



March 2013

Vol. XXXVII No. 07

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 on its way. The days are getting longer and the air is getting warmer. Though it is still dark when I get up that will change fairly soon. The kids are starting to wind up a bit, but I'm okay with that. I look forward to spring and am ready to have winter over.

I do enjoy the springtime. Green buds on the trees, plants starting to grow and temperatures where you do not need to wear a heavy coat are all part of what I enjoy about this time of year. As things seem to come back to life it gives new hope to the upcoming months. I think the economy may be heading towards a spring time but I'm afraid the germination period may be much longer than what the warmer weather provides.

Unfortunately, we seem to be a ways off from feeling much of a financial recovery in education, though there may be a glint of hope in what we heard when we went to Albany on the NYSUT BOCES lobby day. In a nutshell rendition, I heard two things from the legislators/staff. First, schools are in serious financial woes, some at a point of fiscal insolvency. The second thing is that something needs to be done to better fund schools. Unfortunately they did not indicate how they might do that. If you want to see the talking points that NYSUT outlined along with the ones our BOCES outlined, several of which were the same, go to the Faculty Association website (www.crbfa.org). I would like to think that more of them will be willing to challenge this governor, but that is yet to be seen.

You can help in this effort to get our schools badly needed funding. First, continue to or begin to support VOTE/COPE. Do you know that NYSUT cannot 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. Without our Political Action Committee, VOTE/COPE, BOCES might be gone or greatly reduced.

The second thing is to continue to go on the NYSUT website at www.nysut.org and FAX your legislators and the Governor. If possible, use your home address. If you need to send them from school, be sure to do it before or after your workday. It will take no money out of your pocket, but will help put some in. Or even easier, if you have a smart phone (I think mine may be smarter than I), download the smart phone MAC app and in a matter of moments each day you can FAX prewritten messages to the legislature and governor expressing these needs. It's easy and it's effective. If you are not sure how to do this, ask for help.

If we take these actions we will make a positive difference in our futures. If we act collectively, we can continue to 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?

Also, if you have not provided your Association with your home email address, please do this. Not only will this help reduce the cost of getting information to you, it will improve our ability to be informative, and get the information to you quickly.

Looking Forward, Doug

CALENDAR

CAPITAL REGION BOCES
FACULTY ASSOCIATION.

EXECUTIVE BOARD

March 6, 2013

REP COUNCIL

March 20, 2013

BOCES BOARD

March 18 2013

Palm Sunday

March 24

Passover starts

March 27

Good Friday

March 29

Easter Sunday

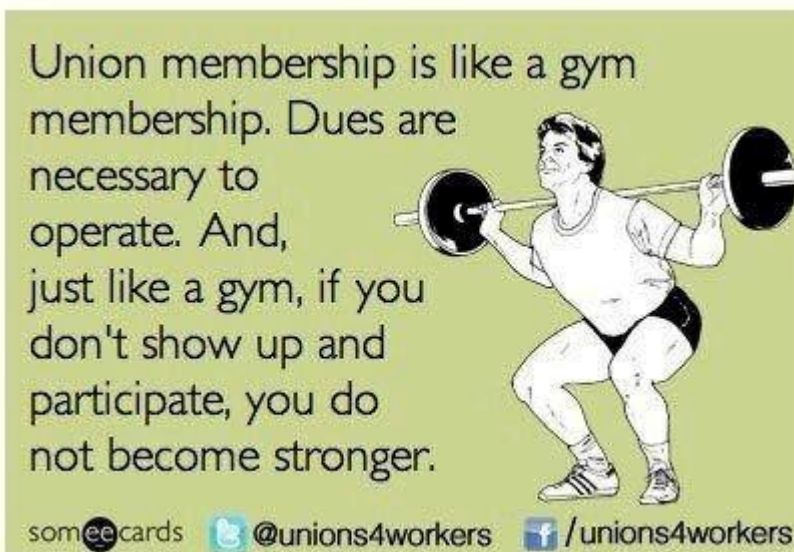
March 31

TRIAD Article Deadline

March 26, 2013 for
April Newsletter

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Capital Region BOCES Faculty Association Important Dates for 2012-13

<i>BOCES Board of Education</i>	<i>Executive Board</i>	<i>Representative Council</i>
March 18, 2013	March 6, 2013	March 20, 2013 900 Watervliet Shaker
April 10, 2013	April 10, 2013	April 24, 2013 1031 Watervliet Shaker
May 20, 2013	May 1, 2013	May 15, 2013 900 Watervliet Shaker
June 17, 2013 Schoharie	May 29, 2013 (June meeting)	June 12, 2013 900 Watervliet Shaker

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
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Membership Chair	Lisa Mink	372-7240	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	356-8342	ehanley1@nycap.rr.com

From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

From the Editor's desk

On March 1st, I turned 60. So what does that mean? 60 years, 720 months, 3,130.7142 weeks, 21,915 days (yes I counted leap years), 525, 960 hours, 31, 557, 600 minutes, and 1,893,456,000 seconds! Whew? (I even had to do the last computation by hand because the calculator doesn't have that many digits). And, if any of this makes sense, thank a math teacher.

Recently I was talking to a colleague who teaches math and science. Her face lights up when she discusses these subjects. She seems especially fond of math. But she had many concerns about how the subject is dealt with in a special education program.

I too feel like math has become the forgotten subject. Students spend a lot of time with reading and language. I know that because when Donna Lamkin, our Literacy Coordinator, observed in my classroom, she found many examples of using language throughout the curriculum. While I felt good about that, I wonder how much I incorporate math throughout the day.

My colleague listened to fellow teachers discussing the lack of progress in math that was noticed

when the students were given the Star Math test. When she questioned the others about the time spent on the subject, she found that it was a set amount of time, often averaging 20 minutes. Most of the time, it's just a worksheet on computations that the student does on his/her own. The importance of math, especially the concepts, gets lost in the shuffle. Until this year we had a math coordinator. I feel the loss of this person has left a huge hole in building the language of math.

I have been able to integrate language into so much of my curriculum, including the language found in mathematics. My goal now is to better integrate math into more of the other subjects. This will be a huge task that I hope to accomplish before retirement. Wish me luck.

If anyone has any activities that help me with my goal, please let me know. One of the best ways to learn something is through others that are already doing it. I would love to include these suggestions in future articles so please, don't hold back. The kids are counting on us to make math a worthwhile and relevant subject.

In solidarity, Lanny Barsale

Celebrating Women's History Month

March 8th International Women's Day is sponsored worldwide by the United Nations. The roots of this celebration goes back to the late 1800's to early 1900s. It grew from women's socialist movements and early women's trade union groups.

The first International Women's Day was held March 19, 1911. Women socialists and trade unions held an earlier Women's Day on the last Sunday in February, 1908. The event grew from there and has been celebrated annually since. The focus is upon women workers, and advancing women's rights in the workforce, politics and society.

Court of Appeals upholds privacy of pension information for teachers

The union hailed a unanimous appellate court ruling that affirms retired teachers have privacy rights that prevent their annual pensions from being published on websites and in newspapers.

"This is an important victory for our retired members," said President Dick Iannuzzi. "We are pleased that New York's appellate court has recognized that, after decades of dedicated service to their students and school districts, the privacy rights of retired teachers in the New York State Teachers' Retirement System should be protected."

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

I hope everyone had an enjoyable February break and was able to get some rest. March always seems to go by very slowly for many staff. Hopefully the slightly warmer weather and longer daylight hours will help you through this long month.

Last month, Human Resource began using timesheets for specific staff who have used their entire allotted short-term leave. This procedure has resulted in a disruption of the pay schedule for these individuals since they are currently being paid only for the days in which they have worked. As you are aware, as 10 month employees, we are paid before we have actually worked in the beginning of the school year. Since we run a negative balance until late spring, the affected employees were docked for those arrears. Please be cautious in using your short-term leave. Being docked your pay and then put on a timesheet could possibly cause severe financial difficulties. It is your professional responsibility to ensure this does not happen to you. Please protect those sick days you receive each school year.

Last month, our Teaching Assistant/Aide Chapter lost two kitchen positions at Maywood School. The positions have been posted as Civil Service openings and subsequently these positions will become part of the Service Chapter. The current two aides will either apply for the Civil Service openings or go into a classroom as a teaching aide when a position becomes available.

Please remember to keep track of the number of days you have worked in the host district your classroom is housed. As previously noted, our current pay schedule is based on 184 school days. Some of the districts we work in have a 185 day school calendar which means you will need to be compensated for the extra day you have worked. When you have reached your 185th day you will submit paperwork to payroll to receive your correct pay.

If anyone has any questions or concerns, please notify me through email or phone.

In Solidarity, Colleen Condolora

SHARE MY LESSON: Register for a chance to win an iPad and a \$200 Zappos gift card

NYSUT Communications - February 4, 2013

Upload your best teaching resources through March 28, 2013 for a chance to win an iPad and a \$200 Zappos gift card!

Prizes will go to the member who shares the most quality teaching resources each week. The earlier you register, the more chances you have to win.

Visit ShareMyLesson.com to register today!



NOW HEAR THIS...NOT ALL THIEVES ARE STUPID!!

Some people left their car in the long-term parking at San Jose while away, and someone broke into the car. Using the information on the car's registration in the glove compartment, they drove the car to the people's home in Pebble Beach and robbed it. I guess if we are going to leave the car in long-term parking, we should NOT leave the registration/insurance cards in it, nor your remote garage door opener.

This gives us something to think about with all our new electronic technology.

February 13 Rep Council Notes

By Lanny Barsale, Teacher, Spec. Ed.

Roll call – QUORUM!!!!

Chapter Vice Presidents Reports

Special Education Chapter –Flora Fasoldt

- Dr. Dedrick asked Doug and Flora to attend a meeting which was very enlightening – presented the plight of our districts regionally – all are nearing being financially insolvent – in dire straits, even Guilderland is in trouble. The question is not if, but when.
- Went to lobby day. First year of lobbying where both sides are saying same thing, problem with funding in education, don't know how to fix it.
- Dr. Dedrick sees BOCES as part of the solution. We can't lease a building for 10 years. Costs a lot of money to set up. The rents are increased and that has to be passed along to the school district.
- BOCES wants to operate regional high schools – not allowed right now.
- Discussion of shared related services, core subject teachers, e.g. AP courses. We can't do that now.
- BOCES pre-school providers – would COLA be reinstated?
- Pension smoothing – not open to BOCES, we are at bigger financial disadvantage.
- Non-mandated things will be slashed.
- Met with Inge and Peter about issues, results are positive, we are looking for reading material,

Sherry Karcher Hewitt added to Flora's talk.

- Sherry attended Niskayuna event – several speakers
 - ◆ The moving of parts of budgets and finance is very complicated. Gap elimination a real problem. The focus of this meeting was how to be an advocate.
- People should make use of NYSUT web page – MAC.
- A good thing is that it's not just educators starting to panic – parents are concerned also.
- We have 2 more years of a bad economy if we survive.
- This governor has so much political clout – He is destroying education. Finally people are noticing.
- Tide might be turning- we have had to do more with less.
- Mandate relief – buzzword – some good mandates just need to be funded. We don't want to lose funding for special education.
- Triborough Amendment is what keeps our contract in place when it runs out. We want to save that so be careful what petitions you sign.

Service Chapter -Sandy Smith

- Have had to attend several meetings such as health insurance, constitution, and has been trying to get reps.

TA/Aide Chapter – Colleen Condolora

- Pay attention to March 22nd, not everyone gets the day, keep a lookout for selection of workshops, some good stuff, and make sure to have folks check.
- Letter was sent from Human Resource about the retirement issue from the 2003 – 2004 year when the TAs switched to New York State Teachers Retirement.
- Some TAs is in trouble because they have run out of days. Because we are paid ahead, some may have pay deducted. They will be going to time sheets so they will only be paid for actual hours worked.
- TA showcase – It will be an art gallery set up so people can move around and talk to folks. It is hoped that this will be less intimidating. They need 8 – 9 people. The date is May 21st from 3:00 – 5:00.
- APPR for TAs – TAs important part for SLOs with teachers so there will be informational meetings to talk about their impact on the SLOs and have a team approach.

Appointments to the Sick Leave Banks: **EJ Hanley** to Teachers Chapter and **Catherine Jakway** to the TAs/Aides Chapter.

There was a question about team meetings in Special Education – two team meetings per month held after hours, attendance form has come out but more for TA pay. This is only for classrooms that can only meet after hours. Not mandatory.

Sandy Smith presented a motion to have a raffle at each Rep Council meeting (excluding Exec. Bd. Members) to reward attendance at the meetings. Had to be there at end of meeting to win. Question was raised about whether or not it is considered gambling. Much discussion. Tabled until we can check on the gambling issue.

There was a list of people who need rep binders – thanks to **Susan Kusalonis** for creating and disseminating this valuable resource.

Motion to send money to member who has to stay home and care for spouse after accident so can't work, covered in philanthropic policy, m/s/c - Tabled until we can verify if she is a member or agency fee.

Standing Committees:

Membership – 595 people total including agency fee payers, talk to agency fee people and encourage them to join since they are paying for it and it allows them to have a say.

Negotiations:

- Update on Teachers and Service Contracts – Negotiations is as it was before. There will be another health insurance meeting. They are looking at what admin has to say and will look carefully at that. Unusual way to negotiate but times are different. We all will need to look carefully at any deal and make the decision. We will not accept anything without taking it to the membership. We want to know what the administration is willing to do if we accept this.
- TAs contract up this year.

Budget: Funds will need to be transferred from AFT conference for RA expenses – from AFT convention to RA convention – held in Washington – hotel is very expensive, big lobbying opportunity, three people going. **Motion made, seconded and carried.**

Audit: The committee met today (2/13/13), went through books. Review completed by group, if anyone wants to look, see Deb.

Nominating: Catherine Jakway – Nominating form is in the TRIAD, will be on webpage, due before Rep Council in March.

Election: Will be held in April – need one member from each chapter for the Committee. Cannot be someone who is running for office. This election is only for AFT.

Grievance: no grievance

District PDP Committee: no report

Select Committees:

TRIAD – meeting a week from Tuesday, 2/27

FYI TOPICS:

Constitution Committee – completed our task, Barb Burnham has put it in a document. Bylaws must be approved by membership and we will get a copy to look at. Policies are changed by Rep Council and all were approved by Rep Council but weren't in the document. Rep Council will be asked to review the whole packet. Then it will be taken to the membership for their vote.

Student Incentive – due April 1st.

Lobby Day notes – wondering if we can scan them into webpage so members can peruse and we are all on the same page. Doug will check first with NYSUT.

Board Meeting – 2 budget presentations for NERIC and CTE. Highlights in TRIAD. CTE closing classes and adding some. Affiliation with QUESTAR – aviation program; expanding on nursing program, growth happening. NERIC is growing by leaps and bounds and will have a state of the art center at 900 Watervliet-Shaker Road in July.

Kudos to Association for work on APPR process:

There was a question about the APPR agreement. It was dealt with through a Memorandum of Understanding (MOU). Membership does not need to vote on this. There will be a meeting tomorrow at Maywood –Feb. 14 as well as other meetings are scheduled to discuss it. There was some concern that the process is out of the hands of the teachers. An information time was held after the meeting for those concerned.

Up Coming Conferences

NYSUT Local and Retiree Council Presidents Conference

April 10 -11, 2013
Washington, DC

NYSUT Representative Assembly

April 11-13, 2013
Washington, DC

NYSUT PROFESSIONAL ISSUES FORUM ON HEALTH CARE

Gideon Putnam Hotel, Saratoga Springs
April 27, 2013



RETIREES CORNER

By Jeanette Christoff

Greetings to Our Old Timers,

This month's Corner is dedicated to all who have walked or hobbled about this world for a good many years. We would suggest that those who can still pick and choose which adventure of life to pursue, to avoid reading it and continue to enjoy life to the fullest. Our hope in writing it is to give recognition to the shared experiences and difficulties of the many whose life has become burdensome.

There was a time when the experiences, wisdom and knowledge of the elderly was sought and respected. Today, almost all knowledge in the world is available at the click of a button. Interest in wisdom and experience has given way to the chatter of cell phones, texting, facebook, twitter and youtube. There seems to be an app for any information desired and gone are the days of visiting, chatting and sharing as the pace of life continues to escalate.

We rue the maladies that restrict our comings and goings and prevent us from seeking opportunities to be out in the world and enjoying the company of others. Tasks once taken for granted now take time and effort and have come to be a major accomplishment. We wish we could again have our boundless energy and freedom from pain with the easy mobility of the past.

Most if not all of us were in the "people business" and we feel the isolation more intensely than those who worked in a cubicle and focused on a screen. Our days were filled with the interaction of others, whether children or adult. They stimulated our minds, brought us new ideas, gave satisfaction with successes, motivated us to learn more and cer-

tainly at times brought stress, aggravation and gray hairs. With the continual demands of the work- a- day world, we dealt with the negative and moved on.

Now, without the pressures of our jobs, we feel losses more intensely and grieve the passing of those who once were so much a part of our lives, as the circle of our family and friends diminishes. We are reminded of our own mortality, a subject avoided as much as possible in our society. We try to put those thought in a box, close the lid and store them in the recessed of our mind. Unfortunately they resurface and gnaw at us. We work at accepting the things beyond our control and look for the things we can change. And there are. If we can get our affairs in order, we can put some of those gnawing thoughts in that little box. Although they are not pleasant jobs, our Will can be updated, our Power of Attorney, and Health Care Proxy reviewed and we can learn about and decide about a DNR order. Without a doubt, these are arduous and soul-searching pursuits. They are recommended not only for us seniors but also for the youngsters among us, with the uncertainty of life's events.

With all of that paperwork and those decisions behind us, we can open our minds and our windows to welcome the warmth and sunshine of Spring. Although our joints and muscles will still ache, our daily tasks will still take longer than we would like and we will continue to grieve, life will be a little better with the songs of the birds, the laughter of children and the bloom of the rose from beneath the bitter snow.

ONE BIG HAPPY

2/26/13 By Rick Detorie



Capital Region BOCES Board Meeting

February 14, 2013—by Susan Kusalonis

Special Education Division Report presented by Dr. Jacobs and Peter Taormina

- Student enrollment has declined from 693 in 2011-12; 637 in 2012-13 and projected 617 in 2013-14.
- Staff RIF'd: 1 Teacher; 9 TA's; 17 Itinerants; 4 EA's
- One of our teachers was hired by Ravena Coeymans Selkirk CSD.
- 7.5% of students are from non-component districts
- Average increase of costs to districts is 2.25%
- **Q.** Why aren't we averaging costs to districts as they are in CTE? **A.** Not aid able. SED requires STACK forms for each student in Special Education.
- **Q.** What is the impact of poverty on students? **A.** Could be described as Post Traumatic Stress.
- **Q.** How does this fit into the spectrum? **A.** Social workers are working well with these families. Functional Behavioral Analysis for all students. Providing Developmental Behavior Programs for all these students.
- **Q.** How early and where do you identify the violence in students to prevent a Connecticut from happening? **A.** Our staff has a great deal of expertise to do this.
- **Q.** How do we provide students with what parents should be providing them? **A.** Social Emotional Learning Program – bring parents into school to see what and how we provide and help them provide for their children.

Robert Louis Stevenson:

Judge each day not by the harvest
you reap but by the seeds you plant.

Educational Support Services Division report provided by Lynn Wells and Laura Combs

Funding:

- Grants –focusing on district needs
- Grants – longer now – five years; 51% salary and benefits [62 FTE with a total budget of \$10,574,059. 24% are contracts and professional services. 1.9% fee increases – goal was to keep under 2%.]
- Work with districts on Mandates; APPR; Common Core; Dignity for all Students Act.
- Help schools address safety and security issues
- Planning for end of RTTT – move back to fee for services model for instructional support to districts
- Writing grants

Q. What constitutes who defines a homeless student? **A.** Districts are given guidelines to help support them in their efforts.

Dr. Dedrick

- Thanks to Mark Jones and Business office staff on their hard work in moving NERIC to 900 Watervliet-Shaker Road. This has been three years in the works.
- 160 student teachers are coming from SUNY (Project Based Learning)
- Lobby Day – One of the better Lobby Days we have had. Freshmen legislators are really good and sharp.
- Albany County certified our Payroll after completing their review. Kudus to HR and staff on accomplishing this.
- Board Members will be given picture ID's for when they go on visits to school districts.
- Columbia HS – over 3,000 in attendance – Video Streaming used; go to Education Speaks for Superintendents to look at video they have prepared.



March 7, 2013

Dear Colleague:

I am writing to inform you about the status of contract negotiations with the BOCES. The Teacher Unit and the Service Unit both expired June 30, 2012, while the TA/EA Unit expires June 30, 2013.

BOCES has placed health insurance on the bargaining table. Your union knows that this is an incredibly important benefit to you and your family. Likewise, we know it is equally important to active employees as well as retirees. The Association does not legally represent retirees as they are not technically in any bargaining unit. However, we have just as much responsibility to act in their best interests as we do for our active employees as eventually each of us hopes to experience the rewards of retirement. A union is one common interest, not many different ones.

The state and national economies are experiencing little growth after a long, painful recession. Here in New York, the State's financial support of public education is \$1 billion (yes, that is "billion") less than what it was in 2008. As you might expect, the primary driver of BOCES' interest in health insurance is cost savings. Currently, BOCES is expending more than \$10 million for health insurance coverage. It is likely given the size of this expenditure that some savings are possible.

BOCES is interested in consolidating its health insurance offerings. It retained a consultant who developed and issued a Request for Proposals ("RFP") from various health insurance companies. To maximize the portion of health dollars spent on actual claims and minimize plan administrative expenses, BOCES is interested in negotiating a self-funded plan. Under such a scenario, a health insurance company would provide administrative services only and the BOCES would design plan benefit levels and co-pay amounts through contract negotiations with the bargaining units.

This may all sound somewhat complicated and indeed it is. We are utilizing a health insurance expert from NYSUT headquarters who has decades of health insurance company experience along with our NYSUT LRS who has negotiated health insurance for more than 25 years. Whenever potential health insurance concepts are discussed, we always evaluate how any modification might impact active employees and retirees. Please be assured that maintaining excellent comprehensive coverage, reasonable costs to plan participants, and access to providers (locally and out-of-state) are of the utmost importance to all of us.

We felt a negotiations update was appropriate at this time given the major issues being explored at the bargaining table. **No agreement of any kind has been reached yet, we are actively negotiating.** You may receive a survey from the BOCES soliciting information about health care providers and facilities you and your family utilize. Please provide as much information as possible. This data will be used by the parties in the health insurance negotiations process.

We will share more information as the process progresses. Thank you for your support of the Association.

In solidarity,

Doug Harple
Faculty Association President

NYSUT members: *Is danger lurking in your home?*

We've just about made it through a particularly cold winter, and spring is finally upon us. With that means warmer weather and the opportunity to spend more time playing with our pets (both indoors and outdoors).

And while we always hear about the dangers of ticks and fleas that can come from the "Great Outdoors," what about those potential hazards lurking inside of our homes as well?

Check out the following list from VPI Pet Insurance about the most common calls received by the Pet Poison Helpline:



Top 5 Toxins & Poisons – Dogs

1. Chocolate
2. Insect bait stations
3. Mouse & rat poison
4. Fertilizers
5. Sugar-free gums & candies

Top 5 Toxins & Poisons – Cats

1. Lilies
2. Topical flea & tick medicine for dogs
3. Household cleaners
4. Mouse & rat poison
5. Paints & varnishes

So have fun with your four-legged friends this spring, but be mindful of where your pet is roaming both inside and outside of your home.

If you suspect that your pet has ingested anything harmful, seek immediate veterinary advice. **The Pet Poison Helpline is also available for a fee 24/7 at 800-213-6680.**

Remember NYSUT members receive a 5% discount on VPI's base medical plan and up to a 15% discount if multiple pets are enrolled.

For more information, please visit memberbenefits.nysut.org and click on "Discounts & Travel – Members" and then "VPI Pet Insurance" or call toll-free 866-838-3461.

Insurance from A to Z...

While you're considering whether pet insurance is right for your pet, don't forget about the humans in your life as well. If you're looking to protect yourself or your family, make sure to check out the variety of insurance programs endorsed by Member Benefits.

The following programs are currently available: **Term Life & Level Term Life; WrapPlan® II Universal Life; Personal Property/Liability (auto, home, renters, boat, umbrella, etc.); Disability; Vision Plan; and Dental Plan.** Many of these programs are also available to cover spouses/domestic partners of members, dependent children, dependent parents, and grandparents.

Learn more about our endorsed programs by contacting Member Benefits at **800-626-8101** or visiting memberbenefits.nysut.org.

For information 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. '13

**MEMBER
BENEFITS**
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Capital Region BOCES Faculty Association NOMINATIONS FORM

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

	NAME	CHAPTER	PHONE #
AFT	/	/	
AFT	/	/	
AFT	/	/	
AFT	/	/	
AFT	/	/	
AFT	/	/	
AFT	/	/	

Submitted By: _____
Please Print Signature

DEADLINE: _____

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

Deadline - March 20th.

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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Capital Region BOCES

Faculty Association

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Save the Date

Celebration Bash
May 16, 2013

BOCES Spring
Prom
May 17, 2013



To the Editor

Greetings:

In response to Lanny Barsale article regarding the teaching of special children one must remember that teachers are "specialists" when it comes to educating students. We should be proud. Thanks for pointing this out Lanny.

Chris D'Alessandro

Sunshine Chairperson

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

Abby Fischer

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518-852-0958

abbylynn52479@yahoo.com

Please contact **Lisa Mink**, Membership Chair, with any change in address that you have. You can reach her at lmink8@hotmail.com. In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.