



May 2016

Vol. XXXX No. 09

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

Yes, I look forward to the summer break, though I will probably be working on something most of the summer. Still the change in venue (work) helps make it an opportunity to rest and refresh myself in preparation for next year. On the other hand, it feels like I was just getting used to my students (and perhaps they to me) and the year is over. I revel in their accomplishments and feel a sense of achievement myself when I look at where we started and how much they have learned in a few months. Though this job is a lot of hard work, I find great satisfaction in teaching. But have no doubt, I really am ready for summer. How about you?

I guess you could say that I love teaching though I wouldn't say I love every minute of it. I guess you don't always feel how much you enjoy it until you are away from it a bit, sort of like the break we just had. And I try not to say it too often for some people think differently than I do. What is especially nice is when I hear from or run into one of my students I had in years past. I so enjoy talking to them and hearing about how they are doing and what they have been up to. For me it is rewarding to know that I may have had a part in helping them succeed. I imagine most teachers feel the same way.

As President of this Association I find the work we do worthwhile and so necessary. However, I find that I do not enjoy every minute of it. Much of the time, it is not pleasant nor is it easy. Still it is so important and I find I am always learning. I suppose if it was easy and always pleasant, I would get bored. Well, I'm not bored yet. With a membership

as talented and diverse as you are, I do not think boredom will ever be a problem.

In this job, as President of your Association, I have learned many things. Probably the most significant thing I have learned is how great and wonderful my fellow Association officers are. They have supported me and you more than you can imagine. They are what make your Association strong. I want to thank each and every one of them for their hard work and dedication.

Things are changing and will continue to change. We can't stop that. I have to admit that now when I hear they are going to improve education and teaching, I cringe. I know that may be the goal. But so often it does not feel like that is the true outcome. Sometimes it takes years to recover from the improvements. Though we do not have direct control over what the state and others are attempting to do, we can make a positive impact on the outcome. What we can do, is watch what is happening, be proactive, and participate in the process and continually work to push change in a direction that really can help students. In doing that we will help to make the best decisions and mitigate many of the negative effects that can result from changes.

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

In closing, I want to mention our Association election. First I want to thank you for being a part of our democratic process and voting for the candidates of your choosing. Then, I ask that you continue to support your officers and your Association by participating in whatever ways you can. Your Association is a good as you make it.

Looking Forward, Doug

### CALENDAR

CAPITAL REGION  
BOCES FACULTY  
ASSOCIATION.

#### REP COUNCIL

May 18, 2016

#### BOCES BOARD

May 16, 2016

#### BOCES Spring Prom

May 20, 2016



#### Celebration Bash

June 2, 2016

TRIAD Committee Mtg.

May 24th, for June  
Newsletter

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# Very Useful Websites

**Manly matters:** Engrossing advice on everything from health and fitness to relationships, careers, cars and choosing a cologne. ArtOfManliness.com

**Exhilarating activities to explore:** Caving—Caves.org...geocaching—Geocaching.com/guide...orienteering—OrienteeringUSA.org... windsurfing—www.Start-Windsurfing.com

**Angling for fishing information?** Director of carefully screened websites on favored species, fly-fishing techniques, lures, fishing tournaments and topics. TopFishingSites.com.

**Retreat guide:** Search among more than 1,000 places to relax, heal, challenge yourself, develop a more positive outlook or discover you personal path to inner peace. RetreatFinder.com

**Document your life with a daily photo:** Capture memories while improving photography skills. Discussion boards are available for commenting on photos. 365Project.org

## Important Dates for 2015-2016

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

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

### Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
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Membership Chair	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:

As I write this article, we are heading towards Memorial Day weekend. I hope everyone had an enjoyable spring break and your long holiday weekend is filled with sun, fun and relaxation. We are rapidly approaching the end of the school year and I want to remind you of a few things.

If you plan to work summer school, please submit your application online as quickly as possible. The deadline is fast approaching. A friendly reminder, summer school has very specific guidelines, one of which, not taking any vacation days during the six week period. Taking any time may hinder you from receiving summer school the following year. Of course, if it is an unforeseen illness, then that is a different scenario and exceptions may be made. I love working summer school, it affords me an opportunity to work with a different population of students and I get to see so many different colleagues. In many ways, summer school rejuvenates me, I hope it does the same for you.

If anyone plans on retiring following summer school, please remember to put in your notice of retirement to Human Resource during the month of May. The 90 day notice will afford you the benefit of receiving your sick leave buyout. This was one of the changes in the new contract. In the past we had to submit our intent in January of the previous school year, now we just have to put our retirement letter in 90 days prior to our date of retirement and everything is covered to collect your unused short-term leave buyout. If you have any questions, please contact me or another Faculty Association representative.

The AFT Conference I attended in April was very busy but also very fulfilling. After presenting a workshop on Di-

versity, I attended several workshops. During one of the discussions on Special Education, I found it so interesting to hear the problems we have at BOCES are the same problems every state across the nation is experiencing. We are not alone when it comes to concerns about injuries, staff and student attendance, retention rates, mental illness, burnout, staff turnover, substitute problems, trauma in students and staff and a plethora of other issues. As a collective group, each state is facing the same challenges. We often feel these problems are centralized but they are not. As a society, we have changed drastically from one generation to the next. These changes are reflected in how we have to educate our youth of today. This is why professional development is crucial for each of us to stay current with the constant changes. As you are aware, on July 1, 2016, Level III Teaching Assistants will now have a 100 hour professional development requirement over 5 years. Please be sure you stay abreast of this requirement and take advantage of the professional development opportunities that are available to each of you.

Enjoy your Memorial Day weekend, and get some rest please so you can be ready to cross the finish line. The light is at the end of the tunnel and it is fast approaching. If anyone has any concerns or questions, please contact me and I will get back to you as soon as possible. I look forward to seeing everyone at the Celebration Bash to wish them a wonderful retirement.

In Solidarity, Colleen Condolora

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## NYSUT Capital District Regional Office Calendar

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>

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

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

NYSUT Headquarters

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

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>

July 6, 2016, Wednesday, 8:30 a.m. – 1:00 p.m.

**Member Workshop - Teachers Years 1-4**

NYSUT Headquarters

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)

July 31- August 5, 2016

**Leadership Institute**, Location TBD

Contact: Theresa Bernacki, Program Services  
213-6000

# Retirees Corner

By Jeanette Christoff

## Greetings

“It ain’t over ‘till it’s over” some famous person said. The record high 81 degrees on March 9<sup>th</sup> fooled us and the apple orchard trees into thinking spring had arrived. Just a few days later, the 12-degree temps destroyed 90% of the blossoms that would have produced the local apple crop. Then, the first week of April brought 6 inches of snow and shortly after, 59 mph winds took down wires and trees, leaving 1000’s without power for most of a day. A friend from Florida called to say it was 80 and humid. With each new sunrise, we are hopeful it will be the day that spring finally arrives and it will be all the sweeter and appreciated, when it does.

Often, much of what brings us joy is relative. Isn’t it a joy to leave a dental office pain-free after spending a weekend with the agonizing throb of a toothache? Aren’t we joyous to receive a good medical report after waiting for days to hear test results and expecting bad news?

It can take some effort to find the positive in this world of bad news, tragedies and sorrows. Our human nature seems to draw us into the negative. We feel compelled to observe an auto accident, to watch reports of floods and earthquakes, to read about what has befallen the rich and famous. We feel a sense of relief and gratitude that we do not have to go through it and Americans frequently express

their gratitude by helping those in need by volunteering, sponsoring fund raisers donating monies and goods. We find joy in knowing we have made life a little better for others.

We cannot get through life without our share of crosses and responsibilities. We can feel overwhelmed by what we believe is expected of us and probably more often, of what we expect of ourselves. It can take a good deal of self-talk to accept things as they are, to let go of dreams and hopes, to see the glass of life as half full rather than half empty.

It can help to reward ourselves with a little time each day, to reflect on all that has been achieved, rather than on the “to do” list. Recall the people in your day, who have brought you a smile or whom you have encouraged and helped. Appreciate the sunshine or the cleansing power of the rain. Hold your pet and try to understand their unconditional love for you beyond measure. Float on the melody of Beethoven’s Pastoral Symphony and know in your heart that there is a place promised with beauty, joy and Love beyond comprehension.

Our condolences to Helen Reid (Retired TA) on the loss of her husband

## BOCES Annual Board Meeting, April 6<sup>th</sup>, 2016

Notes by Kevin Rehden

Motion to approve agenda and waive 72 hr. notice. Seconded and approved.

Business items approved.

Board members Reports: Nancy re: New Tech Building at Mohonasen. She thought it was great. Chuck asked if she could set up a time for all the Board members could go to see it.

Executive session. Reception, Classroom visits and viewing displays that all CTE representatives had out to view.

6:30 – Board President, Rose, Opening greeting.

Waive reading of annual meeting. Intro of Board nominees: See annual meeting agenda.

Dr. Dedrick thanked the Board of Ed members. Basic good by speech. Noted that Cap Region BOCES is the 5<sup>th</sup> largest in the state. \$140 million budget.

- ¾ of a billion in economic benefit for state.

Thanks to CTE principals

Particular thank you to Doug Harple for being supportive of and cordial to the Board over the years. Also thanking him for transparency and honesty.

- Mark Jones...lots of kudos to Dr. Dedrick for bringing BOCES out of and economic down turn.

- Wide future goals: Promote opportunity. Develop training, safety and security and enhance BOCES effectiveness.

- Budget Presentation. (required by law) but hurried!

\$119.3 million budget 2016–17, possible 1.16% increase to districts, equates to about \$27,811.

- Admin. Budget: 2015-16 \$8,092,607. / 2016-17 \$8,601,034. 20% increase.

\* Increase is related to Retiree Health Ins. It relates to a 1,432% increase. \*

This equates to 1% a year over 10 years.

Retiree health insurance relates to 55% of entire Admin budget.

Chucks Salary: \$123,263. BOCES

43,499. State

51,671. Related benefits.

\$218,433. Total

Chuck pitched to the present district boards that it will be hard to find a suitable Superintendent with a usual starting salary of \$166,000.

One reason is the current legislative salary cap will freeze out applicants. Continued with “a conversation might need to take place with the district boards, the Board of Education and Albany”.

Dr. Dedrick reiterated that he was leaving because of opportunity and not because of the cap.

Dr. Dedrick spoke again, this time about percentages and how they work. Districts pay 20% to us and they get back 40 % from the state.

The rest of the presentation was quick and pie charts were not left on the screen long enough to record.

Presentations by 5 students :

Laura Ciotoli, Matt Landis , Ben Nischal, Ryan Smith, Matilda Scott Lynn Wells had organized questions relating to how BOCES has changed, effected their lives to date.

President Rose talked about feeling confident and positive about the transition and the process to find new leadership.

Adjourn and Dinner.

# The Trauma Inherent In Special Education Labeling

John Fitzpatrick, Special Education Teacher and Triad Committee Member

In the last issue of the Triad, I shared the Adverse Childhood Experiences questionnaire. The developers of the ACE intended to develop a list of what they thought would be the most commonly agreed upon experiences that met sufficient criteria to be considered traumatic. They went on to conduct a long term longitudinal study that correlated the number of these events one was exposed to with increasingly poorer health outcomes as an adult. The list was not exhaustive, however, and I think those of us who work in Special Education could come up with a few more equally relevant questions. Here are a few I imagine my students would say could qualify for the ACE:

- 1) Have you ever had to process having been officially, publicly, professionally and permanently labeled as “Emotionally Disturbed, Learning Disabled, Other Health Impaired”?
- 2) Have you ever been removed from your school, having been told that your needs could not be met in that environment?
- 3) Have you been placed in a school environment where you felt the need to conform to the acting out behaviors of your classmates to avoid being stigmatized by them?
- 4) Did you ever experience being ostracized or isolated from the majority of those you considered friends due to their discovery that you were receiving special education services?

These are issues that most of my students have had to confront and I imagine that many of them have experienced trauma while doing so.

Sacco (1992) proposed three ways in which being labeled can alter behavior. Patterns of social interaction often change, the labeling of what may be considered deviance pushes our students who are already in the periphery or margins into the company of others in a similar subculture, and an individual who has acquired a classification considered deviant gradually conforms to characteristics of the label (or society’s expectations), resulting in a ‘self-fulfilling prophecy’. (SACCO, V. F. 1992)

One study that conducted a review of related literature found that “Children designated as learning disabled experience emotional and physical isolation as a result. When physical segregation from non-labeled co-learners is part of labeled students’ experience, feelings of stigmatization are legitimized. Many students reported that “pullout” programs were especially problematic, as non-labeled students bore witness when labeled students were called to a special place for special students. Applying a diagnostic label to an individual is a profound decision that affects the rest of his or her educational career and life. Continued ex-

ploration of the clarity and utility of the label itself is warranted.”(Osterholm, 2007).

Throughout my career, I have been the most uncomfortable with the Emotionally Disturbed label. I refuse to speak it aloud and cringe when CSE chairs do so at Annual Reviews. I know the behavior of many, if not all students with that designation can be outrageous at best and even often dangerous, but I have come to accept the evidence that much of that behavior proceeds from a brain that has been developmentally impacted by past trauma. The last thing I want to do is to collude with an institutionalized way of categorization that adds another layer. But I’m afraid we may.

Labels make distinctions. They can create stratifications, hierarchies, and ultimately, stigmas. It seems to be human nature to do so at this point in our early evolutionary development. I was in a journal club at The Capital District Psychiatric Center some years ago and the discussion was about providing service. There were doctors, psychologists, social workers, nurses and teachers present, each subtly advocating that their respective discipline was the key one. My great friend and mentor, Dr. Carl Mindel, said “If you want to understand service, get to know the person who cleans your office and bathroom”. That ended the discussion, but not, unfortunately, because everyone got his message.

It doesn’t have to be about labels or titles; it’s about what needs to be done.

The Individuals with Disabilities Education Act defines Emotional Disturbance as:

- (i)\_Emotional disturbance means a condition exhibiting one or more of the following characteristics over a long period of time and to a marked degree that adversely affects a child’s educational performance:
  - (A)\_An inability to learn that cannot be explained by intellectual, sensory, or health factors.
  - (B)\_An inability to build or maintain satisfactory interpersonal relationships with peers and teachers.
  - (C)\_Inappropriate types of behavior or feelings under normal circumstances.
  - (D) A general pervasive mood of unhappiness or depression.

A tendency to develop physical symptoms or fears associated with personal or school problems.

Although IDEA (2004) clearly delineates specific disability areas, it does not require students to be classified by their disability, nor does it require

states to label children, as long as children are appropriately identified as having a disability using federal regulation. ([idea.ed.gov](http://idea.ed.gov).)

I think the vast majority of us already understand that it's not the label that's informative; it's what we experience in the everyday context of our attempts at relationship building with our students. It seems the kids understand that about each other as well.

In the "Effects of Disability Labels on Students with Exceptionalities", the authors concluded that "(a) not all labels have the same impact on teacher expectations (Emotionally Disturbed had the most negative effect); (b) student behavior may have a greater impact on teachers' expectations than do many labels; and (c) teachers' expectations can be adversely affected, while their classroom behavior may not be. Educators have expressed concern about the impact of labels on the schoolmates of students with disabilities. However, research suggests that students are more influenced by the behavior of their fellow students than the labels that have been assigned to them."

So, again, it's about what needs to be learned based on what's been observed. So why students couldn't be classified according to the curriculum and skill areas they need? We have Law students,

Business students, Automotive Technology students and Building Trades students, so why couldn't those currently labeled Emotionally Disturbed students become Social Skills students?

Words matter. They affect already impacted developing self esteem. But we do help. Whenever we don't treat them like they expect us to, based on their identification with their label, we're doing really important work. We're offering to participate in cleaning up messes that we didn't make and like Carl Mindel said, that's true service.

SACCO, V. F. (1992) *Deviance: Conformity and Control in Canadian Society*. Toronto: Prentice-Hall Canada.

Effects of Labeling Students "Learning Disabled": Emergent Themes in the Research Literature 1970 through 2000 (Osterholm K, Nash W R, Kritsonis W A 2007 Focus on Colleges, Universities, and Schools Volume 1 Number 1)

<http://www.nationalforum.com/Electronic%20Journal%20Volumes/Osterholm,%20Karen%20Effects%20of%20Labeling%20Students%20Learning%20Disabled.pdf>

<http://idea.ed.gov/explore/view/p/%2Croot%2Cregs%2C300%2CA%2C300%252E8%2C>

[http://wvde.state.wv.us/research/reports2012/LitReview\\_EffectsofDisabilityLabelsonStudentswithExceptionalities2012.pdf](http://wvde.state.wv.us/research/reports2012/LitReview_EffectsofDisabilityLabelsonStudentswithExceptionalities2012.pdf)

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## NYSUT Articles

### Regents leadership sets new course

In her first act as head of the Board of Regents, Chancellor Betty Rosa (announced the creation of a new research work group led by Regent Judith Johnson, a retired Hudson Valley superintendent and consistent critic of state testing and evaluation procedures. "We as a board want to make sure our work is grounded in research," Rosa said.

In another encouraging sign, Commissioner MaryEllen Elia offered a multi-phase timeline for fixing the problems with the standards, curriculum, assessments and evaluations. NYSUT Vice President Catalina Fortino said the timeline respects the recommendations of the Governor's Common Core Task Force. NYSUT is pressing for an end to overtesting and for the use of authentic assessments such as portfolios and in-depth projects.

### Regents extend safety nets for teacher education students

The Board of Regents this week extended for one more year the so-called "safety nets" that allow teacher education students who fail the state's problematic new certification exams alternative ways to achieve certification. The Regents unanimously voted to extend the safety nets to June 2017, with the understanding that the extra year would be used to fix the deeply flawed certification process. NYSUT has been working closely with United University Professions/SUNY and Pro-

fessional Staff Congress/CUNY leaders to advocate for changes.

### Good news for many retirees

Good news for retired members enrolled in the NYSHIP Empire Plan through school districts and municipalities! The final version of the governor's budget did not include a freeze on the reimbursement for Medicare Part B premiums or the elimination of reimbursement for IRMAA for Part B by employers. NYSUT retired Empire Plan members mobilized and sent 15,867 faxes to legislators concerning this issue. Thank you for your help.

### Visit our timelines on civil rights history

April 15, 1916, teacher unionists gathered at the City Club on Plymouth Court in Chicago to form a new national union: the American Federation of Teachers, which is one of our national affiliates.

April 21, 1967, New York Gov. Nelson Rockefeller signed the Taylor Law, permitting union organization and bargaining by public employees, but outlawing the right to strike.

May 1, 1830, Mary Harris "Mother" Jones was born in County Cork, Ireland.

## The Value of NYSUT Membership

You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

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If you are looking for potential savings on your auto or homeowners insurance, consider enrolling in the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home Insurance Program.

This program offers special group rates on personal property and liability coverage not available to individual MetLife policyholders. NYSUT members can choose from a variety of coverages that include auto, homeowners, boat, renter's, and much more.

Policyholders can earn extra discounts for good driving, multiple policies and anti-theft devices. MetLife Auto & Home recently raised the multi-policy discount on its homeowners insurance with auto from 7% to 15%. The multi-policy/multi-product discount on auto insurance with home remains at 8%.

Visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific details about this program or other Member Benefits-endorsed programs & services.

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



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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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## CTE Articles from WebSite

**Mark your calendar!**

Awards and graduation season will soon be upon us. With that in mind, Capital Region BOCES Career and Technical School (CTE) is announcing its end of year event dates so that parents and relatives can mark their calendars now! Below are some of the dates and locations:

- **May 23**, National Technical Honor Society Inductions, 5:30 p.m. at Capital Region BOCES Central Administrative Offices at 900 Watervliet-Shaker Road.
- **June 7**, Albany CTE awards and recognition ceremony, 8 to 10:30 a.m. for morning students and 11 a.m. to 1:30 p.m. for afternoon students at Proctors Theatre at 432 State Street in Schenectady.
- **June 8**, Schoharie CTE awards and recognition ceremony, 9 a.m. at Cobleskill-Richmondville High School, 1353 New York Route 7 in Richmondville.

- **June 28**, Adult Nursing graduation, 7 p.m. at Proctors.

**Congressman Gibson visits New Visions students, praises programs**

U.S. Rep. Chris Gibson paid a visit to the New Visions: Law & Government classroom recently, talking to students about elected office and offering praise on the New Visions program.

Gibson, whose daughter, Katie, attends the Capital Region BOCES honors program located in the state offices near the New York State Capitol, met with the students, spoke about careers in politics and in service to the country and wished the students good luck as they compete this month in the national "We the People" competition in Washington D.C.

### 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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