



April 2012

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CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

Dear Colleagues,

It's hard to believe, but the year is three quarters done. The weather is warmer and summer will soon be here. How is your year going? Mine is going okay. As we move into the fourth quarter, I look back and see that this year has been a busy one. Dealing with changes in the state APPR rules, floods that devastated some of our communities, a down economy and many layoffs has been difficult at best. Working in the classroom helping kids to learn, seeing them grow and improve their many skills is what makes it all worthwhile and still puts a smile on my face.

As we move to close this school year and head toward next we continue to be asked to do more. Not necessarily more to help kids learn and grow, just more. What would we do if we were not being asked to do so much? Would we goof off and sit back watching the world go by. I think not. We would continue to work hard, only our focus would not be on APPR et al, but totally on helping the students we work with. We would work to perfect this all important work, that which we do very well. Our teaching would continue to improve and our students would benefit for it. We would be able to focus on real improvement instead of needing to focus on reporting for the purpose of accountability.

It seems like we spend an awful lot of time and money jumping through hoops, proving that what we do is worth doing. I know that it is and see on a daily basis how important our work is. I see real evidence that what I am doing is important and right for kids. I'm sure you do too.

We have a governor who really doesn't care about us or the kids we work with. Governor 1% is out of touch with the realities of education. If he was not and he cared about kids, he would build a budget which would provide adequate educational funding for all New York schools. If he really cared about the kids we work with, he would be in the schools talking to educators, parents, kids and boards of education. He would be asking about what is right about what we do and how do we see New York education improving.

Instead, we get a governor, Governor 1%, who focuses on his magic act. He continues to create problems and hurt our educational system. When he is done, he will take credit for fixing them. Yet, as a result of his efforts, the system will be more broken that it was.

Governor 1% claims he will be the lobbyist for the students. If laying off teachers and other school personnel, increasing class sizes so teachers become more attendants and babysitters, rather than educators is lobbying for the students, they are far better off without him. If lobbying for students is forcing smaller (learning community) districts into mergers so some educational system can exist for those students, they are better off without him. This governor, Governor 1%, the lobbyist for the students, reminds me of a circus performer, a ringmaster or maybe another performer. Unfortunately, he is far less entertaining.

Looking Forward,
Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOCIATION.

EXECUTIVE BOARD

May 2, 2012

REP COUNCIL

April 18, 2012

BOCES BOARD

May 21, 2012

Birthstone:

Diamond



Flower:

Daisy



TRIAD Article Deadline:

April 24, 2012 for
May Newsletter

In This Issue:

Rep Council Notes	Page 3
TA/EA Chapter	Page 4
Retirees Corner	Page 9
Healthy Living	Page 6
Noteworthy News	Page 7
From The Editor	Page 8
Election 2012	Page 10
Service Chapter	Page 11
Celebration Bash	Page 14-15

March 2012 Board Meeting Notes

By Susan A. Kusalonis

Inge Jacobs and Peter Taormina gave the second update on the Special Education Study process.

1. **Principal Cabinets** have completed the first priority – A Mission Statement –was completed 1st Week in December.

Distribution of this will be done by

- a. tag line “Student Focused, Quality Driven” on emails
- b. poster for each classroom

2. **Staff Development** – Principals survey regions develop priorities and will be implementing immediately

3. **Communications** – Christine Carpenter, Communication Team, attends each Principal meeting and on Tuesdays sends out information to all staff. This cuts down on the time that Inge and Peter would have to spend to communicate with all staff. Town Hall type of meeting will be starting soon.

4. **Technology Survey** – This information will determine the Division’s direction in the future.

Principals are now sending out a monthly statement to their region staff increasing communication.

Hot Topics – these will be reviewed in upcoming meetings.

COMMUNICATION SERVICE – Deb Bush-Sulfito, Megan Allen, Jill Aurora

1988 to 2012

2 staff to 56 staff, 50 districts, 4 BOCES and 2 municipalities

Now – Award winning websites, social media, e newsletters, video story telling, exit polls and analysis, 24-7 media cycle, Facebook

- If Facebook were a country, it would be the 3rd largest country in the world
- You Tube is the 2nd largest search engine in the world

2010 – 2 districts using Facebook and twitter

2012 – 83% districts now using social media

Web Sites that are important to be aware of are:

www.educatoinspeaks.org - launched August 2011

Debunking myths on tax cap; www.parenttoday.org

Parents are very important to the core education in schools; no substitute for parent involvement

If Districts join this service, all parents are informed via their email Information rich Parenting Blog, e newsletter

Everything the communication Service comments on is fully researched

Question from Board: What about parents that do not have email accounts?

Public library and use Gmail account. All free

Smart Phones have increased penetration of information into urban areas. Rural poor have a much harder time with communication

7:20 PM - Kathryn Gerbino –

Lobby Day – March 6th, went very well – 30 staff, students and board members were in attendance. New Visions Law and Development students were great.

Dr. Dedrick wanted to thank Marcia Siver on her organization of the day. They visited 16 lawmakers.

TA Showcase – May 1st at 3 PM

Dr. Dedrick noted that there will be a Town Hall type meeting on March 27 from 5-8 PM at the 900 locations. In attendance will be the Chancellor, 2 Regents, Commissioner and Sr. Deputy Commissioner.

By Law a Policy on the Dignity Act must be in place by July 1, 2012

This covers acts by staff on students and will be in effect for Summer School.

Meeting adjourned at 8:15 PM

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	maidmrn300@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 Faculty Association

Rep Council Highlights

March 21, 2012 by Lanny Barsale

Chapter Vice-Presidents' reports

TA/EA – Colleen Condolora

- Negotiations – The Memorandum of Understanding from Human Relations is holding things up.
- Hoping to meet the first week in April – notice will be done with postcards,
- There will be a powerpoint presentation and a question and answer session
- Hoping to do the vote the next week or the week after vacation.
- 28 TAs received notification about certification status for different reasons. Most have acted on it and there were a few mistakes.
- Place to input hours of continuing education – Dr. Dedrick thought it was done. It hasn't for two years but should be soon.
- May 1st – TA showcase.
- Flora and Colleen will be meeting next week with Peter and Inge about layoffs. According to the board minutes we are down 60 students.

Special Education Teaches – Flora Fasoldt

- Negotiations – Met with Mike Rowan (field rep). He will meet with administration to see how they want to proceed.
- Incentive – no details. It will be tied into other things and probably be connected to negotiations.
- If people can retire it means we can save some jobs.
- Update of e-mail addresses – check for errors and fill in Reps will be contacting constituents to update
- People should give reps their addresses so we can get information to people in a more timely manner.
- Lobby Day – legislators in favor of our programs but seem to not want to buck governor.

Service Chapter – Susan Kusalonis

- There is an instance of job titles changing to CSEA but admin won't move those people to service unit
- Continuing to leave them in the TA/EA Chapter even though they belong in service.

CTE – Jeannine Moran – no report

Budget

Budget given to reps to get input from constituents. See your rep if you wish to have input. There has been an increase in NYSUT and AFT dues but not our local dues. We have fewer numbers so had to cut back in some places.

Nominations

Nominations have been received. There was a nomination from the floor – Diane Kavanaugh nominated Sherry Karcher-Hewitt to ED#10. Nominations are as follows –

President— Doug Harple **OR** Gary Delano

Vice-President—Pat Gollub

Chapter Vice-Presidents:

Special Education Teachers – Flora Fasoldt

CTE – Jeannine Moran

TA/EA – Colleen Condolora

Service – Susan Kusalonis **OR** Sandra Smith

Recording Secretary – Barb Burnham

Corresponding Secretary – Sue Davis

Treasurer – Deb Sorvari

ED#10 – President is automatically an ED#10 rep Diane Kavanaugh, Sherry Karcher-Hewitt, Pat Gollub, Jeannine Moran, Colleen Condolora, Barbara Burnham, Lisa Mink, Gary Delano

- Ballots will go out 4/13/12. Due date is 5/1/12, Ballot counting wither 5/9 or 5/10. Counting committee so far is Terry Bennett, TA; Anne Conway, Special education;
- Still need members from CTE and Service
- There will be different colored ballots and they will be stamped.

Committee of 100 – Sherry Karcher-Hewitt

Sherry gave a report about the recent lobbying of the Committee of 100 on 3/20/12. She also gave out a synopsis of recent updates.

There will be challenges to Tier VI legislation – There wasn't a quorum and the correct time period wasn't there.

The governor was trying to have school districts compete against each other for money – grants.

Larger districts have professional grant writers.

Want the money back in the budget so all benefit.

Race to the Top money – Half went to State Ed for administration and policy change. The rest gave little support for even 1 job per district.

Attacks on Triborough Law – this protects our contract when it runs out.

There was much communication and discussion. See your rep or Chapter Vice-President for more information

Information from last Board Meeting. – See Report in TRIAD.

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

Spring has arrived, which to me means new beginnings and rebirth. I hope you were able to thoroughly enjoy your April break and found the time to smell the fresh air. I love this time of year when the birds are chirping, buds are on the trees and flowers begin showing their unique beauty. Spring just has a way of putting a smile on your face!

In Negotiations, the team is currently waiting for administration to move forward with the final details so we can begin presenting the package to the TA/Aide membership. The team will be showing a PowerPoint presentation to the membership at the Career and Tech dining room. A date will be going out soon to the Chapter through email and a postcard to save the date. There will also be a question and answer session following the PowerPoint. The contract vote will be held the following week.

Diane Kavanaugh, Speech Therapist, Special Ed Teacher Chapter and I will be attending the Representative Assembly in Buffalo at the end of April. The Representative Assembly is NYSUT's legislative body that speaks on behalf of its membership and brings forth proposed resolutions. All proposed resolutions will be perused and then voted on for advancement to the national level at the AFT. This year I will also be working at the NYSUT Health and Safety table to speak about the High Temperature and Workplace Violence bills that are being promoted by NYSUT legislature. These important issues are currently in the state legislature. As members we must continue to have our voices heard. There are so many issues that need our support through our membership. Please get involved by going to the NYSUT website, www.nysut.org and join the MAC (Member Action Center.) Every vote counts regarding these important legislative issues. We can make a difference, one vote at a time.

The Faculty Association is currently compiling personal email addresses for the membership. The TA/EA Chapter is in **desperate** need of updating its current emailing list. Please send me a quick email at condolora@aol.com so our information can be updated. Sending you emails from the Faculty Association is the most efficient, confidential and cost effective way to communicate with each member. Please take the time to help us move forward with membership communication. Important dates, times and general information can be readily disseminated through emails. **Please** help with this endeavor.

Five more Teaching Assistants were added to the TA/Aide Showcase on May 1st. The TA Subcommittee Committee would like to welcome CTE Teaching Assistants, **Lena Herbert, Kathy Menzies, Helen Mazzeo, Karen Karl and Mary Ragucci**. Thank you for agreeing to be a part of this very special afternoon.

In closing, the Negotiation team (**Barb Burnham, Chris McDonough, Michele Angelo, and Colleen Condolora**) are looking forward to seeing each of you at our question and answer session. Please take the time to come to the presentation so you can see a full overview of the proposals and changes to the contract. Our Labor Relation Specialist, **Mike Rowan**, will also be available to assist you with any concerns. More information will be coming very soon regarding the dates and times of the sessions.

Enjoy the nice weather and sunshine everyone!

**In Solidarity,
Colleen Condolora**

Rep Council Dates	Location Of each meeting
4/18/12	900 Watervliet Shaker Road Albany/Schoharie Rms.
5/16/12	Albany/Schoharie Rms.
6/13/12	Albany/Schoharie Rms.

American Flag Flies From Iraq to Niskayuna High School

On the 19th of March, Ms. Robin Gibelius class at Niskayuna HS was presented a flag by Commander Sergeant Major Nagee H. Lunde. The flag presented was flown over the Joint Base Balad in Iraq.

The presentation of the flag was in response to Khris Lunde and the class sending cards to CSM Nagee Lunde and his troops in Iraq. The classroom wanted to let the soldiers know they were thought of and thanking them for protecting the United States.

By James Reed, TA

Affordable Care Act Vital to Our Economic Security

During a week in which the U.S. Supreme Court heard oral arguments on the Affordable Care Act, AFT president Randi Weingarten says we need to build on the success of the law, not tear it down. "High-quality, affordable healthcare should not be a luxury for a few, but a promise to all, and the Affordable Care Act is making that promise a reality for millions of Americans," Weingarten says. "At a time when millions of Americans are struggling to get by, and students continue to graduate from college with a mountain of debt and few job prospects, the Affordable Care Act is saving families money, keeping our communities healthier and ensuring that Americans can get the treatment they need, when they need it, without battling big insurance companies."

VOTE-COPE March, 2012

Putting Activism To Work; "You Have The Power"

By Catherine A. Jakway, VOTE-COPE Chairperson, Capital Region BOCES Faculty Association

Dear Colleagues,

"In just the last year alone, we endured a \$1.7 billion cut in state aid and hundreds of millions in cuts to higher education. In addition, 30,000 educator jobs have been lost in New York schools due to massive budget cuts," said Andy Pallotta, NYSUT Executive Vice President. The month of March is a critical time. Lawmakers need to agree on a state budget before the April 1 deadline. The New York State School Boards Association is attempting to eliminate tenure and repeal the Triborough Law, the statute that prohibits public employers from cutting benefits and salaries when contracts expire.

What we can do. Take Action - Become an e-Activist!

Visit NYSUT'S new **Member Action Center** (mac.nysut.org) to sign on-line petitions, send emails, and faxes to Governor Cuomo and your lawmakers. Please visit this site often. If we wish to have a positive influence on our professional future, we must take an active part in the political process. **Your voice is needed now more than ever as well as your support to VOTE-COPE.**

VOTE-COPE is NYSUT'S influential and successful lobbying group. NYSUT lobbies on behalf of all members; educators, health care professionals, school related professionals..., they protect the rights of members.

Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor. VOTE-COPE helps strengthen political action programs at all levels-national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Your donation to VOTE-

COPE is not tax deductible. Members play a vital role in VOTE-COPE'S success.

We know these are difficult financial times, but if you can increase your VOTE-COPE gift even by \$1 it would be greatly appreciated.

This can be done by check (made out to "Vote-Cope") or through payroll deduction. Retirees can contribute through automatic pension deduction.

Everyone benefits when you support your union's efforts to protect public education, access to health care, labor rights, and fairness for working families. A contribution to this political action fund helps ensure your voice will be heard on issues, large and small, that affect your life. Make an investment in yourself and your future. Please make your donation to VOTE-COPE today.

The VOTE-COPE mailing went out on March 26th and 27th. If you have not received your packet, please contact me at MsSmarty-pants429@nycap.rr.com or at 469-7969.

We have a VOTE-COPE contribution to fit all budgets:
Amount per check Yearly Contribution
\$1.00 = \$22.00; \$2.00 = \$44.00; \$3.00 = \$66.00 and up.

Please complete your **payroll deduction form, automatic pension deduction, or by check**, and return to:

Catherine Jakway
311 E. Campbell Road
Schenectady, NY 12303

Healthy Living; Living For Good Health

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

We All Have The Power To Heal, The Power To Give Hope, The Power To Save a Life.

NATIONAL
MARROW
DONOR
PROGRAM®

BE THE MATCH®

Part II: Get the facts - FAQs About Joining the Registry

Marrow transplant patients need your support right now. 10,000 patients need a transplant. Only half receive one. Half is not enough.

Here is some important question and answer information you need in making your decision.

Q: Why is there a need for people to join the Be The Match Registry?

A: Thousands of patients with blood cancers like leukemia and lymphoma, sickle cell and other life-threatening diseases depend on the Be The Match Registry® to find a match to save their life. Patients need donors who are a genetic match. Even with a registry of millions, many patients cannot find a match. Donors with diverse racial or ethnic backgrounds are especially needed.

What is a bone marrow transplant?

A: Bone marrow transplant is a life-saving treatment for people with blood cancers like leukemia and lymphoma, sickle cell and other life-threatening diseases. First, patients undergo chemotherapy and sometimes radiation to destroy their diseased marrow. Then a donor's healthy blood-forming cells are given directly into the patient's bloodstream, where they can begin to function and multiply.

For a patient's body to accept these healthy cells, the patient needs a donor who is a close match. Seventy percent of patients do not have a donor in their family and depend on the Be The Match Registry to find an unrelated bone marrow donor or umbilical cord blood.

Q: How do I become a bone marrow donor?

A: The first step to become a bone marrow donor is to join the Be The Match Registry. Doctors around the world search our registry to find a match for their patients. If a doctor selects you as a match for a patient, you may be asked to donate bone marrow or cells from circulating blood (called PBSC donation).

Q: How do I use the registration kit to collect a cheek cell sample?

A. When you join the registry, you will use our registration kit to give a swab of cheek

cells. We will tissue type the sample you provide and use the results to match you to patients. If you join online, you will receive your kit in the mail. Instructions are included in your kit.

Q: What is my commitment if I join?

A: When you join the Be The Match Registry, you make a commitment to:

Be listed on the registry until your 61st birthday, unless you ask to be removed

Consider donating to any searching patient who matches you

Keep us updated if your address changes, you have significant health changes or you change your mind about being a donor

Respond quickly if you are contacted as a potential match for a patient.

You have the right to change your mind about being a donor at any time. Donating is always voluntary. If you decide you do not want to donate, let us know right away. That way we can continue the search for another donor without dangerous delays for the patient.

Q: If I join the Be The Match Registry, how likely is it that I will donate to someone?

A: On average, one in every 540 members of Be The Match Registry in the United States will go on to donate bone marrow or peripheral blood stem cells to a patient. We cannot predict the likelihood that an individual member will donate because there is so much diversity in the population. However, if you are between the ages of 18 and 44, you are 10 times more likely to be called as a marrow donor than other members of the Be The Match Registry. That's because research shows cells from younger donors lead to more successful transplants.

Every person who joins the registry gives patients hope, and new patient searches begin every day. You may never be identified as a match for someone, or you might be one of a number of potential matches. But you may also be the only one on the registry who can save a particular patient's life.

Q: Does race or ethnicity affect matching?

A: Racial and ethnic heritage are very important factors. Patients are most likely to match someone of their own race or ethnicity. Today, there simply aren't enough registry members of diverse racial and ethnic heritage. Adding more diverse members increases the likelihood that all patients will find a life-saving match.

Members of these backgrounds are especially needed:

Black or African American
American Indian or Alaska Native
Asian, including South Asian
Native Hawaiian or other Pacific Islander ,
Hispanic or Latino
Multiple race

Q: What is the donation process like?

A: Adult donors may be asked to donate in one of two ways:

Bone marrow donation is a surgical procedure in which liquid marrow is withdrawn from the back of the donor's pelvic bones using special, hollow needles. General or regional anesthesia is always used for this procedure, so donors feel no needle injections and no pain during marrow donation. Most donors feel some pain in their lower back for a few days afterwards.

Peripheral blood cell (PBSC) donation involves removing a donor's blood through a sterile needle in one arm. The blood is passed through a machine that separates out the cells used in transplants. The remaining blood is returned through the other arm.

Q: Can I get tested for a specific patient or family member?

A: When you join the Be The Match Registry, you make a commitment to consider donating to any searching patient who matches you. As a volunteer, you are never under any legal obligation to donate and your decision is always respected. However, because a late decision not to donate can be life-threatening to a patient, please think seriously about your commitment before deciding to join our registry.

You can request a copy of your own testing results after you join the Be The Match Registry. However, if you want to be tested only for a specific patient, you will need to have your testing done privately. You can contact the patient's transplant center or transplant doctor for more information.

All of this information I have provided in this article has come directly from <http://marrow.org>. or 1-(800) MARROW-2.

Next Month: The final, Part III: Steps of Bone Marrow or PBSC Donation & Myths & Facts About Bone Marrow Donation

NOTEWORTHY NEWS April 2012

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

Special Education Teacher Makes Finish in Local Marathon

Our congratulations goes out to Iain Munro, Teacher, Spec. Ed. Iain was a participant in the Green Mountain Marathon in North Hero, VT on October 16, 2011. He was one of 260 runners. His goal was to finish which he did in good time! 4:19:45. We are very proud of his accomplishments! Way to go Iain!

Social Gathering Dates

Our next Social Gathering is planned for **Friday, April 20th at 3:00 PM until ?** at Dorato's in the 20 Mall, Rt. 20, Guilderland.

Other Social Gathering dates are scheduled for **Friday, May 3rd at The Recovery Room**, Curry Road and Altamont Avenue, Rotterdam. (Near the Mohonasen Campus) and directly across from the Price Chopper Supermarket.

And.....at Wolf's 111, Wolf Road (111) Colonie. Happy hour Monday - Friday, 4-8 PM After Work Specials! \$1.50 Off All Draft Beers.

Our 2011 - 2012 school year is quickly coming to a close. If you have any suggestions for some final dates and locations, please contact Brent Pierce Spec. Ed. teacher at his personal email address, bmp4sw@gmail.com.

The Capital Region BOCES Faculty Association invites you to attend The Annual Celebration Bash and Retirement Party on Thursday, May 17th, at the Mohawk River County Club and Chateau.

More information is to follow in the TRIAD Newsletter and on our web page at www.crbfa.org. Please join us for a great dinner and enjoyable companionship!

Social Committee News

A bus trip is in the works by the Faculty Association Social Committee to Boston, Mass in June. Further information will be available in the TRIAD Newsletter and on our Faculty Association web page at www.crbfa.org.

If you have "Noteworthy News" that you would like to submit for this article we would love to hear from you! Please contact Susan Kusalonis at maidmrn300@aol.com, or to Catherine Jakway at MsSmartypants429@nycap.rr.com,

I hope you had a restful and peaceful vacation!

I hope you remember to visit this site daily. Every click helps a woman in need of a mammogram that could save her life.

TheBreastCancerSite.com[®] *Your friendly reminder*

MARK YOUR CALENDARS!

- ◆ **Administrative Professionals Day, April 25, 2012**
- ◆ **School Nutrition Employee Week, May 7-11, 2012**
- ◆ **National School Nurse Day, May 10, 2012**
- ◆ **Very Special Prom, May 11, 2012, Best Western Sovereign**
- ◆ **Celebration Bash, May 17, 2012, Mohawk River Country Club**

From the Editor's desk

Lanny Barsale, Co-Editor

I should be writing about a lot of things. There are always classroom issues, politics, and union issues. There is so much that it's difficult to choose. But right now my mind is on my BFF who is lying beside me. She is as close as she can get without being on my lap. She is soft, furry, has a cold nose, long ears and just turned 16. I think you might have guessed by now that she is not a friend of the human variety but man's (and woman's) best friend. In my case, it's a cocker spaniel.

We all have our passions and she is mine. Many people find pleasure in the company of a dog. I am realizing more and more the benefits of dogs. At Maywood school, we are reaping the benefits of the therapy dogs that have become a part of the school. Do you want a smile from an otherwise depressed child? Let her spend time with Divot (the German Shepherd) reading, hugging, petting and talking to him about all that is going on in her life that she can't share with anyone else. Do you want to see a child with anxiety issues relax and have fun? Add Finnegan (Cairn Terrier) to the classroom and see the tension melt away. And then there's Zelda, the Golden Retriever. Reluctant readers love to read to Zelda and she listens. Zelda had a hard life before becoming a therapy dog and now she shares her second life with us. There are many dogs in our lives at Maywood now and each one has value to different students. And value to different teachers. I know that petting Zelda melts away a rough day. And watching Reggie (Jack Russell terrier) run and jump outside helps me to not to take things too seriously, at least for a while.

So what is it about dogs in general that makes us want to spend time with them? Could it be that soft or even wiry coat? Could it be that someone is really happy to see us, no matter what? Could it be that anything you say is kept in confidence? Could it be that petting a dog is a sure way to lift depression? With the kids it's all of that and more.

It's important that the kids learn about the responsibility of owning a dog. I know that it's a big responsibility and not cheap. I've had students that were afraid of dogs that now want one. It's important that they hear about the other side of dog ownership. Well worth it, I say, but still needs to be figured into the equation. What a wonderful opening for math lessons on budgeting, managing expenses, time management (walks take time out of the day), etc. There can be many language lessons and these relationships can be built into social studies and science lessons. And even cooking lessons. Have you tried to make your own dog food or treats? Wow! And, students learn to look beyond themselves as they give back to the dogs some of what the dogs give to them.

All this applies to me as well. My BFF just woke up. She sleeps a lot at this age, after all she's 80 in people years. Now it's my turn to give her back some of the attention that she gives to me. So I'll sign off and maybe next month I can get back into subject areas more appropriate to an Association newsletter. Or again, maybe not.

Opt in for a hard copy of the TRIAD

A motion was passed by the Capital Region BOCES Faculty Association to try to "Go Green" and only send a hard copy of the TRIAD starting with the September 2012 issue to members who request it.

We will start asking those members who want to continue receiving a hard copy to let our Membership Chairperson, **Lisa Mink**, know that they want a hard copy and confirm the mailing address. You can contact Lisa by phone (518) 372-7240 at home; email her at lmink8@hotmail.com or by US mail to: 8 Jester Drive, Colonie, NY 12205.

We will continue to put this in each newsletter as a reminder.

RETIREES' CORNER Jeanette K. Christoff

Greetings,

We try to look to the future with optimism, but cannot help but worry as bad news abounds. Much is beyond us to change: the destructive weather locally and in the central U. S., the brutality in the Middle East, the almost daily reports of local crime and violence and the ever-escalating cost of gasoline, peanut butter and just about everything.

We had believed we could at least be effective in events close to home. How wrong we were! Our phone calls and e-mails against the passage of the Tier 6 pension plan were totally ineffective, as it was passed during the all-night session of our legislature and the 3-men meeting in a room headed by our governor.

Almost a year ago, Tier 5 came into being and in February came the teacher evaluation legislation which includes the clause,

“unannounced observation,” a return to the way things were, in the 70’s. Now we have a Tier 6. The rationale, we have read is to prevent public employees from accruing a great deal of overtime in their last three years, raising their pension to an amount almost equal to their working salary. We have also read that the average public employee pension is \$19,000. Many long retired would be thrilled to receive that much.

According to NYSUT UNITED, Tier 6 will only affect new employees. With the 2% tax cap and districts cutting back on programs and staff, it would seem there will not be many new hires.

A synopsis of Tier 6 will be given in another column. Our apologies for our gloomy letter this month, but it reflects the feeling of so many whose efforts fell on deaf ears. Our positive thoughts are that many of our readers are already retired and most of those who are not, still have their jobs.

RETIREE UPDATES

We note the passing of **Mary Korytowski**, 89, on March 18, 2012. Mary worked as a Teachers Aide in the Special Education Division. She was a member of the Executive Board as Corresponding Secretary. Mary is survived by her daughters Kathy Grant and Liz Fazio and her granddaughters, Kasey and Olivia.

Some long time friends met for lunch recently in Saratoga. Retirees included **Chris D. Alessandro**, who is making a remarkable recovery from the tree accident, **Anders Faltskog**, **Lou and Teresa Malone**, **Marlene Whitehead**, **Barb Faulisi-Haskell**, **Kathy Collins** and **Jacque Gleckman**. Also **Diane Ogren**, **Lena Herbert** and **Barb Burnham**. Does anyone recall the BOCES trip to Russia and the café incident where **Anders** was shot and **Lou** was missed?

Anita Riccio has returned from a month of volunteering in the Dominican Republic and Haiti with the Federation to Help Orphaned Children. It was a third world experience with having to boil water to drink to driving a truck through riverbeds to get to the school. The only part Anita did not enjoy was an overnight in Newark Airport during the snowstorm that closed all of our schools.

Election 2012 - 2014 Election To Be Mailed Out Soon

By Catherine A. Jakway, TA. Spec. Ed.,
Nomination and Election Chairperson

ELECTIONS AND ED 10 DELEGATES PLEASE VOTE!

Nominations for Faculty Association officers and ED 10 Delegates have concluded and I am now preparing envelopes with your Chapter ballot, your candidates bio's and a return self-addressed envelope. Each Chapter ballot is a different color; Spec. Ed. Teachers is green, CTE yellow, Service, blue, and TA/Aide, pink.

If your name or address has changed from what we presently have, please contact Lisa Mink at lmink8@hotmail.com or myself at MsSmarty-pants429@nycap.rr.com. This will ensure your ballot arrives in a timely manner. Any returned mail will be sent back to our Faculty Association address, 1015 Watervliet-Shaker Road, Albany, NY 12205, and not to me at my home address.

I will stay in contact with our Faculty Association President, H. Douglas Harple during that time and I will be given any returned ballots ASAP so I can correct the addresses and resend them. Please help me make this a

smoother mailing by updating your information before I conclude labeling envelopes on or after April 11th.

Every ballot counts and I am hoping for record returns. This is the "big" election." It will decide your Faculty Association officers and your ED 10 representatives for the next two years.

Ballots will be mailed out by Friday, April 13, 2012 at the latest. The returned ballot postmarked deadline will be Monday, May 1th. I am allowing a few days from that time for ballots to arrive. Please vote, put a stamp on the envelope and return just the ballot to me in the return self-addressed envelope. Any ballot received after the postmarked date cannot and be counted. I will also be in need of an election ballot counting committee (one member from each Chapter). I will be seeking a representative from CTE Chapter, Teacher, Spec. Ed., Chapter and the Service Chapter. I have a TA/Aide Rep. at this time.

Please contact me at the above personal email address or at my cell # 469-7969 if you are able to represent your Chapter.

Thank you.

The Do's and Don'ts of Facebook and other social media

Do's

Because the law on these issues is developing, here are some tips:

- Be familiar with any employee Work rules or policies dealing with electronic communications.
- Set your social media page privacy settings so that only "friends" can view it and maximize all possible security settings.
- Be very mindful of whom you accept "friend" requests from and to whom you send requests.
- Stop and think. If you're wondering, "Should I post this," it probably means that you shouldn't.
- Most importantly, assume that everything you post may be seen by everyone.

Don'ts

Many of the-actions below may be completely innocent or explainable, but employees should use their discretion when engaging in the following. If you are a teacher, school-related professional or a professional in higher education, do not:

- Accept "friend" requests from, or send requests to, students.
- Post any comments about, or any pictures or videos of, students.
- Post comments that a school might find inappropriate if read by students or parents.
- Post photos of yourself engaging in any behavior that a school might find inappropriate if seen by students or parents.
- Think you can make comments. "private" by sending them by direct or private message. You have no control over what the recipient will do with them.

All employees should also avoid using an employer's computer for personal purposes, as all of the information you enter may be readily accessible by your employer.

The General Counsel's Office provides free legal representation to any NYSUT member who is subject to disciplinary charges, but avoiding disciplinary charges is a much preferable course. We are keeping an eye on how this area of law develops. Aside from ordinary principles of "just cause," there are also other legal principles that may apply, i.e. the First Amendment and the Taylor law. In the meantime, we urge you to be vigilant about your social media usage.

MAJOR TIER 6 CHANGES

- Increased employee contribution based on salary
- Retirement age was raised to 63 and 30 years
- Final Average Salary (FAS) raised from 3 to 5 years
- Change in percentage of FAS in determining pension
- Eliminates lump sum pay for sick and vacation days into calculating FAS
- Only 2 employers to calculate benefit
- Limits overtime credit
- Limits sick and leave days from 200 to 100 for service credit
- If salary exceeds governors (\$179,000), not eligible for Tier 6

NYSUT UNITED April 2012 p.10

A Friendly Reminder Annual Local Recycling Day Coming April 25th

Capital Region residents and businesses invited to recycle unwanted electronics

Capital Region residents and businesses with unwanted electronic equipment can recycle it in an environmentally friendly way.

The 10th Annual Electronics Recycling Day will be held on **Saturday, April 21 at Taft Furniture in Colonie**. The recycling day is being held in honor of Earth Day and people and businesses are invited to recycle used TV's, computers, cell phones, VCR's and other unwanted electronic equipment.

Last year, over 4,000 cars lined up to recycle unwanted electronics and over 250 tons of electronic equipment was recovered and recycled instead of going to landfills. The equipment filled up 20 tractor trailers.

NewsChannel 13, participating municipalities and other sponsors will host the event that will be held from 7 a.m. to 1 p.m. Volunteers are needed.

For more information please contact John Hodgens at jhodgens@wnyt.com or call 518-207-4740 (work) or 518-334-1126 (cell).

Reprinted from WNYT Channel 13 webpage
Wednesday, February 29, 2012

Service Chapter Notes

By Susan Kusalonis

Welcome to Spring. At this time you are hopefully enjoying your vacation and you will come back from break, rested.

At this time I'm back at work and relieved that there is no more pain in my hip.

Are you interested in going to a full day workshop on July 18 from 9 AM to 3 PM. The Association can send a few member to "Building Representative Workshop" This training is designed to provide participants with an opportunity to acquire and/or improve the skills necessary for successful performance of a Building Representative.

The registration fee includes a continental breakfast and lunch with the training. If you are a member of Rep Council and don't work summer school, please consider this..

Please let me know if your are interested maid-
mrm300@aol.com.

Please welcome **Nicholas Kanellis**, (Account Clerk I, CTE). Nicholas is filling in the vacancy that CTE has had since **Joan Kazamierzck** retired in December. Because of the changes that have occurred over the years the position has had to handle more purchasing then when the position was titled Sr. Keyboard Specialist. Thus, the title change.

There is also a new title being added to the Service Chapter at Maywood School "Food Service Helper". This is a requirement of Albany County Civil Service because of the job duties.

Denise Stoliker (Clerk I, Sub Calling) has resigned and gone on to another position. We wish her well.

The Negotiations team meet today to review any possible changes we would like and weather or not the Contract should be opened. The team members are **Barbara Hasselbach**, CO-
TA, Sp. Ed., **Lisa Mink**, Sr. Keyboard Specialist, SSS, **Carol Sheehan**, Data Entry Operator, NERIC and myself. Thanks to everyone that took a few minutes to contact us with your suggestions. Some by phone, email or attending the meetings that Lisa Mink held at the different buildings.

In Solidarity, Susan

7 Ways you can stop illness from spreading

By LaA FRENETTE - Ifrenett@nysutmail.org

Colds? Flu? Conjunctivitis? They're here, there and everywhere, and most prevalent in schools. Students often touch the same keyboards, share toys, rub eyes, and sniffle and sneeze at desks just inches apart. No wonder students, teachers and school-related professionals are exposed to so many germs.

"Viruses are among us. You can keep them at bay with good hygiene, oral care and hand washing," said Suzanne Smith, school nurse, RN, and member of the Sacketts Harbor Teachers Association. According to the National Institute of Health, rhinoviruses, associated with the common cold, can live up to three hours on your skin, on telephones and stair railings. We can prevent illnesses from spreading in many ways:

Wash your hands a lot

"All people should wash their hands before meals, after blowing their nose, coughing, touching their face or nose, after first-aid care, and after using the toilet." Smith said.

2. Brush, floss, rinse

"Good oral care clears the mouth of germs," said Smith, who hands out toothbrushes to students in February during National Children's Dental Health Month.

Clean classrooms, cafeterias

"Our custodial staff is great. They're very diligent. They wash every desk every day and the tables at lunch in between each class," said: school nurse Joan Noonan, a member of the Rocky Point School-Related Professionals Association. She and health aide Debra Cacciatore serve 1 739 students.

In accordance with state law, Rocky Point evaluated various products before choosing green cleaners, said head custodian Michael LaRosa, also a member of the Rocky Point SRP Association. "Every class is fully mopped every day. Soap dispensers, sinks, countertops, paper towel dispensers - everything gets fully cleaned everyday. We use different products for different areas," he said. If a virus is spreading through school, staff does additional cleaning with a green virus-cleaning product, he said.

4. Get Plenty of Sleep

Lack of sleep, Smith said, "is a huge issue with our children today." She recommends a minimum of 10 hours a night for children in grades K-5. "Many of our children are staying up too late," said Smith, a nationally certified nurse. The same goes for adults.

5. Eat right and exercise

Smith recommends school nurses join the school's health and wellness team to work with cafeteria staff, teachers and administrators in promoting healthy foods and snacks. Her school's committee used a U.S. Department of Agriculture grant to provide fresh fruit to students every day for a half a year. The school is also using more local produce, she said.

Noonan said her school pushes "Eat, sleep and exercise." Students perform five minutes of calisthenics after the morning recitation of the Pledge of Allegiance, and again in the afternoon.

"NYSUT also has available for elementary school nurses or teachers a free, simple sticker program called 24/7 Let's Go! Where each student marks healthy choices in exercise and eating," said NYSUT vice president Kathleen Dunahue. "It's a great motivator."

6 Go Outside

"It is always good to get fresh air," said Julie Neman, school nurse and member of Cortland United Teachers. "Walk around, open the lungs. Just be sure to wear hats and mittens." She also advocates drinking a lot of fluids, and said, "Vitamin C is our friend in the wintertime."

7. Stay home if contagious

Most schools send students home if their temperatures hit 100 degrees. Adults need to be careful of going to school when sick, because they spread germs, too.

"Rest and fluids go a long way toward recovery," said Smith. "The first couple of days are the most contagious."

Neuman uses her column in the school newsletter to remind parents of upcoming physicals, changes in state mandates and immunizations. She recently addressed school rules that require children be fever-free for 24 hours without medicine.

Is Level Term Life Insurance right for you?

With the cost of consumer goods such as gasoline rising at an alarming rate, we're all trying to cut back on expenses any way that we can. Cooking at home instead of eating out? Smart (and healthier)!

Consolidating and paying off debt as quickly as possible? Great decision! "Saving" money by not purchasing life insurance? Not so good. Ask yourself this... would your family be protected if something were to happen to you?

If your answer is "no," you may want to consider purchasing the NYSUT Member Benefits Trust-endorsed Level Term Life Insurance Plan – a new insurance offering available to NYSUT members and their spouses/certified domestic partners.

This plan offers life insurance in force for either a 10-, 15- or 20-year period. Your individual premium is scheduled to remain the same during the term period; you cannot be singled out for a premium increase due to your age or a change in health status; and coverage will not decrease during the term period.

Your rate for Level Term Life is based on your age at the time that you are approved for coverage. Keep in mind that the insurance company reserves the right to change rates for all insureds only once in a 12-month period.



When the term ends, you have a few options. You can renew for another term with proof of insurability, during which your benefits will remain the same. Or, you may renew directly into the Member Benefits Trust-endorsed annual renewable Term Life Insurance Plan with no medical underwriting (depending on age). You can also convert to an individual permanent life policy at a higher cost.

For more information about this new program, please contact Marsh U.S. Consumer, a service of Seabury & Smith, Inc. – the plan administrator – toll-free at 888-386-9788. Feel free to also contact Member Benefits with any questions at 800-626-8101 or visit memberbenefits.nysut.org.

Need help getting your financial house in order?

It's spring time... and spring cleaning time! Take advantage of this opportunity to go through your home and get rid of those items that you no longer need. And, while you're getting your home in order, why not make sure your financial house is in order as well?

Do you have questions about how to properly invest your assets to build a college savings or retirement fund? Maybe you want to purchase or refinance a home, or simply pay off some debt?

These are important questions to ask of a professional you can trust who can put your mind at ease and help you avoid financial mistakes. The NYSUT Member Benefits Corporation-endorsed Financial Counseling Program – provided by Stacey Braun Associates, Inc. – offers unbiased, objective advice customized to specific financial situations such as the ones mentioned above.

For more details, please contact Member Benefits at 800-626-8101 or visit memberbenefits.nysut.org.

For information about 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. '12

**MEMBER
BENEFITS**
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Thinking is Healthy You



Capital Region BOCES Faculty Association

**Celebration Bash
And Retirement Party**

May 17th, 2012

Mohawk River Country Club and Chateau

847 Riverview Road, Rexford, NY

(Off of Balltown Road, past Edison Club)

5:00 – 6:00 Cocktail Hour

You won't want to miss the hor d'oeuvres

6:00 – Dinner

Rainbow mesclun salad with cranberries and walnuts

“Turf and turf:” Chateaubriand (filet mignon) and/or

Poulet Francaise (chicken). You don't have to choose

Vegetarian dinner available upon request with your check.

Vegetables: Julienne vegetable purse and twice baked potatoes.

**Book a table of co-workers and bring your
Spouse/significant other for a wonderful evening.**

Celebrate with folks who have completed 20, 25 and 30 years.

We are not just a retirement party!

All for: \$35.00 per person

Deadline: May 7th

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.

If you know of a potential retiree, please contact Lanny.

Please make checks payable to: Capital Region BOCES Faculty Association

Please mail check and registration form to:

**Lanny Barsale
123 Donats Brow, Unit #4
Cobleskill, NY 12043**

Name: _____ **Phone #** _____

Requesting Vegetarian? _____

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

Seating requests: Maximum of 12 per table (if you are not on a list when you make your reservation, I cannot promise that you will be at that table. Please make reservations for a table as a group –I’ll smile a lot more).

Due May 7th-telephone reservations and e-mail reservations are not guaranteed.

The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

**COMMUNICATION COMMITTEE
AND TRIAD NEWSLETTER
STAFF**

TRIAD Co-Editors:

Susan Kusalonis—maidmnr300@aol.com

Lanny Barsale—lannyb1953@yahoo.com

Website Editor

Barbara Burnham, baburnham@gmail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:

Pat Gollub—Gollub02@yahoo.com

Gretchen McDonough and Transition Class

Jeanette Christoff

jankachristo@juno.com

Catherine Jakway

mssmartypants429@nycap.rr.com

Capital Region BOCES

Faculty Association

1015 Watervliet Shaker Road

Albany, NY 12205

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*The Communication
and TRIAD Committee
want to wish you
a restfull Spring Break.*

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.