



March 2011

Vol. XXXV No. 7

# CAPITAL REGION BOCES FACULTY ASSOCIATION

## TRIAD

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

### News from the President

Dear Colleagues,

Spring is coming and I do look forward to it. Yes and with the spring our adolescent students do some crazy things. They think with their emotions or give little thought to some of their actions. Unfortunately, when they act with little thought they make mistakes that can affect their lives and the lives of others forever. It scares me to think about what can happen.

They are kids and we expect it. Hopefully they will grow out of it. As they grow and mature they learn to think things through and not just act on emotion. That is certainly the hope. And as adults we expect them to use reason and good judgment in making important decisions. I think we often refer to that as "growing up".

So what happened to so many of our political leaders? Did they ever grow up? It seems that they may be making decisions based on emotion. Decisions which work to destroy our public education system are not decisions which are based on sound thinking and reason. I do not see how honest statesmen could ever do that, unless they were acting on emotion. Not just any emotion, fear. They seem to be afraid.

What I find interesting is that our democratic governor and his friends, whoever they are, are using a wall street created, financial depression as an excuse to break down public education and public services. I ask myself why. Why would a man whose father was a great legislator and democratic governor of NY want to destroy many things, like public services and equal access to quality public education? Their actions go against long standing goals and ideals for which the Democratic Party has always stood.

Could it be fear that has caused him to do and say these things? Fear definitely applies to our legislators. But what might he be afraid of? He was just elected, so re-election is at best a distant concern. Is it greed? Is there a sufficient financial gain that would make someone go against what is good for the very people that supported and elected him? I really hope not.

Is it blind ambition? Could he have his eyes on a bigger prize than governor of one of the greatest states in the U.S.? Could the Whitehouse be in his plans? I don't know, but if that might be an ambition of his, which was one that his father had, does he think he can wreak havoc here and people will forget what he did? I certainly hope not.

Regardless of his motive, the proposed tax cap legislation and budget will go a long way to reducing our public schools ability to provide a quality education to our kids. His proposition to change seniority rules will in effect make layoff decisions subjective. In turn it will reduce a union's ability to represent its members and see that they get fair treatment. It seems hard to believe that this governor is a democrat. The Democratic Party has always been the working person's party, but maybe not any more. As this is becoming another round of the age old class struggle, rich against poor, what party will support the working class?

I believe that what we are seeing here and in other states, like Wisconsin and New Jersey, is a planned and organized effort to break and destroy our public education unions. The methods vary somewhat, but the potential result seems to be the same in each place. I believe it will not stop with education but go across the board and in the end, impact every union in the U.S., public and private. If the unions go, so will a decent living for those that are not rich. I believe that our educators, police, firefighters and all other public sector unions will be the first to go.

We have our unions to thank for the pay, working conditions and benefits we enjoy. If it had not been for unions we would not have our workweek, health care, paid sick leave, paid vacation or many other benefits which make our lives better. What is just as important to remember is that these benefits are a part of nonunion employment because of the battles unions have fought.

Looking forward, Doug

### CALENDAR

CAPITAL REGION  
BOCES FACULTY AS-  
SOCIATION.

#### EXEC. BOARD

March 30, 2011

BOCES BOARD &  
ANNUAL MTG. AT  
ALBANY CTE

April 14, 2011

#### REP COUNCIL

April 13, 2011

#### National Library Week

April 11-15, 2011



#### TRIAD Article Deadline:

March 29, 2011

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# Rep Council Highlights, February 16, 2011

Submitted by Lois Leonard

## Chapter Vice President Reports:

### **TA/EA-Colleen Condolora**

- Negotiations continue to progress, proposals are being exchanged.
- Met with Robert Zordan regarding WinCap. Budgetary details being reviewed. Is currently on the desk of Bruce Bonacquist, School Business Administrator.

### **Spec. Educ.-Flora Fasoldt**

- Flora and Colleen met with Peter Taormina, Deputy Director and Inge Jacobs, Director. Discussed projected classrooms for next year. Inge agreed to send out email and will update as necessary.
- Attended Leadership Conference gaining information on the Governor's cuts to education and new teacher evaluation.
- Lobby Day. Based on sessions Flora attended, the outlook seems bleak. Cuts are not instructional, but rather services that BOCES provide; communications, finger printing, books etc. Legislators cannot promise to deter cuts. Colleen attended budgetary hearings. Her feeling was more optimistic. Legislators were asking the Lt. Governor difficult questions and he did not have the answers. Feeling is that the Governor wants consolidation and that is what BOCES does. Diane Kavanaugh feels there will be budget cuts. Reported that Assemblyman Peter Lopez shared many great ideas, stressed that NYSUT needs to do more to bring everybody together. Flora shared that BOCES is a model for shared services and that point needs to be communicated.

### **Service-Susan Kusalonis**

- Met with Peter Taormina, Deputy Director and Inge Jacobs, Director and Doug regarding the future of clerical staffing. Ellen Childs who does IEP Direct is retiring. Billing will be taken over by the Business Office. Joe Kara's has been working with Ellen to learn the system.
- Peter Taormina will be in charge of Summer School. No clerical staff will be assigned. Tradition sites for Summer School will return.

- Three nurses will be given a professional development opportunity for training.
- Plans to establish retention list for positions.

## Old Business:

- Catherine Jakway, reported the Locks of Love campaign needs more support, therefore will initiate the campaign BOCES wide.
- Flora Fasoldt was appointed to the Committee of 100.

## New Business:

- Catherine Jakway proposed Rep Council sponsor a Blood Drive. There is a need for A- and O- blood types. Many drives have been canceled due to weather. Catherine and Colleen will Chair event.
- TA vs EA hires was discussed. Colleen indicated decisions are to be made on a student by student basis. Discrepancies from this policy noted.

## Standing Committees:

- Budget: Committee will meet Feb. 28<sup>th</sup> or March 1<sup>st</sup>.
- Nominating: AFT delegates up for election. Nominating form will appear in the March TRIAD
- District PDP Committee: CTE revamping entire professional development lay out. Many opportunities are now available. Contact Deven Horne or Nancy Jones if you hear of any professional development opportunities.
- Communication Committee: Articles for the TRIAD are due at Rep Council.
- FYI: APPR committee is following the change in requirements for the new teacher evaluations. These will need to be addressed in the next teacher contract. APPR for Teaching Assistants will not be affected by the changes in teacher evaluations.

## 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	maidmnrn300@aol.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeannine Moran	587-7662	862-4816	jmmoran@hotmail.com
Recording Secretary	Barbara Burnham	334-1193	862-4720	baburnham@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 Board Meeting – Feb. 17, 2011

By Susan Kusalonis

Dr. Dedrick reviewed the students from China visit to Tech Valley HS. Tianjin is the 3<sup>rd</sup> largest school in China. 47 school districts will benefit from everything learned from this visit. Schodack and Bethlehem were visited by the delegation as they are the only two districts that teach Mandarin Chinese.

South Colonie was also visited as it is considered a typical American culture SD. In China, the culture is very homogeneous. In China only one child per household and that child is the center of their parent's universe. The singular focus is that the child will succeed. In the US we have a teamwork approach.

The students wanted to know why more students here weren't learning Mandarin Chinese. China is a growing power in the world.

## NYS Government Budget.

Board Members had spreadsheets in front of them that Mark Jones referred to. Aid ratio to determine aid to Districts is changing. There were two in the past but now the move is to foundational aid ratio. All but four districts will be decreased (2.7 million or 13% of BOCES Aid).

Eliminate certain management services from aid formula which will result in a 4.3 or 4.4 million dollars decrease in BOCES Aid or about 20% decrease to districts for BOCES Services.

Not everyone understands that "BOCES aid" money doesn't go to BOCES – it goes to the Districts! For every dollar spent, 50% is returned to

districts. This varies by district. Foundational Aid is strictly based on districts need.

## BOCES Lobby Day

Dr. Detrick thanked everyone involved! Thanks to Marcia Siver for coordinating the days schedule.

Very apparent there is a different shift in NYS Assembly – non-committal; Senate – not in favor of this new proposal. Senator Breslin will send letter in support of us.

One board member wanted to know if we could get away from the expression of "BOCES Aid". It was noted that all of the BOCES in NYS are joining together and hire an advocate. She was able to get Chinese delegates on the legislative floor during their stay. This is a big deal!!

## Special Education Study Group

Carl Strang stated that the steering committee and groups would be meeting in early March.

## Communications Department

There are 51 staff and growing. They are working with 45 school districts in 12 counties. In thick of school budget season and it is incredibility intense helping districts build informed consent. The communication industry is using video communications. More districts are using Facebook than not.

## Capital Region BOCES Website Update

Almost a year since the new site started. 30% increase in traffic by unique computers. Calendar will be switching to Google calendar grid. Will include links to events for registering. "Linked in" professional version of Facebook. Social Media guidelines – looking

<b>Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011</b>	
<b>Rep Council</b>	<b>Rep. Council Location</b>
March 16, 2011	1031 Watervliet Shaker Road
April 16, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
May 18, 2011	1031 Watervliet Shaker Road
June 15, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
All Rep Council meetings run from 4:15 to 6 PM unless there is a motion to extend.	

## Conference Dates 2010-11

### 2010

Mar. 21-22, 2011

Committee of 100

Mar 24 - 27, 2011

AFT PSRP Conf. & Pre-Conf. Health & Safety Training, Flamingo, Las Vegas, NV

April 7-9, 2011

NYSUT Representative Assembly, in New York City

April 30, 2011

Professional Issues Forum on Health Care, Albany, NY

# TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents:

I hope you enjoyed your winter break and found some time to enjoy yourself. As I wrote before, I am **really** ready for springtime to arrive. Shoveling snow has worn out its welcome.

I must send out a reminder to everyone to remember to update your personal information with the Faculty Association. If your status has changed such as home phone numbers or home email addresses, please contact your Chapter Vice President. Chapter Vice Presidents and our Membership Chairperson need accurate up-to-date information in order to send the TRIAD, nomination forms, Vote Cope or negotiation information. As you are aware we are currently in negotiations, so all pertinent personal information is important. You can reach me with any updates at condolora@aol.com or my home phone number 393-2244. I will update my records and then contact our membership chairperson with the new updates. Thanks!

On the same communication front, it is also equally important to check your GroupWise email account at least once a day. I recently sent an email to a co-worker because the home number had changed. It has been approximately two weeks and the email has not yet been opened.

GroupWise is primarily used for communication purposes by principals, directors, communication specialists, professional development personnel and the superintendent to provide important information to us. It is our responsibility as professionals to access this information through our email accounts. Please remember to check your email accounts at least once a day. If for some reason there is a problem with you being unable to do this, please let me know. I will look into finding a solution for you.

On the Negotiation front, our proposals for both sides are completed. Mike Rowan, NYSUT Labor Relation Specialist, will meet with the BOCES Lawyer, Kevin Harren to exchange proposals within the next few weeks. After perusing the proposals, we will meet as a team with Administration. I wish these were better times financially for our state and our local school districts. As more information comes forth, I will keep everyone in the loop. Hopefully this will all be settled before the end of the contract year.

In closing, remember to save **May 3<sup>rd</sup> for the TA/EA/Aide Showcase** and if you know of anyone who wishes to have their Special Project highlighted, please call or email me. Thanks everyone for pulling together in these difficult times. The poor economy affects not just our pocketbooks but also our mental and emotional well-being. Keep looking out for each other and together we will weather the storm.

**In Solidarity, Colleen**

## SAVE THE DATES

The **Celebration Bash** is Thursday, May 19<sup>th</sup> at the Mohawk River Country Club. Look for reservation form next month.

The **Capital Region BOCES Very Special Prom**, which will be held on May 20<sup>th</sup> at the Best Western Sovereign on Western Avenue. More information will be coming.

## Weingarten Proposes Aligning Evaluation and Due Process

AFT president Randi Weingarten on Feb. 24 proposed a new way to align teacher development and evaluation to due process for tenured teachers. She laid out a three-step process consisting of 1) setting clear standards for what teachers should know and be able to do; 2) developing a time-limited improvement and support plan for teachers deemed to be unsatisfactory according to the evaluation standards; and 3) creating a hearing process that can take no longer than 100 days, and which in many cases would be even more expedient. Speaking before educators—teams of school administrators and their union partners—at a conference on teacher development and evaluation convened by the AFT, Weingarten detailed the work the AFT has done over the past year to strengthen teacher quality: developing a **continuous improvement model for teacher development and evaluation**, which is now influencing such work in hundreds of school systems; a fast, fair **protocol for allegations of teacher misconduct**; and, now, an alignment of teacher evaluation with due process procedures. "Our aim is to have a comprehensive, fair, transparent and expedient process to identify, improve, and—if necessary—remove ineffective teachers," Weingarten said, noting that "neither drive-by nor test-score-driven evaluations" do so. **Weingarten's complete remarks** are available online.

### House Spending Bill Will Hurt Working Families

The AFT is bitterly disappointed by the Republican majority's unprecedented and reckless cuts to vital public services contained in the continuing resolution bill passed by the U.S. House of Representatives for the remainder of fiscal year 2011, AFT president Randi Weingarten says. "This draconian approach to budgeting will harm working families and students, lead to further jobs losses and destabilize our economic recovery," she says. "Slashing School Improvement Grants to transform low-performing schools, reducing Pell Grants for low-income college students, and making dramatic cuts in Head Start and Title I programs for disadvantaged kids won't help improve student achievement, won't create one new job, and will actually make it harder for kids to be prepared for life, college and career."

*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 Mike Rose, Roger Glass, Kathy Nicholson, AFT Michigan, Rebecca Hockfield, Annette Licitra, the AFT public affairs department, AFT-Wisconsin, Priscilla Nemeth, Rita Freedman, Tressa Stunson and Catherine Mason. Dan Gursky, editor; Jane Feller, copy editor.

## Service Chapter VP

Susan A. Kusalonis

Dear Colleagues,

Well, spring is coming. Soon we hope.

We want to wish two Service Chapter members well in their future endeavors. **Mark Haines**, Custodian and **Stephanie Kontakos**, Sr. Keyboard Specialist have resigned their positions. We do want to wish **Ellen Childs** (Sr. Acct. Clerk, Sp. Ed.) well in her retirement. We also want to congratulate **Dale Johnson** and **Henry Schweitzer** on being permanently appointed with a probation term of one year.

I wanted to make a few suggestions if you should be called into your supervisor's office for a meeting. If at any time you become concerned about the meeting and unsure of what is going on, please ask to have the meeting postponed and rescheduled to a time when you can bring an Association representative with you. Don't accept responsibility for anything until you have had a conversation with your representative. I would like to believe that our Administrative would not put you in any situation that cannot be worked out, but never think you are alone.

In solidarity, Susan

## April 11 Is National Healthy Schools Day

National Healthy Schools Day—April 11—is a great day for everyone to celebrate and promote healthy and green indoor school environments for children and staff. The AFT is one of the event's sponsors. With ongoing green schools efforts, including our "**Building Minds, Minding Buildings**" campaign, the AFT is encouraging schools, parents and workers across the country to highlight the importance of clean indoor air in schools. Whether you are at the beginning stages of investigating issues or have an established indoor air quality program, we invite you to create an activity that educates others and celebrates your successes. The **National Healthy Schools Day** website has information about planning activities, a place to sign up for an informational conference call, details about how to put your school activity on the website's map, and more. **Ads for affiliate publications** announcing National Healthy Schools Day are available on LeaderNet.

# RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings  
to All,

Are you tired of shoveling snow, blowing snow, chopping ice, raking roofs and the inescapable grit on shoes and boots? We barely finished from one storm before the next arrived. But we are grateful to The One Above that we did not get freezing rain with the storms of February 1<sup>st</sup> and 2<sup>nd</sup>. We hope Punxsutawney Phil was correct with his prediction of an early spring.

Our magic screen kept us informed and entertained as we rested between our outdoor tasks. We are greatly concerned about the situation in Libya and Japan. We are pleased to hear that Gabrielle is progressing well and understand the long and difficult road ahead as she relearns to function in the world. We know only too well that brain damage from an injury or stroke can destroy, in an instant, a lifetime of abilities.

We also noted reports that two celebrity icons of our era are seriously ill, Zsa Zsa and Elizabeth. The entertainment industry inundates us with photos, reports and remembrances of their once-famous; Michael, Marilyn, John, Gary, Farrah, James, to name but a few.

For us the "stars" were those whose lives were intertwined with our own, many of whom are no longer in our midst. Through the years, some became good friends and influenced our life and decisions as they helped us along our way. We recall their abilities, our work together and our shared frustrations and successes. Best of all, we remember the light-hearted moments, their laughter and the happy times we enjoyed together. May their memory bring a smile, as you too remember the stars in our lives?

## REMEMBERING FRIENDS

<i>Patricia Gordon</i>	<i>Jeff Brennan</i>
<i>Pat DiCristofaro</i>	<i>Coreyne Clemente</i>
<i>Cathi Picard</i>	<i>Marlene Hession</i>
<i>Eileen Rankey</i>	<i>Lois Gross</i>
<i>Joan Hassel l</i>	<i>Linda Regan</i>
<i>Marie Colligan</i>	<i>Joyce Johnson</i>
<i>Nadene Capuano</i>	<i>Sally Ann Roy</i>
<i>Gyan Khanna</i>	<i>Marie Cullen</i>
<i>Pat Caulford</i>	<i>Norman Dent</i>
<i>Bea Drapkin</i>	<i>Oscar Ruberti</i>
<i>Tom O'Brien</i>	<i>Blake Bayley</i>
<i>Harold Grey</i>	<i>Angela Juron</i>
<i>Matt Meisinger</i>	<i>Ollie Conway</i>
<i>Peg Miller</i>	<i>Howard Coten</i>
<i>Jim Schmidt</i>	<i>Wayne Mabie</i>
<i>Ruth Zhiem</i>	<i>Mike (Custodian)</i>
<i>Barbara Zimmerman</i>	<i>Paul Klana</i>
<i>Peggy Schnorr</i>	<i>Barbara Thomas</i>
<i>Yvonne Gray</i>	<i>Carla Ranta</i>
<i>Marian Shayne</i>	<i>Lucy Baelstien</i>
<i>Carol Dittmer</i>	<i>Linda and Harris Hull</i>
<i>Martha Neugebauer</i>	<i>Russ Tapler</i>

*No doubt there are others, but these are the ones I could recall from my years at BOCES.*



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# Healthy Living; Living For Good Health

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

## March is American Red Cross Month

### **“Recovery 2011” National Appeal for Blood Donations Issued The Need is Constant, the Gratification is Instant, Give Blood**

President Barack Obama has proclaimed **March as Red Cross Month** across the United States, a tradition upheld by every U.S. President dating back to Franklin D. Roosevelt in 1943. “The American Red Cross is there when people need us most. During March, we thank those whose support enables us to continue our work,” said Gail McGovern, president and CEO of the American Red Cross. “Their generosity helps us continue to serve those who need us every day – whether they are down the street, across the country, or around the world.” The Red Cross is a charitable organization, not a government agency. It depends on volunteers like you to perform its mission.

Currently only 3 out of every 100 people in America donate blood. Now is the time to increase that number! All it will take is for you to roll up your sleeve, give a half hour of your time and a pint of your blood, the gift of life. All blood types are needed but there is a special need for donors with O-, A-, and B-.

To help replenish the national blood supply, the American Red Cross has launched Recovery 2011. This national appeal will help recover more than 28,000 Red Cross blood and platelet donations that have been cancelled nationwide due to heavy snow and icy temperatures since January 1, as well as the 3,000 cancelled in the Midwest in just the last week. As a result, Red Cross blood collections in the month of January alone were the

lowest in a decade and there is still more winter weather on the way. Though many generous donors have already responded, blood and platelet donations remain urgently needed to help replenish blood supplies impacted by inclement weather. Every minute of every day, someone needs blood. That blood can only come from a volunteer donor, a person like you who makes the choice to donate. Simple steps are recommended to ensure a pleasant donation experience.

The first step in donating blood is being eligible. Donors must be healthy and without a current illness, cold, cold sore, cough, virus, or upset stomach. Individuals must also weigh at least 110 pounds and be 17 years old or older, or 16 years old with parental consent.

- As much as 2 weeks before – maintain a healthy iron level by eating foods such as spinach, red meat, fish, poultry, beans, and other iron-rich foods.
- The night before and morning of – Avoid drinking caffeinated beverages.
- Drink plenty of water or fruit juice. Fluids will keep your blood pressure elevated. Eat a healthy meal to keep blood sugar levels stable.
- The day of your donation – have photo identification available and blood donor cards. Bring a list of all medications you may be taking, both prescription and over-the-counter. Wear comfortable clothes and have sleeves that can easily be raised over the elbow.
- During and after – Ask for a blanket if your arms or feet start

to feel cold. Relax by talking to the nurses or other donors. Listen to music or read. Remain at the donation site for at least 15 minutes and snack on high sugar foods that will bring your blood sugar levels back to normal levels. Continue to drink plenty of fluids over the next 24-48 hours. Avoid heavy lifting for up to 5 hours, and drinking alcohol for at least 8 hours.

### **You can help us to make Recovery 2011 a success!**

What if you are unable to donate blood? There are other ways you can help. You can organize a blood drive, recruit other suitable donors, or volunteer at fixed sites to make the donors' experience a positive one. Monetary donations are another way to ensure that safe blood can be provided to those who are in need.

**Thank you ‘**

### **UPCOMING AMERICAN RED CROSS BLOOD DRIVE SPONSORED BY Capital Region BOCES and its Faculty Association**

Look for upcoming announcement!

Please join us in RECOVERY 2011! Your donation to the American Red Cross will go towards boosting its blood supply back to safe and stable levels. Most important, enjoy the feeling of knowing your pint of blood may have saved up to three lives.

# **Kelly Vavala Benefit Fund**

Our beloved friend, Kelly Vavala, is undergoing treatment for Chronic Lyme Disease. Her health insurance has paid for one month of the only known treatment for this degenerative and progressive disease. Now she must pay for the remaining six months of treatment herself at \$150.00 per day or (approximately \$30,000).

A benefit fund for Kelly is set up at

First National Bank of Scotia  
Rotterdam Office  
Attn: Lisa A. Jackey  
Branch Operations Officer  
2695 Hamburg Street  
Schenectady, NY 12303

Telephone number: 370-7285

Bank Hours:

Monday – Thursday

9:00 am - 5:00 pm

Friday 9:00 am - 6:00 pm

Saturday 9:00 am - 1:00 pm

We thank you for donating funds for a day's treatment or any amount that you can contribute.

Laurie Lumbra and Sharon Johnson

# **Locks of Love Campaign 2011**

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

March 2011 Update

## “Hair” We Grow Again!

The Locks of Love Campaign is still in full swing and I still have a full head of long, long hair that I am so looking forward to donating! But, my campaign is not going as well as I had hoped and I really don't know why that is. Could it be the majority of women are wearing shoulder length or shorter hair? How about the men out there? Oh come on, I've seen long hair on some men who actually look better in it than I do! I am so jealous!

I am still seeking volunteers who would like to give up just 10-12 inches of hair to help others. I am getting more and more excited everyday about donating 10 to 12 long, long inches of my own hair. My goal for this Locks of Love campaign is 200 inches of hair. That is just 20 people including myself who would be willing to donate at least 10 inches each. I am asking for your support by donating your own hair to Locks of Love.

I have extended this campaign to all of Capital Region BOCES, our Faculty Association, and to their family members and friends. I have contacted Meg Allen and Christine Carpenter who are anticipating getting an article into the BOCES Insider to help spread the word. I am thrilled they have offered to help me make this campaign a success!

If you have ideas or suggestions that will help spread the word I would love to hear from you. I would like to get some posters out to our self-contained buildings and also with word of mouth we can achieve this goal together!

I don't have a set location, date, and time, but I am hoping to have that information for you in my April update.

Please help me reach my goal of 200 inches. If you, a family member, co-worker, or friend would like to participate in this Locks of Love campaign, I can be reached at (518) 469-7969 or at my personal email address, mssmarty-pants429@nycap.rr.com.

I think we can make this campaign a success. All it will take is a few minutes of your time and 10 to 12 inches of your hair. I hope to hear from you soon.

Thank you, Catherine Jakway



## **CREATIVE BOCES STUDENTS**

Nine students from Meg Bugler's floral design class presented arrangements at the New York State Museum recently. The event, "New York in Bloom" gave students the opportunity to create floral displays based on one of 110 themes. Students met with professional florists and could learn about careers in floral design. (Gazette, 2/24/11).



## Regents Task Force on Teacher Effectiveness

At the January meeting the Regents Task Force workgroups reported to the full task force on their progress so far in formulating recommendations for regulations that will govern the state's new Teacher/Principal Evaluation System. Task Force members from all stakeholder groups raised concerns about the timeline being pushed by the State Education Department. NYSUT's position is that it is more important to get the system right than to fit it into an unrealistic timeline. We have also begun to stress the need for a demonstration year in 2011-12 to ensure there is time for modifications to the system before it is used to make important decisions. Most of the other stakeholder groups agree. The NYSUT internal workgroup is preparing additional materials to supplement the information provided to local presidents in September.

### TCI – Thank you Darlene and Tom

In January I took the TCI (Therapeutic Crisis Intervention) training course with **Tom Brophy** (Teacher) and **Darlene Marchand-Clifford** (SW). I want to thank both of them for doing such a great job. This training was one of the best courses I have taken through BOCES. Tom and Darlene put so much into making sure we all learned what we needed to know during our four days. I walked away from the training with a better attitude and understanding of the students I work with. I know I speak for my classmates as well as myself when I say how much we appreciate Tom and Darlene for the great job they did! **Kerry Culora, TA, Sp. Ed.**

Dear Gabby

Some news reports have said that repealing the Triborough Amendment would save costs for school district. What is this agreement and how does it affect me as a teacher?



**Confused in Colonie**

Dear Confused

The Triborough Amendment is part of the Taylor Law (Public Employee Fair Employment Act) passed in 1967 which oversees public employee labor relations in New York state and has had a profound effect on the way public school districts and their employees interact. The Triborough Amendment added in 1982 keeps existing contracts in place until a new contract is negotiated. So once your contract as a BOCES employee expires, you continue to work under the old contract until the new contract has been negotiated and passed. Also part of the Amendment ensures the step raises present in our contracts. So even though you are working under your old contract, your salary will increase to the next step at the beginning of the new school year. Those who want to repeal the Triborough Amendment feel that the unions have no incentive to settle because they have been granted raises. However another part of the Amendment is that in exchange for working under the old contract we are not allowed to strike.

Check the March issue of NYSUT United for "Why We Defend Triborough"

Gabby

## Capital Region BOCES Faculty Association Student Incentive Award

Capital Region BOCES Faculty Association is accepting applications for the Student Incentive Awards. Applicants must be dependents of Association members. Awards consist of two scholarships for \$1000 each to be used for post-secondary education. One award will be given based on need and the other based on scholarship. Applications are available on the Association Website [www.crbfa.org](http://www.crbfa.org) and due by April 1<sup>st</sup>. Selections are made by the Student Incentive Committee.

**Mail applications to:**

Lanny Barsale

PO Box 762

Cobleskill, NY 12043

# PROPOSED — GUIDELINES FOR ACCIDENTS STUDENTS AND STAFF

## A. Student injuries (a student gets injured):

Wherever the student's classroom is whether a BOCES site (Maritime, RA I RA II or Maywood) or another school building sites the following protocol for STUDENT injuries:

1. Notify the school nurse
2. RN will assess, triage, treat or call 911 depending on emergency
3. RN fills out the school district site accident form (each school district has their own)
4. RN will notify the parent/guardian or solicit the teacher or SW (if one at site) help to do so
5. If it is a district RN he/she will contact the Maywood Supervising Nurse who will complete a BOCES student accident form
6. All medical bills/receipts for an injured student need to go to BOCES HR (900 Watervliet Shaker Road, Albany, NY 12205), NOT BOCES nurses (in case a parent/guardian asks)
7. BOCES/school nurses only complete an accident report; they have nothing to do with receiving and or discussing medical bills

## B. BOCES EMPLOYEE accidents and injuries:

Whether or not they are a result of a student injuring a staff or an isolated incident involving employee only, this is the process to follow.

1. Go to your site nurse first (either the school you work in or Maritime, RA I , RA II or Maywood). Remember that any RN can only give

basic first aid; it is not in their job description to treat an injury and this is why you must seek medical care. The nurses in district buildings where you work cannot treat you either as you are not an employee at their school so they may give you supplies to treat yourself.

2. If any nurse assesses your injury to require immediate medical attention he/she may call 911 and notify your family designee
3. Within 24 hours of sustaining an injury it is the BOCES employee's responsibility to contact their BOCES nurse (if you work at RAI, RAII, Maritime or Maywood) and let her complete the accident form
4. If you work in another site you must call the Maywood Supervising Nurse to report the injury as well; a school district nurse does NOT have the BOCES accident forms and is not allowed to complete their school insurer form, you must contact the BOCES nurses.
  - Once you report an injury to a nurse, regardless of severity, you have reported it and now it must be documented so you cannot change your mind and not show up to sign as your supervisor will be contacted. You never know if a "minor" injury will or will not develop into a problematic situation
  - Remember the phrase: if it was not reported it did not happen.

5. You will be asked a series of questions listed on the BOCES insurance carrier accident form, the nurse is responsible to complete this form and you must sign it. This form then goes to BOCES HR for processing
6. You may call Maywood (464-6361) and report over the phone to nurse within 24 hours of your injury and then come to Maywood to sign form within 48 hours. You can see the secretary at Maywood as she will have the form for you if the nurse is not available. You may come between the hours of 7:30 AM -3:30 PM – Monday-Friday.
  - Failure to complete the form with your signature within 48 hours of reporting your injury will result in the nurse to contact your supervisor. Promptness is vital for HR to file these reports with the BOCES insurance carrier.
7. All information is confidential (no student names will be put on form even if you were injured by one)
8. Once you complete and sign the BOCES accident form, the BOCES nurse will give you a BENETECH packet and NYS disability form.
9. Should you seek medical attention (your primary MD or an urgent care site) you should tell them your employer's carrier is BENETECH, show them the card and use that number on bottom as your claim number. This card can also be shown to a pharmacy should you require a prescription for medication.
  - Regardless of the number of times you are injured and report these injuries you will receive this packet and a new

Continued from page 10.

claim number for each new incident. BOCES will be fined if the nurse fails to hand you these packets each and every time.

- It is the injured employee's responsibility to complete the NYS disability packet and to mail it; you have one year to do so
10. You can go to whomever you choose to for your injury, the BOCES nurses do not recommend anyone as it is not in their job description. Your best bet is to contact your primary MD for advice and they can refer you to a specialist or urgent care center
    - Keep in mind many MDs now no longer accept disability or workers comp so you would be wise to call ahead and ask.
  11. The BOCES nurse will give you a packet with capital district urgent care sites and their address, numbers and hours. The urgent care centers accept worker's comp. They are able to provide basic immediate treatment; if they feel you need a specialist therapy they will tell you and it is your responsibility to call specialists and ask if they accept worker's comp. (The urgent care centers do NOT give you names or recommendations).
    - It is advised that you call for yourself and ask the provider first or else you will be responsible for any co-pays or bills, if the MD or X-Ray site does not take worker's comp.
  12. Send all bills/paperwork to HR or BENETECH. The BOCES nurses DO NOT accept any paperwork

Provided by **Darlene Anapolis**,  
Supervising Nurse,  
Capital Region BOCES

### **Please Note:**

**Any questions about this draft guidelines should be directed to the newsletter co-editors, Lois and Susan.**

## LETTERS TO THE EDITOR

### **Cuomo should target political hires instead of cutting union jobs**

The governor's State of the State address (Jan. 6-Gazette) laid out some positive visions but also included some questionable statements.

At a time when workers are being laid off and unemployment is near 10 percent, the governor thought it was cute to include cartoons, jokes and caricatures. The graphics of the battleships on the Hudson River, complete with [Senate Majority Leader Dean] Skelos, [Assembly Speaker Sheldon] Silver and [Gov. Andrew] Cuomo in Naval uniforms, were distasteful and cheesy. Cuomo depicts special interest groups as firing at his ship but fails to show where his bullets are aimed – at his own workers, who provide the services essential to the mission of state government.

Gov. Cuomo has stated that he plans on taking on the public sector unions that represent tens of thousands of families. His rhetoric only fans the flames of class warfare with middle-class workers in the cross hairs.

These “special interest groups,” as we are called, do not have a limited scope. We are families in every county. We work in your schools, provide help to troubled families, ensure safety throughout our communities, provide care for the elderly and disabled, build and maintain roadways and bridges, ensure that professional licensing requirements are met, run and maintain our state parks, provide emergency services and the list goes on.

If people want to get angry at those benefiting from the state's largess, they can look to the friends and donors of elected officials holding six-figure political patronage jobs. Or, they can look at the millions directed to temporary agencies that pass on a small cut to the thousands of temporary workers making up a showdown work force in the state. Or, perhaps, the private contractors and consultants the state has been so generous with.

The real priorities should be to reduce jobs that are created to pay back individuals who have worked on campaigns, and to insist that people follow the laws of our civil service system. Civil service employees have committed themselves to work for all of us, to follow the laws that our Legislature has adopted and are paid according to contracts that are available to any citizen.

There are many challenges ahead in New York State, but instead of taking aim at public workers, Gov. Cuomo should show some respect for the state's unionized work force and direct his arsenal to those truly deserving

Kathy Garrison, Latham

*The writer is the Capital Region President of the Civil Service Employees Association*

*Reprinted from Daily Gazette, Jan. 14, 2011*

## ALSC offers 'The Triangle Factory Fire: A Teachers Guide'

Friday, March 25, 2011, marks the centennial of the Triangle Shirtwaist Factory Fire where 146 victims, mostly young female immigrants, perished in one of the nation's most tragic workplace disasters.

The 100th anniversary of the event presents teachers with an opportunity to explore the Fire and its legacy that continues to today. The American Labor Studies Center has compiled a vast array of resources and lessons to be used in a variety of subject areas.



## Long-Term Employment Picture Remains Bleak

Even though the most recent numbers show a modest decline in the nation's unemployment rate, two new reports spotlight the disastrous long-term impact the recession has had on employment and on the middle class more broadly. A briefing paper from the Economic Policy Institute, "**The Great Recession's Long Tail**," reveals that job losses during this downturn have been far greater than during any other recession since World War II. It could be a decade or more before we return to pre-recession levels of unemployment, the paper notes. The other recent publication is a special report from the American Prospect and Demos on "**America's Endangered Middle Class**." It includes a series of essays on topics ranging from the economy and public investment to trade and taxes. A piece by Robert Kuttner, "Champions of the Middle Class," looks at whether organized labor can lead a movement to restore broad economic security.

Link to America's Endangered Middle Class

<http://www.nxtbook.com/nxtbooks/americanprospect/201103specialreport/index.php#/10>

## Cutting BOCES funding 'doesn't make sense'

*Bernie Mulligan - NYSUT Communications - February 15, 2011*

NYSUT members, together with BOCES administrators and students, defended the state's 37 BOCES against irrational budget cuts proposed in this year's executive budget, as part of **a massive NYSUT advocacy effort for New York's schools, students and programs.**

"BOCES saves the state money, saves districts money and saves taxpayers money," said NYSUT Vice President Maria Neira. "At a time when state finances are tight, why are vital, cost-efficient programs on the chopping block? It just doesn't make sense."

Hundreds of advocates fanned out through the Capitol and legislators' offices to tell the story of why and how BOCES works. Their efforts were complemented by the work of hundreds of other NYSUT activists also speaking truth to power about other failings in the proposed budget.

A large contingent came from the Nassau County BOCES. "Our students' futures could be lost when BOCES is cut," said Tim Dolan, a social studies teacher and member of the Nassau BOCES Central Council of Teachers.

Ramone Williams is a nursing assistant student who accompanied Nassau BOCES teachers and administrators to Albany. "My program is like the real world. The teacher prepares you like it's college," he said. "You have to learn medical terms and learn to think with an empathetic mind."

Nursing is just one career and technical education area that has seen success and could face funding problems under the proposed budget. The culinary arts is another.

"There is no one in America saying we need less vocational training," said Gerry Murphy, a culinary instructor and long-time leader in the BOCES TA of Westchester #2. "In our culinary arts program, we train to New York City standards."

Mark Sullivan, a veteran teacher from the Saratoga-Warren BOCES Association, agreed, pointing out that students in CTE programs usually have a retention rate above 90 percent. "The state needs to be careful with the drastic changes they're talking about," he said.

The loss of revenue for BOCES programs also troubles Westchester BOCES TA leader Marty Sommers. He said, "We represent the most vulnerable children in Westchester. A cut to our services hurts the most vulnerable students in the county." Working with NYSUT, Sommers is advocating for legislation that would enable BOCES to accept out-of-state students as another way to increase their revenue stream.

The effect of the budget proposal would be felt across the state, including at the Erie 2 BOCES, which serves many small, rural school districts.

"BOCES has been a regional service since the day it started," Mark Chadderdon, president of the Tri-County BOCES TA, told a legislative staffer. "Why cut a service that's saving you money?"

"With the cap on state foundation aid, districts have less money to educate students," said his colleague Joe Winiacki. "Districts can't afford programs like career and technical education and the alternative education settings many kids need. At BOCES, we're specialists at what we do."

"The proposed cuts to BOCES will really hurt our students," said Pam Modzel, president of the Wayne-Finger Lakes BOCES EA. "It's scary to

## **NYSUT Activists Urge Lawmakers Not To Erase Progress**

Hundreds of New York State United Teachers members went to Albany Feb. 15 to call on their state legislators and urge them to reject \$1.5 billion in proposed education cuts. The member lobbyists, including teachers and school support staff as well as college faculty and professionals, shared a common message: "Don't erase our progress." They presented the lawmakers with chalkboard erasers and asked them not to erase the progress students have made, while sharing stories with them about how deep budget cuts would damage programs, student achievement and the state's fragile economic recovery. "Educators have rolled up their sleeves and done the hard work to provide cost savings to their districts, while still protecting student programs and ensuring that classroom professionals are treated fairly," says NYSUT president and AFT vice president Richard Iannuzzi. "Now, it's time for the governor and Legislature to step up and protect public schools and colleges from even greater harm, and to ensure that the notion of 'shared sacrifice' includes all New Yorkers, including the most affluent."

*Inside AFT*, an electronic newsletter for leaders and activists, is prepared by the AFT editorial department.

## **Myth busters—The truth about tenure**

### **MYTH—Tenure guarantees a job for life.**

**TRUTH**—Tenure is about due process, not about guaranteeing jobs for life. In New York, new teachers serve a three-year probationary period, during which school officials have an obligation to evaluate those teachers' job performance. If, after three years, the local school board votes to grant a teacher tenure, it simply means the teacher is entitled to a fair hearing before a neutral third party if there are allegations of incompetence or wrongdoing. During the first three years, teachers and teaching assistants generally can be dismissed at any time for any reason.

### **MYTH—Good teachers don't need tenure.**

**TRUTH**—Tenure's not about protecting "bad" teachers; it's about protecting good teachers. What would happen to teachers without tenure? They could—and would—be fired for virtually any reason.

It's not hard to imagine teachers being dismissed because they failed the daughter of an influential businessman or because the school board president's nephew needed a job.

In these fiscally troubled times, what would stop a school board from replacing a veteran teacher at the time of the pay scale with a first-year teacher—simply to save money?

Tenure is the first line of defense against attacks on academic freedom. Teachers can engage their students in a free exchange of ideas only if they are protected from arbitrary dismissal for doing so. Tenure prevents school boards from arbitrarily dismissing teachers for holding political, religious or social views with which they disagree.

It protects academic freedom the way the First Amendment protects freedom of the press.

### **MYTH—No one else gets 'due process.'**

**TRUTH** - Due process, a right enjoyed by all Americans, includes a presumption of innocence and the right to a fair hearing. Tenure is not unique to teaching. School building administrators have it, too. State and local workers, including police and firefighters, as well as private-sector union members, have due process protections similar to tenure. And, they earn those protections in less time than teachers.

Reprinted from NYST United.

## New financial education services offer something for everyone

If you're looking for information on financial services available to you as a NYSUT member, NYSUT Member Benefits may have something just for you. Considerable efforts have been put forth in creating new printed material as well as new presentations. Both in-service and retiree members can benefit.

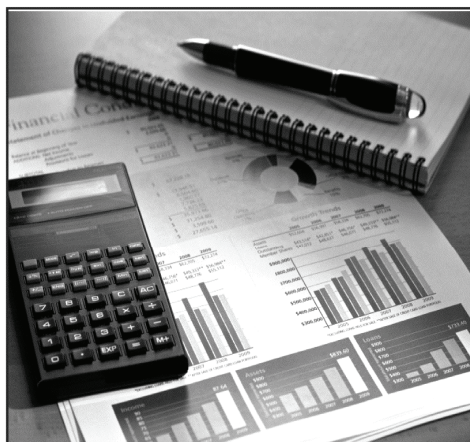
**403(b) Field Guide.** This booklet covers all aspects of 403(b) plans and includes information pertinent to members not yet contributing to a 403(b) plan, those who are contributing, those nearing retirement, and those already enjoying retirement.

To get the free guide, you can view and print a copy from the Member Benefits website, [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), hit the "Contact" option on the site to send an e-mail request, or call **800-626-8101** for a copy to be sent to you.

**403(b) Provider-Specific Workshop.** Member Benefits contracted with the provider of its endorsed Financial Counseling Program, Stacey Braun Associates, Inc., to conduct these workshops upon request from local leaders. The workshop covers detailed information on five 403(b) providers chosen by the local leader from a list of 10 popular 403(b) providers. Workshops review the features of each plan, comparing fees and benefits. These workshops are designed for in-service members.

Workshops have a registration fee of \$20 per participant and a minimum requirement of 30 participants. A local could schedule this workshop as a webinar for a fee of \$250.

Workshops will not address specific questions pertaining to an individual's 403(b) plan. Members with questions regarding personal 403(b) accounts or other financial planning issues will be directed to speak with their 403(b) adviser or their financial planner. For those who don't have an adviser or planner, information on the endorsed Financial Counseling Program will also be available.



**Financial Planning Puzzle Workshop.** Today's economy has clarified the need for a financial plan; unfortunately, for many, beginning a financial plan remains a daunting task.

This two-hour workshop, designed for in-service members, outlines the process, covering cash management, risk management, savings, retirement and estate planning.

**The Challenging Times of Financial Management – The Retirement Years.** Financial planning doesn't stop at retirement. This one-hour presentation discusses the various investment options you may face during retirement along with helpful information regarding your 403(b) plan, Social Security benefits, income taxes and more.



*For information about these programs or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.*

*Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.*

Mar./Apr. '11

## Educators rally to stave off budget cuts

ALBANY - Hundreds of area teachers stepped out of the classroom on Wednesday night (3/16) and into the spacious middle school auditorium intent on delivering their lesson plan to Governor Cuomo and state legislators.

Recent polls indicate that New Yorkers overwhelmingly oppose any cuts in spending to public education and parents, students, and teachers who jammed in to Hackett Middle School wanted to make sure their elected officials realized what those polls are saying.

It was standing room only in the Hackett Middle School auditorium, a room jam-packed with energy and anger, but above all else, passion and commitment to their cause.

**Sherry Karcher-Hewitt**, a teacher and parent, says, "All my life I've taught my children there is nothing more important than education and it is very difficult to stand by quietly and see it gutted in this fashion."

Governor Cuomo has proposed cutting \$1.5 billion in education spending at a time when he's apparently intent on preserving tax breaks for millionaires.

Kathleen Scales, a grandmother from Albany, says, "I'm afraid that that will be not only larger classrooms for my grandson but I'm afraid they're going to close one of the elementary schools too."

Cathy Corbo, President of the Albany Public School Teachers Union, says, "There's got to be some compromise so that kids can get what they need and taxpayers can get what they need and millionaires can have what they need."

At times the decibel count reached deafening levels as speaker after speaker whipped the crowd into a frenzy. One of the goals was to make sure their words don't fall on deaf ears.

"I don't think its falling on deaf ears," suggested Jackie Benaquisto, a Schenectady teacher. "I think we need to continue to get people out so they understand the volume of people that feel this way."

Kathy Neuffer, whose children attend Albany schools and who teaches in Greenville, has been teaching for 36 years and is a veteran of many protest rallies. She thinks elected officials DO get the message when rallies like this are held. "This makes them say, 'Our constituency wants this not to happen,'" she says.

Steven Allinger, of NYSUT, which boasts more than 600,000 members, points out, "Both the Senate and the assembly have put modest restorations but they're not enough to stave off dire consequences."

It was clear that what ever passion or motivation was stirred up at the rally will continue.

"I will call. I will e-mail. I will send posters. I will do what ever it takes," Kathy Neuffer says.

There were more than one thousand people who attended Wednesday night's rally. Several more similar events are scheduled across the state between now and April 1st, when the state budget is due. [Reprint from NYSUT]

## 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 on the back.

	NAME	CHAPTER	PHONE #
AFT			
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**Submitted By:** \_\_\_\_\_

**Please Print**

**Signature**

**DEADLINE: April 8, 2011**

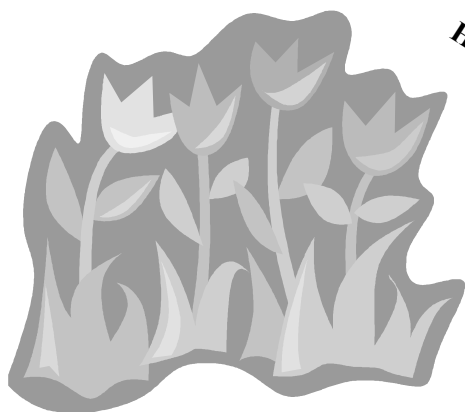
**RETURN TO: Catherine Jakway, 311 East Campbell Road, Schenectady, NY 12303**

# PERSONNEL PERSONALS

Congratulations to **Stan Christoff** who celebrated his 83<sup>rd</sup> birthday in February.

Speedy recovery to **Theresa Bennett**, (TA, Sp. Ed).

Our condolences to the family of **Dan Marchi** (Retired Teacher) . Dan passed away on March 17th.



Happy Spring

Please submit information for “Personnel Personals” to the TRIAD editors:

Susan Kusalonis – [maidmrn300@aol.com](mailto:maidmrn300@aol.com)

Lois Leonard – [jleonar4@nycap.rr.com](mailto:jleonar4@nycap.rr.com)  
399-5597

## 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](mailto: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](mailto: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. **TRIAD GOING GREEN**—Contact **Lisa Mink** ([lmink8@hotmail.com](mailto:lmink8@hotmail.com)) and give her your personal email.

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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