was just doing the job that he and his crew are trained for.

- Another piece of advice is to avoid the front and back rows. Instead, you should choose a seat within five rows in any direction of an exit. In addition, an aisle seat is preferable. Most experts agree the safest seat on the plane is one in an exit row. If you are not sitting in one, make sure you know where the nearest one is. Count the number of rows the exit is away from your seat. By doing that, if the plane fills with smoke or the lights go out, you are still able to feel your way to the exit.
- It may not be the most comfortable way to fly, but like driving, your seatbelt should be fastened all the time. If you are asleep and the plane jolts unexpectedly, your seatbelt can save you from serious internal injuries.
- **Do Not** wear sandals or high heels. Your shoes should be sturdy and comfortable. You need to have proper footwear to help you move quickly through the plane. Keep a jacket within reach. The more your body is covered, the less likely you are to get injured or burned.
- The FAA investigator for cabin safety says the first thing you should do when warned about a crash is brace yourself.

THE BRACE POSITION:

1. **Standard brace position (facing the cockpit):** Sit as far back in the seat as possible with lap belt low and tight across the hips. Keep feet flat on the floor, out from underneath seat. Rest chin to chest and bend over as far as possible, chest to knees, wrapping your arms around your legs and clasping hands under knees
2. **Standard brace position (facing the tail of the aircraft):** Sit as far back in seat as possible and press head against seat back. Keep feet flat on the floor, out from underneath seat. Rest hands on knees or hold onto the seat arm rest.
3. **Pregnant women:** Pad stomach

area with blankets and pillows. Seat belt should be worn under the stomach, not over. Cross wrists and rest forehead on the back of hands against the seat in front of you

4. **Lap children:** Place child in an approved safety seat. If a car seat is unavailable, make sure the seat belt is secured only around the adult. Place child on the floor, between the legs of the adult. Lock arms around the child and bend over child. Infants: provide support to head, neck, and body.

While it's important to know how to brace, it's also important to have room to brace. This is why flight attendants ask you to keep your seat backs in the locked and upright position on take-off and landing. When seat backs are upright passengers are able to get out of their row and into the aisle much easier, which makes for a quicker exit. Every second counts when it comes to evacuating an aircraft.

Aviation experts say the first minute and a half is considered "**golden time.**" It's the time when you've survived the initial crash and need to exit the plane. Panicking or inaction could cost you your life. Most of all, leave everything on the plane. Don't waste the most important few minutes looking for luggage, laptops, or anything else that you want to take with you. Things can be replaced. The most precious thing that cannot be replaced is you. Enjoy your winter break, and if you are traveling over the vacation or any time you fly, always follow these life-saving travel instructions.

Special Ed. Teacher Unit Meeting Minutes—January 15, 2009

Minutes taken By Carolyn Beattie

Topics discussed:

- The 2009-2010 BOCES calendar.
- The issue of teachers being asked to speak on behalf of their programs and/or students at a formal hearing without a legal summons was brought up. What should a teacher do when asked to attend? What is the role of their principal? What can a teacher expect at such a hearing when they do receive legal notification? Our Chapter Vice President, **Gail Radecky**, is going to look further into this subject in order to answer the above questions. Any additional information may be available at the next teacher unit meeting.

If you would like to discuss any of the above topics or have a different issue you want to talk about, the next meeting will be February 25th at School Support Services (900 Watevliet-Shaker Road).

Upcoming Meeting Dates:

March 18th -@ School Support Services
April 22nd -@ Colonie Community Center
May 20th -@ School Support Services

Membership Report

Welcome new members to our Faculty Association

Career and Technology Education:

Burris Beattie – School Monitor,
Patricia Gabree – Secretary I

Special Education:

Colleen Bevilacqua – TA
Pepita Martinez – TA
Patricia Naccarato – TA
Christine Reynolds – TA
Keri Seiden – TA

Ashley Smith – TA

Michos Tzovaras – TA

School Support Services:

Kathleen Wilkes – Sr. Library Typist

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

Lisa Mink, Membership Chair

Upcoming Conference Schedule

Mid Hudson SRP Regional Conference

March 6-7, 2009

Otesaga, Cooperstown

NYSUT Health & Safety Conference

March 6-7, 2009

The Hilton, Saratoga Springs

AFT PSRP Conference

March 19-22, 2009, Baltimore, MD

Committee of 100

March 23-24, 2009, Albany

NYSUT Representative Assembly

April 2-4, 2009, Buffalo, NY

Who is Robert and why all of these rules?

If you have attended any Association meetings, you might see me sitting up front giving Doug a hard time. Well, that's my job as Parliamentarian. Let's look at what this is all about.

Parliamentary law refers originally to the customs and rules of conducting business in the English Parliament and secondarily to the customs and rules of American legislative bodies. The English have customs; the Americans have "rules" and prefer to have them in writing. It started with the Constitution, probably the best example of having rules and having them in writing. However, the two houses of the national legislature were allowed to make their own rules.

The rules that they followed did not carry over easily to non-lawmaking bodies. Other groups tried to imitate these rules. The imitation did not carry over to other groups so new members never knew what to expect. And yet, these organizations needed some form of conducting their business. In the nineteenth-century the Americans' obsession with written rules dictated that these be as uniform as possible. Enter Henry M. Robert.

Henry M. Robert researched the rules of Congress and many other sources concerning the rules of non-legislative bodies. He then wrote a book, in 1876, for use in non-legislative assemblies throughout the country. Robert said the object of his book was:

To assist an assembly to accomplish the work for which it was designed, in the best possible manner. To do this it is necessary to restrain the individual somewhat, as the right of an individual in any community, to do what he pleases, is incompatible with the interests of the

whole. Where there is no law, but every man does what is right in his own eyes, there is the least of real liberty. Experience has shown the importance of definiteness in the law; and in this country, where customs are so slightly established and the published manuals of parliamentary practice so conflicting, no society should attempt to conduct business without having adopted some work upon the subject, as the authority in all cases not covered by their own special rules.

Robert paid for his publication and the publisher named it Robert's Rules of Order. Robert said that a book on Parliamentary law had long been needed and adapted to fit ordinary societies. Wherever a group's constitution does not cover the issue at hand, these rules are used. The main idea was, and still is, to provide firm and uniform rules of order and to keep a meeting moving. It still is today.

So, as part of my job, I have to help keep the meeting moving. Sometimes I have to help decide what the next order of business would be. Other times, I have to keep a discussion from taking up time that is needed for the rest of the agenda. And sometimes, I have to just give Doug a hard time. That's one of the perks of the job. It's a dirty job, but someone has to do it.

**In solidarity,
Lanny Barsale**

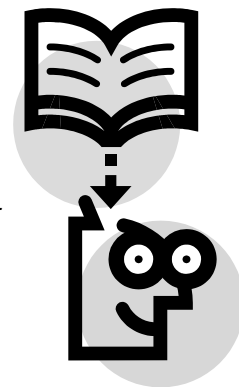
ONE OF OURS

We note the passing of one of our students who attended Maywood in the 1980's. **Kathie Mary Ann Piel** passed away on January 11, 2009. She joins her classmates and friends, Jenny, Mark, Albert, Sharon, Cathy and their Teacher, Pat Gordon.

Good to Know!

Whether you are a new educational professional or have had many years of experience, it is important to protect yourself in the educational setting. NYSUT has published an excellent brochure entitled: "What You Need to Know About Protecting Yourself". The entire brochure is available from NYSUT by calling 1-800-342-9810 (ask for the Publications Department) or by contacting one of the TRIAD Co-Editors. An excerpt from the brochure on: *Showing Videos, Student Health Considerations, Personal Safety/Avoiding Hostile Situations* was published in the January TRIAD. This month we are publishing the following excerpts: *Workplace Health and Safety, Records and Rights*.

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



Workplace Health and Safety: School districts must provide safe environments for all who work and study in their buildings. Know and follow accepted procedures to protect yourself and your students from environmental, toxic and medical hazards. State and federal occupational safety and health laws govern schools. All schools must have emergency plans covering situations ranging from fire or weather emergencies to school violence incidents. As a new school employee, you need to know what to do and where to go in emergencies. Your school should have specific guidelines. NYSUT also has information and material that may be helpful.

As a new staff member, you may feel intimidated about bringing health and safety issues to school administration. Contact your local union building representative to report problems. If your local has a health and safety committee, contact a committee member for help. Talk to co-workers and find out if other staff members have the same or similar problems. Your local then can bring the problem to the attention of the administration and present it as a larger issue, affecting several members. If you wish, ask your local union representative not to reveal to the administration that you made the complaint.

Records and Rights: Teachers and School-Related Professionals are protected professionally by various state laws, regulations and their collective bargaining agreement with the school district. It is your responsibility to know your rights and responsibilities and to maintain proper records. Keep your professional file at home in a safe place. Don't count on your school district to keep your file up to date. Your file should include, at the minimum:

- Transcripts and diplomas documenting your academic credentials.
- Certificates and licenses documenting your professional credentials.
- Your collective bargaining agreement and any other material pertaining to your employment rights and privileges.
- Records regarding your pension plan, employment and salary history.
- Letters of appointment to current and previous positions.

Correspondence of any kind relating to your professional life, including copies of any evaluations, observations or letters placed in your school personnel file.

All correspondence with the State Education Department should be sent by certified or registered mail, with a return receipt requested.

Upcoming topic: Electronic communication at work.

Submitted by Lois Leonard, TRIAD Co-Editor

CHECKPOINTS FOR CHOWHOUNDS

Have fun. Look online for ideas to create exciting lessons about good eating habits. Check out www.fns.usda.gov/eatsmartplay-hardeducators/materials/index.asp for class materials searchable by age and topic, and www.nutritionexplorations.org/educators/lessons-main.asp for full-length lesson plans and crafts projects, like Food Tasting Passports.

Make change. Consider involving the entire school in

promoting wellness, with help from nonprofit groups, government grants and the community. Several national organizations provide resources and grant opportunities at the school level. Their Web sites contain guidelines for evaluating school wide health, webinars for implementing change at your school, and interactive discussion boards. Visit www.healthiergeneration.org/schools or www.schoolnutrition.org to get started.

Eating across the curriculum

Invite students and colleagues to enjoy healthy food

WITH THE HOLIDAYS upon us, full of sugary treats and nonstop events, you may be thinking about how to celebrate in a healthy way. What better time to talk to your class about food?

More children than ever are overweight and inactive, and teachers see the effects. Good habits learned early are the key to lifelong health, so consider these tips. As always, set a good example through your own food choices and attitude about what makes food "good."

Food is everywhere

Think of wellness as an interdisciplinary subject. Health and nutrition are simply the applied version of topics you're already teaching.

Math. Any mathematical concept can be applied to food. Practice fractions using recipes. For homework, have students scour their pantries to create a 100 percent of the daily value of nutrients like calcium and iron.

Science. Teach how food and water sustain the body. Talk about which vitamins are important for different bodily functions, and the different foods that provide these vitamins. Cooking also offers great opportunities to talk about scientific measurement and chemical interactions. Students can learn how baking powder is made and how it works. They also can check out videos like

"Broccoli with Butter" ([www. food-network.com/good-eats](http://www.food-network.com/good-eats)) to learn the science behind why broccoli loses its color when overcooked or "Turkey Test" ([www.foodnetwork.com/ food-detectives](http://www.foodnetwork.com/food-detectives)) to watch an experiment on whether turkey really makes you sleepy.

Social studies. Discuss efforts to ban fast food restaurants in certain neighborhoods or to make trans fats illegal. Hold a debate on whether schools should get rid of vending machines or restock ' them with healthier food. Younger students can learn where fruits, grains and vegetables are grown. Older students can investigate how government policy influences what we eat and how much we pay, for food.

Art. Food is a great starting point for arts and crafts. Elementary students can build a food pyramid or make collages picturing foods of different colors. Older students can study food as a central theme in art, from the petroglyphs of the American West to the still lifes of the Dutch masters.

Use school resources

Invite colleagues to talk with your students about how their areas of expertise relate to food. If the sessions go well, approach an administrator about making them a regular event. Your school nurse

can explain how nutrition, sleep and exercise help people feel better and keep them from getting sick. The physical education teacher could lead a discussion of how certain foods work best to sustain student athletes during winter sports and games. School food service workers can send a representative to talk about healthy cafeteria options. Better still, see if you can take kids behind the scenes in the cafeteria. Learn from the professionals about healthy food preparation, food safety and hints for making good lunch choices.

Be proactive

Know the warning signs for health problems. If children are falling asleep, gaining or losing weight rapidly, or showing marked changes in behavior, they might not be getting enough nutrients. You may be seeing the first signs of depression Or an eating disorder. Talk with your school nurse about possible reasons for these changes, and consider asking the nurse to sit in on a parent-teacher conference.

Capital Region BOCES Faculty Association NOMINATIONS FORM

This nomination is for a two year term of office to culminate in attendance at the AFT Convention in Seattle Washington in July of 2010. It is time to look to yourself and your colleagues for new faces to add to those who have been providing strong leadership for our organization. Please make sure the member you nominate can commit to this position. Make your recommendations and return to the address below.

American Federation of Teacher Convention Delegate

	NAME	CHAPTER	PHONE #
AFT	_____	_____	_____
AFT	_____	_____	_____
AFT	_____	_____	_____
AFT	_____	_____	_____

RETURN TO: _____ **Lanny Barsale** _____

Deadline: March 5, 2009

**PO Box 762
Cobleskill, NY 12043**

PERSONNEL PERSONALS

Congratulations to **Cindy** (OT, Sp. Ed) and Rueben **Schwartz** on the birth of their second son Koen Richard born on Dec. 15th, weight 5 lbs 1.8 oz. His proud older brother's name is Elan.



At this time we would like to offer our condolences to **H. Douglas Harple** (President, Association) on the recent passing of his mother.

Student Incentive Scholarship

Thinking of **Lisa Rittner** (Payroll Central Admin) and her infant son CJ and hoping he will be well soon.

Missing **Marie Cullen** (Nurse, Support Ser.) and wishing her well. Cards and notes welcomed at 32 Henry Avenue, Albany, NY 12203.

Look for the application on the
BOCES web site.

www.capregbocesfa.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.

If you know a member or retiree who should be getting the TRIAD, give them this information.

Sunshine Chairperson

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

Theresa Bennett

23 Harriet Street, Albany, NY 12205
869-2367

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

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