



# CAPITAL REGION BOCES FACULTY ASSOCIATION

## TRIAD

March 2009

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

### News from the President

Dear Colleagues,

Spring is here and the sun is higher in the sky and getting warmer. The better weather always helps me smile and appreciate life more. I find that some days are so nice that it's really hard to be down.

Spring is a great time of year. The flowers are starting to grow and the trees all have blossoms. It is a time when we see things come back to life. It is a time of new hope and a time of renewal.

What an appropriate time to think about the future, what it will be and, perhaps, what it could be. Hopefully the federal government spending will boost the economy enough to slow the downturn and perhaps start a reversal. Though I am not sure we will see an instant upturn, it will create jobs and that will help. I believe we need to look at the challenges ahead and face them straight on. We can then take steps to shape the future as we want it to be, instead of letting our future shape us, as it often does.

There are two things I think we need to do. First, continue to or begin supporting VOTE/COPE. Do you know that NYSUT can not use your dues for lobbying? VOTE/COPE is the funding vehicle that allows NYSUT to lobby for legislative changes. Changes that may enhance retirement benefits, allow you to retire sooner, maintain or improve BOCES funding, maintain or improve college funding and so on.

Much of what we enjoy today is a result of lobbying. There are many, many people and groups of people competing for tax dollar support. Truth is, without our political action committee, VOTE/COPE, BOCES might be gone or greatly reduced.

The best way to get some of your tax money back is through the efforts of NY-

SUT's VOTE/COPE committee. You can sit back and maybe someone else will do the work (or send the check) and you'll reap the benefits. Maybe you can get away with doing nothing, but I believe that a lack of action on our part, will cost us all dearly.

The second thing is to continue to go on the NYSUT website and FAX your legislators and the Governor. It's easy and it's effective. If you are not sure how to do this, ask for help. If possible, use your home address. If you need to send them from school, be sure to do it before or after your workday, and send those letters. It will take no money out of your pocket, but will help put some in.

If we take these two actions we will make a positive difference in our futures. If we act collectively, we can be a political force. We can be a force for not only our own best interests, but one that benefits our students and their future.

Don't hesitate to solicit friends, neighbors or other teaching professionals to send letters through the NYSUT web site. The voices of thousands of constituents, through letters, phone calls or individual discussions, sends a resounding message that we want ringing in the Governor's and our legislator's ears for a long time to come. This is not the first time we have had to fight for our employment and for the benefit of kids and education. It probably won't be the last. If we don't speak out, who will?

Lastly, as an effort to "go green" and be more cost efficient, the Association will begin to offer the newsletter, the TRIAD, in electronic format to members who want to receive it that way. There will be a form in an upcoming issue and posted on our website, which if you want to go green, you will need to fill out and return.

**Looking Forward, Doug**

### CALENDAR

CAPITAL REGION  
BOCES FACULTY ASSOC.

**EXEC. BD. MEETING**

03/04/09

**BOCES BOARD MTG.**

03/16/09

**St. Patrick's Day**

3/17/09



**REP COUNCIL**

School Support Services.

03/18/09—4:15 PM

Newsletter Committee

**TRIAD Article Deadline:**

03/24/09

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# Rep Council Highlights

By Lanny Barsale

February 25, 2009

## Lobbying

A number of people from BOCES visited legislators. No one knows what will happen. They are hopeful about the stimulus packages. There will still be deficits. Districts will have to make cuts. It was not as “gloomy” an experience this year but that is probably because the visits were early this year. We are still not sure of what will happen. Will probably do another lobbying day. One suggestion was to change the BOCES name because it has a bad connotation.

## Some observations –

- Reimbursement to districts for related services has a \$30,000 cap.
- Cutting BOCES aid does not affect Special Education directly. Some affect indirectly.
- Special education in private schools get 85% rate but school is more expensive.
- BOCES programs reimburse at 40% rate.
- Full day CTE discussed – would have to change how funded.

A question was asked if the information about funding formulas to district. Doug will check.

Opening Day – no more information yet. Many districts will be starting early. Doug will see if people can attend one of the summer opening days. They may not have enough space to allow that.

Conference Committee – AFT – All 7 people cannot go. Will be revising how we deal with who attends.

RA conference-Buffalo – Starts April 2<sup>nd</sup>. There is a conflict with annual review meetings. It was suggested that in the future we make BOCES aware of RA dates. Doug will communicate with Deven and Inge and give dates early. He will ask what is possible for this year.

Recommendations for related services – Doug and Gail will follow through with Dr. Jacobs. It was noted that the districts make the final decision.

New Substitute service – This is being field tested by some of the regions. Since it cannot put a TA in charge, the class could be short-staffed if a certified teacher can’t be hired. There were questions about certified teachers of the deaf and interpreters. There were concerns voiced about the turnkey training taking place. Teachers take the training and are expected to train the other classroom staff.

## Board Meeting:

- Budget presentations: There are concerns for CTE because auto dealers and restaurants can’t commit to students.
- Annual Meeting – all are invited.
- CTE has more adults than teens enrolled – 1,500 Adults and 1,200 Students.
- Hiring freeze – any hiring will be closely investigated.
- Transition move for administration to School Support Services. Central Administration will be moving there. NERIC will move to 1031 Watervliet-Shaker Road so all of NERIC will be together.
- Mr. Dedrick reported that visits to classrooms were positive.
- Tech Valley – negotiating for a new space. Because of that, districts are delaying sending students until location is defined..

Student Incentive Award – a question about whether or not a spouse can be considered a dependent and thus be able to apply for the Incentive was presented. We will look into that for the next meeting.

## Capital Region BOCES Faculty Association Leadership

<u>POSITION</u>	<u>NAME</u>	<u>PHONE</u>	<u>E-Mail Address</u>
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 only been working for BOCES for a few years and with the current state of affairs, I am afraid of losing my job. How would I know if or when this might happen? Also, what does RIF mean?

### Anxious in Albany

Dear Anxious,

These are very uncertain times. Many members are worried and wondering what the future will hold for them. As usual, Gabby turned to the contracts to see what information she might find to help you out.

First of all, RIF means reduction in force. All three contracts have language about reductions in force. Each contract addresses two aspects:

1. BOCES agrees to notify the Association when proposed reductions in force are being considered, and
2. RIFed personnel will be considered for vacancies that may occur in the future.

For specific language, please read your contract (Teacher p.57; TA/EA p.2; Service p.27) and as always, contact your Chapter VP with any questions you may have.

Gabby

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## TREASURER'S NOTES

The CRBFA 09/10 budget proposal will be presented at the March Rep Council meeting (3/18/09). The vote on the budget will be done at the April Rep Council. The budget committee members are; **Chris McDonough, Melissa Kiss, Joan Kosinski, Don Orlando, and Debbie Sorvari.** For more information contact Debbie Sorvari, Treasurer, at 334-1296.

## In Memoriam

My DEEPEST sympathy goes out to, not just a few but the thousands of individuals whom Marie touched. I don't believe there was a single person Marie met, that in some way she didn't touch them. Marie never encountered a stranger, the word stranger had no meaning when it came to her services provided to so many.



I personally had the opportunity to not only be one of the numerous she touched but I witnessed many of her kind actions of love, faith, advice and guidance over the years. She was a woman of great strength, a mother with undying love and was truly devoted to her nursing career.

First and foremost her faith is what she depended on. This was an important tool she utilized in all aspects of her life. It was this sincere devotion that guided and directed her in the numerous paths she traveled during this expedition we know as life. This is what got her through some of her most difficult feats.

Marie and I had our first encounter September, 1990 as co-workers. This was one of many encounters that would make for an undying friendship. She became a significant person in my life and we spent many precious hours together that I so long for now. We could talk for hours and it would seem like moments. Marie became ever so near and dear to me and everyone who knew her.

Over the span of her 19 years with Capital Region BOCES, Marie developed unique bonds with students and staff alike. Marie will always be remembered, admired and truly respected for the dedication to her nursing profession. Her contributions to the lives of the students encompassing the Capital Region BOCES will certainly feel this great loss. Our colleague Marie Cullen certainly has left a great mark on this small world as we know it.

In saying all this, it is not nearly enough to express the beautiful person we all knew and so loved this special lady Marie Cullen. It is with great sadness that I write these words today, not for Marie but for us, the ones she has left behind who grieve this great loss.

Marie has accomplished a task many strive for and yet never achieve. She ascertained the ultimate goal of great accomplishments as a friend, colleague and BOCES nurse. This within it's self should speak volumes to those she encountered in this life. We can only hope that as individuals, we too can achieve this aspiration.

In closing, I just want to say that the world lost a rare gem on Wednesday, February 25, 2009.

With heartfelt sympathy, **Teresa Dee Jones-Strock**  
Capital Region BOCES, Special Education

# TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS

By Colleen Condolora, Chapter VP

Dear Colleagues,

February break has come and gone and the months seem to be flying by so quickly. I hope everyone enjoyed their time off and were able to get some well-deserved rest and relaxation.

I want to begin with thanking all the Continuing Certified Teaching Assistants for completing their five year/75 hour requirement for professional development. January was a very hectic and stressful month for many trying to overcome a multitude of problems in getting their professional development into PDP Timekeeper. You should be proud of your accomplishments, I know I am proud of you. Many Teaching Assistants surpassed the 75 hour requirement and this is a testimony to your professionalism and dedication to the children we serve.

On another note, this is just a reminder to all the Continuing Certified Teaching Assistants who have not taken the NYSATAS test and have less than 48 college credit hours. You must take this test by June, 2009. You can go on line at [www.nystce.nesinc.com](http://www.nystce.nesinc.com) to register for the test. The site will give you test locations, registration fee, general information and test preparation materials that are pertinent are available on site.. Contact me if you need further information. Thank you for your attention to this matter.

On a happy note, I am pleased to announce that our Teaching Assistant Celebration will be held in early May. This is recognition for all the accomplishments Teaching Assistants have made through their professional development. This celebration has not been held in the past few years, so I am hoping since it is back on track, that we have a good turnout. You should all be proud and recognized for your dedication to your profession. Invitations will be sent out in the coming months. Please take this

opportunity to get the pat on the back that you deserve by administrators and your fellow colleagues.

On March 23<sup>rd</sup>, 25<sup>th</sup> and 27<sup>th</sup>, workshops designed for Teaching Assistants through NYSUT Education and Learning Trust will be offered. These workshops were generated by the Teaching Assistant Subcommittee and will be free to all participants. Please sign up for these workshops; we must have a minimum of 15 participants.

On February 24<sup>th</sup>, two BOCES teams went to the Capital to lobby on BOCES Lobbying Day. Cathi Aini-Jakway and I represented the Teaching Assistant/ Educational Assistant unit. Difficult financial times are ahead for the districts, so every effort will be made to get our message out, that BOCES is the answer and education needs to be preserved. I know many staff members are concerned with layoffs. Every effort is being made to save and keep positions. Hopefully the stimulus package will stave off drastic job and service cuts for our component districts.

In closing, the coming months will be very stressful for everyone in education. Your Association and administration continue to work very hard to protect your positions. Please try to support one another, remember in times of stress we need each other.

**In solidarity,  
Colleen Condolora**

## **ANTI-MRSA TOOLKIT FOR CUSTODIANS AVAILABLE**

Methicillin-resistant Staphylococcus aureus (MRSA) is a type of staph bacteria that causes skin and other infections. MRSA infection usually can be contained, but in about 5 percent of cases it becomes invasive and spreads to the bloodstream and organs. The five factors in the spread of MRSA are a lack of cleanliness, crowding, contact (like skin-to-skin closeness in team sports), exposed cuts, and contaminated surfaces students share. MRSA can stay alive on surfaces for weeks or even months, making cleaning for health a priority for school custodians.

An anti-MRSA toolkit for custodians was developed by the Tacoma, Wash., school district in collaboration with the Tacoma-Pierce County Health Department, with a grant from the Centers for Disease Control and Prevention (CDC). The toolkit contains a MRSA fact sheet and guidelines on cleaning for health. There is also an anti-MRSA toolkit for middle schools and high schools that contains educational material for the school health team, athletic directors/coaches, athletes/students and parents, and includes recommendations such as wiping down weights and equipment before and after use, and reporting spills to the custodian.

In too many situations, the school response to MRSA infections is a reaction to an outbreak. "Cleaning for health is a proactive response to MRSA or the spread of other infectious disease or bacteria," says AFT health and safety staffer Mike Lohman. "Unfortunately, a lot of custodians aren't trained to clean for health, which would create a safer learning environment for students, and a safer work environment for staff and custodians."

Go to [www.tpchd.org/page.php?id=386](http://www.tpchd.org/page.php?id=386) to see the MRSA toolkit for custodians and to [www.tpchd.org/page.php?id=364](http://www.tpchd.org/page.php?id=364) for the MRSA toolkit for middle schools and high schools.

## Service Chapter VP

By Susan A. Kusalonis

Dear Colleagues,

The year is flying by and a lot is going on. Our Chapter has been reviewing the Seniority Ranking and asking questions that HR has been endeavoring to answer. As with all lists, there is room for error. Please be patient and prepared to update Central Admin., with any information that they do not presently have, if necessary.

Recently I have been informed, that I am a dinosaur! It took me off guard since I did not know where this was coming from. I have since learned that it is not age related, but title related. I have never moved up the ranks to grow with my salary, because I liked my job. At this stage, I cannot move because no division could afford to take my job title, Senior Keyboard Specialist, at my earning level. If I am competing with another equally efficient secretary for a job, why would I be chosen? They could have a newer employee, they could mold, for less money. So, I am going back to school. Everyone should consider a second career anyway, now that we live longer and full retirement, for me, will not be until I am 66. A ways off, I might add.

At this time, I would like to congratulate **Abby Fischer**, on accepting her new job as a Secretary I in the NERIC division. Her grant in the TRE center is ending. The local Assistive Technology portion of TRE will continue, but does not cover a clerical position. We will miss her in Special Ed, but will stay in touch with her.

I also want to thank **Maureen McGuirk**, Educational Interpreter, for agreeing to become a member of the Representative Council for the Service Chapter. She will be a welcome addition to our group. Other Representatives are: **Linda Stapleton**, Sr. Keyboard Specialist, **Joan Kosinski**, Educational Interpreter, **Pat Dover**, COTA, all Special Ed. and **Lisa Mink**, Sr. Keyboard Specialist, SSS. We do not have representation from NERIC or CTE. It would be great, if someone from these two divisions would consider joining the Rep. Council.

In closing, I want to thank everyone for their support.

**In solidarity, Susan Kusalonis**

## **WOMAN'S HISTORY MONTH**

Who are Ann Teresa Mathews, Frances Elizabeth Willard and Jeannette Rankin? Mathews was the first woman in America to receive a patent, which was for her invention that cleaned and cured corn (1715). It actually was given to her husband! Willard was the first female college president (Evanston College, in 1871). And Rankin was the first woman in Congress (1917). These women and many others made major contributions despite being treated as second-class citizens. Their stories of struggle and triumph are being celebrated during Woman's History Month, which began in 1978 as Women's History Week and was expanded to a month long celebration in 1987.

This year's theme is "Women Taking the Lead to Save Our Planet." The National Women's History Project is honoring women who have taken the lead in the environmental or "green" movement. Rachel Carson, the founder of the contemporary environmental movement, is the iconic model of the theme. The 2009 honorees are scientists, engineers, business leaders, writers, filmmakers, conservationists, teachers, community organizers, religious or workplace leaders, and others whose lives show exceptional vision and leadership to save our planet.

Prior to 1970, women's history was not a topic for serious study. However, that changed with the women's movement of the 1960s, which caused women to question their absence in American history books. "Without question, our first inspiration was political," says women's historian Carroll Smith-Rosenberg. "Aroused by feminist charges of economic and political discrimination, we turned to our history to trace the origin of women's second-class status." By the 1970s, the study of American history was transformed into "the new social history," which was an ideal vehicle for presenting women's history.

Go to <http://www.nwhp.org/whm/> for information about the National Women's History Project.

We salute AFT president Randi Weingarten, secretary-treasure Antonia Cortese and AFT executive vice president Lorretta Johnson as the first trio of women to lead a large international union!

# RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Hello again,

We long time retirees grew up in a world so small and so different from the one we know today. Our values were instilled in childhood, not only by family and at school, but also by friends and neighbors who shared them and looked out for us. We felt safe playing out doors or walking to wherever we need to be.

Unlike current trends where parents endeavor to gain their children's love with trips, material goods, flexible rules and choices, we did our best to gain our parents' love and approval. We brought home good marks, we performed required chores well and we obeyed without question. If current commercials reflect family life, mothers work hard to prepare foods their children will eat, offering many choices. We too had choices at supper, as we called it. We could eat what was served or go hungry. You can guess the choice we made.

We often heard the old adage, "Children should be seen and not heard". It was used to remind us that adult conversations were not to be interrupted. We knew also that corporal punishment was a possibility at school and at home. At home, sneaking out of the yard or talking back could warrant a spanking.

Many of our current economic problems took roots when values changed from saving to spending. For us, saving began in school where a saving account was opened for each student. We dutifully brought in our nickels and dimes each Monday for banking day so we could, in June, receive a certificate for 100% banking. No one wished to be left in their seat as we each were called to receive our certificate and stand in front of the room.

We were also imprinted with the directive that we "had to go to school" so we would not have to work in

the mills. By the time we finished college, the mills were closing and we remain grateful to our parents for the direction they gave us.

As we entered adulthood, we worked to save for the substantial down payment required to buy a home. We gratefully accepted family cast offs to furnish it, many of which are still in use and classified as antiques, but still sturdy and useful. In contrast, the generations which have followed us, grew up with expectations of having it all, as they did in childhood. The philosophy of save now, buy later, was changed to buy now, pay later. So they chose large, new homes, new furniture, new cars, and upscale furnishings. But for too many, the house of their dreams has become their nightmare of debt.

We old timers are reasonably secure in the knowledge that most of what we have, we own. It is no longer new and shiny but bears the chips and wear of use, as do we. It seems to always be in need of maintenance and repair, as do we. Our worries are of a power failure, getting out to Church, the market, the doctors, test results and treatments.

In our childhood, our parents defined the parameters of our world. Today, they are defined by our physical limitations. Many of us have come full circle and find ourselves again in a small world, perhaps even smaller than that of our early years. We miss the sense of safety we knew from those we once had around us.

## RETIREES UPDATES

**Kathy Prokorym** has been enjoying her unscheduled retired-lifestyle. She has visited friends in Florida, has been helping her Dad and she and John visited the Cape which they hope to do again in the spring. Kathy misses her work friends and her students. She has been enjoying being home in the winter weather and appreciates our efforts in doing the TRIAD.

**Ginny Wilbur** "I think of you people I knew in BOCES with such fondness and wish you all a Blessed Christmas and New Year! Look forward to the news letters and keeping up so thank you for all you do! I mentor at a nearby school that our church "adopted" and even remember some of our BOCES methods! Some change in the systems tho! Our church did 900 hrs. last year with about 50. volunteers. Stay well now and Happy New Year to you and Stan and families G&J"

To **Dianne Ammerman**: Thank you for writing, however, I lost your letter and numerous others. Would you write again?

MET LIFE AD

# Special Ed. Teacher Chapter Meeting Minutes—Feb. 25, 2009

Minutes taken By Susan Stewart

## Topics discussed:

- Teacher responsibilities in staff training.
- Related service frequencies.
- Scheduling difficulties with related services.

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 March 18th at School Support Services (900 Watervliet-Shaker Road).

## **Upcoming Meeting Dates:**

April 22<sup>nd</sup> – Colonie Community Center, 1653 Central Avenue, Albany, NY 12205

May 20<sup>th</sup> @ School Support Services

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## **Membership Report**

Feb. 23, 2009

Service Chapter: **96** (17 Agency Fee)

TEA/EA Chapter: **262** (64 Agency Fee)

Teacher: Spec. Ed.: **249** (19 Agency Fee)

Teacher: CTE: **76** (8 Agency Fee)

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](mailto: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**

### **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

### **NYSUT Member Benefits Conference**

Nov. 6-7, 2009– Desmond, Albany

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## **Register for National Environmental Education Week ~ April 12-18, 2009**

National Environmental Education Week (EE Week) is the nation's largest organized environmental education event. Held each April, EE Week promotes understanding and protection of the natural world by actively engaging K-12 students and educators of all subjects in an inspired week of environmental learning and service before Earth Day. This year's EE Week theme is *Be Water Wise!* Registered partners will have access to a wide variety of free environmental education resources, including standards-based environmental education lessons and activities, access to EE Week's school water audit tool, opportunities for online communication and knowledge-sharing with educators from across the country, and monthly electronic newsletters. For more information or to register, visit [www.EEWeek.org](http://www.EEWeek.org).

## **Track Spring's Journey North: Migrations, Mystery Schools, Climate, More**

Teachers and students in K-12 classrooms are invited to participate this spring in Journey North's 16th annual global study of wildlife migration and seasonal change. A free Internet-based citizen science project, Journey North enables students in 11,000 schools to watch the wave of spring as it unfolds. Students monitor migration patterns of monarch butterflies, hummingbirds, whooping cranes, and other animals; the blooming of plants; and changing sunlight, temperatures, and other signs of spring. They share their local observations with classmates across North America and beyond, and look for patterns on real-time maps. As they put local observations into a global context — and connect with field scientists — participants are better prepared to explore how climate and other factors affect living things. Thanks to Anenberg Media, Journey North Web site access and participation is free. [Take a glimpse](#) at the spring projects.



# Capital Region BOCES Faculty Association

## Wade Tours - Trip to Boston

Saturday, June 13<sup>th</sup>

**Send in this form with your payment as soon as possible. The seats fill up quickly!**

Name \_\_\_\_\_

Home Email address: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Guest 1: \_\_\_\_\_ Guest 2: \_\_\_\_\_

Emergency Contact Person: \_\_\_\_\_

Relationship \_\_\_\_\_ Emergency Contact Phone # \_\_\_\_\_

**Deadline: May 29th**

\$15.00 per person!!!! 2 Guests per person

**You must submit this form in order to reserve a seat.**

**We will be leaving Maywood School at by 8:00 am and returning by 9:30 pm**

Please make checks payable to: **Capital Region BOCES Faculty Association.**

Send Reservation Form with payment to:

**Carolyn Beattie**

**1247 Trinity Avenue, Rotterdam, NY 12306**

### **New Conference Committee**

At the June Representatives Council meeting, a motion was passed by the select conference committee for a new and ongoing Conference Committee, to be chaired by a member of the Executive Board and have member representation.

This new Conference Committee was charged with four main duties:

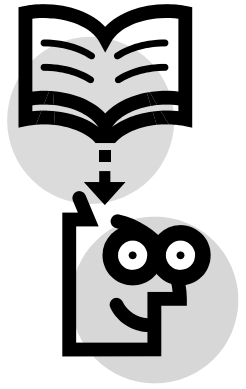
1. develop and distribute a calendar of conferences of interest to our leadership and membership
2. ensure the opportunity for even representation by Chapters at conferences
3. maintain records of conference attendance and expenses
4. report annually at the January Rep Council

The new chair is **Susan Kusalonis** (Service Chapter VP) and the members at this time are **Susan Stewart** and **Cathi Aini-Jakway**.

Interested in Association conferences? Watch the TRIAD for more information, or contact your Chap VP. You can also contact Conference Committee members at the following email addresses: Susan Kusalonis [maidmnr300@aol.com], Susan Stewart [jsdsvs@aol.com] or Cathi Aini-Jakway [MsSmartyPants429@aol.com].

## 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: *Workplace Health and Safety, Records and Rights* was published in the February TRIAD. This month we are publishing the final excerpt: *Electronic communication at work*.



*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.*

In general, you may not have an expectation of privacy with respect to employer-issued e-mail and Internet accounts. Any expectation of privacy you might have regarding employer-issued e-mail and Internet usage could be specifically limited if you sign an employer's express computer use policy which allows it to read, audit or otherwise access and use the e-mail and Internet accounts it issues to you.

In addition, if your employer is a public employer such as a school district, the e-mail that you create, send or receive via the school district's computer system can become “records” of the school district which might be accessed through the Freedom of Information Law. In that circumstance, not only could the school district access your school district e-mail, the general public could access your school district e-mail as well. Such access could include e-mail that you may have sent from your home computer to your computer at work.

You should be aware that “deleting” e-mail from your account will not delete the e-mail from the school district's computer system, and the e-mail will still be accessible. Similarly, sending an e-mail message is not at all like making a telephone call. Telephone conversations, in general, are not recorded. E-mail, however, nearly always is recorded. E-mail automatically records and stores the message that you create, send or receive. It creates an electronic document out of such e-mail, which later could be accessed. Text messages and instant messages are also recoverable.

While working for a school district, you will find yourself communicating with students, parents, faculty, staff and administrators, as well as other persons, using e-mail and other text-based messages. You should keep in mind that e-mail and other text-based messages record only the words and symbols that you type on a keyboard. Thus, context easily can be lost in an e-mail or text message.

Irony, sarcasm, and humor often do not come across well in e-mail. For that reason, whenever you create an e-mail or other text-based message, you may want to use a courteous tone and plain language appropriate for the person receiving the message, be it a student, parent, colleague or other person.

Your employer might specifically direct you to use e-mail or post content about yourself on the employer's Web page in a manner which you believe is not appropriate. Refusing a lawful directive, however, could lead to allegations of insubordination. If you have any questions in this regard, be sure to address them to your bargaining unit representative.

Using your work computer for unauthorized personal business might be grounds for discipline or to deny tenure.

**Consult BOCES BOARD of ED Policies 4725-Acceptable Use of Computerized Information Resources – Employees** for specific guidelines for Capital Region BOCES

**Submitted by Lois Leonard, Triad Co-Editor**

**REMEMBER: Cell Phone Numbers Go Public next month. REMINDER....all cell phone numbers are being released to telemarketing companies and you will start to receive sale calls.**

**YOU WILL BE CHARGED FOR THESE CALLS**

To prevent this, call the following number from your cell phone: 888-382-1222. It is the National DO NOT CALL list. It will only take a minute of your time. It blocks your number for five (5) years. You must call from the cell phone number you want to have blocked. You cannot call from a different phone number.



# PERSONNEL PERSONALS

The staff at Pinewood Elementary extend best wishes and congratulations to **Melissa Kiss** (Teacher, Sp. Ed) who is recently engaged to Chris Eberhardt. The couple is planning a summer wedding.

Our condolences to **Sandy Money** (Speech, Sp. Ed.) on the recent passing of her father.

Our condolences to **Abby Fischer** (Secretary, Sp. Ed.) on the passing of her grandfather after a long illness.

Our condolences to **Bill Rouleau** (Teacher, CTE) on the passing of his son in a car accident. A celebration of life was held and over 400 attended.

## TRIAD GOING GREEN

[Up to a Point]

If you want to opt out of receiving a hard copy, please email Lisa Mink (lmink8@hotmail.com). Please give her your name and Chapter you belong to and your home email address.

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.

## SAVE THE DATE

**Giffy's Bar-B-Que—April 24, 2009**

[Fund Raiser for Prom]

**Celebration Bash—May 7, 2009**

**BOCES Very Special Prom—May 22, 2009**

Best Western Sovereign, 6-10 PM

## *Student Incentive Scholarship*

Look for the application on the  
BOCES web site.

www.capregbocesfa.com

**Deadline: May 1st**

## 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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