



April 2011

Vol. XXXV No. 8

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

My Colleagues,

It's hard to believe, but we are almost through another school year. It's been busy and maybe that's why it has flown by. It seems like only yesterday we were starting the year and now it's almost over. We still have review and testing, but we are pretty much there and the end is so close you can feel it.

Truthfully, I find the end of the school year bittersweet. Yes, I look forward to the break from the daily tasks, working to get my students through the year. I also look forward to a chance to rest and refresh myself in preparation for next year. However, I will miss my students. As I look at what they have accomplished and how much they have grown, I feel a sense of achievement myself. That is what makes teaching worthwhile. Though this job is a lot of hard work and does not pay as well as many other professions, I find teaching both satisfying and rewarding, especially when I think of how important a job it is.

It is truly unfortunate that public opinion has been manipulated in an effort to blame public schools and its teachers (and other public employees) for the economic woes of this country. It is a tactic being used by big money/big business to divert attention from what the real problem is, corporate greed with no controls. The record profits that continue to grow for the oil companies, as we get hammered by \$4/ gallon fuel, shines as an example of what is really killing our economy. Along with \$4/ gallon fuel we see the inflation of the cost of everything we buy.

Actions taken by legislators to reduce or eliminate the right to organize and work union are clearly efforts to take, from working class Americans, opportunity and dollars. Unions are and will continue to be the voice of the working class citizens in this country. Unions represent both members and non-members when they work toward better pay and bene-

fits, better working conditions and basic human rights. Big business works toward the corporate bottom line and the big bonuses/dividends, frequently without conscience.

As president of this Association, I find it has been a long year. We have seen some layoffs and I expect will see some more, before this economic mess is done. Our member districts are trying to fill their budget gaps. Some are reducing services, others are eliminating them. This will no doubt result in employee reductions for us. Though I try to not let it get to me, it still does.

Things are changing and will continue to change. We can't stop that. What we can do, is watch what is happening, be proactive, and participate in the process. In doing that we will be prepared to make the best decisions and mitigate many of the negative effects that can result from changes.

Two excellent ways you can affect what the future of your employment will be is by voting for educationally effective government leaders and support political action. In other words, vote and give to Vote/Cope. It's more important than ever, if you have any connection with education, or public employment for that matter, you do these two things.

In closing, I want to thank you for all your hard work on behalf of our students. You do make a huge difference in their lives. I want to ask you to continue to help and support each other. Sometimes this may not seem like much, but to the person you are helping, it may make all the difference in the world. Please continue to support your officers and your union by participating in whatever ways you can. You are an important part of your union and can make a difference.

Looking Forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY AS-
SOCIATION.

EXEC. BOARD

May 4, 2011

BOCES BOARD &

May 16, 2011

REP COUNCIL

May 18, 2011

Happy Cinco de Mayo

May 5th

National School Nurses Day

May 7th

Mothers Day

May 8th

TRIAD Article Deadline:

May 24, 2011

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2011 JOURNALISM AWARD WINNERS

Recently at the NYSUT RA the Communication Committee received an award for a TRIAD article that was authored by Catherine Jakway during the 2009-10 school year. Their protocol is to review all articles from the previous year. Congratulations Cathi.

Class IV AWARD OF MERIT

Best News Story

Capital Region BOCES Faculty Association

TRIAD

Headline: *Sleep matters because sleep matters!*

Author: Cathrine Jakway

Co-Editors: Susan Kusalonis and Lois Leonard

President: Harold Douglas Harple

BEDBUGS: ARE THEY LURKING ON YOUR BUSES?

The threat of bedbugs has made it to prime time in recent months. Bedbug outbreaks have occurred in stores, hotels and apartment complexes. They have even found their way onto our buses and into our schools.

As school personnel, our priority is always keeping our students and schools safe. The first step in keeping them safe from bedbugs is educating ourselves about them. It is important to know how to detect bedbugs and what to do if you're experiencing an infestation.

Although bedbugs are small, they are not invisible. Adult bedbugs are flat and three-sixteenths of an inch long. They look almost like a lentil. Bedbugs like tight areas such as baseboards, outlets, ceiling fans and mattresses, and they can be transmitted via backpacks, clothes and coats. They travel by "hitchhiking" from one object to another.

The first indication of bedbugs is often small clusters of bite marks on your skin. If you see rusty reddish or brown spots on a mattress or bedding, beware. The bedding could be stained from bedbugs' excrement. You might also see yellowish hollow bug shells in the shape of a lentil. In some cases, bedbugs have an odor.

What do you do if you have bedbugs in your bus or your school? Do not ignore the problem. It may seem embarrassing or difficult to admit that your bus, school or district has bedbugs, but having bedbugs is not a sign of dirtiness or neglect. Bedbugs can come from anywhere, anytime, and they need to be dealt with immediately. School districts may have different approaches to ridding the bus, classroom or school of bedbugs, but the one constant is that bedbugs do not go away on their own accord. Educate yourself and act quickly if bedbugs are found.

USDA PROPOSED RULES ON SCHOOL MEAL NUTRITION STANDARDS: MEMBER SURVEY

The federal rule that regulates school meals has new requirements, including serving more fruits, vegetables and whole grains during breakfast and lunch. Please take a few minutes and click on the link below to respond to our survey, to help us comment on the USDA's proposed rules on school meal nutrition standards.

We want to make sure that all our members have a chance to provide input on the changes.

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=91d9f836-5056-b94b-114f-4d491ce5dfe5>

SOURCES AND CONTRIBUTIONS

Annette Licitra, Julie Matuzak, Priscilla Nemeth, *School Transportation Director*. Lauren Samet, editor; Jane Feller, copy editor; Valerie Klayman, production assistant.

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Capital Region BOCES Board Meeting – March 21, 2011

By Susan Kusalonis

Special Education Workgroup Summaries were presented to the Board as listed below and can be found on the Capital Region BOCES Website. Carl Strang introduced each speaker and then gave a brief overview of the next steps in the process.

Mission and Vision - Laura Combs

Services – Nancy Jones

Communication – Shelly Peck

Integration – Dr. Leo DiPierro

Energy Education Update

- H. Douglas Harple presented a brief report on how we are doing in this endeavor and the potential savings after expenses are covered.

District Superintendent - Dr. Charles Dedrick

- Dr. Dedrick **congratulated Kathryn Gerbino** on her recent article “Inquiry Based Learning in China” published by Frontiers in Education. This is an English language journal published in China.
- **Facilities Changes** – Capital Budget – there is now a shift from privately owned to component buildings in school districts.
- On April 5th Dr. Dedrick is traveling to Wayne Fingerlakes BOCES to speak on succession planning.
- Terry Crowley from Hinman Straub has been working with both Senate and Assembly to try to restore some of **BOCES cuts in the Budget**. There will be a meeting with Senator McDonald on what BOCES can do to help private sector and government agencies.
- **Proposed Administrative Budget**. Dr. Dedrick and other DS staff will not take their raise this year to help return to districts the 1.4 percent in assessment increase. This should bring the percentage back to zero.
- He noted that Board Member, Gary DeLalo or Schoharie County was given the “**Advocate of the Year Award**” from NYSSBA.

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council	Rep. Council Location
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

2011
<u>April 30, 2011</u> Professional Issues Forum on Health Care, Albany, NY
<u>May 9-10, 2011</u> Committee of 100 – Desmond, Albany, NY
<u>May 24, 2011</u> Health Care/Nurses Lobby Day

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

Yeah! Spring has finally arrived; at least calendar wise it has. Winter seems to be holding on with a firm grip this year. I have made a resolution for myself not to complain about the heat this summer. I hope I have a good enough memory so I can remember how long this winter dragged on.

The negotiation team (**Colleen Condolora, Chris McDonough, Barb Burnham and Michele Angelo**) met with the Administrative team (**Kevin Herrin, Mark Jones and Robert Zordan**) on March 21st. There is not much I can divulge from our conversation because as you are aware, negotiation is a closed meeting with confidential discussion. I can tell you however; these are not ordinary times which make it even more challenging to negotiate a contract. All school districts are being forced to do more with less money and less manpower. BOCES is putting much focus on saving programs and minimizing layoffs. Sadly, there will be layoffs but as of today we are unsure how deep the cuts will become. The negotiation team is currently considering a one year contract and projecting that next year will hopefully be a better climate economically to negotiate. I understand only too well how negatively the high price of goods and gasoline are impacting our wallets. We are all feeling the financial crunch but I also realize that my situation could be much worse. We are the fortunate ones to be employed with good benefits such as health insurance. These are the times to truly look at our glass as being half full rather than half empty. Our belts may need to be tighter but at least we have a belt to put on. The negotiation team will be meeting again on April 11th. I will keep you abreast of our progress. If anyone has any concerns or questions you can always reach me through email or telephone.

I am proud to announce the choices for the Teaching Assistant/Aide Showcase for this school year. The following Teaching Assistants will be recognized for their outstanding Special Projects which each has implemented this school year. Please come and join us on May 3rd at School Support Services at 3:00 and give a round of applause

to (**Susan Jadlos, Phyllis McClarty, Lucille Roberts), Chuck Fuller, Cathy Nasser, (Donna Fleshman, Cathy Savage), and Linda Sawyer**. Each participant and attendee will receive a Recognition certificate and professional development hours for attending the Showcase. All teaching assistants and aides should be proud of their professional development accomplishments and commitment to growth in their profession. Please call Marcia Siver to RSVP for this very special afternoon dedicated to Teaching Assistants and Aides. Food, drinks and cake will be served in addition to being presented with a Recognition certificate by administration. I am proud of all of you and to show you just how much, I want you to look for an article in either the April or May NYSUT publication NYSUT United for a piece on our TA/EA Recognition. NYSUT communication specialist, Liza Frenette, also said she will try to be on hand to take some pictures.

I will be representing our Faculty Association along with Flora Fasoldt and Diane Kavanaugh at the Representative Assembly in New York City in a few weeks. Elected delegates from locals across the state meet yearly to vote on resolutions for legislative issues, health & safety concerns, and educational issues. Those top resolutions are then sent on to the National AFT Convention for endorsement. I am sure this year the RA will be very energetic, loud and very political considering the current economic hardships for school districts and the steep cuts to education statewide. I will report back to you following the convention in my next article.

Lastly, this is a reminder to please remit to me your personal email addresses. I may need to communicate to you regarding Association business such as negotiations. I will not use GroupWise for confidential information. I recently sent a mass email out for a fundraiser for a former associate and many emails were returned to me non-deliverable. Please submit your personal email address to me as soon as possible so we can update our database. Thank you for your attention to this important communication matter. You can reach me at condolora@aol.com

In Solidarity, Colleen Condolora

MAKING THE MOST OF YOUR MANAGER'S WEAKNESSES

Most of us have had a number of managers in our careers. Some managers are better than others. Maybe you've been unlucky enough to have come across a disorganized, incompetent manager or administrator. Everyone has weaknesses, but it can be challenging when your manager's weakness is his or her management ability.

Bob Weinstein, editor-in-chief of Troy Media, believes that one advantage of having a weak manager or administrator is that it gives you an opportunity to shine in your own career. You have the chance to show what an asset you are. If your manager is weak in organizational skills, make organizational skills one of your strengths. If your manager is indecisive, offer him or her your own opinion. Don't highlight your manager's flaws; rather, use them as an opportunity to highlight your outstanding skills.

Always do this with a positive, willing attitude. Don't complain or speak to others about "covering" for your boss. People notice good work. Others in the organization will recognize your tact and your abilities, which is the best way to get recognition.

PSRP E-NEWSLETTER--February 28, 2011

Join us for the CDPHP workforce team challenge May 19

It's that time of year again to organize our team for the 2011 CDPHP Workforce Team Challenge!

This race caters to all levels and abilities. If you're a person who loves to compete, enjoys a stroll in the park, or being part of a team, join us on Thursday, May 19th! Check out the website at www.cdphpwtc.com.

If you would like to join the Capital Region BOCES team, go to the Capital Region BOCES website print and fill in a signed runner's release form [PDF] and send to Allison Sutton at Rotterdam Academy II, or at home: 6211 Berkeley House #6, Albany, NY, 12203. With your runner's release form, please include a check made out to Allison Sutton for \$17. Please send your check and participant's release to Allison by May 1st.

Service Chapter VP

Susan A. Kusalonis

Dear Colleagues:

This month has Spring Recess and it is hoped that you all have had time to regenerate and refresh from a long winter. The students and your co-workers will appreciate your new found calm and ability to handle the day to day events.

A staff member that has resigned this past month is **Christine Bogacz**, Sr. Library Typist at SSS. I know here coworkers will miss her. Good luck Christine. Since she left her replacement has been hired. Please welcome **Laura Taylor** in Library Services when you see her.

We want to welcome **Dana Evans**, **Mary Fox** (Clerk 1's in Sub Calling) and **Daniel Trager** (Clerk 1 at NERIC).

One of the hardest part of being new to BOCES is with this economy, you may be subject to being bumped with a staff with more seniority has their position cut. Their only choice is to accept the position of the lowest member of that job title or "retreat" into another title that they have previously held and were permanently appointed to. This has happened a few times over the past year and so far it was either an open position or the staff member being displaced was able to transfer to another opening, although it is half time, she was willing to take it until something else may open up.

On another note, I wanted to thank everyone able to respond to the recent survey. We had one of the best percentage responses to a survey since I can remember. In a couple weeks I will send out to the Service Chapter the details and hopefully you will be encouraged with the future of staff development and your role in it.

Recently I have started meeting with Dr. Jacobs, Peter Taoramina, and Doug Harple. These meetings will be taking place every month or two. If there is anything you wish to know, please let me know and I will try to research it for you.

Hopefully, you are all doing well and if you need anything from me, please feel free to contact me at home 393-5598 or via my email maid-mrn300@aol.com.

In Solidarity, Susan

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings,

Be forewarned young readers, you are likely to find this month's "Corner" a bore. Those of my generation may find some bits of information of use in conversing with your children and grandchildren. Have you guessed our topic? Electronics, of course.

Each weekend our newspaper is filled with ads for devices, many of which are a mystery to me. Our young generation entered the world of electronics with small steps from an early age, much like testing the water from the beach and acclimating slowly to its wetness. For many of us, it was like standing at the edge of a pool, then suddenly finding ourselves submerged and paddling furiously to keep our head above water.

Those of us who were still at work in the 90's took the plunge when a computer was delivered to our classroom, a dinosaur by today's standards. With the help of courses at BOCES and others we pursued, we were able to navigate our way through educational programs, Windows, email and entangle ourselves in The Web. More layers were added when we learned about virus protectors firewalls, spam, Goggle, e-bay, Twitter, Face book, blogs and more. We learned of service providers and speed of downloading information

We move on to portable phones, which appeared in the 90's. They were large and very expensive. In the days of classrooms in churches or randomly located in available school rooms, classroom phones were unheard of. Any emergency calls required finding the church secretary or a trip to the principal's office. Even our supervisors, who spent much time on the road, met with resistance when they requested a portable phone. Today's cell phone can take videos, search the web, get e-mail and have apps (applications) for any topic of inter-

est. Many of us carry one for an emergency but need to refer to our "cheat sheet" to make a call. We do know it is essential to keep them charged.

Our "at home" entertainment has also evolved from analog to digital, LCD, plasma, flat screens, HD and 3D. Our VCR, which served us well with so many tapes of family and events in our life, is moving toward obsolescence and difficult to find on the market. Will the day come when we can no longer view them? Will they become useless to future generations who might pursue their genealogy? We have now learned to hook up and use our DVD.

At one time, we could enjoy the adventure of getting lost, but that need not be an option, thanks to the GPS (ground position satellite). It gives specific directions and chides us if we do not follow them. Tom-Tom, Garmin and Magellan are some of the brands advertised.

Let us not forget the Kindle, which can hold 100's of books and requires a minimal amount of space. We read also of the iPod, iPhone, ipad, blackberry, none of which we feel any need for or desire to own. But who among us could survive without our microwave oven?

We do try to move along with technology, committing only to devices, which will enhance our life. We have read of an app that may be useful to Catholics, titled, "Confession". It reviews the Ten Commandments, listing many possible offenses against each. The penitent can check the appropriate box and the display summarizes the list. The form of confession is given along with The Act of Contrition. However, emailing the list to your parish priest is not valid. The penitent must still appear in person. It is the Easter Season and it is the time.

RETIREE UPDATES

- **Ann Stressel** recently returned from a vacation with her family. They spent a week at Disney World and another on the Disney cruise ship, Dream. The family was in the right place at the right time and from the deck of the ship witnessed the launch of our last space shuttle as it rose into the sky.
- An old friend from the past was at a Church event we attended. **Jane Sullivan** was a teacher's aide with our Team at the O.D. Heck Center in the 70's. Jane has retired from her position with the Town of Colonie.
- Congratulations to **Jim Dunham** who will retire in June. For the past 19 years, Jim has been the principal of Glen Worden School. In the 1980' Jim was President of our Capital Region Faculty Association. Stan was his Vice President and I was Recording Secretary. While at BOCES, Jim was a teacher in the Special Education Division.
- Geoffrey **Robbins**, son of **JoAnne** and **Zeb** was safe at home in Tokyo when the earthquake struck. It was his day off from teaching English to Japanese executives. Geoffrey is married to Magumi Saito and they have a 6 week old son, Sean. (Gazette, 3/12/2011).

Healthy Living; Living For Good Health

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

Is it Chronic Lyme or Chronic Fatigue Syndrome? Time is Ticking Closer to the Answer

Lyme disease is a bacterial infection transferred to humans from the bite of an infected deer tick. Left untreated, the infection can spread to the joints, heart, and nervous system.

In the United States, Lyme disease occurs most commonly in the northeastern, mid-Atlantic, and upper north-central regions and in several northwestern California counties. Lyme Disease occurs most often during the late spring and summer months, particularly in May, June, July, and August.

Most patients who develop the disease can be treated successfully with an oral antibiotic, but some may continue to experience symptoms after the antibiotic treatment. It is hard to know if you have Lyme disease because you may not have noticed a tick bite. Also, many of its symptoms can be mistaken for chronic fatigue syndrome; another condition that can mimic the symptoms of Lyme disease.

Symptoms of Lyme disease include a rash, fatigue, fever, headache, stiffness, muscle aches and joint pain. Weeks to months after exposure, patients who do not receive treatment may develop arthritis-like symptoms particularly in the large joints like the knee.

Chronic Fatigue Syndrome has been controversial. It affects mostly women, and little is understood about it scientifically. Doctors do not know what causes chronic fatigue syndrome. Sometimes called CFS, it is a condition that makes you feel so tired you can't perform normal daily activities. There are other symptoms too, but being very tired for at least six months is the main one. Sometimes it begins after an illness like the flu, but there is no proof of any connection. It's more likely that a number of factors or triggers come together to cause CFS. Most experts believe that it is a separate illness with its own set of symptoms. There are no tests for CFS. Doctors can diagnose it only by ruling out other causes of the fatigue. Many health problems can cause fatigue and most people with fatigue have something other than CFS.

Many people with CFS improve in a year or two and do not have a relapse, but, some people continue to have severe fatigue and other symptoms for many years. Symptoms of CFS are extreme tiredness, or fatigue all or much of the time. Other symptoms include problems sleeping, a lack of thinking or concentrating clearly and memory loss, headaches, muscle and joint pain, a sore throat, and tender glands in the neck or armpits. There is no treatment for CFS itself but many of its symptoms can be treated.

The good news is researchers are one step closer to tests for chronic fatigue syndrome and Lyme disease. Scientists still do not know what causes CFS or post-treatment Lyme disease, a condition affecting people diagnosed with and treated for Lyme disease whose symptoms persist long after finishing antibiotic treatment.

Protein Abnormalities Distinguish CFS from Post-Treatment Lyme Disease

Lyme disease itself is positively diagnosed by a positive antibody test, but about 10-15% of patients do not fully recover even after antibiotic treatment. This condition is called neurologic post-treatment Lyme disease (nPTLS), and key symptoms such as severe fatigue and cognitive dysfunction are similar to chronic fatigue syndrome.

Schutzer, a UMDNJ-New Jersey Medical School physician and scientist who specializes in Lyme disease research, worked with colleagues at the Pacific Northwest National Laboratory in Washington. Together they zeroed in on the spinal fluid, a "liquid window to the brain," as Schutzer calls it, to distinguish biological differences between neurologic post-treatment Lyme disease and chronic fatigue syndrome. Researchers analyzed the spinal fluid of three groups of people using an advanced mass spectrometer technique to identify hundreds of proteins unique to each condition and sort out protein dif-

ferences between Lyme, chronic fatigue and a group of healthy test subjects. Forty-three were diagnosed with chronic fatigue syndrome (CFS), 25 were treated for Lyme disease but did not fully recover, and 11 were healthy volunteers.

The team identified 738 proteins in the CFS patients that were not found in either post-treatment Lyme disease patients or the group of healthy people. They also identified 692 proteins specific to only those treated for Lyme disease, distinguishing this as a unique condition separate from CFS. The Lyme findings, nearly 700 distinct proteins are a discovery in their own right. But the chronic fatigue connection to specific biology is being embraced by groups that advocate against the disease.

"They looked at a really important fluid, using a really advanced technology and they found clear differences," said Suzanne Vernon, the scientific director for the Chronic Fatigue and Immune Dysfunction Syndrome Association of America. "I'm very excited about this, you can't dispute these biological findings," Vernon added.

The next step, says Dr. Schutzer, is to narrow down the long list of proteins into "candidate biomarkers" for the conditions. Then they will look for some of those same proteins in the blood as it would be difficult to have a diagnostic test based on spinal fluid. "You can't just go poking everyone in the spine," commented Suzanne Vernon of the CFIDS Association of America, a CFS patient advocacy group.

Although much more work needs to be done, Dr. Smith calls it the "tip of our research iceberg," the discovery opens up the potential for diagnostic tests for both conditions. It may even lead to the development of new or more effective treatments.

For more information on this amazing research, check out "[A Step Closer to Tests for Chronic Fatigue Syndrome and Lyme Disease](http://FoxNews.com/health2011)" at FoxNews.com/health2011.

What does a tax cap mean?

Hopefully this will help you understand the potential for a Tax Cap.

Hypothetical Situation Wealthy District

Total Spending \$1,000
\$250 State Aid
\$750 Property Taxes

State aid freeze & 3% increase in costs

Total Spending \$1,030
\$250 State Aid
\$780 Property Taxes

4% Increase in Property Taxes

Hypothetical Situation Poor District

Total Spending \$1,000
\$750 State Aid
\$250 Property Taxes

State aid freeze & 3% increase in costs

Total Spending \$1,030
\$750 State Aid
\$280 Property Taxes

12% Increase in Property Taxes

Save the date

BOCES Opening Days

This year's BOCES Opening Days will take place Aug. 24 at 900 Watervliet-Shaker Rd. and Sept. 6th at Union College. Details to follow.

Locks of Love Campaign 2011

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

April 2011 Update

“Hairs” The Long of It!

The Locks of Love Campaign is still “growing” and I am still looking forward to taking off a foot of my “long mop” as my mother calls it! But, where is all the hair? Where are my volunteers?

I have extended this campaign to all of Capital Region BOCES, our Faculty Association, and to their family members and friends. I contacted Meg Allen and Christine Carpenter and I was featured in an “I am BOCES” article in the **Insider** to help spread the word. I am thrilled they offered to help me make this campaign a success! Check out the April 1st edition of your **Insider** that was sent to you by GroupWise email. Read my story and click the links that will bring you to “Locks of Love.”

I have been trying to get the word out via our TRIAD Newsletter, Faculty Association website, (www.crbfa.org), **The Insider**, and by word of mouth. I am still in need of ideas and suggestions to help spread the word. I do not have a definite time, date and location for the hair donations, but I am trying for some time in May.

If you are considering donating but need more time for your hair to grow on you, I am willing to consider staying lengthy for a few more months. I’ve waited this long, I can wait a little longer! LOL. Contact me and we can talk.

I will keep you updated with further information in my May update.

Here are some guidelines for acceptable donations to Locks of Love

- Hair that is colored or permed is acceptable.
- Hair cut years ago is usable if it has been stored in a ponytail or braid.
- Hair that has been bleached (usually this refers to highlighted hair) is not usable. If unsure, ask your stylist. We are not able to accept bleached hair due to a chemical reaction that occurs during the manufacturing process. **If the hair was bleached years ago and has completely grown out it is fine to donate.
- Hair that is swept off of the floor is not usable because it is not bundled in a ponytail or braid.
- Hair that is shaved off and not in a ponytail or braid is not usable. If shaving your head, first divide hair into multiple ponytails to cut off.
- We cannot accept dreadlocks. Our manufacturer is not able to use them in our children’s hairpieces. We also cannot accept wigs, falls, hair extensions or synthetic hair.
- Layered hair is acceptable if the longest layer is 10 inches.
- Layered hair may be divided into multiple ponytails.
- Curly hair may be pulled straight to measure the minimum 10 inches.
- 10 inches measured tip to tip is the minimum length needed for a hairpiece.

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, mssmartypants429@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. Give me a call or send me an email. I look forward to “hairing” from you soon.

Thank you, Catherine Jakway



Health and Safety in the Workplace

AFT members may not work in typical "industrial" settings, but they work in complex institutions where they are potentially exposed to numerous hazards. At times, these exposures come with health consequences—some more recognizable than others. For instance, recent research has found that:

- Teachers have higher rates of respiratory infections than other workers.
- Education employees (teachers, paraprofessionals, bus drivers, custodians) and healthcare workers have high rates of work-related asthma.
- Nurses and other health professionals have higher rates of back injury and lower-back pain than construction workers.
- Teachers and paraprofessionals are at a higher risk of literally "losing their voices" than the general working population. Many leave the profession early and involuntarily because of serious voice disorders.
- School secretaries are at risk of several musculo-skeletal disorders (carpal tunnel syndrome, chronic back, shoulder, neck pain) because of computer work.
- School bus drivers and special education teachers have much in common with mental health professionals and tax collectors—they all have some of the highest rates of work-related assaults.

School renovations, indoor air quality, mold and moisture, cleaning fluids, and chemicals all pose hazards to our members in the workplace. Less than ideal environmental conditions contribute to higher rates of staff absenteeism for health problems. Students suffer as well, and the impact on their learning and health can be considerable.

In short, your working environment can have an enormous influence on your health and well-being. Fortunately, many— if not most—of the exposures that lead to work-related illness or injury can be significantly reduced or eliminated.

AFT Health and Safety provides information and resources to help leaders and members identify hazards, and work toward preventing exposure and improving the environment. Training is also available to AFT affiliates on a wide variety of topics, including model district and employer policies, and contract language to improve environmental conditions, ergonomic programs and occupational risks.

We have posted a series of fact sheets on key health and safety issues. For additional information, contact AFT Health and Safety at healthandsafety@aft.org or by phone at 800/238-1133, ext. 5677.

Letter to BOCES Staff from Dr. Dedrick = re-printed from Capital Region BOCES website.

This week we let staff in areas of the School Support Services and Special Education divisions know that as many as 12 social workers and counselors may be laid off at the end of this school year, due to proposed cuts Schenectady City School District is considering for the fall. The move is one of numerous the district is considering to try to bridge a \$9.6 million budget gap, and is in no way a reflection of the outstanding work of our staff.

Unfortunately such cuts to BOCES services are certain in these desperate budget times, as districts look everywhere for ways to fill budget gaps the size of which they've never experienced before. At the moment we are not aware of any other such large groups of BOCES staff being affected, but we will not know for sure (including on the 12 positions mentioned above) until school budgets are voted on May 17. We will keep staff up-to-date as we hear of district decisions.

As I mentioned at the staff forum this week, reducing BOCES services can, unfortunately, be an "easy cut" for superintendents, since it doesn't typically impact a local community member's job. But, you have the power to combat that mentality. As I've mentioned before, now is the time to be indispensable to your district; let them know what you do, and how invaluable you are.

But I also ask you to take this a step further, and speak positively of BOCES in general, as you go about your normal day — attending a budget forum at your home school district, or talking with other parents at your child's sports event. The more people who know about the good work we do, the better.

Connected with that, staff attending this week's forum also asked what they can do to help BOCES' ongoing advocacy efforts at the state level. Outreach to lawmakers in support of BOCES is appreciated; to know what to speak about, I encourage you to keep up on the issues school districts and BOCES are facing by reading the story on this week's staff forum and checking out the BOCES Facebook page for the latest information. For details on how to reach your legislators, go to the Senate website or the Assembly website.

Ultimately, some cuts to BOCES services for the fall are inevitable; the financial cuts districts must consider are just too large to avoid it. But hopefully through our collective efforts, we can lessen the impact.

Thank you again, for all that you do on a daily basis to help students. I couldn't be more proud to work with such a talented, dedicated group of professionals.

Chuck



**Capital Region BOCES
Faculty Association**

**Celebration
Bash**

And Retirement Party

May 19th, 2011

Mohawk River Country Club and Chateau

847 Riverview Road, Rexford, NY
(Off of Balltown Road, past Edison Club)

5:00 – 6:30 Cocktail Hour
Butler passed hors d’oeuvres, Hot and cold stations
6:30 – Dinner
Rainbow mesclun salad with cranberries and walnuts
“Turf and turf.” Chateaubriand (filet mignon) and/or
Poulet Francaise (chicken). No choice necessary – you get
both.
Vegetarian dinner available upon request with your check.
Vegetables: Julienne vegetable purse and twice baked potatoes.
Dessert: TBA

Book a table of co-workers and bring your
Spouse/significant other for a wonderful evening.
Entertainment (Chuck Fuller), great food, camarade-
rie
Recognition of 20, 25, 30 & 35 year employees
A great send off for the retirees
All for: \$35.00 per person
Deadline: May 13th

Are you retiring? Please call Lanny at 231-0552 if we have not already contacted you so we can be sure to include you and a guest in our celebration. This includes 2010 retirees who retired after last year’s dinner.

Please make checks payable to: Capital Region BOCES Faculty Association

Please mail check and registration form to:

Lanny Barsale, P.O. Box 762, Cobleskill, NY 12043-0762

Name: _____ Phone # _____

Requesting Vegetarian? _____ If registering for more than one, please list names of each person having vegetarian dinner.

Seating requests: Maximum of 10 per table _____

Please send in list of everyone that wants to sit together and designate a “leader”.

Any separate requests for seating are not guaranteed. Money must be received before night of dinner.

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, 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

PERSONNEL PERSONALS

Congratulations to **Kim Bowman** (Teacher, Sp. Ed.) on the birth of her son Bryce Jarod Bowman (The Bryce Man- as nicknamed by Daddy) was born on April 11, 2011. He weighed 8lbs, 11oz. He was 21.5 inches long. According to Kim, he is an absolute joy and suuuuuuch a good baby!!



Happy Mothers Day to all those mothers out there.



Sunshine Chairperson

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

Michelle Angelo
385 Ballston Avenue, Scotia, NY 12302
(518) 370-3468
mangelo1@nycap.rr.com

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