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CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

Womens March on Washington – January 21, 2017

A group of 13 representing CapRegBOCES Faculty Association/NYSUT attending the "Women's March on Washington" January 21st. Members Sherry Karcher-Hewitt, Flora Fasoldt, Joan Brucker, Colleen Condolora, Chris Loukides, Paula Williams, Gina Hanley, and Katie DiPierro were excited to make the trip, along with daughters MaireGrace Hewitt, Kalan Fasoldt, Sophie Loukides, Kaysie Hanley (not pictured), and Paula's niece, Jessica Harrison.

By Sherry Karcher-Hewitt

WOMEN'S MARCH ON WASHINGTON: WHERE DO WE GO FROM HERE?

January 30, 2017—Reprinted from Higher Education Today a blog by ACE

By Karen Haynes

It's being hailed as the largest protest in U.S. history. Millions gathered in more than 500 cities across the nation and around the world to stand up for gender equality, diversity and inclusion, and in a unifying voice declare women's rights as human rights.

Many of you in academia marched in the sea of pink hats and signs. You led chants and heard speeches that echoed the importance of solidarity. You stood shoulder to shoulder with those you love and those you just met. You carried an important message. It was a day that far exceeded all projections.

Now, in the wake of the momentum, many are asking: Where do we go from here?

The answer is up to us.

It's up to all of us—but particularly for those in higher education—to decide if Saturday's march was merely a historic demonstration of our constitutional rights, or if it will serve as a powerful jolt, like a defibrillator to the heart of America, reviving the women's movement for the next generation to

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Important Dates for 2016-2017

Exec Board NYSUT	Rep Council 900 bldg. (unless noted otherwise)	TRIAD Meeting Maywood	BOCES BOARD Meeting
February 8, 2017	February 15, 2017 Schoharie Rooms	*Feb. 28, 2017*	*Feb. 16, 2017*
March 8, 2017	March 22, 2017 Schoharie Rooms	*March 28, 2017*	*March 20, 2017*
April 12, 2017	April 26, 2017 Schoharie Rooms	*May 2, 2017*	*April 13, 2017 Plattsburgh*
May 10, 2017	May 24 2017 Schoharie Rooms	*May 30, 2017*	*May 15, 2017*
June 7, 2017	June 14, 2017 Schoharie Rooms	*None*	*June 19, 2017*
	04:15-6:00 PM	*4:00 PM*	*July 17, 2017*

February is Black History Month!

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	Sherry Karcher-Hewitt	366-9060		sherry.karcherhewitt@gmail.com
CVP TA/EA	Colleen Condolora	265-2358	356-8349	condolora@aol.com
CVP Service	Gina Hanley		862-5332	ghanley97@gmail.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Erica Kane	224-2372		ericalynnkane@gmail.com
Secretary	Barbara Burnham	334-1193	862-4720	baburnham@gmail.com
Treasurer	Deborah Sorvari	452-8138	334-1296	debmom39@nycap.rr.com
Membership Chair	Susan Kusalonis	393-5598	862-5336	skusalonis@gmail.com
Grievance Chair	Kristen Lashway	421-3446		Kris10Lashway@gmail.com

www.crbfa.org

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continue pushing progress forward.

In this time of cynicism and fear, we as educators, explorers, researchers and critical thinkers must commit ourselves to being the solution. After all, we believe in data, not alternative facts.

I have heard women from younger generations say that equality has been achieved and that they haven't encountered barriers. If that is true for them, I am delighted. Clearly some progress has been made. But that is not the case for all women. Sexism still exists. Many still experience discrimination. Many are denied the opportunities their male counterparts are given. Many are silenced, assaulted, victimized and made to feel ashamed. Frankly, it is unacceptable.

But I am hopeful, because millions marched with a similar belief that enough is enough.

The women's marches brought much needed visibility. Still, we all know it will take more than one day and one march to bring about real change. We must have sustained interest and sustained pressure. We must know what we are fighting to overcome.

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.

However, I am someone who believes that if you don't pay attention and learn by your past, you make many of the same mistakes again. I believe 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 hour day, 5 day work week, workman's compensation and health insurance for working people, 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 have more money than a person could possibly spend and do not want to share. They probably didn't learn those kindergarten lessons about fair play and "the golden rule" which we learned. Well, many of them probably went to very exclusive, private schools and probably those lessons aren't taught there. They like being extremely wealthy 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 percentage of total wealth in this country that very rich now have 80% 30 years ago to 95% now and they may be right.

Given the present political climate, be thankful you still have unions, our Association 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 plans, which are 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 Association 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 pay, benefits, and working conditions I enjoy.

I take pride in the work that both our officers and members do and I am grateful for their efforts. It is this participation and work that make our Association strong. Keep up the good work and remember it's your Association and your future.

Looking Forward, Doug

Teaching Assistant/Aide Report

Colleen Condolora, Chapter VP

Dear Constituents:

As we head into February break, I want to wish everyone a healthy, relaxing and well-deserved break from the winter doldrums! The winter can feel like it goes on forever at times. The lack of sunshine and the cold wind on our face can make the days feel very long. Please take time to take care of yourself and go find some fun activities to do with friends and family.

During Regents week, Dr. Taormina and I presented the Trauma Informed School workshop to Career and Technical Education personnel. The workshop was well-received by all who attended. As I write today, staff who have been trained in the initiative, are presenting to our stand-alone building (Rotterdam Academy, Fulton and Maywood.) Trauma Informed Care is not a program but rather an approach to looking at students who have been traumatized through a different lens. The perspectives we hold regarding learning and behavior, due to our own experiences, can cause each individual to interpret situations differently. As a result, students are often criticized or penalized because of our interpretations. Trauma Informed Care assists us with correctly interpreting our perspectives. Eventually, we will be looking to make sure everyone is trained so we are all on the same page. As you know, we are serving children who hurt, and we must find ways to help them heal.

At the Election District (ED-10) meeting in January, NYSUT's financial adviser announced NYSUT will be preparing for fallout due to a new Supreme Court nominee. Unions are under attack and with a Legislative, Executive and Judicial branch all leaning to the Conservative side, the unions of our country can expect a tremendous push back in the courts. We no longer have a checks and balance between our branches. I am concerned for women's rights (equal pay), health and safety regulations being slashed and bargaining benefits disappearing. In our own backyard, Momentive (a chemical plant) from Waterford, workers are on strike trying to preserve their bargained benefits. Momentive is attempting to break the union, which safeguards the workers from serious health and safety issues. This is just one company in our area that workers are being pressured to quit the union and to take serious cutbacks in their wages and benefits. This is happening all around the country. We must continue to keep fighting back and not let corporate America reap the benefits and slash workers' rights. I will have more information after the Representative Assembly in April on what we can do to safeguard our bargaining rights and benefits. The times ahead are going to be very challenging without continued solidarity and cohesiveness between our members. Staying informed is vital and being active is equally important. Our future depends on this!

Enjoy your break, and please find some relaxation and fun in the sun (if you can find it). If anyone has any questions, please do not hesitate to shoot me an email or call. I will always be there for you!

In Solidarity, Colleen Condolora

CRB, NYSED to host March 9 meeting on Every Student Succeeds Act (ESSA)

On Thursday, March 9, 2017, the Capital Region BOCES, in collaboration with the New York State Education Department, will hold a public input meeting on the federal "Every Student Succeeds Act" (ESSA). This session will take place from 5-8 p.m. at the Capital Region BOCES, 900 Watervliet-Shaker Road, Albany, NY. Pre-registration is required and can be made by calling (518) 862-4901.

Members of the public, including parents/families of school-age children, local business owners, those working in higher education and representatives of civic organizations, are invited to attend to provide their feedback on the state's educational plan.

The Every Student Succeeds Act (ESSA), which replaced the federal No Child Left Behind Act (NCLB), is set to take full effect in the 2017-18 school year. New York, along with the other U.S. states, will be submitting plans to the federal Education Department that outline the educational goals on issues they have set for their k-12 students. These goals must address: proficiency on tests, English-language proficiency and graduation rates.

Retirees Corner

By Jeanette Christoff 518-356-0137

Greetings,

The doldrums and cold of January were conducive to catching up on reading, and I found I must bid adieu to an American icon, the Ringling Bros. Barnum & Bailey Circus, which will be giving its final performances in May. Its demise is attributed to the phasing out of the elephants and to declining attendance.

My introduction to the circus happened in the late 1940's. Signs advertising its arrival were posted throughout our city. Prior to television and with few forms of entertainment, other than movies, it was an eagerly awaited event. Early on a rainy dismal morning, my dear Papa and I trekked to our down-town railroad station, now long gone. As their train pulled in, strange sounds emanated from the railroad cars. Soon, the largest and most magnificent animals I had ever seen, emerged from the cars. Their photos in National Geographic hardly did justice to these awesome animals. It was surprising to see the ease and grace with which they moved about and placed themselves in formation for the journey through the winding, hilly streets of the city.

Watching the pachyderms and the parade preparations progress, was in itself, a show. Work crew moved swiftly, with minimal wasted effort. In retrospect, I now realize that they had probably been through these chores hundreds of times in hundreds of towns. The parade eventually began, weaving its way to the fairgrounds and upon their arrival, a second show began. Workers laid out and unfolded the tent that would become the Big Top and again, the magnificent mammals appeared ready for their task, positioning themselves in readiness to pull in unison as each section of the tent came into being. Workers scurried about, pounding stakes into the ground, tying down ropes, carrying buckets of water and doing a myriad of jobs. Soon the aroma of food filled the air and breakfast was ready for the work crew and performers. As people arrived, Papa and I tried to guess what role they would have in the show.

The rain continued into the evening as we entered the tent to finally see the performance. There were heart stopping moments when an aerialist missed his catch and fell into the net and I learned the meaning of the term, "three ring circus", just more to watch than I possibly could. At last came the act I had waited for, the grand finale. The regal pachyderms entered caped in brilliant colors, their harnesses adorned with jewels and glitz and atop each of them rode a beautiful lady with a huge feathered headdress and a costume with shimmering sequins. It was then I decided I would run away, join the circus and ride atop an elephant like those beautiful ladies. Needless to say, it never happened but it was a fantasy I could escape to and it served to sustain me through many unhappy childhood times. Perhaps one of these days I can find a copy of the movie "The Greatest Show on Earth" with Jimmy Stewart and escape into my childhood world for a while.

Another icon from our childhood days and a staple in most playgrounds is gradually disappearing. It could be easily made with a long board and a fulcrum, the see saw. Safety issues and lawsuits have contributed to their decline. In 2000, 55% of the nation's playgrounds had them. In 2004 they declined to 11% with only 7% on school playgrounds, according to the U.S. Consumers Products Safety Commission. (Gazette, 12/12/2016.)

Our final adieu is to those recently departed, who were part of the history of our times and whose names and fame endured through the years, John Glenn, Gene Cernan, Debbie Reynolds, Florence Henderson, Robert Stack, Zsa Zsa Gabor, Mary Tyler Moore and Arnold Palmer. Some made history, some peeked our curiosity, and some entertained us and made us laugh. We appreciate their contributions to our life.

As of this writing (1/27), our winter has not been severe and we are especially happy that each snow event has been followed by warmth that took most of it away, at least here in the immediate capital region. It makes spring seem a little closer.

Stay well, blessings to all.

BOCES Board Meeting – Jan. 12, 2017

Notes by Susan Kusalonis

The meeting opened up with the Budget Presentations.

Educational Support Services (ESS) Budget: Lynne Wells

1) Basic information: 43 FTE with $10,594,688 budget. Some of the services are: Grants, Scoring – 38,000 ELA, Math and Science Tests; 13 Districts participated in Regional Summer School with one non-component. *Salary and benefits at 35% while Contracts and Professionals Services were 32.95%.*

2) Locking to the future there will be development of data coaches, web-based professional learning and roll out of standards.

CTE Budget: Valarie Kelsey, Denise Capece, Paula Negri

1) Basic information: Center for Advance Technology at Mohonasen. Currently four classes Advanced alternative energy, Manufacturing & Machining Technology, Game Design & Implementation, Welding and Metal Fabrication. Two proposed new offering are: Sterile Processing Technician, Theatre and Film Production Technology. Currently 73 students from 14 school Districts. One of the problems for Schoharie students is the three different buses needed to get there each day. Looking into this.

2) Another new course of note is the "Botanical Services" program for special needs students.

3) Salary and benefits take up 68.84% of the budget.

4) There are currently 919 students, including adults.

5) Health Careers – Paula Negri – Our programs are the top five needed in the state, working with Albany Med on the Sterile Processing Technician, as there is a great need there.

Q: How is the LPN placement after graduation?

A: Gainful employment close to 90%.

Management Services: Mark Jones

1) Basic Information: 94.2 FTE, Budget: $10.5 million

2) District participation in services has increased 14.55% using 12 different services.

3) *Salary and Benefits total 74%.*

Chief Executive Officer – John Yagielski

1. Regional Calendar cannot be released until the testing dates have been confirmed.

2. Advocacy Day is March 1st. NYSUT sponsors this BOCES day. There will be 2 teams.

3. The completed Special Education study was handed out to Board members. Dr. Yagielski indicated that over recent year's significant change and concern for our students has occurred. Health related issues are high. **Q.** Do we have the capacity to address the changing needs of the Special Ed student? **A.** No, we do not. We need to address this now. Summarizing our directions are 24 specific recommendations made by consultants. *Special Ed redesign and implementation team to work on the intake process (cannot do as in the past) *focus on learning the characteristics of students. *Instruction – we need to do more learning. What different approach to behavior in classrooms has direct effect on instruction.

4. The study states specifically what has to be done and a time line to do it. Board will ask for volunteers and select a balanced team. Next week an invitation for Special Ed staff to come to Maywood School to discuss the study.

5. Dr. Yagielski asked for a vote to continue paying the consultants to participate in these changes. Motion Passed!

6. Learn and bring back to districts what we learn.

   Q. How do we determine success?

   A. When we build capacity to help the behaviors that students bring to the classroom.

BOCES Goals and Work Priorities: Lynne Wells, Mark Jones, Valerie Kelsey, Dale Breault

- Mid-Year Progress Report on approved Goals from September 2016. Provide leadership and guidance for developing the progress for recruiting, screening and selecting the new DS – The board has chosen a leadership model similar to those used in downstate BOCES. A DS will now join the current Chief Executive Officer to form the executive leadership team.

·**Management Services:**

- **Cooperative Transportation Services** – Grant receive $182,000 to begin study to build shared bus routes. $17,500 – feasibility shared bus maintenance. Participating districts are: BH-BL, Cohoes, Niskayuna, Scotia-Glenville, Mohonasen and Watervliet.
- **Pharmaceutical Initiative Consortium** – Employee benefit - 47 school districts saved 16 million to date.
- **Communications** – Implement "BERT" – The new intranet has been doing well with 80% of employees logging in at least once in December 2016. There has been an increase in staff that feel connected to their fellow employees.

NERIC:

- The NERIC **Business Services Team** is currently making it way around all seven of the NERIC BOCES regions to schedule face-to-face service review sessions.
- **Service Offerings**: A "Early Warning" service will help the District regarding student testing levels.

Student and Staff Safety – Safety teams with Incident Command System training have been initiated. NYS Police have come to our building to review for any vulnerabilities. Desk phones at 900 will be used as intercoms in an emergency. A Raptor Response System (visitor entry and monitoring system) which is

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working at Maywood will soon be in both CTE centers.

Administrative Leadership and Support: several options that would address the issue of disparate teacher salaries for selected CTE subject areas are currently being evaluated due to the difficulties in finding qualified teaching staff for certain industry subject areas.

Report ended at 7:45 PM.

Personnel Items:

Certified Staff:

Sara Best	Special Educ., Niskayuna 1/30/17-1/29/21
Alicia Booth	School Social Worker, Glendaal Elem. 1/9/17-1/8/21
John Drabik	TA, Iroquois MS 1/3/17-1/2/21
Jacquelin Been	TA, PineBush Elem 1/10/17-1/9/21
Domenico Vecchiarelli	Adult Ed Teacher, Part Time 11/28/16-6/30/17

Change in Status Action – Permanent status

Michelle Clifford	Job Developer (12 Months) 12/23/16-12/22/17
Suzanne Perry	Job Developer (12 Months) 12/24/16-12/23/17

Student Incentive Award Application for 2017 is available on the crbfa.org website.

Application and transcripts are due by Tuesday, April 25, 2017. They should be mailed to:

Erica Kane
94 East State Street
Gloversville, NY 12078

Letter to members

Erica Kane, CTE Teacher Chapter VP

All,

I have spent the last year three and a half years attending as many Capital Region BOCES Faculty Association and NYSUT meetings, conferences, and workshops as my schedule allows. February 4th, I graduated from NYSUT's Leadership Institute, a scholarship-funded experience that has acutely shaped my union ideology that can be summed up, poignantly, in Langhtson Hughes' poem "Union":

Not me alone—
I know now—
But all the whole oppressed
Poor world,
White and black,
Must put their hands with mine
To shake the pillars of those temples
Wherein the false gods dwell
And worn-out altars stand
Too well defended,
And the rule of greed's upheld—
That must be ended.

The onus of a union cannot just fall on one person—there is strength and power in solidarity. With that said, a union is only as strong, effective, and powerful as the members who participate, which begs the question: how can you get (more) involved?

You can take a number of simple steps to make our union a more powerful and effective vehicle for advancing our collective interests: get educated on union history; get educated on the Capital Region BOCES Faculty Association history; read our contract and keep it handy; read the TRIAD; participate in and vote in the election of leaders in our Faculty Association; attend meetings; become a representative; and be politically informed.

From my involvement and experiences, thus far, I have learned that our setbacks are not unique. I have learned that our gains are greater than we often believe them to be. I have learned that our brothers and sisters are all struggling in this political climate. I have learned that complacency and apathy are detrimental to a strong labor force. I have learned that there is strength in numbers and the more we build relationships with other like-minded organizations, the stronger we will be.

Because of the union I am thankful for collective bargaining (and for our incredibly strong contract, especially in comparison to our counterparts across the state), fair wages, affordable healthcare, and a voice in the work place, just to name a few. Without a union, what would our working conditions be?

In closing, I want you to remind you that YOU are the union. Your voice and your presence are extremely important in all processes and I look forward to working side by side with you in all our future endeavors.

In solidarity, Erica Kane

February is national Career and Technical Education month

More than 1,000 students are enrolled in Capital Region BOCES CTE programs

February is Career and Technical Education Month when school districts across the country celebrate programs designed to prepare students for the workforce or to further their education.

Once an education path for those students seeking vocational skills, career and technical education is now a pathway for students looking to build career skills, get a start on their college education or just learn a life skill that will allow them pay for college.

At Capital Region BOCES Career and Technical School, more than 70 percent of high school students go on to pursue higher education while many others directly enter the workforce with a high technical skill set.

For welding senior Alan Gaubreau, CTE served as the perfect stepping stone for college and later entrepreneurship.

“Next year I am going to college for business. I want to get a degree so I can open my own shop. Going to BOCES has given me a huge advantage because I have learned various skills I need for welding and to be successful,” said the senior from Schenectady City School District.

Capital Region BOCES CTE offers 40 programs across nine nationally designated career clusters – transportation, distribution and logistics; retail and office services; manufacturing; information technology; hospitality; health science; government and public administration; architecture and construction and agriculture and natural resources.

Those programs prepare students for specific careers, but also give students skills such as communication, interviewing and time management, that span the spectrum of careers.

"There's a demand among business leaders across the region and state to place an emphasis on college and career readiness," Dr. Valerie Kelsey, deputy director of career and technical education at BOCES. The programs we offer include everything from culinary and welding to floral, electrical trades, auto body repair, and internet application design. But they also prepare students with life skills that apply to whatever career a student pursues.”

“It’s about preparing students for life,” she added.

More than 1,000 students from throughout the Capital Region take courses at the Capital Region BOCES campuses in Schoharie, Albany and at the Mohonasen Center for Advanced Technology, as well as New Visions classrooms.

Nationally, more than 15 million high school and postsecondary students are pursuing career and technical education, according to the U.S. Department of Education.

By choosing an education that includes career and technical training, those students are getting an education that is critical to their personal success, as well as the success of this region and the country.

"Hands-on delivery of education where you as students experience first-hand the demands of workforce is crucial to success,” U.S. Rep. Paul Tonko told area CTE students earlier this school year.

In the top photo Alan Gaubreau welds. In the second photo, diesel technology student Andrew Masi works on an engine. To the right, Jaida Truesdell of Schoharie cuts wood in the commercial construction/heavy equipment program.

This was reprinted from the CTE website.

A Basic Meditation to Train Awareness

Try this five-minute mindfulness meditation for building awareness of thoughts.

By Elisha Goldstein | October 20, 2016 / Mindful, Magazine

This mindfulness practice allows us to relate to instead of from our thoughts—we're building awareness of how we think. When we engage in this practice, maybe starting out for five minutes a day, we can begin to notice the storylines we create in our minds around expectations or pressures, or maybe just how much noise circulates in any given moment. We can train our brain to notice our mental habits—some good, some bad—and in noticing these habits, we have more freedom to choose how we act.

5-Minute Seated Meditation Practice

1. Begin by getting comfortable in a seated position, one where you're sitting up straight but you're not sitting up rigidly straight. It's a position of ease. You can close your eyes or lower your gaze toward the floor.

2. Take a few deep breaths. As you're doing this, get a sense of your body sitting here and also a sense of where you're starting this moment from physically, emotionally, and mentally. At this time of the day, how is the body physically? Is there any tension or tightness anywhere? What emotions are present? Is there a neutral feeling or a sense of anxiousness or calm? Also, is the mind busy or calm? Begin to recognize this body naturally breathing.

3. As you breath in, bring a beginner's mind to this inhalation, noticing it as if for the first time. Breathing out, bringing that same attitude toward the exhalation. Just resting awareness on the breath.

4. Begin to get a sense of this body sitting here—instead of just noticing the positioning of the body, feel into the entirety of the body in this moment. This body is full of sensations from warmth to coolness, achiness, pressure, holding, pulsing, itchiness…perhaps some areas don't have any feeing at all. Just spend the next minute feeling the sensations. Whatever is being experienced, just allow it and let it be, being curious about what's here.

5. If at any point the mind wanders, just see where it wandered to. Touch that thought for a moment, as if it was your own reflection in the water, and gently go back to the sensations in the body.

6. Expand awareness from the body to sounds. Because of this mind and these ears, we have the gift of audibility, this gift of hearing. Not everyone has this gift, but here we have it now. Take a moment to notice the rising and falling of sounds—like in my voice—and whenever the mind wanders, see, touch, and gently go back to sounds.

Bring awareness to thoughts themselves. Even the thought, "I don't know what I'm doing," is a thought.

7. Just like with sounds, we can also notice our thoughts, as if we were sitting in a dark movie theatre, noticing the dialogue and the images come and go on the screen. So beginning now to bring awareness to thoughts themselves. Even the thought, "I don't know what I'm doing," is a thought. Noticing an opening up, being aware.

8. Breathe in, and breathe out, and as we gently come back to the breath, notice how the whole body expands on an inhalation, contracts on an exhalation. We can genuinely thank ourselves for taking this time out of our day just to engage in our own practice for our health and well-being.

Useful Websites

Cut your sugar intake: Sneaky sugar aliases on food labels – **DaysToFitness.com/ 61-different-names-for-sugar**.

Keep your heart ticking: Valuable information from the American College of Cardiology on coronary artery disease and other cardiovascular conditions...diagnostic tests…drugs and other treatments...more. **CardioSmart.org**

Free tech help: Expert volunteers answer questions on cybersecurity, digital photography, games, operating systems, etc. **TechGuy.org**

Music tour lookup: Find tour dates for your favorite concert artists, and get early alerts when they will perform nearby. **SongKick.com**

Below is a thank you letter to our Association thanking us for choosing one of their families for Christmas.

DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
DEPARTMENT FOR CHILDREN, YOUTH AND FAMILIES
112 STATE STREET – SUITE 300
ALBANY, NEW YORK 12207
(518) 447-7324 - FAX (518) 447-7578
www.albanycounty.com

GAIL GEOHAGEN-PRATT
COMMISSIONER

MOIRA MANNING
DEPUTY COMMISSIONER

Dear Friends,

On behalf of the Albany County Department for Children, Youth and Families, thank you for your generous contribution and participation in the 2016 Adopt-A-Family Program.

Once again I am humbled by the generosity and dedication of our loyal donors, like you. Since its inception, more than 30 years ago, the Adopt-A-Family Program has helped make the holidays a special time for thousands of local children and families. This year:

- 357 Families were referred to and serviced through the Adopt-A-Family Program.
- 300 Donors including school and church groups, federal, state and municipal offices, corporations and businesses, families and individuals "adopted" 332 families.
- 31 Donors including school and church groups, federal, state and municipal offices, corporations and businesses, families and individuals contributed $4,617.
- 10 Donors contributed new, unwrapped gifts which were distributed among 15 families who could not be matched with specific donors.
- 10 Families who could not be matched with specific donors were given Walmart and Market 32 Gift Cards totaling $925.

Your donation and participation made a big difference in a child's holiday. In a thank you note to her donor, one grandmother wrote, **"Your kindness is wonderful. The clothes and toys made my granddaughter smile from ear to ear and I can't thank you enough."**

We also had an amazing year of generous donors. In a thank you note from a donor to the caseworker, the donor wrote, **"What a wonderful experience this was. Mom and the kids were so nice and appreciative. I wanted to thank you for your assistance in answering my many questions. I hope that we brought them some Christmas joy. Have a very Happy New Year and hopefully we will be able to do this again next year!!"**

Again, thank you! We truly appreciate your support!

Sincerely,

Gail Geohagen-Pratt
Commissioner

Capital Region BOCES Faculty Association

2017-19
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.

Please Return by March 15, 2017

	Name	Phone #
AFT Delegate	_____	_____
AFT Delegate	_____	_____
AFT Delegate	_____	_____
AFT Delegate	_____	_____
AFT Delegate	_____	_____

Submitted by: _____ Signature_____

Return to: Lisa Butler
48 Surrey Hill Dr.
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A good reason why to vote NO for a Constitutional Convention!!

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NYSLRS Basics—Q & A about Your Retirement System.
Can my retirement benefits change or be taken away?
Your retirement benefits cannot be diminished or taken away, except by an amendment to the New York State Constitution. If new laws that lessen retirement benefits are enacted, they apply to members who join on or after the enactment date. Benefits of members who joined before the law was enacted are not affected.

PERSONNEL

Our condolences to friends and family of **Charles Mundon** (Retired TA) . Charles was a well liked member of the Maywood School staff and many students and staff attended his wake/

Sunshine Chairperson

If you know of someone who could use a little cheering up, our sympathy, or a get well card, please contact:
Abby Fischer 518-221-1237, abby.fischer5@gmail.com

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