



May—June 2011

Vol. XXXV No. 9-10

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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

News from the President

Dear Colleagues,

The school year is about over and things are winding down. Or are they? Committees are still hard at work. Issues/problems are popping up and there is much unfinished business to work on.

Summer school is about to start. Many students are taking their school final exams. And of course, the students still have to pass the Regents exams. Add to that changing APPR requirements, no plan for how the state will make next year's budget less damaging to kids and education and we have plenty to attend to. Winding down? Not yet.

The retirement dinner was a success. The opportunity for fun and fellowship with colleagues is always great. That was then coupled with a chance to recognize and pay tribute to members who have given so much to the students. The Association and education in general made it a pleasant and rewarding evening. We also enjoyed some fine entertainment before the dinner as Chuck Fuller played guitar melodies familiar to most. Thanks to Lanny Barsale and her committee for a doing a great job in planning and organizing this event. I enjoyed myself immensely.

The VOTE/COPE campaign is under way. You will soon receive a letter, if you haven't already, soliciting your support. Cathi Jakway is looking for your response. This is your chance. It is probably the easiest way, now easier than ever with payroll deduction, for you to help improve pay, benefits and other

working conditions. All you have to do is send Cathi a check made out to Vote/Cope or sign up for payroll deduction. NYSUT and their experts will do most of the leg work. They will work to get legislation passed that will help us, the folks that work in public education.

Cathi also did our off year election. Cathi, thank you for doing this job and our election of AFT delegates. I know it is a lot of work.

I want to take a moment to thank all the members who have helped this Association operate this year and in the past. The year has been a success because members took the time to serve on a committee (s), work on an election, prepare refreshments, serve on Rep Council, write a newsletter or serve on the Executive Board. You have done so much and I want to thank you – all of you. I truly feel your support.

I also want you, as a member, to consider what you might do to help your Association in the future. Maybe you are someone who didn't have any spare time to give. Consider what time you might have now and offer what you can. It is your Association. There is plenty of work to go around. There are still many things we need to work on. Your talents would be a great gift to give in support of your Association, to your fellow members and yourself. Many hands make light work.

Looking Forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY AS-
SOCIATION.

EXEC. BOARD

June 1 2011

BOCES BOARD &

June 20, 2011

REP COUNCIL

June 15, 2011

May Flower:

Lilly of the Valley

May Birthstone:

Emerald

TRIAD Article Deadline:

July 20, 2011 for
September Newsletter

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Rep Council Highlights

April 13, 2011

Submitted by Lois Leonard

Chapter Vice President Reports:

TA/EA Colleen Condolora

- Negotiations continue to progress.
- TA Showcase will be held May 3rd. May issue of NYSUT United will have an article on the Showcase.
- Congratulations to Catherine Jakway for receiving a 2011 Journalism Award for her *Sleep matters because sleep matters!* TRIAD article.
- TA seniority list will be available at the end of May.

Spec. Educ. Flora Fasoldt

- APPR committee is meeting with administration to discuss changes State Ed. will require regarding teacher evaluation which will need to be included in the next contract.
- Diane Kavanaugh and Flora attended RA convention in New York. Message is: make every effort to get more members involved. More rallies and Union days are being planned.
- Lay-offs. Loosing consultant teacher contracts, social workers. Districts are pulling students. Contracts from the Districts are due 4/15/11. Will meet with administration after vacation week.

Service Susan Kusalonis

- New Tech person for software to support classrooms. Brendan McCarthy.

Old Business:

- Discussion of social worker projected lay-offs of 12 positions
- Locks of Love. Catherine Jakway was be highlighted in the Insider. Hopes for more participants. Deadline may be extended through Oct.
- Blood Drive. Catherine Jakway and Colleen Condolora are progressing with plans and hope to hold the event this school year.

New Business:

- Celebration Bash. Gathering lists of retirees and term employees (those members completing 20, 25, 30, 35 years of BOCES employment). Many individuals will be celebrated this year.

Standing Committees:

- Membership: Many member email addresses are out of date. Reps are requested to contact constituents and request personal emails be sent to Lisa Mink lmink8@hotmail.com. Agency fee employees received a letter encouraging Association membership.
- Budget: 2011-2012 Budget passed. Budget was then amended to include Solidarity line item to support Union activities. \$2000 taken from savings for this year and next year.
- Nominating: Only three people were nominated for AFT delegates. Floor nominations were taken.
- District PDP Committee: Training for reading mini-grants with Paula Williams.
- Communication Committee: Articles for the TRIAD are due at Rep Council.

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	maidmnrn300@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

Rep Council Highlights—May 18, 2011

Submitted by Lois Leonard

Chapter Vice President Reports:

TA/EA- Colleen Condolora

- 35 employees are in the “pool” to be held June 13th at Maywood, 3:00.
- 11 TAs are on the RIF list.
- WinCap program to track Professional Development will not be viable. Looking for an alternative.
- Colleen was interviewed for an article to appear in the June publication of NYSUT United.
- Negotiations continue to progress.

CTE - Jeannine Moran

- Two CTE teachers continue to work under the waiver.

Special Education - Flora Fasoldt

- Seniority lists are being updated by Human Resources.
- Five districts still do not have commitment letters in. Administration needs this information to determine programs.
- Civil Service lists are not available from Human Resources, however employees can call Carol Radigan at HR to find where one is located on the list.

Service - Susan Kusalonis

- Retention list (seniority lists) for civil service employees represents a lifetime of service. Susan requests retention lists for all her titles, however have not been received.
- Two Memorandums of Understanding (MOU) were passed by the Capital Region BOCES Board. One related to shift differential and another related to carry-over of vacation days for 12 month employees.

Doug Harple (comments related to lay offs)

- Currently social workers and special education teacher titles have been given lay off notice.
- No seniority is accrued for part-time employees.

Old Business:

- Locks of Love will be extended to Sept. or Oct.

- Blood Drive will be postponed until next year.

New Business:

- June 15th Rep Council Meeting will be a regular meeting and not the scheduled picnic. Meeting will be held at 900 Watervliet Shaker Rd.
- Catherine Jakway passed around a plaque we received from AFT recognizing our political fund raising success for Vote/Cope.
- Question from the floor. How will special education be impacted by new teacher evaluation tied to student performance? Flora indicated that there will be criteria for special education. Suggestion made to submit a petition to NYSUT representing our BOCES concerns that were raised. Group may meet at later date.
- \$100. from Philanthropic fund given to Pro-Start culinary arts students to support participation at the national competition.
- Iris Broyde announced “Dream Big, Achieve Big Day” to be held at Yates Elementary. Event is planned to motivate 6th graders to set career goals for the future. CTE students and staff were requested to participate. (for more info. see article in this issue)
- Cosmetology students will run an all day fundraising clinic on June 9th. Proceeds will support a local high school student battling cancer.

Standing Committees:

- Membership: Report distributed. Total membership 654.
- Elections: Catherine Jakway reported 83 ballots were return. Election committee included: Doug Harple, Terri Bennett, Shelly Peck, Don Orlando. Results: Barb Burnham, Susan Kusalonis, Pat Gollub, Lanny Barsale, James Reed and Lisa Mink.
- District PDP Committee: Two of last years Mini-Grant winners presented to the group.
- Communication Committee: Articles for the TRIAD are due at Rep Council.

Very Useful Web Sites

Get the most for your money: Pricing and other useful information on health treatments, home repairs, pet care and other goods and services around the country. www.CostHelper.com

Tick Talk: How to prevent and treat Lyme disease, ehrlichiosis, Rocky Mountain spotted fever and other tick-transmitted diseases. www.cdc.gov/ticks

Outdoor America: Comprehensive source of information on recreation opportunities at national parks, forests, monuments and other federal lands. www.Recreation.gov

Survive a natural or man-made emergency: Recommended items to include in a basic emergency supply kit and how to make a family emergency plan. www.Ready.gov

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council	Rep. Council Location
June 15, 2011	900 Watervliet Shaker Road Albany/Schoharie Rms.
All Rep Council meetings run from 4:15 to 6 PM unless there is a motion to extend.	

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

I hope everyone is enjoying the warmer weather and being able to go outside for some fresh air and a little sun on your face. Maybe now I can stop taking Vitamin D orally and get it naturally from the sun. It seems many people have to take Vitamin D in the northeast in order to get their daily requirement. Generally, we are cooped up inside due to a plethora of snow or rain. That was especially true this year!

The Chapter Vice Presidents have received many inquiries regarding record keeping for our professional development. Unfortunately, I do not have any updates as of today. This issue had been placed as an agenda item for our Labor Management meeting but Administration cancelled this week's scheduled meeting. Following the cancellation, I inquired to Human Resource about the WinCap progress. The response I received from HR is administration will have some recommendations soon. We will keep you posted about any updates.

Negotiations have been moving along and the team is remaining quietly optimistic that we will be able to settle by the end of this current contract. A meeting is scheduled for May 2nd with our team and administration. We will keep hammering out the details and hopefully I will have more to report. If anyone has any concerns, please contact me and I will address your concerns to the best of my ability. As a reminder to everyone though, details of the confidential proposals cannot be discussed. Keep in mind, your team has been working hard to get the best contract we can during these difficult economic times.

My monthly meeting with administration is scheduled for next week. Following the meeting there should be more information regarding layoffs and classroom closings. This information should be forthcoming for staff that is affected by these closings. If anyone has any questions on how the pool works for rifted TA's and Aides, please contact me at work (356-8349) or at home (393-2244). You can also reach me through my email addresses, condolora@aol.com or through GroupWise ccondolo@gw.neric.org. I received the TA/EA seniority list this week, but unfortunately the list is very difficult to understand due to the information that determines how much time each person has accrued towards their seniority. Administration has determined that most lay persons would become confused trying to decipher this data. I want to avoid an onslaught of inquiries regarding the rankings. It has been suggested, since the list is on a spread sheet, that I put it in an order that is less confusing and more to the needs of my constituency. If anyone needs to know where they are on the list, please let me know. To insure accuracy, the names in the pool will be checked closely against the seniority list. If for some reason, you believe the ranking in the pool is inaccurate, please contact your Chapter Vice President.

Enjoy the warmer weather and please look out for each other during these challenging times. We need to pull together in times of stress and uncertainty. Remember you are not alone; the Association cares about each member. Please reach out to someone on Executive Board with any concerns.

**In Solidarity,
Colleen Condolora,**

IN MEMORY OF MAXINE BACK HEFFRON

We are saddened at the passing of our long time friend and colleague Maxine Back Heffron on May 24, 2011, after a long battle with cancer. Our memories of Max go back to the days of Special Education classes in church basements and the beginnings of our Faculty Association. Maxine had a special way with her special students. She was always a classy lady with a unique sense of humor, who was an avid bridge player and master gardener.

Each summer, Maxine returned to her roots in Central Bridge to keep in touch with and spend time with family and friends. She was predeceased by her husband, Raymond in 1998 and her brother Nelson, in 2006. She is survived by her brother Jeffrey of Oneonta and by two nieces and one nephew.

Memorial contributions in honor of Max may be made to The Landis Arboretum, P.O. Box 186, Esperance, N.Y. 12066 or to the Central Bridge Civic Association, P.O. Box 120, Central Bridge, N.Y. 12035.

To our new Retirees,

Your retirement, so long awaited is finally here. It was the carrot that kept you going through the tough times. It was the fantasy that sustained and recharged you to continue on. For as life goes, each day had its challenges, some more anxiety-provoking than others.

Recalling some of those times of trepidation, adds sweetness to your new status as a retiree. Do you remember the many times you made your way home through blizzard conditions, with traffic backed up for miles? How many mornings did you anticipated a very difficult day ahead, after a behavior crisis the previous day? Had you ever wished you could have a “do over” in the way you handled a situation with a co-worker or administrator? Were you a recipient of that dreaded notice that your classroom would be moving again? Were there mornings that you felt terrible but dared not take a sick day knowing it would be needed for a sick child or family member? Were there days when you left your home in less than pristine condition with a flooded basement, inoperable appliance, a plumbing problem. How often did you give priority to the needs of others over your own?

Your racing mind sought refuge in thoughts that one day you would retire. It was comforting to know that you would be free to do what you wanted, when you wanted. That day has arrived and it is truly a time of joyous celebration.

Yet, some new retirees (and old) may feel a twinge of nostalgia, even sadness, at the closing of a chapter of life, of ending a career that defined in part who you/they were. Friends with whom you shared the mutual experiences of life would be missed. Also missed would be the satisfaction of students' successes or the work well done to keep the many facets of BOCES running smoothly. But memories fade, and are replaced with the anticipation of new opportunities, new friends, new challenges and the feeling of freedom.

As you now open your Book of Life to a new chapter, you begin with a blank page. It is yours to be written, however you choose. Our best wishes to each of you.

Jeanette Christoff

RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Greetings to All, Workers and Retirees,

The passage of legislation in Wisconsin eliminating collective bargaining has brought Unionism to the forefront, which in the long run may be a good thing. We who worked at BOCES before the formation of the Association remember the way things were:

- Teachers had to be in their classroom to receive students at the time they arrived, often over an hour before scheduled class time.
- Teachers had to remain, until all students left, which could be an hour or more and at times we were the only 2 in the building.
- Teachers had to dispensed medication and do first aid.
- Classroom staff had no lunch or break time.
- Visitors and observers could visit anytime, unannounced.
- Staff had to obtain their own subs.
- Teachers had to run and log the required number of fire drills.
- Other groups used the classrooms and materials on weekend.
- There was no lunch program or cafeteria.
- A staff member had to pick up milk at a district school each day.
- The classroom teacher did music and art, and sometime physical education, if no teacher arrived.
- Teachers were assigned to do presentations at workshops.
- It was expected that directives from above would be followed, without question.

However, these were minor problems compared to the working conditions faced by early union organizers. Consider the coal miners and the many 100's who lost their lives in underground ex-

plosions, mine collapses and deadly gases. Also, this year marks the 100th anniversary of the tragic fire in New York's Triangle shirt waist factory, where 146 lives were lost due to inadequate fire escapes and locked doors. These are but two of the events that gave impetus to workers to organize and demand safe conditions of employment. In those days, the safety and welfare of workers was not a high priority for company owners. It was not a pretty picture as the pioneers of organized labor began their movement. Firings, threats, jail, strikes, walkouts and worse, marked the turbulence of the era.

The current work force is 3 to 4 generations removed from those pioneers, but no doubt have parents, grandparents or great grandparents who were involved. The benefits they reaped for us did not come easily and must not be taken for granted.

There is concern that legislation similar to that of Wisconsin will be repeated in other states and their right to collective bargaining could be terminated as well. It would bring a return to the mind set of "do as you are told" to keep your job. It is crucial that every person represented by an Association or union, support and participate in the privilege of having their voice heard. Employees should take advantage of this opportunity before it is too late. You can attend Association meetings, become a member of Rep Council and actively support your Association. Do not allow all that has been gained through the years to become just a memory of what once was, and is no more.

MORE FRIENDS REMEMBERED

Bob Weaver (and those Fall Pig Roasts), **Jay Frankel** and **Bill Kniskern**.

Thank you to **Carolyn Kozubal** for jogging our memory.

"Reading is fun. It gives you someplace to go when you can't go anywhere." (From Dennis the Menace 3/22/11)

RETIREE UPDATES

Anita Riccio recently returned from one of the world's most magnificent cities, Dubai. Never in all of her years of traveling had she seen a city of such opulence. She was not able to fulfill her mission of working with the children of poverty as she had done on all of her previous journeys. Poverty seemingly does not exist in Dubai.

What a pleasant surprise to see old friends, **Marilyn Sargent** and Connie Dodge at our Farmer Boy Diner.

Marilyn, Mimi Mounteer and I began our teaching careers with BOCES in the basement of Lisha's Kill Church. We knew the meaning of "isolation." Marilyn continues her work as an EMT in the North Country.

Congratulations to **Ginny** and **George Wilber** on their 60th wedding anniversary. They are also celebrating birthdays, 80th for Ginny and 86th for George. Ginny sends her best to all.

What better place to see **Gil Ogilve Brown**, than at Church, looking as elegant as ever.

Rosemary Mauro tells us that some retirees stay connected by meeting for lunch

at the Colonie Diner on the second Tuesday of the month.

We met up with **Ann Stres-sel** at the RSVP (Retired Senior Volunteer Program) luncheon, held at the Marriott. This annual event gives recognition to senior volunteers in the Capital Region. You can become a member by calling 591-8772, SUNY Albany.

We received a lovely letter from **Cecie Evans**, who once worked with MH students at Maywood. Cecie recalled how intimidated we were by computers and answering machines. She is grateful to E.J. Hanley for getting her hooked on computers.

The historic Church that burned in Mayfield was their Church and a tragic loss. The shock is over and the amazing community is making plans.

Cecie is doing well thanks to meds which are keeping her Parkinson's at bay. She and Dave treated their family to a 7-day cruise in February and they recently had lunch with **Barb** and **Jim Bishop**. Cecie's family has grown and they have four grandkids between the ages of 11 months and 15 years.

Dream Big, Achieve Big Day

Yates Elementary School

June 6, 2011

Submitted by Lois Leonard

Yates Elementary 6th graders will have had a wonderful opportunity (by the time you read this) to attend an Education Fair to help set plans for their futures. "Dream Big, Achieve Big Day" will feature a presentation by BOCES' own PBIS regional coordinator Joe Otter, keynote speaker on life skills and a chance for the 6th graders to meet upperclassmen, athletes, BOCES Technical and college representatives during a Table Walk. In small groups students will circulate through the various tables where they will ask questions and take notes on representative's responses. Students will also be required to prepare resumes listing information about themselves, their skills and future goals/aspirations. According to Iris Broyde, CAPIT social worker/prevention counselor "The idea behind it was to motivate and help our 6th graders who are moving on to middle school with some concrete/face to face information about what lies ahead of them, what the expectations are and most importantly to develop some future vision about the opportunities available to them." BOCES CTE students will participate giving the 6th graders an awareness of the fine programs available at our Career and Technical Center.

LOCKS of LOVE CAMPAIGN 2011

May 2011 Update

I DID the UNTHINKABLE

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

As I had mentioned in last month's update, I offered to "grow" a little longer for a few more months. It looks like that possibility has become more of a reality putting the end of this campaign sometime into the next school year.

I had to do the unthinkable. My thick long mane was looking unattractive and out of control so my hairstylist had to cut off more than an inch to get my dark locks healthy and manageable.

If you are considering donating but need more time for your hair to grow on you, now is your opportunity to help make a difference for someone in need.

This campaign is open to all of Capital Region BOCES employees, our Faculty Association and to their family members and friends. I've been spreading my campaign announcement via our TRIAD Newsletter, Faculty Association website, (www.crbfa.org), word of mouth, and in the April 1st edition of the **Insider** that was sent in your GroupWise email. Check out my story and click on the links that will give you more information about "**Locks of Love.**" Many thanks to Christine Carpenter and Meg Allen for helping me launch this campaign BOCES wide.

But, I still only have a few volunteers. I am still seeking ideas and suggestions to get this news out to all of our locations. Please help me reach my goal of 200 inches. If you, a family member, co-worker, or friend would like to join me in this **Locks of Love** campaign, I can be reached at (518) 469-7969 or at my personal email address, MsSmarty-pants429@nycap.rr.com.

Together we can make this campaign a success but we still have a long way to "grow." All it will take is a few minutes of your time and 10 to 12 inches of your hair. Give me a call or send me an email.

I hope this **Locks of Love** campaign will grow on you and I look forward to "hairing" from you soon!

Thank you, **Catherine Jakway**



LOCKS of LOVE CAMPAIGN 2011

June 2011 Update

Let's Grow the Distance!

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

As I had mentioned in last month's update, I offered to "grow" a little longer for a few more months. It looks like that possibility **has become** a reality putting the end of this campaign sometime into the next school year.

I began my **Locks of Love** campaign in December of 2010. My campaign is going to run through the fall. My last article for this school year will be in our June newsletter and then I will pick up where I left off in our September edition. My original plan was to cut my hair (and the hair of any volunteers) at the end of May. This also gives other people I spoke with more time to go the distance. So, we still have a long way to "grow." I do enjoy putting my hair up for the summer anyway, and when the warm weather comes around in 2012, it will be long again.

If you are considering donating but need more time for your hair to grow on you, now is your opportunity to help make a difference for someone in need.

This campaign is open to all of Capital Region BOCES employees, our Faculty Association and to their family members and friends. I've been spreading my campaign announcement via our TRIAD Newsletter, Faculty Association website, (www.crbfa.org), word of mouth, and in the April 1st edition of the **Insider** that was sent in your GroupWise email.

But, I still only have a few volunteers. I was thinking about creating posters and putting them in our self-contained buildings. I am still seeking some great ideas and suggestions to get this news out to all of our locations and I am in need of your help.

My goal is still 200 inches. That is just 20 people with 10 inches including me. If you, a family member, co-worker, or friend would like to join me in this **Locks of Love** campaign, I can be reached at (518) 469-7969 or at my personal email address, MsSmarty-pants429@nycap.rr.com.

Together we can make this campaign a success. I know we can do this! All it will take is a few minutes of your time and 10 to 12 inches of your hair. Give me a call or send me an email. I've waited this long, I can wait a little longer! LOL. Contact me and we can talk.

I hope this **Locks of Love** campaign will grow on you and I look forward to "hairing" from you soon!

Thank you from the bottom of my roots, **Catherine Jakway**

Service Chapter

By Susan Kusalonis

To Constituents

This is to clarify the Memoranda of Understanding (MOU's) that were on the May 20th Board Agenda. These MOU's do not relate to a large number of members.

#127

[ARTICLE IX WORKING CONDITIONS

A. Overtime

4. Members of the bargaining unit working on the second shift shall receive their salary at proper grade and a step plus 5%. Third shift employees shall receive their salary at proper grade and step plus 10%.]

Please note:

There has never been a designated time set up defining when shifts started and ended. This MOU now designates shift one to be 7 AM to 5 PM, shift two as 5 PM to 12 AM and shift three as 12 AM to 7 AM.

No staff member was harmed in this change.

#128

[ARTICLE XVI HOLIDAYS & VACATIONS

B. Vacation Days (Twelve-Month Employees)

3. A maximum of ten (10) vacation days may be carried over into a succeeding school year if there is no adverse impact upon the orderly operation of the division or administrative area.

In the event an employee is asked by management to forego a vacation, an additional five (5) days may be approved for carry over.]

This information was sent via the BOCES GroupWise email system to those staff that were affected.

Now, I would like to acknowledge Service Chapter staff who have been with BOCES for 20 years:

Glenn Amell, Custodian; **Debra Dutcher & Barbara Webb**, Educational Interpreter; **Patricia Gabree**, and **Patricia MacDormand** Secretary I's, and. 30 Years: **Connie Mann**, Sr. Acct. Clerk. 35 Years: **William Garner**, Building Mechanic.

In Solidarity, **Susan**

PEF Identifies Big Savings from Reducing Consultants

The New York State Public Employees Federation has released new research that identifies savings of \$300 million annually if the state takes reasonable steps to reduce the excessive use of consultants. The state spent \$2.8 billion on consultant services in fiscal year 2010-11. The majority of the money was spent on information technology and engineering services for work that cost an average of 70 percent more than if state employees had done the same work, including the cost of state employee benefits. "Too often, state agencies rely on costly contractors for services due to the lack of sufficient in-house staff, even though in-house staff is usually the most cost-effective solution. The situation has been exacerbated by years of attrition and hiring freezes," says PEF president Ken Brynien, who is an AFT vice president. PEF is urging legislators to pass legislation, which has been introduced in both the New York Assembly and Senate, that would require state agencies to do a cost comparison to determine whether state employees could do the same work for less.

Changes Coming to How Federal Benefits Are Paid

The U.S. Department of the Treasury recently announced that all federal benefits soon will only be paid electronically. Those applying for federal benefits on or after May 1, 2011, will need to choose an electronic payment method when they apply, while anyone currently receiving paper checks must switch by March 1, 2013. People already receiving benefit payments electronically will continue to receive their payments as usual on their payment dates. More information is **available online** or by calling 800/333-1795.

Inside AFT – April 2011 Newsletter

AFT Asks Gen Y Teachers What They Need

Generation Y teachers—those between ages 21 and 35—say that to keep them in teaching, schools should be transformed into workplaces that support high-quality teaching and learning, so eager but nearly overwhelmed novices will stay in the profession and can become highly effective, according to a new report by the AFT and the American Institutes for Research. **"Workplaces That Support High-Performing Teaching and Learning: Insights from Generation Y Teachers"** finds that young teachers say they want feedback on their performance and to be evaluated in a fair way; they need time to collaborate with their colleagues; they support differentiated pay for high performance; and they want to use technology to provide engaging and effective lessons, as well as to support collaboration with other teachers through, for instance, videos and conferencing technology. "They told us loudly and clearly that they need the tools, resources and working conditions to make teaching a lifelong career," says AFT president Randi Weingarten. "High-quality education simply cannot be sustained with the high teacher-turnover rate we're seeing today." In conjunction with the report, the AFT is inviting its Gen Y teacher members to discuss the findings in an **online community**. To visit the AFT Generation Y Teachers online community, go to <http://GenYTeachers.ning.com>.

Don't make teachers America's scapegoats

Richard Carter's April 14 letter, "Teachers need to do it for the kids, not the cash," put me right over the edge.

His thesis is that teachers are to blame for the attacks against them. He seems to think they should take on the extra duties-- coaching, club sponsorship, etc. -- out of the goodness of their hearts. How awful that our system has been paying them for their time!

I suppose other workers have never asked for compensation when performing jobs above and beyond their job description. Do it for the kids, he says. How does "do it for the boss" sit with American labor when asked to stay late, come in early, work on weekends, travel without compensation (ad infinitum, ad nauseum)? That is the stuff labor unions were born of. It's called abuse of workers.

In my local school district, the teachers accepted a pay freeze last year to avoid a large tax increase. They didn't get any positive strokes for that.

Perhaps Mr. Carter can tell us how our nation can bail out the savings and loans, wage war without budgeting for the expense (thank you, Mr. Bush), push billions into our failed auto industry, pump that much into the banks that caused these economic woes, refuse to make the wealthy pay a higher percentage of their income in taxes than I (or he) do, and yet cut education and other vital services for children, seniors and the poor.

It seems quite convenient for politicians, especially Gov. Andrew Cuomo, to shift the blame for all of this onto teachers. Let's aim the battle at educators, and perhaps people like Mr. Carter can forget that he is living in a state and nation that has crushed labor unions and, in the process, workers themselves.

Get rid of collective bargaining and see how compassionate corporations and governments will be on workers. Make teachers the enemy and no one will notice the political takeover of all aspects of American labor progress.

Teachers are not the problem. Our unions have, like all unions, fought to take us from the slave wages of the 1950's to the living wage teachers have today. So what is the sin in that?

It is time for our citizens to get off their apathetic butts and educate themselves as to what is really going on in this country. Our rights are being quietly swept away while we blame our teachers.

By Marilyn Sargent, Edinburg (Special Education Consultant/Writer)

Reprinted from The Daily Gazette

Election Results 2011

The Results of the AFT Conference Delegates are

Barbara Burnham

Susan Kusalonis

Patricia Gollub

Lanny Barsale

James Reed

Write-in winner Lisa Mink

Congratulations to all of you!

A grateful and heartfelt thank you to all who participated by returning their ballots in a timely manner for the election. We appreciate your support.

I would like to thank those who assisted me in getting the ballots ready to go and also for taking the time to help with counting the ballot results. Thank you to Doug Harple and Patricia Gollub for their guidance, assistance, and support. Thank you to Lisa Mink for the membership labels, EJ Hanley for building up my confidence when I let myself feel down, and to all of our Chapter Vice-Presidents, Jeannine Moran, Flora Fasoldt, Susan Kusalonis, and Colleen Condolora who have helped in every way possible. To Lanny Barsale for her continued direction when I feel totally lost; thank you for answering your phone and responding to my emails. And, last but not least, to Shelly Peck, her TA's, and her students who did an outstanding job getting the AFT mailing prepared. It would not have been a success without you!

I would also like to thank Election Committee members Don Orlando (CTE Chapter), Theresa Bennett (TA,EA, Aides Chapter), and Shelly Peck (Special Ed. Teacher Chapter). A representative from the Service Chapter was unavailable.

Donating your time to assist in the count, and helping to make it go quickly and smoothly was greatly appreciated. In good company it didn't feel like work!

All ballots were mailed out on May 9th and the ballot deadline was Monday, May 16th.

Catherine Jakway, Election Chairperson

The Celebration of Father's Day; All Because One Little Girl Fulfilled A Dream

By Catherine Jakway, Spec. Ed. TA

We could say that without Mother's Day, there wouldn't be a Father's Day. The holiday inspired by Sonora Smart Dodd, the "Mother of Father's Day," is celebrating 101 years and going strong.

Dodd's mother died during childbirth in 1898, leaving her father, William Jackson Smart, to raise Dodd and her five younger brothers including the newborn, on a remote farm near Spokane, Washington.

While attending a Mother's Day sermon in 1909, this young girl who appreciated her father's love and determination to provide for his six children decided that fathers deserve the same recognition.

With some help from her pastor, June 19, 1910 was designated as the first Father's Day. Throughout Spokane that day, Sunday sermons were themed around the importance of fatherhood.

By 1924, the holiday celebrating dad's had gained the attention of President Calvin Coolidge. In that year, the president wanted more states to get involved and recognize Father's Day. In 1966, President Lyndon Johnson signed an order proclaiming the third Sunday of June as Father's Day. Then again in 1972, a permanent proclamation observing Father's Day on the third Sunday in June was signed by President Richard Nixon.

Today, Father's Day is celebrated in over 50 countries worldwide on various days throughout the year, all because one little girl loved the father who raised six children on his own. William Jackson Smart died in 1919. He celebrated many Father's Day with his loving family and especially his grateful and devoted daughter who wanted to see his efforts acknowledged.

Healthy Living; Living For Good Health

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

Ending the Year On a Positive Note

With incentives and other opportunities, we are seeing more and more of our friends and colleagues retire in the past few years than ever before. These people are the founders and the backbone of our organization. Without them we would not be where we are today. Those who have come after are reaping the benefits because of the strong foundation they built for us that we continue to build on today. Our retirees have lived through some of the greatest events in history. They possess first-hand knowledge, skills, interests, and talents that are invaluable to our society and can still be put to good use after retirement. There is still a lot of living yet to do. Whether volunteer or paid, younger or in the prime of their lives, many of our retirees are enjoying or are planning to enjoy a second career or more.

The job market continues to look for those who want to work at any age but also those who match their skills to those listed in the job posting. If you are considering full-time or part-time employment for some extra cash in these hard economic times or are looking to do something to put your skills to work for fun, I have some tips for getting your resume updated in the 21st century. If it's 20 years old, it's time for some serious updating. Resume styles have changed over the years and you have to change with them.

So, what do resume strategies have to do with my health? A healthy person is physically, socially, and mentally healthy. If you don't have a good resume you may be stressed and it may lead to a poor interview. The job market is highly competitive and you want to present a resume that you have total confidence in.

Old resumes with your objectives are out. Objectives tell the reader what you want, not what the employer wants. Professional summaries are in. It is the snapshot of the applicant and their accomplishments that make them a good fit for the job. A professional summary ties up the key points of the resume. Brevity is also important. You have limited space and time to make an impression on the hiring manager. Mirroring the job requirements is a sure way to catch the attention of the reader and encourages the potential employer to read on. The summary is a more sophisticated way to present your skills and it determines if the applicant has the competencies and achievements to create success in their work environment.

You should always keep a hard copy (paper) of your resume updated as often as needed and in a location that is safe and convenient. To make it easier to update, keep your resume in at least two places electronically. The second place should be separate from your computer, on a travel drive, or even on an external hard drive. I highly recommend the electronic back-ups. Travel drives are available in 2GB – 16 GB and larger, and they are reasonably priced

or on sale often in office supply, department and groceries stores.

I lost everything in my computer last year due to a virus and I made a habit to back everything up at least once a month or even sooner. I always believed that my life was in my purse; if it ever disappeared it would be a stressful and costly loss. I couldn't begin to replace everything that was in it. The same thing held true when my laptop was infected. I went to look for something in my documents and everything was gone. I went into a total panic. Thankfully, after I started breathing again, I remembered my external hard drive had my precious documents, my life... saved electronically.

This is my last writing for this school year. I hope you have enjoyed reading my "Healthy Living; Living for Good Health" articles and you were able to take something useful from them. If you have any suggestions for future articles, I would love to get your feedback. You can reach me at my personal email address that is listed on the back page of your TRIAD Newsletter.

To all of our Capital Region BOCES employees, I wish you a happy, healthy and safe summer. I want to thank you for your time, dedication, and the standard of professionalism that we all strive for.

Capital Region BOCES Board Meeting—May 16, 2011,

Dr. Inge Jacobs introduced all the principals Leo DiPierro, Barb Catalano, Carol d'Estienne, Jaime Covington and also Deven Horne who filled in for Moe Gushlaw, for the presentation on the Special Ed Study and how they were going to address in the future implementations of the information brought out by the Study Groups.

Mission Statement – Jaime Covington

- They will establish cabinets of the Region constituency for each Principal.

Communication - Carol d'Estienne

- Perception is that we are top down and that staff have no voice.
- Peter and Inge will be attending all Region meetings from now on to answer any questions from staff.

Technology - Barb Catalano

- Improve technology across the division – needs of students [both hardware and software]
- Increase communication with the districts that classrooms are in and make sure that our students have the same access as those in the host building
- Provide professional development for staff to stay on top of this goal.

Professional Development - Deven Horne

- Staff will need support to continue to grow and develop professionally, it should be a living document and now how do we develop it?

Administration / Strategic Goal - Peter Taormina

- Social Emotional - growing – find new way to serve the student

Dr. Jacobs— reported that the Process Based Model with Jim Butterworth, will be presented to Principals over the summer.

Dr Dedrick:

Regents voted to do away with January Regents and Language Exams. This takes away the second chance for students to pass the test, but gives them more time in the classroom. [8 million dollar budget shortfall].

Regents - voted 13 to 3 in favor of the new APPR process

Twitter – Follow Chuck at [@csdedrick](https://twitter.com/csdedrick)

As of now, the largest component in our BOCES is Saratoga County. Shenendehowa SD is the largest in our catchment area. Schoharie County has decreased 19% in number of students. Although the overall number of students statewide is decreasing.

Healthy Living; Living For Good Health

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

Let's Make Those Calories Count! Join the iChoose600™ Campaign

Campaigns, campaigns, campaigns. We continue to be overloaded with campaigns from politics to donating hair to giving blood. I've always believed that when it got to the "what do they want next, my blood?" that would be the ultimate sacrifice. Well, brace yourself for another big initiative that has been newsworthy in recent weeks. New York State has declared war on those fatty waist unfriendly fast food calories.

The newest campaign to make the headlines is the "iChoose600™ Campaign" that New York State Health Commissioner, Dr. Nirav Shah, has kicked off to address the rising obesity epidemic. Statistics show that more than 60% of adults in New York State and more than one-third of children are obese or overweight. Those with this weight problem face a much higher risk of developing type 2 diabetes, hypertension, high cholesterol, heart disease, certain types of cancer, asthma and other health risks. New York spends nearly \$8 billion annually on health care alone for obesity-related illnesses. Eight billion dollars? That's a lot of money that could be better spent or even saved elsewhere.

The Department of Health's public awareness campaign was launched in February to encourage people to make healthier food choices at fast food restaurants. Many restaurant meals have more calories than what you would eat at home. Until recently, it's been challenging to figure out how many calories those meals actually have. In some parts of New York State including Albany and Schenectady counties, fast food and chain restaurants are now required to list the calories for each item on menu boards and on printed menus. Other restaurants are voluntarily providing this information to their customers. Restaurants are the focus of the initiative because about a third of total calories people consume come from meals bought outside the home so strategies to eat healthy are essential. In 2012, federal law will require all fast food chains to post calorie counts. This program is aimed at encouraging New Yorkers to read the calorie count of foods served by fast food chains and to choose meals that total 600 calories or less.

Ever since calories were listed, I try to look or at least peek, at the calorie content on the menus in my favorite restaurants or the menu board in fast food places. The foods I may consider ordering can be loaded with more calories than expected. Shocking....

The average adult can maintain a healthy weight by eating 2,000 calories or fewer a day, Shah said, so 600 calories at each meal is a good target. "Six hundred times 3, plus a snack of 200 calories equals 2,000 calories a day," he said. Meals with fewer than 600 calories will leave room for the calories from small, healthy snacks and beverages during the day. Keep in mind that even meals under 600 calories at fast food restaurants may not be as healthy as you think. They may be better choices than higher calorie options, but they can be higher in salt, and low in whole grains and healthy fruits and vegetables. The best way to stay healthy is to eat less fast food, have more healthy meals at home and get your daily recommended amount of physical activity.

The next time you eat out at a fast food or chain restaurant, what will you choose? Let's say "NO" to the super size and let's make those 2,000 calories count!

END OF YEAR PARTY

Our annual Celebration Bash and Retirement Party was held at the elegant Mohawk River Country Club and Chateau. Our newest retirees are **Debra Bamburger, Michele Blakely, Joan Kosinski, Evelyn Loeb, Ann O'Brien-Teta, Jim Owen, Sheryl Pelkey, Pat Prisk, Susan Stewart and Vivian Swank.**

Recognition was given to members who marked their 20th, 25th 30th and 35th year at BOCES. They are **Kathy Bollin, Stephanie Brumley, Alan Clarke, Anne Conway, Debra Dutcher, Chuck Fuller, Barbara Webb, Rose Gigliello, Jan Silverman-Pollow, Deb Sorvari, Linda Stern, Barb Burnham, Terri Cuomo, Suzanne Davis and Gerene Lynn.**

We enjoyed the chance to chat with colleagues from our working days, **Gerene Lynn, Kathy Colen, Terry Cuomo, Lanny Barsale, Barbara Bishop and Jim, Lee (Hoessle) Brockman..**

Thank you to the Social Committee for a job well done; **Catherine Jakway, Lanny Barsale, Brent Pierce, Carolyn Pierce, Shelly Peck, Terry Bennett and to Meg Bugler** for the flower arrangements.

Maywood students 'walk the walk' for autism awareness

Students apply walking safety lessons to a good cause

(Shirelle Mosher & Jaha Johnson)



What began last September in teacher **Dorothy Pesnel's** Comprehensive Development Skills (CDS) class as a lesson for Maywood students on walking safely was celebrated May 20th with a trek around town to raise awareness and funds for autism education.

“Few of the boys in our class get much exercise outside of school,” explained **Mary Ruby** who, along with fellow teaching assistants **Karen Condon** and **Shirelle Mosher**, conceived the idea for daily fitness walks with the class. “Our goal was to promote wellness by helping the boys become more physically active and learn how to ‘stop, look and listen’ when they are walking outdoors.”

The class has been practicing its walking skills and learning how to be safe out in the neighborhood around the Maywood school since September. When the weather wasn't agreeable, the class marched around the school's gym to lively music.

The May 20 event raised more than \$400 from family, friends and staff and the sale of t-shirts designed by CDS class teaching assistant **Eric Reisenger**. These funds will be donated to Autism Speaks, a not-for-profit organization dedicated to increasing awareness of autism spectrum disorders. Impressive though this home-spun fundraiser effort was, Pesnel said, it was just icing on the cake.

“Our main goal was to help the boys in the class become more active, feel as though they are part of their community and give them a sense that they can make a difference in their own way,” said Pesnel.

Summer is the perfect time

Summer is the perfect time for so many things – gardening, vacationing, swimming, catching up on reading, and whatever else one wants to do but can't seem to find the time for during the school year. That's why summers seem to go so fast, because we're so busy!

But summer is also the perfect time to pay attention to those things that we don't have time for during the rest of the year, such as, (groan), our finances. It's so easy to go day-to-day without making any long-term financial plans, setting up a budget, saving for a rainy day, etc.

Fortunately, the **Financial Counseling Program** endorsed by *NYSUT Member Benefits Corporation* can be of great assistance in getting your financial house in order.

When you enroll in the plan, you'll receive toll-free access to certified financial planners and registered investment advisors who will address your various financial questions and situations. You'll also have options for in-person consultations. And you have the added comfort of knowing these professionals are there solely to help you, not to line their pockets by pushing you in one direction or another.

These financial professionals do not sell any financial products; hence, they receive no

commissions from mutual funds, brokerage firms, insurance companies or any other third party. These are the professionals of Stacey Braun Associates, Inc., the provider of the Financial Counseling Program.

Stacey Braun Associates is an investment advisory company established in 1977. It provides fee-based professional financial counseling.

Here is a sampling of topics you can receive advice and assistance on:

- Pre- and post-retirement planning
- 403(b) and 457(b) plan advice
- Mutual fund questions
- Establishing risk tolerance
- Mortgages and refinancing
- Savings
- Estate and inheritance planning
- Financial advice relating to divorce
- Tax planning
- Insurance
- Social Security
- Education funding

The plan also includes no-cost written summaries or reports upon request; access to Stacey Braun's password-protected website, which features all kinds of helpful information and calculators; an e-mail helpdesk; and free admission to regional educational workshops.

In addition to the plan described here, a

403(b) Limited Financial Counseling Program is available.

So why not take a little time out of your busy summer and see how you can benefit from the Financial Counseling Program?

For more information, call NYSUT Member Benefits at **800-626-8101** or visit www.memberbenefits.nysut.org.



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

May/June '11

PERSONNEL

PERSONALS

Congratulations to **Maureen Geis** (Teacher, Sp. Ed.) on the birth of Sophie Marie born on Thursday, April 14th weighing 8lbs.2oz. Maureen was lucky to be able to spend time with her and big brother Adian.

Condolences to **Nancy Kosakoski** (Teacher, Sp. Ed.) and her husband Jim for the loss of their beloved dog, Boomer.

Welcome back to **Ann Hebling** (Occupational Therapist, Sp. Ed.) as she returns to work after her recent surgery.

*Enjoy Your Summer
and come back relaxed.*

Sunshine Chairperson

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

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385 Ballston Avenue, Scotia, NY 12302

(518) 370-3468

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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.

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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