



February 2012

Vol. XXXVI No. 6

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

Dear Colleagues,

Yes, it's still winter, but spring gets closer every day. Truth is, I've been looking for spring since late autumn. That gives you an idea of how much I love winter. I love the Northeast, but I tolerate the winter. I will say that it is truly amazing how much longer it takes to get to work if there is even the slightest amount of snow. That's enough about that. Many of you probably feel the same way I do, but since we can't change it we'll just have to make the best of it. For those of you who enjoy the winter and all its snow filled days have to offer: "I'm very sorry".

It really hasn't been a bad winter. The rivers and lakes just started freezing towards the end of January. I think that is a real indication of a mild winter, but I suspect winter isn't done yet. Interestingly enough, it seems that the weather has people concerned. Though we've had warm winters before, and the meteorologists are saying our weather is not a result of global warming, global warming is real and a danger. Hopefully we will fix the problems before they overwhelm us. Though, like as with many things, we can not solve this one on our own, we can do our part. Just something you might want to ponder.

In this issue of the TRIAD you will hear about the past and some thoughts on how we got to where we are as a union. I have to say that I am pleased to know that we are dedicating a month to reflect on how we got here. I am someone who believes that if you don't pay attention and learn from your past, you make many of the same mistakes again. I believe, as a state and as a nation, we are doing exactly that. We blame the poor for being poor and have continued to help the rich get richer. Many people, and not just the very rich, seem to be against unions, when it was unions that brought us the 8 hr. day, 5 day work week, workman's compensation and health insurance. Just to mention a few.

I totally get it when the folks who have a lot of money are against unions. They are often short sighted and self serving. They like to have more money than a person could possibly

spend and do not want to share. They probably didn't learn those kindergarten lessons we learned. Well, many of them probably went to very exclusive schools and probably those lessons aren't taught there. They like being rich and in their minds, I think they believe they are better than the rest of us. They frequently do not play by the rules and probably don't believe the rules apply to them. Based on the increase in the percentage of total wealth in this country the very rich now have (80% 30 years ago to 95% now) they may be right.

Given the present political climate in this economic down turn, be thankful you still have unions, our union and others. Without unions we would have little if any political voice. We would be working for less with little protection from unfair labor practices. Our pension plan, which is strong and well funded, would have been raided and we would all be in a 401k or other plan, subject to the whims of the stock market, which is often manipulated by the very rich. Without unions, we would be in a very different and dark America.

I am proud to be a member of this educational union and grateful to all those who have helped this union form and help it grow into the organization it is. Had it not been for their hard work and at times personal risk, I am sure I would not have the working conditions I have nor enjoy the benefits I enjoy.

I take pride in the hard work many of our members and officers do and I am grateful for their efforts. Also, it is a year that you elect your Association officers. Please feel free to nominate individuals you would like to see on the Executive Board, with their permission, of course. Your Association needs to have good leaders. When you get your ballot, I ask that you vote. Vote for the people you feel can best manage this important organization. It's your Association and your future.

Looking Forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOCIATION.

EXECUTIVE BOARD

March 7, 2012

REP COUNCIL

Feb. 15, 2012

BOCES BOARD

Feb. 16, 2012

Mid Winter Break

Feb. 20-24, 2012



Birthstone: Amethyst

Flower: Violet

TRIAD Article Deadline:

Feb. 28, 2012 for
March Newsletter

In This Issue:

Service Chapter	Page 2
Rep Council Notes	Page 3
TA/EA Chapter	Page 4
Retirees Corner	Page 9
Healthy Living	Page 6
From The Editor	Page 8
Nominations Form	Page 15

Service Chapter Report

By Susan A. Kusalonis, Chapter VP

Dear Colleagues

I want to start off this piece by complementing Jeanette on her article of our Associations History. When I went to my first Opening Day in 1989, **Mary Breyer** (TA, Sp. Ed. then, retired now) walked up to me and asked me to join. This was before agency fee and joining was voluntary. I had not ever belonged to a union before and as I am always up for something new, I said yes and haven't regretted it. I had seen what businesses can do to employees at their whim and knew I would like to have friends in high places. Look where I am now. Never would have believed it myself.

If I haven't already said so, welcome back, **Pat Dover** (OTA, Sp. Ed.). Pat was RIF'd last August. We welcome back to our Chapter, **Sandra Smith** (Clerk 1, Sub Calling). In addition I also want to welcome them to the Rep Council as Service Chapter members. With their addition to the Council we as a Chapter have more say in what goes on.

Also, even though some of you want changes in wording in the Contract, it may be advisable not to open the Service Contract again this time around and just ask for a financial adjustment to our salary. We can ask for changes, but at what cost, what would we have to give up? I want to thank Lisa Mink for trying to hold meetings and gather information at this time. I have been preparing for a medical leave to have my right hip replaced. I should be out only four to six weeks. I'll only be a phone call away.

I know that last month part of my article indicated that I would stay involved as your Chapter VP four or five more years. After much soul searching, this is the last time I will run for office. Search deep within yourself to see which of you will pick up the challenge. I need to slow down and start taking time to smell the roses. This has been an amazing time for me and I will continue to work hard for Service Chapter members over the next two years.

In solidarity, Susan

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	Susan Kusalonis	393-5598	421-2007	maidmrn300@aol.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeannine Moran	587-7662	862-4816	jmr Moran@hotmail.com
Recording Secretary	Barbara Burnham	334-1193	862-4720	baburnham@googlemail.com
Corresponding Sec'y.	Sue Davis	427-0459	456-0574	scdavis@nycap.rr.com
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

Capital Region BOCES Faculty Association

Rep Council Highlights

January 18, 2012 by Lanny Barsale

Chapter Vice-Presidents' reports

TA/EA – Colleen Condolora

Negotiations – Putting together the package to be voted on in early spring.

Health & Safety Committee – working on minimum temperature issues. Instead of cutting back to 55 degrees over the weekend, the thermostat will be set at 60 degrees.

CTE Teachers – Jeannine Moran

Negotiations will begin in February. Still deciding whether or not to open the contract.

Special Education Teachers – Flora Fasoldt

Negotiations will begin in February.

New list for reps – listed contact numbers.

They have gotten as many e-mail addresses as possible. Reps are asked to get the addresses for their constituents.

Service – Susan Kusalonis

Negotiations beginning. Most want to open contract. Will meet with Mike Rowan on January 30, 2012

Service suffering from low morale. No errors are allowed with the business office. There is a written form for any errors and a letter of counseling is possible.

Doug's - Labor Management –

- Lobby Day – March 6th, Agenda a concern. Hopefully Triborough will be on hold or won't be lost.
- One concern is the lobbying for a change in funding for retirement benefits. Right now it automatically goes into the administrative budget which is voted on by the districts. There is a push to take the money out of program or services. Money would be put in reserve. Wherever you are working, retirement benefits would come out of that budget. This would increase the costs for programs and services. The change would be done over

time. The question is would it have an impact on Special Ed and CTE? Does the District Superintendent care?

- For issues and to send faxes to your constituents - Go to NYSUT website. It will tell you what to do based on your address. You can send faxes to all of your legislators on issues you select.

Budget Talks – in school districts around BOCES. Should go to yours when dates are announced.

Monthly Sign Off sheets on services – there were many double billings or not billed at all. Be sure that information is accurate with the IEP for each student.

Old Business

Continue to inform people about using the web page and our Facebook page.

New Business

Colleen – A workshop is done through the Albany County Department of Health for people impacted by repeat exposure to stressful events or suffering from “compassion fatigue”.

Committees:

Budget: Don Orlando, Lois Leonard, Abby Fisher, still need an TA

Audit: Cathy Jakway, Brent Pierce, Dan Bush, - met last week. The audit is done.

Nominating – form in TRIAD.

Election – will be in April, report in May.

PDP – meeting January 19th.

Board Meeting – no one able to attend

TRIAD – Had a problem with some e-mailed TRIADs returned because the mailboxes were full.

Will be doing a part on how we started. Would like all Chapter VPs to submit.

Student Incentive – application will be put on webpage.

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents:

February is upon us already. I can hardly believe how quickly the winter months are passing. Perhaps it is because of the unusually warm weather, the lack of having to shovel snow every day and having to drive in treacherous conditions. Although I am staying optimistic, I feel at some point we will have to pay the piper with some very overdue shoveling. For today though, my back is thankful.

On a more serious note, it has come to my attention from Human Resources that several Teaching Assistants are out of compliance with their certification on Level I and II. A letter will be sent to each identified Teaching Assistant informing them their certification has lapsed. It is imperative that each Teaching Assistant take the initiative to rectify the situation or a serious action will be taken by Human Resource. The identified Teaching Assistant could possibly be terminated or become the first staff to be considered for lay off if there is a reduction in force in June. If you have any questions, I am available to assist you or you can contact Human Resource for assistance with this

matter. Please take this matter seriously; it can determine whether or not you will have a position for next school year. The clock is ticking!

I am currently waiting for the negotiation proposals to be completed by NYSUT. I reviewed some contract language and have given the go forward sign to our NYSUT LRS (Labor Relation Specialist), Mike Rowan to have everything ready to roll out in late March or early April. The team will hold a question and answer session before the vote. The negotiation team will meet again to determine the location and time. Thank you for your patience during this process. More information will be forthcoming soon.

In closing, I hope everyone is able to enjoy their February break with some fun filled activities and find some time for plenty of rest and relaxation. Please call or email me with any concerns or questions. I am always available to each of you.

**In solidarity,
Colleen Condolora,**

Rep Council Dates	Location Of each meeting
2/15/12	900 Watervliet Shaker Road, Albany/Schoharie Rms.
3/21/12	Albany/Schoharie Rms.
4/18/12	Albany/Schoharie Rms.
5/16/12	Albany/Schoharie Rms.
6/13/12	Albany/Schoharie Rms.

Obama Says We Need to Stop Teaching to the Test

President Obama made crystal clear in his Jan. 24 **State of the Union address** that the health of our economy and the quality of our public education system always have been and always will be intertwined, AFT president Randi Weingarten says. "Strong public schools are the cornerstone of a strong economy, a strong democracy and a strong middle class," she says. "Obama also made clear what America's teachers have long understood: We can't test our way to a middle class; we must educate our way to a middle class. The overemphasis on testing has led to narrowing of the curriculum, rather than creating a path to critical thinking and problem solving. Respecting public school teachers and providing them with the tools and resources they need to help our children learn and grow are essential to building a strong public education system, competing in a global economy and restoring economic opportunity for all."

Correcting Myths about Public Employee Pensions

A panel of state leaders and national experts gathered Jan. 19 at the National Press Club in Washington, D.C., to set the record straight about public employee defined-benefit retirement plans and the policymakers who want to dismantle them. Public employee defined-benefit plans keep an estimated 5 million American seniors out of poverty and off government assistance, contribute more than \$358 billion in economic output nationwide and create more than 2.5 million jobs. They also are cost-effective—risk is pooled and administrative costs are low, thanks to the economies of scale. "We have a crisis here that has been invented," said Dean Baker, co-director of the Center for Economic and Policy Research, noting that \$800 billion of the estimated \$1 trillion cumulative shortfall in public defined-benefit plans is attributable to the market crash in 2008-09. The forum was sponsored by the National Public Pension Coalition.

Training community college students to implement health IT

An expected shortfall of 50,000 in the health IT workforce over the next five years has prompted a group of community colleges to find ways to quell any future worker shortages in health IT, reports *Governing* magazine. "... Not only are hospitals [and] physician practices looking for these qualified individuals, but so are vendor organizations," says Norma Morganti, executive director of the Midwest Community College Health Information Technology Consortium, which consists of 17 member colleges. The consortium will use a \$15 million grant over a two-year period to train students in managing electronic health record systems as workflow designers; liaisons; trainers; and professionals who can install, implement and maintain EHR systems.

Combating compassion fatigue

Compassion fatigue is a combination of both secondary traumatic stress from witnessing the suffering of others and burnout. It can result in feelings of sadness and despair that impair nurses' health and well-being. It can reduce empathy and lead nurses to dread or avoid certain patients, raising the risk of substandard care. A *Wall Street Journal* article discusses innovative programs hospitals are using to fend off the constant assault on the minds (and hearts) of nurses.

Inside AFT, an electronic newsletter for leaders and activists, is prepared by the AFT editorial department. Contributors and sources for this week's edition include the AFT public affairs department, Roger Glass, United Academics, NYSUT, Kathy Nicholson, Rita Freedman, Catherine Mason and Tressa Stunson. Dan Gursky, editor; Jane Feller, copy editor.

RETIREE UPDATES

Wishing **Bernie Griffith**, in sunny, warm Las Vegas a speedy recovery so she can get back to teaching the "little ones".

Our condolences to the family of **Lillian (Marron) Forsell**, who passed away on July 20, 2011. Lillian was a pioneer in organizing the Teachers' Aides/Assistants chapter and served as Chapter Vice President for many years. She is survived by her beloved husband, Herman, her children Joe, Jim, Jean, Maureen and 7 grandchildren.

We note also, the passing of **Oliver (Ollie) Murray** 95, who was Assistant Superintendent of our BOCES in the 1960's and 70's.

Healthy Living; Living For Good Health

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

Are You Living With Carpal Tunnel Syndrome?

I have been in so much pain this past week it prompted me to write this article. I am very familiar with this subject; I too suffer from Carpal Tunnel Syndrome. It is not a life threatening illness so I try to cope with the discomfort, but it interrupts what I had been able to do during the course of normal work or other daily living activities. I am learning to avoid activities that may worsen my symptoms. The decreased grip strength makes it difficult for me to carry things, grasp small objects, or perform other manual tasks. The numbness, tingling, weakness, and sharp, piercing pain that shoots from my wrist to my hand and frequently up to my elbow have become a painful reminder.

What is Carpal Tunnel Syndrome?

The United States National Library of Medicine defines it as the area in your wrist where the median nerve enters the hand is called the carpal tunnel. This tunnel is normally narrow, so swelling can pinch the nerve and cause pain, numbness, tingling, weakness or muscle damage in the hand and fingers. The median nerve provides feeling and movement to the "thumb side" of the hand (the palm, thumb, index finger, middle finger, and thumb side of the ring finger).

Carpal tunnel syndrome is common in people who perform repetitive motions of the hand and wrist. Typing on a computer keyboard is one of the most common causes of carpal tunnel. But, there are a host of other causes that can include:

- ◆ Sewing
- ◆ Driving
- ◆ Assembly line work
- ◆ Painting
- ◆ Writing
- ◆ Use of tools (especially hand tools or tools that vibrate)
- ◆ Sports such as racquetball or handball
- ◆ Playing some musical instruments
- ◆ Computer games
- ◆ Sign language interpreters

The condition occurs most often in people 30 to 60 years old. Women are three times more likely to develop carpal syndrome than men perhaps because the carpal tunnel itself may be smaller in women than in men.

These are the most common symptoms:

- Numbness or tingling in the thumb and next two or three fingers of one or both hands
- Numbness or tingling of the palm of the hand
- Pain extending to the elbow
- Pain in wrist or hand in one or both hands
- Problems with fine finger movements (coordination) in one or both hands
- Weak grip or difficulty carrying bags (a common complaint)
- Weakness in one or both hands

Early diagnosis and treatment are important to avoid permanent damage to the median nerve. Treatments vary depending on symptoms and severity. To get short-term relief from the pain I take a couple ibuprofens. There are other non-steroidal anti-inflammatory drugs that are available, but always talk to your doctor before taking anything. If there is inflammation, my doctor recommends applying cool packs to help reduce swelling.

Preventive measures that are recommended are to make changes in your work duties or recreational activities. Avoid or reduce the number of repetitive wrist movements whenever possible. Use tools and equipment that are properly designed to reduce the risk of wrist injury. Ergonomic aids, such as split keyboards, keyboard trays, typing pads, and wrist braces, may be used to improve wrist posture during typing. Take frequent breaks when typing and always stop if there is tingling or pain.

My neurologist recommended the use of wearing a wrist brace, also called a splint, loosely on my hand at night for several weeks or until my next appointment. When my wrist and hand have

been seriously over-worked and I am in severe pain, I have worn the brace during my work and home hours. Wearing my wrist brace while I am sleeping can be quite challenging. I have clobbered my husband in the shoulder, chest, and face, the Velcro on the wristband gets stuck in my blanket or even in my hair, and I have I rolled over on my wrist several times as well. Talk about pain! There are several types and sizes of the wrist brace but always check with your physician before you try any treatment.

Alternative therapies - There are other non-surgical treatments like stretching and strengthening exercises that can be helpful under the supervision of a physical therapist, who is trained to use exercises to treat physical impairments, or an occupational therapist, who is trained in evaluating people with physical impairments and helping them build skills to improve their health and well-being.

Acupuncture and chiropractic care have benefited some patients but their effectiveness remains unproved. An exception is yoga, which has been shown to reduce pain and improve grip strength among patients with carpal tunnel syndrome.

Physicians can use specific tests to try to produce the symptoms to determine if in fact the complaints of the patient are Carpal Tunnel Syndrome or to an underlying disorder like tendonitis that can mimic the intense pain.

Surgery - Surgery for me is a last resort. My doctor has suggested it for this summer although I don't think it is that difficult for me to live with right now given all of the therapeutic information that is available.

Carpal tunnel release is one of the most common surgical procedures in the United States, generally rec-

ommended if symptoms last for 6 months or more. There are other types of carpal tunnel release surgery that are options.

Open release surgery, the traditional procedure used to correct carpal tunnel syndrome, consists of making an incision up to 2 inches in the wrist and then cutting the carpal ligament to enlarge the carpal tunnel. The procedure is generally done under local anesthesia on an outpatient basis, unless there are unusual medical considerations.

Endoscopic surgery may allow faster functional recovery and less postoperative discomfort than traditional open release surgery. The surgeon makes two incisions (about ½ inch each) in the wrist and palm, inserts a camera attached to a tube, observes the tissue on a screen, and cuts the carpal ligament (the tissue that holds joints together). This two-portal endoscopic surgery, generally performed under local anesthesia, is effective and minimizes scarring and scar tenderness, if any. Single portal endoscopic surgery for carpal tunnel syndrome is also available and can result in less postoperative pain and a minimal scar. It generally allows individuals to resume some normal activities in a short period of time.

Although symptoms may be relieved immediately after surgery, full recovery from carpal tunnel surgery can take months. Some patients may have infection, nerve damage, stiffness, and pain at the scar. Occasionally the wrist loses strength because the carpal ligament is cut. Patients should undergo physical therapy after surgery to restore wrist strength. Some patients may need to adjust job duties or even change jobs after recovery from surgery.

What I have given you is just the information I have researched. I am under the care of a neurologist and I know what my options are. I do not recommend trying anything that I have written without the treatment and supervision of a physician.

My Journey: Becoming a Union Activist

By Colleen Condolora

Becoming an active member of a union was a natural progression for me. Throughout my career being involved in volunteering has been an intricate part of who I am. Whether I was volunteering at a Literacy Foundation assisting adults to learn to read, working with children at an orphanage in a foreign country, or being a PTA officer, giving to others has always been an important element for me. I believe this philosophy of sharing with others comes from growing up in a very large family (fourteen siblings) and seeing the daily selfless acts of kindness from Parochial School nuns. This belief in giving to others has led me down many roads where I have had the opportunity to meet many wonderful people along the way.

One of the roads I have taken was becoming an active member of the Faculty Association. I became a member in 1990. Shortly afterward, a co-worker suggested I become a Representative for the union since volunteering has always been an important component of my life. In addition she mentioned I would enjoy surrounding myself with dedicated, energized, committed people with a cause. She was correct and I thank her for those words of wisdom. Becoming a Union Representative was an important role to me. It opened my eyes and ears to the many struggles former unionists faced in getting fair wages, good working conditions and benefits such as Health Insurance for their members. We enjoy these benefits today because of those

hard fighting, dedicated members who began our Faculty Association. I learned much from my fellow unionists. I continue their legacy for equality by being on committees such as Health & Safety, Negotiations and various other important committees. This continued progression of activism led me to run for an open Executive Board position. I became the Recording Secretary in 2002 and remained in that position for six years. From there I ran and was elected the Chapter Vice President for the Teaching Assistant/Aide unit. I have been in that role for four years. This important position has enabled me to be on many important committees such as Professional Development, APPR, Labor Management, and the District Health and Safety. The union has also afforded me the opportunity to be involved in the political movement as well, joining other unionist at the Representative Assembly each year.

In reflection, union work is a very important and rewarding experience. The union allows us to provide a voice for others each and every day. The union will continue to advocate for the betterment of our members and to ensure we fight for equity and fairness. Becoming involved was one of the wisest choices I have made. We do make a difference!

In solidarity!

From the Editor's desk

Lanny Barsale, Co-Editor

I serve on the Developmental Disabilities subcommittee in Schoharie County. Tony Alvarez, the Director at ARC, has been following Rosa's Law and loves to talk about it. I spent some time with him and learned a lot about this law and have continued to follow it. Here's some information that I wanted to share with you.

March, 2011, President Barack Obama signed into law Rosa's Law, which will change references in In federal law from mental retardation to intellectual disability, and references to a mentally retarded individual to an individual with an intellectual disability. The law would affect how Americans refer to the more than 6 million adults and children who are diagnosed with intellectual disabilities.

Rosa's Law began as a law adopted in the state of Maryland. The family of Rosa Marcellino, a nine year-old girl with Down syndrome, worked with their state representative to pass the legislation in the Maryland General Assembly. Shortly before it passed the Assembly, Senator Mikulski met Rosa's mother Nina Marcellino at a roundtable on special education. Senator Mikulski promised that if Rosa's Law passed in Maryland, she'd take it to the Senate floor.

It passed.

Rosa's law includes the following:

1. The term "mental retardation" will be replaced with the term "intellectual disability" in federal **health, education and labor** statutes. Rosa's Law applies **only** to programs under the jurisdiction of the Health, Education, Labor and Pensions (HELP) Committee, such as IDEA, vocational rehabilitation, ADA, health care and a few others.
2. The law **does not** require any terminology change in state law. However, since many of the affected federal laws relate to state programs, the states will likely begin using the new term for these programs. More importantly, when a program covered by Rosa's Law such as IDEA is reauthorized, any rules to implement the changes will then use ID instead of mental retardation.
3. While most states have changed some terminology voluntarily and by statute, the **changes vary** in scope. For example, the vast majority of states have changed the names of their respective state agencies, using the term "Developmental Disabilities" in the agency name. But many of the programs overseen by these agencies still use the

term mentally retarded (for example: Intermediate Care Facilities for Persons with Mental Retardation (ICF/MR)).

This all began as a family effort when Rosa's elementary school changed the coding on her education plan from "health impaired" to "mentally retarded," said her mother, Nina Marcellino. "When I came home and told the kids, they didn't know it was the word people used to describe their sister.

To get the ball rolling, Rosa's sisters Gigi 12, and Maddie, 10, set out to get petitions signed. The family enlisted the support of Maryland state delegate Ted Sophocleus and ultimately changed the wording in the health and education code at the state level. Nick, a lacrosse player and a "quiet kid," became the family spokesman. Last January, Nick, who was then a freshman at South River High School in Edgewater, Md., convinced his state legislature to change the official phrase to "individual with an intellectual disability." "The word retarded is slang to call someone stupid, and we know Rosa is not stupid at all," Nick said. Nick said that Rosa is proud of her family's efforts. However, she doesn't really understand it all, just loves that she has a law named after her.

But Nina Marcellino and her family say the issue is larger than just changing the lexicon.

"It was more than words to us," she said. "We all felt like you cannot separate what you call people from how you treat people. Attitudes have been changing and everybody felt that with a new term, it was a new beginning."

A new effort developed from this law. It's the Spread the Word to End the Word campaign. One can go on-line and sign the petition. This is one way to get the information out. The DSM IV has not changed yet but I would expect that will happen when the new one comes out. It's still a designation needed to receive services in many states. Hopefully that will change. My hope is that I won't hear it anymore in the classroom. I would hope that my students will not see themselves as "retarded".

RETIREES' CORNER Jeanette K. Christoff

Hello to All,

This issue of the TRIAD is dedicated to the origins of our Association. The information is based on original documents and memories of some who were part of the effort. It reflects the perspective and experiences of the vocational and special education teachers of the late 1960's and early 70's. Our appreciation to the following contributors: Nan DeSantis, Cindy Graham, Bernadette Griffith, Gordon Paro, Anita Riccio and Tom Harmon.

IN THE BEGINNING.....

- During the 1960's, the first Votec Center was located on Carmen Rd. in Schenectady with 54 students. There were 4 teachers, Bernie Griffith taught Cosmetology and Walt Hacker taught Auto Mech.
- In the late 60's, the classes were moved to New Karner Rd. in Colonie. After the passage of a referendum in the early 70's, the current Votec (CTE) center was built. The BOCES cannot build or buy property without voter approval of all component districts.
- In 1969, some Special Education classes were moved to church basements, with 4 classes at the Pine Grove Methodist Church and 2 at Lisha Kill Reformed Church. Nan DeSantis, Maxine (Bach) Heffron, Cindy Graham and Sue Valachovic were located at Pine Grove, Karen Lalor and I, at Lisha Kill.
- Required duties of Special Education teacher are listed under "THE WAY THINGS WERE...."
- The effort to form an Association began with VOTEC teachers. Among the issues of concern were unfair treatment, health benefit coverage, need for a calendar, a salary scale, the right to meet and have a voice in conditions of employment. Schenectady teachers, already organized, gave encouragement.
- Non-tenured teacher were threatened with termination so they did not participate.
- The first constitution was compiled and edited by Nan DeSantis, Bea Drapkin and Bernie Griffith.
- Consideration was given to the name, "Albany, Schenectady, Schoharie Faculty Association." It was decided that the acronym could be used as the "butt" of jokes, thus the counties were rearranged and we became Schenectady Albany Schoharie Faculty Association, SASFA.
- In March of 1971, the Association was recognized by the BOCES as the bargaining agent and on July 7, 1971, the BOCES ratified the first contract. Bernie Griffith, Secretary informed all members in a letter dated July 8, 1971.
- It represented certified personnel and did not include administrator or supervisor and did not contain chapters. In 1974 it was revised with a Teachers' Unit and a Non-teaching Service Unit. The 1976 revision delineated four units: Vocational Teachers, Special Education Teachers, Teachers Aides and Service.
- Officers were elected for a term of one year. It was changed to 2- year terms in 1990.
- In the 1973-4 school year, the BOCES had 17 vocational classes and 10 special education classes.
- The sick leave bank began in 1975.
- In 1981, dental coverage was negotiated for and added to the contract.
- Our newsletter, originally named "Sassy Scoops" was renamed to the "TRIAD" in 1980.

- In 1986, the Association campaigned actively to all component districts for a positive vote to purchase Maywood School from the So. Colonie School District. All 24 districts approved the referendum and Maywood became the property of BOCES.
- During the mid 80's, Bob Weaver catered our annual "Pig Roast". All BOCES employees were invited including administration and BOCES Board members. It was held at the White Birch Picnic Grounds and was well attended. Custer Quick was our Superintendent at that time.
- Retirees could be voting members of Rep Council. The clause was deleted with the Council open only to working members.

THE WAY THINGS WERE

- Special Education teachers had no input into student placements
- No procedure for inappropriate placements
- No training in crisis intervention
- Class size exceeded State regulations
- Required to obtain own subs
- Required to dispense medication, perform first aid, handle emergencies.
- Required to run and log fire drills
- Supervise students upon arrival, prior to class time, some arriving an hour or more before class time
- Supervise students, (often alone) until last bus arrived, usually an hour after class time, 2 or more hours, at times
- Pick up milk from a district school
- No lunch break
- Told, not asked, to do workshop presentations

- Directives from administrator were expected to be followed as given.
- No process existed to question any unfair practices

THE FIRST CONTRACT SECURED

- The right to conduct Association meetings
- The right to negotiate conditions of employment
- Association members would not be censured or receive disciplinary action because of Association membership
- Teachers to be notified prior to evaluations
- Teachers to receive a copy of evaluation within 3 days
- Opportunity to discuss and reply
- The right to review your personnel folder
- Notification of tentative assignment in June for the next year
- Notification of vacancies in writing
- Teacher to receive student data prior to class placement
- Assaults to be reported in writing to principal or supervisor
- Provisions for student safety
- Shall not transport students
- Tenure process
- Right of confrontation
- A grievance procedure
- Sick, personal and death in family days
- Health benefits
- Salary scale

WILL OUR STORY CONTINUE????

The original contract, which secured these benefits, consisted of 12 pages. Over the past 40 years it has grown to 92 pages. Our founders built a foundation that has endured. It has positively affected the lives of 100's who have come and gone during these 4 decades. Nearly the entire content of the first contract is included in the current contract and affects the work you do each day in ways you may not even be aware of.

You have the opportunity to review new students' folders and have input on the placement that will best meet their needs. There is a process available when a placement is inappropriate.

Training is provided to deal with overt behaviors as well as workshops are available to develop behavior plans. You are not responsible for students' nutrition, dispensing medications, first aid, fire drills or transporting them in your car. Class hours and bus schedules have been fine-tuned. How many times have you waited alone with a student for 2 hours until their bus arrived? Do you get a lunch break or are you expected to be in your classroom from arrival to departure time?

Additionally, you are not subjected to unannounced evaluations. You have sick days if needed and a sick leave bank is available. There is a Grievance process if the contract has been breached.

These are only a few of the items covered in the 92 page Teachers' Contract. How fortunate for all to have strong leadership on your Executive Board, who can be counted on to follow through on all contracts of every Chapter. They need your support, your presence, your active participation to maintain all that has been gained. How unhappy everyone would be with a return to the days of, "THE WAY THINGS WERE.....". It could happen here as it has out West.

We close with gratitude for all that we have and appreciation for our pioneers and the work they did.

EXECUTIVES AND ACTIVISTS 1971-2012

CAPITAL REGION BOCES FACULTY ASSOCIATION SAS BOCES FACULTY ASSOCIATION

PRESIDENT: Mils Mockler, Blake Bayly, Norm Dent, Nan DeSantis, Jim Dunham, Nancy Tonetti, Blake Bayly, Doug Harple

VICE PRESIDENT: Nan DeSantis, Cindy Graham, Bob Weaver, Ross Stonefield, JoAnne Robbins, Joan Ruckert, Jim Dunham, Stan Christoff, Fred Stein, Nancy Tonetti, Craig Kennedy, Mary Breeyear, Carl Voss, Pat Gollub.

RECORDING SECRETARY: Bernadette Griffith, Blake Bayly, Joan Klapp, Stormy Shane, Joyce Johnson, Valerie Adler, Connie (Zeh) Brancasi, Ann Stressel, Lenora Boehlert, Sue Rosa, Anita Mirabile, Jeanette Christoff, Sherry Karcher Hewitt, Barb Burnham, Colleen Condolora, Chris McDonough, Barb Burnham

CORRESPONDING SECRETARY: Bernadette Griffith, Lee Charboneau, Ann Stressel, Sue Rosa, Doris Schuyler, Mary Korytowski, Robin (O'Neil) Gibelius, Lanny Barsale, Mary Breeyear, Susan Stewart, Suzanne Davis.

TREASURER: Sue Valchovic, Leo Hawkins, Mary Murphy, Joan Kosinski, Helen Schnitzer, Carol Baumes, Linda Martin, Deb Sorvari.

CHAPTER VICE PRESIDENTS

Teachers: Tom O'Brien, John Carmody

Teachers: Votec: John Carmody, Tom O'Brien, Fran Yankowski, John Puglisi, Jeannine Moran

Teachers: Special Ed. Diana Vaughn, Norm Dent, Larry Licopoli, Fred Stein, Gail Radecky, Flora Falsoldt

Teacher Aides/Assistants: Lillian (Marron) Forsell, Joyce Johnson, Barbara Bishop, Mary Breeyear, Barb Burnham, Colleen Condolora.

Service: Don Gero, Cheryl Bennett, Leah Lee, Doris Schuyler, Barbara Crawford, Louise Spofford, Karen Messercola, Susan Kusalonis.

GRIEVANCE: Pat Flynn, Bob Waldorf, Jerry Beaudette, Jean Phalan, Jim Dunham, Doris Schuyler, Bill Martin, Brian Bayly, Dick Stigberg, Susan Stewart, E. J. Hanley

SASSY SCOOPS/TRIAD: JoAnne Robbins, Marilyn Roundy, Jessie Dinkin, Joan Erlwein, Susan O'Brien, Jane Shane, Leah Lee, Sharon Neal, Kathi Vrooman, Mary Korytowski, Connie Brancasi, Zelda Zeh, Patricia Gordon, Lanny Barsale, Pat Huba, Mimi Mounteer, Barb Crawford, Susan Kusalonis.

SUNSHINE COMMITTEE Joan Hassell

Clarification to the December 2011 Board Meeting Notes.

Five (5) to seven (7) videos will be made with Rick Timms through "EdSpeaks" with the assistance of our Communications Service; Tim Kremer is scheduled to do a tax cap video. These videos will be made available to all districts and posted on our "EdSpeaks" blog.. By Susan Kusalonis

Local presidents discuss budget, teacher evaluations and more

Several hundred local presidents spoke directly with President Dick Iannuzzi via statewide conference call in a wide-ranging discussion of concerns.

Iannuzzi rolled out an online petition seeking restoration of \$250 million to the K-12 education budget plan.

He urged local presidents to spur local advocacy efforts, get members involved online, visit legislators' district offices and participate in the Committee of 100.

After a review of the executive budget proposal, the conference moved to frank discussion of issues facing local unions. Many questions pertained to the progress on evaluations.

We continue in discussions with SED regarding the 2010 APPR law on teacher/principal evaluations. NYSUT is recommending to local leaders that now is the time, if you can, to complete negotiations with your district on an acceptable evaluation plan. Get it in your contract or a memorandum of agreement. Collectively bargained evaluation agreements likely won't be affected by pending changes in the regulations or the law.

Mobilize voters for special elections; school-budget vote

With major voting days coming up almost monthly, local leaders need to mobilize members, their families and all supporters of labor and NYSUT issues. Special elections March 20 will fill vacant Assembly and state Senate seats.

Republican and Democratic presidential primaries are April 24; that same day voters elect delegates to both national conventions.

May 15, of course, is school budget voting day. This week a federal judge set New York's congressional primary for June 26.

MARK YOUR CALENDARS!

- **National School Breakfast Week, March 5-9, 2012**
- **35th ANNUAL PSRP CONFERENCE**
 - **AFT Paraprofessionals and School-Related Personnel**
 - **Marriott Wardman Park Hotel**
 - **Professional Issues Conference -- April 20 - 22, 2012**
- **Administrative Professionals Day, April 25, 2012**
- **School Nutrition Employee Week, May 7-11, 2012**
- **National School Nurse Day, May 10, 2012**
- **Very Special Prom, May 11, 2012, Best Western Sovereign**
- **Celebration Bash, May 17, 2012, Mohawk River Country Club**

Groundhog Day 2012: Staten Island Chuck Disagrees With Punxsutawney Phil, Predicts Early Spring

Did the groundhog see his shadow? It depends on who you ask.

by Catherine A. Jakway, T.A. Spec. Ed.

Reprinted from the Post Standard Newspaper, Syracuse, NY, February 2, 2012

Since the month of January was one of the **warmest in Syracuse's history** this year, many Central New Yorkers expected Groundhog's Day 2012 would bring news of an early spring.

As fate would have it, the world's most famous weather forecaster, Punxsutawney Phil, emerged from his hole at Gobbler's Knob in Pennsylvania and declared that he did see his shadow this February 2nd. Since **Phil saw his shadow**, we're supposedly expecting six more weeks of winter.

But Charles G. Hogg, the furry prognosticator at Staten Island Zoo better known as Staten Island Chuck, disagreed with the star of the Punxsutawney Groundhog Club. New York City Mayor Michael Bloomberg was on hand at a ceremony Thursday morning where **Staten Island Chuck did not see his shadow, predicting an early spring**. The New York groundhog indicated that milder weather is likely to be with us until March 20, the calendar start of spring.

According to **CBS**, Chuck has accurately predicted the forecast 80 percent of the time since the 1980s (though he hasn't been around as long as Phil's 125 years). Another rodent that disagreed with Phil's extended winter is Georgia's most famous groundhog, **General Beauregard Lee**. He **did not see his shadow** at Gwinnett County's Yellow River Game Ranch, indicating that Atlanta and the surrounding area would see an early spring.

Ohio's **Buckeye Chuck also failed to see a shadow** -- it seems Punxsutawney Phil may be the only groundhog who's predicting six more weeks of winter.

According to the **Examiner**, other groundhogs making weather predictions on Feb. 2 include Alabama's Birmingham Bill, **did not see his shadow**, Dunkirk Dave (of Dunkirk, New York) **did not see his shadow**, and Sir Walter Wally (of Raleigh, North Carolina), "He says there's good news and there's bad news," honorary groundhog handler Raleigh Mayor Nancy McFarlane said. "The bad news is **he saw his shadow**, which is six more weeks of winter.

What do you think? Can you trust an animal's forecast? Do you prefer Staten Island Chuck's prediction to Punxsutawney Phil's?

Groundhog's Day 2012



2012 Lowe's Skills USA Community Rebuilding Grant



Lowe's is helping repair flood damage in Schoharie County through its Charitable and Educational Foundation.

They are giving \$24,000 in grants to Capital Region BOCES Career & Technical School in Schoharie and Albany. Most of the money will be used to make storm destruction repairs and improvements to Lassel Park in the Village of Schoharie.

There will be a new pavilion, new picnic tables and new grills.

Fox Creek Park in Schoharie will also see improvements and the Sloansville Valley Cemetery will get a new storage shed.

Congratulations to the staff and students of both CTE Center, Great Job!

Floral Design class offers arrangements for special occasions

Bloomers, a flower shop run by students in Ms. Bugler's Floral Design class at Career & Tech's Albany campus, takes orders for special occasions. Call during schooldays: (518) 862-4780.



Special Education And SSS Rep Council Teacher List

Elaine Burrill- 810-4371

Colleen Bevilacqua
Rebecca Breeyear
Susan Brown -
Joan Brucker
Carol Donovan
Maureen Geis
Karen Harris
Patricia Joyce O'Toole
Joanne Knauer
Linda Munro
Lisa Schuff
Matthew Hogan
Thomas Trainor

Laura Cooper - 475-9242

Iris Broyde
Margaret Carrick
Barbara Kania
Christina Loukides
Catherine Clarke
Denise Snyder
Lynn Thornton
Stephen Tompkins
Cynthia Wheeler
Kim Elliott
Walter Haynesworth

Lois Leonard - 399-5597

Holly Gilbert
Karen Gloeckler
Lauren Lyle Duffy
Gerene Lynn
Sandra Money
Lynn Palmateer
MaryAnn Remington
Lori Romeo-Wells
Cynthia Schwartz
Sharon Swain
Alfred Wolfer
Trish Frament
Susan West-Evans

Ann Conway - 435-0862

Ann Allwine Koronowski
Amy Brennan Strack
Lisa Morrell
Christine Reynolds
Jennifer Russo
Carol Siracusa
Debra Toy
Patricia Biondo

Catherine Welling
Ellen Alexeew
Luann Alimena
Ellen Hillander
Cara Wolff

Marielle Ball- 239-4668

Amanda Drobysh
Joseph Fesel
Mary Hamel
Nanette Ciarlone
Elissa Fromowitz
Doreen Seymour
Ann Helbling
Nancy Henry
Martha Hernandez
Kari Shekhter
Sheryl Kaplan
Nyla Mohrmann

Diane Kavanaugh - 885-5455

Susan Adair
Harvey Baines
Charles Bednarczyk
John Fitzpatrick
Mary Francese
Rose Gigliello
Katherine Hunt
Linda Keeler
Michael Montague
Iain Munro
Diane Blinn

Lanny Barsale - 231-0552

Alan Clarke
Michael Donnell
Jenny Frank
Richard Lenny
Alison Mesick
Dorothy Pesnel
Lori Sinisgalli
Melissa Thorna
William Walthers
Valerie Miller
Ester Salasoo
Terry Johnson-Valentino

Shelly Peck - 237-5748

Rachel Berliner
Kimberly Bowman
Stephanie Brumley
Christine Festin

Carol Klopotoski
Roberta Kurgan
Kristina Matott-Gardella
Robin Lippman Scharf
Andrew Lockwood
Nina Farrell
Ellen Hillander
Cara Wolff
Donna Richards
Peter Riley

Brent Pierce - 928-3017

Joanne Agresta
Damon Bieniek
Katherine Bollin
Erin Conklin
Christopher d'Estienne
Carol Farrere
Tamara Guerrero
Ken Jacobs
Craig Kennedy
Brian Kenney
Louise McGann
Thomas McTernan

Kristen Lashway - 393-7774

Elizabeth Arden
James Bailey
Christine Barber
Lucy Brady
Chris DePoy
Robin Gibelius
Beth Locatelli
Beverly Mazsdzen
Frank McGill
Gene Murray
Kelly Piotrowski
Lisa Butler
Deborah Morris

Sherry Karcher-Hewitt - 356-7984

Diane Denman
Kay Gentry
Susan Kralovic
George Lorang
Christopher Parmelee
Sharla Pere1
Charles Rhynhart
Catherine Rickert
Paula Williams
Julianne Scanlan

Stephen Roberts
Allison Sutton Grove

Rit Lupi - 346-6950

James Baumeister
Stewart Bell
Roberto Biasiucci
Michael Camarota
Shirley Sutorius
M. Karen Cowley
Amy Donlon
Jacques du Moulin
Kevin Eglit
Kimberly Gordon
Thomas Brophy
Theresa Martucci

Melissa Eberhardt - 424-9571

Gloria Bivona-Sciavoli
Terri Cuomo
Katie DiPierro
Susan Lenigan
Ottavio Lopiccolo
Wendy McMahan
Pamela Petralia
Stephanie Warlik
Jennifer Yamin
Deanna Marx-Montagu
John Meyer
Katherine Scheib
Travis Kemmer
Joe Bouchard

**Kathryn Walter - 461-0074
kgwalter@nycap.rr.com**

Latika Sharma
Regina Tirella
Angela Tritto
Mary Alice McCraith
Nancy Kosakoski
Carol Green
Jodi Castle Grestini
Linda Karlson Sellski
Martha Santicola
Jodie Smith
Janet Woodworth
Devon Hauck

NOMINATIONS FORM

It's that time of year again, and you know how important it is to get involved. It's time to look to yourself and your colleagues for new faces to add to those familiar faces who have been providing strong leadership for our organization. Make your recommendations and return to the address below. Deadline March 1, 2012.

	NAME	PHONE #
President		
Vice President		
Recording Secretary		
Corresponding Secretary		
Treasurer		
ED10		
ED10		
ED10		
ED10		
ED10		
<u>Nominate in your Chapter only:</u>		
	NAME	PHONE
Special Education Chapter VP		
CTE Chapter VP		
TA/EA Chapter VP		
Service Chapter VP		
Submitted by: Print Name _____ Signature _____		

RETURN TO:

**Catherine Jakway
311 E. Campbell Road
Schenectady, NY 12303-3284**

Opt in for a hard copy of the TRIAD

A motion was passed by the Capital Region BOCES Faculty Association to try to “Go Green” and only send a hard copy of the TRIAD starting with the September 2012 issue to members who request it.

We will start asking those members who want to continue receiving a hard copy to let our Membership Chairperson, **Lisa Mink**, know that they want a hard copy and confirm the mailing address. You can contact Lisa by phone (518) 372-7240 at home; email her at lmink8@hotmail.com or by US mail to: 8 Jester Drive, Colonie, NY 12205.

We will continue to put this in each newsletter as a reminder.

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@googlemail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:

Pat Gollub—Gollub02@yahoo.com

Gretchen McDonough and Transition Class

Jeanette Christoff

jankachristo@juno.com

Catherine Jakway

mssmartypants429@nycap.rr.com

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

**Special Education teacher
Andy Lockwood named WNYT
"Top Teacher"**

Our colleague Andy Lockwood recently received news that he has been named as one of WNYT/News Channel 13's "Top Teachers" in the Capital Region. Elaine Houston of WNY-T/News Channel 13 will tape the "Top Teacher" video feature with Andy and alumni student Melanie Hecker (who nominated Andy for this distinction) in his classroom at Niskayuna High School on Feb. 8.

Congratulations to Andy on this well-deserved recognition of his influence and excellence as an educator!

PERSONNEL PERSONALS

Congratulations to **Kelly Dover** (TA, Sp. Ed.) on the birth of her daughter Gabriel, born Dec. 14th. Big brothers Dezmond and Elijah and their Grandmother, **Pat Dover** (OTA, Sp. Ed.) are very happy.

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.