

April 2016

Vol. XXXX No. 08

# CAPITAL REGION BOCES FACULTY ASSOCIATION

# TRIAD

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

## News from the President

Dear Colleagues,

Easter is here and the sun is higher in the sky and getting warmer. The better weather always helps lift my spirits. I find that some days are so nice that it's hard to be in a poor mood. The flowers are starting to grow and the trees are beginning to blossom.

Spring is a wonderful time of year. A time where we see things come back to life. It is a time of renewed hope and anticipation of better things to come. It is a time when feel we can take on new challenges and pursue new adventures.

What an appropriate time to think about the future, what it will be and, perhaps, what it could be. Spring is a great time to look at the challenges ahead and face them straight on. We can then takes steps towards shaping our future as we want it to be, instead of letting our future shape us, as it often does.

No, I am not saying that we, as individuals can make the future whatever we want. Often we have limited say in what the future will be. However we can impact it in a positive way, especially with what we are directly involved and make it better. I believe you already know this. Heck, we do it every day through our students. Each day we work to improve their lives and the lives of people around them. That's one way we do shape our future.

Things continue to change. Our Superintendent, Dr. Dedrick, recently announced his plan to retire from the BOCES to take a new job. The process of replacing a superintendent of a BOCES or school district normally takes a fair amount of time. For us it may very well take over a year. In the meantime another BOCES superintendent will be appointed to officiate our organization as leader (and continue to serve as superintendent where he/she presently serves). It can be expected that an interim will also be hired and appointed to manage the day to day operation of our BOCES. This is what was done when Dr. Nagler retired.

Then there is the prospect of a study to determine if we should continue as a BOCES with the same component school districts we present-

ly serve. We are a large BOCES and the idea that we might be merged with another BOCES seems less likely, but not impossible. I suppose there will be those folks that may see greater efficiency possible with a larger BOCES. Personally, I very much doubt that the efficiency would improve through a merger. But it could happen.

As we move forward with the definite and possible changes in front of us, what do you think matters the most to our students, the ones you and I serve? I would put funding at the top of the list when we look at it from an overall perspective. Let's face it, without funding it is impossible to properly serve and care for the students we have. Every improvement we try to make requires funding. The free or cheap changes have already been implemented. Cutting budgets now, in order to put money elsewhere will only hurt the programs/students from where it was taken. At this point there is no fat to trim. In some cases, we have cut too deep and now need to restore funding. Adequate staffing is needed, especially in some of our new classrooms where the students are much needier, more disruptive and more violent than what we have been able to serve in the past. Also, professional development in how to handle such difficult students who may not fit a public school setting. It all takes money.

I want to thank each and every one of you for what you do for students and how hard you work to help them. You should be very proud of the job you do. The work you do for each and every one of our students makes a real difference in their lives and will help them be successful in their future. You continue to do this in spite of the difficulties continually placed in your path. We just need a little help from time to time, carefully planned and measured PD, improved technology, adequate staffing, a quality teaching environment and supplies. In other words: funding. Oh and a pat on the back or thank you wouldn't hurt (which doesn't cost anything).

**Looking Forward, Doug**

### CALENDAR

CAPITAL REGION  
BOCES FACULTY  
ASSOCIATION.

#### REP COUNCIL

April 20, 2016

#### BOCES BOARD

April 18, 2016

#### National Park Week

April 16-23



#### Arbor Day

April 29th

TRIAD Committee Mtg.

April 26th, for May  
Newsletter

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# Important Dates for 2015-2016

| Exec Board<br>NYSUT | Rep Council<br>900 bldg.<br>(unless noted otherwise) | TRIAD Meet-<br>ing<br>Maywood | BOCES<br>BOARD<br>Meeting |
|---------------------|--|-------------------------------|---------------------------|
| April 6, 2016       | April 20, 2016                                       | April 26 <sup>th</sup>        | April 18                  |
| May 4, 2016         | May 18, 2016   | May 24 <sup>th</sup>          | May 16<br>Schoharie CTE   |
| June 1, 2016        | June 15, 2016<br><b>Schenectady Room</b>             | None                          | June 20                   |
|                     | 04:15-6:00 PM  | 4:00 PM                       | July 18                   |

BOCES Spring Prom  
May 20, 2016—Quality Inn, Albany  
“Save the Date”

CELEBRATION BASH  
June 2, 2016—Mohawk River Country  
Club  
“Save the Date”

Student Incentive Award  
Deadline—May 1, 2016  
“[www.crbfa.org](http://www.crbfa.org)”

## 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 | 265-2358 | 356-8349 | condolora@aol.com       |
| CVP Service      | Sandy Smith       | 869-7421 | 229-1403 | shortmom02@yahoo.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     |
| Secretary        | Barbara Burnham   | 334-1193 | 862-4720 | baburnham@gmail.com     |
| Treasurer        | Deborah Sorvari   | 452-8138 | 334-1296 | debmom39@nycap.rr.com   |
| Membership Chair | Gina Hanley       |          | 862-5332 | ghanley97@gmail.com     |
| Grievance Chair  | Kristen Lashway   | 421-3446 |          | Kris10Lashway@gmail.com |

[www.crbfa.org](http://www.crbfa.org)

# Teaching Assistant/Aide Report

Colleen Condolora, Chapter VP

Dear Constituents,

I want to begin to wish you a well-deserved spring break. This is a time when we can all re-group; relax our minds and prepare ourselves mentally for the next coming months of this school year. Springtime is such a beautiful time of year in the northeast. I welcome the sunshine and flowers blooming and the refreshing smell of newly fallen rain. I hope everyone is able to find some time to relax and take in some fun activities.

I was graciously asked by the American Federation of Teachers to present a workshop on diversity at the School Related Professional Conference being held in Las Vegas, Nevada. I am looking forward to the conference to network with other School Related Professionals from around the country. Having this opportunity is a great privilege and the conference will enable me to get first-hand knowledge from experienced professionals. I will report out in next month's TRIAD about my experience and any new information I was able to obtain.

Please remember to sign up with Marcia Siver for the Teaching Assistant Showcase being held on Thursday, May 12 at Central Administration from 3:00 to 4:30. You can reach Marcia at [marcia.siver@neric.org](mailto:marcia.siver@neric.org). Thanks in advance, I look forward to seeing everyone at this special event.

John Fitzpatrick, Special Education educator, wrote a great article in March's TRIAD regarding looking out for each other's mental health and stress related illnesses. I have spoken to this issue several times this year. As you know the students we are educating are more aggressive and exhibit serious mental and emotional trauma. As a result, stress can sneak up very quickly; it is extremely important we become vigilant to our co-workers needs or changed behaviors. We are all in this together!

In closing, I want to extend my best wishes for a much deserved spring vacation. I wish for your time off to be filled with fun, sun, laughter and relaxation. Enjoy everyone!

**In Solidarity, Colleen Condolora**

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## NYSUT Capital District Regional Office Calendar

April 19, 2016, Tuesday, 4:00 p.m. – 6:00 p.m.

**APPR Encore**

Greenwich H.S. Library

RSVP to Doreen Burgett at [dburgett@nysutmail.org](mailto:dburgett@nysutmail.org)

May 10, 2016, 4:15 p.m.

**Suburban Council Negotiators**

NYSUT HQ CDRO Conference Room

Contact: David Rounds, [bctaunited@gmail.com](mailto:bctaunited@gmail.com)

May 12, 2016, 8:00 a.m.

**RC - 10 Retiree Council Conference**

NYSUT Headquarters

Contact: Barbara McCarthy [bmccarth@nysutmail.org](mailto:bmccarth@nysutmail.org)

May 18, 2016, Wednesday, 4:00 p.m. – 7:00 p.m.

**Member Workshop - Teachers Years 2, 3 and 4**

Raindancer Restaurant, Amsterdam

Register at: <http://www.nysut.org/eReg/CDROMM1>

May 19, 2016, 6:30 p.m.

**SALT Meeting (Southern Adirondack League of Teachers)**

Pizzeria Uno, Queensbury

Contact: Tammy Boire [tboireot@gmail.com](mailto:tboireot@gmail.com)

May 23, 2016, Monday, 4:00 p.m. – 7:00 p.m.

**Member Workshop - Teachers Years 2, 3 and 4**

NYSUT Headquarters

Register at: <http://www.nysut.org/eReg/CDROMM1>

May 24, 2016, Tuesday, 4:00 p.m. – 7:00 p.m.

**Member Workshop - Teachers Years 2, 3 and 4**

Fort William Henry, Lake George

Register at: <http://www.nysut.org/eReg/CDROMM1>

May 25, 2016

**HFM Regional Presidents Meeting**

Contact: Richard Peters [rpeters5@nycap.rr.com](mailto:rpeters5@nycap.rr.com)

June 6, 2016, 6:00 p.m.

**ED #10 Meeting (All Welcome)**

NYSUT Headquarters

Contact: Tony McCann, [amccanned10@yahoo.com](mailto:amccanned10@yahoo.com)

# Retirees Corner

By Jeanette Christoff

Greetings,

Recent chats with colleagues from our era brought forth memories of our once boundless energy which we so foolishly thought would never leave us. We recalled how quickly we could once retrieve names and information from our memory bank and that we had the physical ability to try almost any task and usually succeed at it. We cannot help being envious of the “self” we once were. We are consoled by the knowledge that our inadequacies have been replaced with the wisdom we have gained through our life experiences and years lived. Now, we can quickly review a problem or situation, decide what part has priority, consider solutions from our treasury of experiences and select the one most likely to succeed. We have learned to ignore the minutia and “cut to the chase”, as the old saying goes.

As retirees, I believe we all are grateful that we no longer have to make the 100’s of immediate decisions as those in the work force must do, especially those who teach fragile and difficult stu-

dents. So many factors must be considered about each child before making the almost immediately required response. John’s article in last month’s TRIAD addressed the toll it takes. We believe that few, if any of those in power who pass education legislation have a clue. Our admiration to each you who go back in, day after day and do your best to improve the lives of your students. For some, who have taught for decades, the prospect of that ever-closer date of retirement is the incentive to keep going.

My appreciation to Bob Cole and Dave Wiltsey for most of the information in the updates. I am at 356-0137 and welcome hearing from you with news, adventures or travel. Just hearing that all is well is good news.

.....  
GRIEF IS THE PRICE WE MUST PAY FOR  
LOVE.

## RETIREE UPDATES

Congratulations to **Bob Cole**, Votec, Auto, on his 90<sup>th</sup> birthday! He celebrated with a trip to California, given by his children. Bob spent time with his family out west. He continues to enjoy downhill skiing in the winter and golf in the summer with many friends from his teaching day. Our condolences to Bob on the passing of his wife of 68 years in August 2015.

**Bob Waldorf**, Votec, Building Trades, is touring our great country in his motor home, a dream achieved.

**Karl Voss**, Votec, Auto, recently visited the Capital Region from South Carolina with his bride. They came to attend to Karl’s 50<sup>th</sup> High School reunion and were guests of the Wiltsey’s during their visit.

**Paul Bernard**, Votec, Sp. Ed., is pursuing his hobby of model trains and has participated in local events with displays of his collection.

An article in the Gazette which featuring the Polish American Harvest Festival included a photo of **Carolyn Kozubal**, Votec, nursing, working at the event. This was the 30<sup>th</sup> year of celebration which originated at St. Adalberts Church in Schenectady. (8/17/2015)

**Bruce Weidman** Votec, Auto, will soon be returning from wintering in Florida as will **Lloyd Scott**, Votec, Drafting.

**Dave Wiltsey**, Votec, Auto, enjoys having his great family nearby. He is an “antiquer”, with vintage automobiles his specialty. Dave’s 1934 Chevy Sedan appeared in the movie, “The Way We Were”, which was partially filmed in Schenectady and at Union College. Dave’s wife, had the opportunity to meet both Barbara Streisand and Robert Redford, while transporting the vehicle as needed.

# The Long Term Devastation of Childhood Trauma and the Belief That We Can Heal Together

John Fitzpatrick, Special Education Teacher

I've observed throughout my career that often colleagues who have experienced their own childhood struggles are some of the most devoted and compassionate models for our students. But I've also seen some of them pay exorbitant personal costs that I wish could have been avoided. I guess that some of us are drawn to this field and this organization because perhaps we resonate with the suffering of our students, often unconsciously. We sense that we are healing ourselves when we help our students heal. But first, let's explore some of the things we may have in common with them.

The Adverse Childhood Experiences (ACE) Study is one of the largest investigations ever conducted to assess associations between childhood maltreatment and later-life health and well-being. The study is a collaboration between the Centers for Disease Control and Prevention and Kaiser Permanente's Health Appraisal Clinic in San Diego.

More than 17,000 Health Maintenance Organization (HMO) members undergoing a comprehensive physical examination chose to provide detailed information about their childhood experience of abuse, neglect, and family dysfunction. The ACE Study findings suggest that certain experiences are major risk factors for the leading causes of illness and death as well as poor quality of life in the United States.

(<http://www.cdc.gov/violenceprevention/acestudy/>)

These are the questions that were asked of the study participants:

While you were growing up, during your first 18 years of life:

1. Did a parent or other adult in the household often swear at you, insult you, put you down, or humiliate you or act in a way that made you afraid that you might be physically hurt?
2. Did a parent or other adult in the household often push, grab, slap, or throw something at you or ever hit you so hard that you had marks or were injured?
3. Did an adult or person at least 5 years older than you ever touch or fondle you or have you touch their body in a sexual way or try to or actually have oral, anal, or vaginal sex with you?
4. Did you often feel that no one in your family loved you or thought you were important or special or your family didn't

look out for each other, feel close to each other, or support each other?

5. Did you often feel that you didn't have enough to eat, had to wear dirty clothes, and had no one to protect you or your parents were too drunk or high to take care of you or take you to the doctor if you needed it?
6. Were your parents ever separated or divorced?
7. Was your mother or stepmother often pushed, grabbed, slapped, or had something thrown at her or sometimes or often kicked, bitten, hit with a fist, or hit with something hard or ever repeatedly hit over at least a few minutes or threatened with a gun or knife?
8. Did you live with anyone who was a problem drinker or alcoholic or who used street drugs?
9. Was a household member depressed or mentally ill or did a household member attempt suicide?
10. Did a household member go to prison?

The ACE Study uses the ACE Score, which is a total count of the number of questions which were answered "yes". The ACE Score is used to assess the total amount of stress during childhood and has demonstrated that as the number of ACEs increase, the risk for the following health problems increases in a strong and graded fashion:

Alcoholism and alcohol abuse

- Chronic obstructive pulmonary disease (COPD)
- Depression
- Fetal death
- Health-related quality of life
- Illicit drug use
- Ischemic heart disease (IHD)
- Liver disease
- Risk for intimate partner violence
- Multiple sexual partners
- Sexually transmitted diseases (STDs)
- Smoking
- Suicide attempts
- Unintended pregnancies
- Early initiation of smoking
- Early initiation of sexual activity



## Long Term Devastation of Childhood Trauma (continued)

- Adolescent pregnancy

<http://www.cdc.gov/violenceprevention/acestudy/findings.html>

The ACE findings support the hypothesis that childhood traumas never really go away, but some cultivate the mindsets necessary to be able to use those experiences as a bridge, as an unspoken credential which may be felt as understanding and respect by someone who is still acutely suffering. I have seen many of my colleagues practice this “conscious use of self” offering such intimate support while maintaining healthy boundaries. Of course, this is not always the case and

we need to be aware that our students can trigger old trauma based responses that have not yet been noticed, accepted and transformed. At those most difficult times, we must help each other and accept help from each other. Our health and longevity literally depends on our ability to do so. But as Harvey Baines has said many times, “That’s easier said than done!”

### Additional Resources

[http://www.avahealth.org/ace\\_study/ace\\_study\\_dvd\\_institutional\\_license/](http://www.avahealth.org/ace_study/ace_study_dvd_institutional_license/)

[https://www.childwelfare.gov/pubPDFs/long\\_term\\_consequences.pdf](https://www.childwelfare.gov/pubPDFs/long_term_consequences.pdf)

## Service Chapter

NYSUT is pleased to announce a new professional development initiative for our SRP members through a partnership between Program Services and ELT.

NYSUT has announced its first on-line seminar for all SRP members to take advantage of. Dealing with Difficult Behaviors is a three-hour seminar offering strategies to help when dealing with students who exhibit chronic misbehaviors. The on-line format will help SRP members get the professional development they need right at home, on their own time and at their own pace. Once registered, the member is paired up with a trained SRP facilitator who will work with them online to complete the seminar. This is open to all our SRP members and the cost will be \$25.00. Registra-

tion is available at [nysut.org/srponline](http://nysut.org/srponline) and questions should be directed to NYSUT ELT at 800-528-6208. NYSUT thanks you for any help you can give in reaching out to our SRPs to share this new opportunity.

NYSUT is asking for our assistance in the growth of this venture by reaching out to our SRP'S asking them to share this information with other members.

Service Chapter members please don't forget about the professional development/training reimbursement that's in our contract agreement with BOCES.

**Sandy Smith**



# Capital Region BOCES Board Notes—March 21, 2016

By Susan Kusalonis and Kevin Rheden, TA in attendance

Meeting opened at 6:30 PM

Dr. Dedrick opened by discussing the Customer Service Goal that they had been working on this past year.

- The focus had been on staff in offices or those interacting directly with our customers. The standards have been put in place. The key component is flexibility by managers – due to the amount of direct customer contact.
- The trainer will be conducting tests to see how it is going in house.
- Many thanks to Deb Bush on her dedication to this process.
- Instructional staff will be the next group to be trained. We are working with the Faculty Association on how to start the process.

Dr. Dedrick wanted the Board to be aware of the excellent results of two events at CTE. Dr. Kelsey reviewed with the board the Skills USA “We the People” competition results. Social media covered it and there was a live feed at 5 AM. The second event was the St. Patrick’s Day luncheon held last Thursday. The students had to plate and serve 65 dinners at one setting. The event was well received and patrons enjoyed the bag pipe player who performed in the parking lot.

Dr. Dedrick asked Deb Bush to review the portfolio of materials that they were pulling together to help districts with the upcoming testing process. It is always better to be prepared during stressful times with the talking points in the portfolio which is data driven, back ground information. How to talk about testing in general, not common core or whether or not to opt out of the tests. There is a media back ground fact sheet. They also viewed a video on this developed by the Communication Department.

Dr. Dedrick announced the new appointments to the Regents, Elizabeth “Betty” Rosa, Chancellor (New York City Area) and Andrew Brown, Vice Chancellor (Rochester Area). The new Chancellor spoke as a parent and Chancellor during her speech.

It is becoming more obvious that Commissioner sees BOCES as an arm of SED. Especially as they lack resources at SED.

Q – Are we getting more unfunded mandates?

A – Probably. We are not applying for grants that include personnel. The cost to maintain that position after a grant is over has become prohibitive. We are only applying to renew existing grants that already have staff.

Q – Can we let them know that a position is because of SED and not BOCES?

A – Yes, when it happens.

Q – Is there a way we can break out mandates so that they can be seen?

A – That is not easy, everything is blended together in the budget.

## Committee Reports:

**Policy Committee** met earlier and reviewed three policies. Two were just reviewed. The third, Code of Conduct for Students needs to be amended as there is no real direction in the policy. We need to focus on violation of this policy, cell phones in particular. Hopefully at the next Board meeting in May we will have new wording for review.

Q – Under contracts – McKnownville contract for the IEP meetings. How many districts actually attend these meetings?

A – About 85% of Districts have IEP meetings at BOCES locations. IEP meetings are also held throughout the year as needed.

## Individual Board Members

John Bergeron – I’m having problems with Board Docs at home. I only have dial up and the program does not work well. How can I review the agenda with this problem?

Dr. Dedrick asked David Versocki, from NERIC, to assist Dr. Bergeron.

## Privilege of the Floor:

A young lady\* asked to speak to the Board and stated that she wanted to challenge their recommendation that she be terminated. She felt that there was no good reason for her termination. The mother, Shannon Green, of the one-on-one student, stated that her daughter had been hurt since the termination as there was no-one to replace the TA that had been terminated.

**\*Editor Note:** We did not hear her name and as it is for Executive Session, her name was not listed in the agenda.

Meeting ended at 7:10 PM

# Representative Council Meeting NOTES

## March 16, 2016 by Susan Kusalonis

Minutes of previous meeting approved.

Motion made to change the agenda and go to **Select Committees** first. Motion passed.

**Committee of 100** - Sherry Karcher-Hewlet  
Attended Lobby Day on March 8<sup>th</sup> and issues discussed with legislators were:

- Governor asked for 2.5 billion in general purpose school aid over two years and NYSUT is asking them to fully fund over one year
- Get rid of gap elimination aid
- Restore Teacher Center funding to \$40 million
- We like the new Board of Regents
- The near zero tax levy limit of 0.12 percent for 2016-17 will have negative effects on our students and their schools – give us a true 2.0 % and attach to index of cost of living
- Enact a series of reforms to endure charter management accountability and transparency
- The Parental Choice in Education Act is a thinly disguised voucher and would divert hundreds of millions of dollars from the state budget
- Mandate relieve for students with special needs
- Preserve the current NYS health insurance reimbursement system for NYSHIP retirees (individual and dependent contribution rates) by rejecting the Executive Budget proposal to increase such rates
- Support A.3885 (Nolan)/S.3897 (Ritchie), which increases the BOCES salary cap and the formula for Special Service Aid, and include this legislation in the State Budget
- Include 9<sup>th</sup> grade in Special Services Aid
- Governor would like all Labor Unions to make public all contractual agreements before voted on by their membership. PLEASE do not consider this.

Overall – there was a positive tone compared to previous years.

In May there will be lobbying for districts

**Equitable Work Day Committee** – Matt Finn

Solidify what the actual work day looks like for itinerant staff. Have started collecting contracts to review how other districts deal with this topic. The committee will meet once a month and anyone interested is welcome to join them.

### **New Business**

New Visions won for second time at the states competition. A request was made to donate \$200 to them for the National Competition. Doug agreed to do so from the Presidents Discretionary fund.

### **Chapter Vice Presidents Reports**

#### CTE Teachers

A couple teacher issues, one resigned and one is on administrative leave.

#### Special Education – Kristen Lashway for Flora

They had met with Chuck and Lynn regarding staff morale. Continue to bring issues to the forefront as there is no Principals Cabinet any more.

Met with Peter and Principals concerning difficult students and staff training.

One teacher resignation – have posted a new position

Adding a new classroom to RA II

Service – No Report

TA/Aide – No Report

BOCES Board Report – No Report –  
next Board is March 18<sup>th</sup>.

### **Standing Committees:**

#### BUDGET Report

New proposed budget was handed out and reviewed by Deb Sorvari. Please review the proposed budget with your constituents and come prepared to vote at next Rep Council.

#### Nominations – Lisa Butler

List of nominations was shared with the group.

#### Elections – Lisa Butler

The names of those running for office are below:

President and ED 10– H Douglas Harple

Vice President – Pat Gollub and Sherry Karcher-Hewlet

Chapter VP:”

CTE Teacher: Jeannine Moran and Erica Kane

Spec Ed Teacher: Flora Fasoldt

Service: Gina Hanley

TA/Aide: Colleen Condolora

ED 10 Delegates: Joe Bouchard, Barbara Burnham, Colleen

Condolora, Patricia Gollub, Erica Kane, Sherry Karcher-

Hewitt, Kristen Lashway, Rit Lupi, Jeannine Moran, Kevin

Rheden

Grievance: No active grievances

#### Social Committee:

BOCES Spring Prom – May 20, 2016

Celebration Bash – June 2, 2016

## **Clarification to last months Rep Council TA/Aide Chapter (Notes)**

Concerns regarding injuries in TA Chapter. Handle with Care has problems. *Conversation with Peter re RAI and II not safe. No padding in time out room. More consistent Handle with Care training at RA I. ...*

- There are issues in Maywood School classrooms. Two TA's terminated last week – serious professional boundaries raised. (Untenured).

### **Should have read:**

- There are issues in Maywood School classrooms.
- Two TA's terminated last week – serious professional boundaries raised. (Untenured).

These two bullets were separate issues and should not have been combined as terminated TA's were not at Maywood School.

### **Also have heard from a staff member at RAI:**

RA 1 also has been trained twice since Handle with Care training began. Here at RA 1 we have two padded time out rooms. Both of them have a good size room that you go through to get into the padded T.O. area.

We have two teaching assistants who are trainers, who go above and beyond their daily jobs to help and educate the staff.



# NYSUT Member Briefing

## Regents adopt emergency regs on teacher registration

At this week's meeting, the Regents adopted emergency regulations to implement the legislation requiring teachers to register every five years. **Beginning in July, all permanent, professional and level III teaching assistant certificate holders will be required to register with SED in the month of their birthdate. Re-registration will be required every 5 years.** There is no fee for registration. A late fee of \$10 will be charged if the deadline is missed.

Details on the actual registration process are still to be determined.

**All professional and level III teaching assistant certificate holders will be required to meet a 100 hour professional development requirement every five years beginning in July of 2016.** School districts and BOCES will continue to be approved providers, along with Teacher Centers, Higher Education institutions, NYSUT ELT and professional organizations. School districts will continue to be required to provide opportunities to meet the requirement.

## Labor leaders applaud *Friedrichs* decision

NYSUT released the following statement after the U.S. Supreme Court issued a 4-4 decision in *Friedrichs vs. California Teachers Association*, which has the affect of affirming the rights of public sector workers: "This outcome affirms what we know to be true: Strong union rights are bedrock to the fabric of our democracy and an economy that works for all Americans. In affirming fair-share fees as a sensible compromise that has served the nation for nearly four decades, today's court ruling is a blow to the corporate, anti-worker groups behind *Friedrichs* who wish to deny workers the strong voice on the job they both need and deserve."

In addition, here is a helpful Q and A item prepared by NYSUT to explain the outcome.

AFT President Weingarten said: "This decision, affirming four decades of precedent, was a blow to the right-wing special interests who are trying to rig the economy and our democracy in their own favor."

NEA President Eskelsen García said: "In *Friedrichs*, the court saw through the political attacks on the workplace rights of teachers, educators and other public employees."

## *Educator's Voice* seeks articles on content area instruction

**Educator's Voice**

The 10th volume of NYSUT's academic journal *Educator's Voice* seeks proposals for articles. The deadline is June 13.

The RFP calls for articles that showcase best practices in content area instruction, including integrated teaching, from classroom teachers in PreK-12, content specialists, school-related professionals, and faculty in higher education.

## Here's help passing your May 17 school budget vote

Local school budget votes statewide will be Tuesday, May 17, and again this year, NYSUT has posted school budget campaign materials for your local use.



Contact your labor relations specialist or your regional political organizer if your board is considering whether to override the cap.

## NYSUT applauds election of Chancellor Rosa



The union this week congratulated Betty Rosa on her election as the new chancellor of the Board of Regents and T. Andrew Brown on his election as vice chancellor.

NYSUT President Karen E. Magee said union members hoped the selection of Rosa, of the Bronx, and Brown, of Rochester, two weeks after the Legislature's vote to appoint three new Regents signals a new era for the state's education policymaking body.

"There is a lot of hard work ahead," she said. "Yet we are optimistic that students, parents and educators will have a more meaningful voice in fixing New York standards; reducing the burden of standardized testing; and creating a fair and objective evaluation system."

Vice President Catalina Fortino, NYSUT's liaison to the Regents and SED, said, "Chancellor Rosa is passionate about the power of public education. She sees our public schools and colleges as guiding lights to a brighter future for each and every child."

(Photo: Regents Vice Chancellor Andrew Brown and Chancellor Betty Rosa take questions from the media after this week's election.)

## Schools volunteer for computer based testing pilot

According to SED, 950 schools have volunteered to pilot computer based testing for this year's state tests. As part of the new testing contract, Questar the state's testing

vendor has committed to moving the state testing program toward computer based testing over the course of the five year contract. This year Questar asked for volunteers to pilot the system.

### **Order your BOGO tickets to Hall of Fame game**

NYSUT members can order special two-for-one tickets to the Hall of Fame Classic in Cooperstown Saturday, May 28. Go to [baseballhall.org](http://baseballhall.org) or call 877-726-9028. Use the code NYSUT16.

### **Visit our timelines on civil rights history**

March 20, 1852, Harriet Beecher Stowe published *Uncle Tom's Cabin*; on March 22, 1972, the Equal Rights Amendment was sent by Congress to the states for ratification, and it was reintroduced in Congress on the same date 29 years later in 2001.

March 25, 1911, the infamous Triangle Shirtwaist Factory fire killed 146 immigrant women workers in New York City. On March 26, 1930, Sandra Day O'Connor was born. She went on to become the first female U.S. Supreme Court justice.

April 7, 1934, William Monroe Trotter, co-founder of the Boston Guardian, an independent African-American newspaper that issued "propaganda against discrimination based on color and denial of citizenship rights because of color," died.

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## **The 2016 Tour De Cure Ride for Diabetes "Take The Ride of Your Life"**

The Tour De Cure is an annual cycling event of the American Diabetes Association that is held in more than 80 cities nationwide. Since the Tour De Cure's beginning, this bike tour has thousands of individual riders and teams participating to support the Association's mission: to prevent and cure diabetes and to improve the lives of all people affected by diabetes. Riders of all athletic ability are invited to raise funds and ride to fight the epidemic of diabetes. The local tour is on Sunday, June 5th, 2016 beginning at Saratoga Springs High School.

The tour is filled with challenges, excitement, and fun. It features routes of different lengths from a leisurely 6-mile course, to a demanding 100-mile journey.

Every cyclist has their own reason for joining the cycling tradition while raising much-needed funds for diabetes research, education, and advocacy.

The incidence of diabetes is growing rapidly in the United States. It is the fifth-deadliest disease in the United States and it kills an estimated 180,000 people annually. Diabetes is a silent killer and about one-third of the population doesn't even know that they have it.

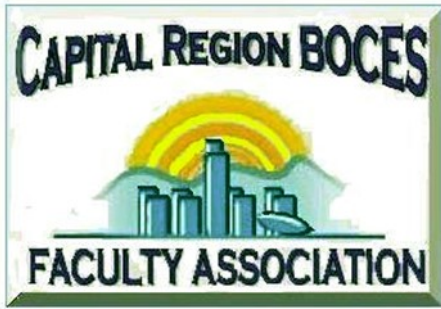
Again this year, Brent Pierce, Teacher Spec. Ed. is the current chairperson and member of the volunteer planning committee that

works behind the scenes to make this event one of the top Tour de Cures in the nation.

What Brent Pierce is asking of you; "I am asking for your help. By making a donation on my behalf, you will be helping the American Diabetes Association change the future of diabetes by providing community-based education programs, protect the rights of people with diabetes and fund critical research for a cure. I know my participation in this year's Tour de Cure can and will make a difference. Please help me reach my goal of \$2,000 by supporting me with a donation. You can follow the link below to my personal Web page to make a secure, 100% tax deductible donation. (If you do not want to donate online, please make your check payable to the American Diabetes Association and mail your contribution to me at) 119 Iovinella Court, Schenectady, NY 12306." To visit my personal page. <http://main.diabetes.org/site/>

**If you, an employee of Capital Region BO-CES, plan to ride in the 2016 Tour De Cure and would like to be mentioned in the May and June edition of the TRIAD Newsletter, please contact me at MsSmarty-pants429@nycap.rr.com or at 469-7969. I look forward to hearing from you.**

**Thank you, Catherine A. Jakway**



Capital Region BOCES Faculty Association  
**Celebration Bash  
And Retirement Party  
June 2, 2016**

**Mohawk River Country Club and Chateau**  
847 Riverview Road, Rexford, NY

5:00 – 6:00 **Cocktail Hour** with hot and cold hors d'oeuvres

6:00 – **Dinner:** Rainbow mesclun salad with cranberries and walnuts; "Turf and turf" Chateaubriand (filet mignon) and Poulet Francaise (chicken). Vegetables: Julienne vegetable purse and twice baked potatoes.

**Vegetarian dinner available upon request with your check.**

**Dessert:** Make your own sundae

All for: \$35.00 per person Deadline: May 25th

Book a table of co-workers and bring your spouse/significant other for a wonderful evening. Entertainment, great food, camaraderie and send off for retirees.

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

**Mail checks and registration forms to:**

Carolyn Pierce, 119 Iovinella Ct., Schenectady, NY 12306

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

Seating requests: Maximum of 12 per table.

Contact Name: \_\_\_\_\_ Phone # \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Are you retiring? Know someone who is retiring? Contact Carolyn Pierce so we can be sure that everyone eligible is included in the celebration (618-5148 or carbeattie@aol.com).**



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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## April Checklist

**Breathe easier on taxes:** The federal filing deadline has been delayed to Monday, April 18, because of the celebration of Emancipation Day in Washington, DC. Main and Massachusetts have an April 19 date because of Patriots Day. These dates also are the deadlines for making 2015 contributions to retirement accounts.

**Spend your refund wisely:** IRS tax refunds average almost \$3,000. Best uses for windfalls: Pay down high-interest debt...add to retirement accounts...boost emergency funds (three to six months of expenses are recommended)...donate to charity for 016 tax savings.

**Plant a tree:** Arbor Day is Friday, April 29. Donate to have a tree planted in a national forest in honor of a loved one. The Arbor Day Foundation, [Shop.ArborDay.org](http://Shop.ArborDay.org).

**Shape of safely in spring:** Cycling: Have your bike checked thoroughly. Increase total mileage weekly by no more than 20%. Golf: Practice with slow, easy swings. Target arms, lower back and trunk with stretching and strengthening exercises. Tennis: Upper-body exercises are important—try the workout at [MensFitness.com/training/pro-tips/tennis-workout](http://MensFitness.com/training/pro-tips/tennis-workout). Walking: If you didn't exercise in winter, start by walking for only 10 minutes a day. Add an extra five minutes to each day every week.

### Sunshine Chairperson

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

Abby Fischer 518-221-1237,

[abby.fischer5@gmail.com](mailto:abby.fischer5@gmail.com)

#### Disclaimer for Articles in the TRIAD

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