



# CAPITAL REGION BOCES FACULTY ASSOCIATION

## TRIAD

June 2010

Vol. XXXIV No. 10

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

### News from the President

Colleagues,

I am so glad it's June. This has been a long school year for all of us. The continuing economic uncertainty and onslaught of attacks on our excellent public education system by many self-serving individuals and groups, has weighed heavily on us all. Instead of using NY as a model for quality and efficiency, they attack us in hopes of getting some of the dollars that are spent caring for and educating all of New York's kids.

Unfortunately, it will probably continue. Our state legislature, the ones that can't seem to work together to get a budget done, has agreed to a number of changes, one of which is a significant increase in the number of charter schools. These are schools that are designed to make money. Though some are labeled "not for profit", they will not operate at a true break-even or loss. They screen the kids they accept and only recommend taking the ones they feel they can show success with. They have no issue with replacing their staff every three years. Yet with all these different ways of "doing business" they have typically not raised student achievement.

New York is not South Carolina, Texas or one of the other seriously under achieving states. We have continually strived for and maintained a high quality of education in our public schools. And we will continue to do so. Is there room for improvement? You know the answer to that. There is always a need to look at what you are doing and adjust a little. However, wholesale change often leads to instability and a reduction in quality and efficiency.

It appears that the leadership in our NY government is unable to actually do their jobs, unlike educators. This is not new. We have seen this before. In this time of fiscal crisis, we really do need hard working, competent leaders. The idea of cutting the work week and subsequently income of our state employees by 20% is absurd. Why not reduce the time on the job and pay of our legislators and governor. I don't think you would notice any difference in what would get done.

Enjoy your summer and have some fun. You work hard and have earned the break.

Looking forward, Doug

### CALENDAR

CAPITAL REGION  
BOCES FACULTY  
ASSOC.

EXEC. BOARD  
MEETING

6/2/10

BOCES BOARD MTG.

6/21/10

[Schoharie CTE]

REP COUNCIL MTG.

Tawasenta Park

6/09/10

Summer School

7/6-8/13/10



Newsletter Committee

TRIAD Article Deadline:

7/28/10

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# Rep Council Highlights

May 19, 2010

Submitted by Lanny Barsale

- We tried to view Cecil Robert's speech at the Rep Assembly. We were unable to view it so will save it for the June meeting. He is the president of the United Mine-workers and was given \$10,000 from the NYSUT Disaster Relief Fund. They also took a collection at the RA and raised \$14,000 more. If you would like to hear this speech, check it out on the NYSUT website.
- We received a letter of thanks from CTE for our donation to the yearbook.
- There will be a Building Rep workshop August 17<sup>th</sup>. Anyone interested should talk to their rep or chapter vice president.

Motion to give the two delegates going to the AFT convention \$620 for costs above the \$3,000 already budgeted with the money coming from savings. Motion carried.

- Colleen Condolora circulated a letter from Richard Iannuzzi. It was about the NYSUT/SED proposal dealing with teacher/principal evaluations. There is very little information on this issue at the RA and poor representation from NYSUT.
- Colleen reported on the NYSUT Health and Safety Task-force. She told about a landmark legislation on bullying in the workplace. Only one other state has this kind of language.

**Negotiations** – Susan Kusalonis, Mike Rowan, and Doug Harple met with Robert Zordan and Kevin (the BOCES lawyer). They discussed money and it will be taken to the Board. The Board will most likely wait for the budget votes. They will discuss it on June 2<sup>nd</sup>. The only discussion will be about money.

**Budget** – there are two line items where we need to move money. The TRIAD committee is \$66.00 dollars over budget. Postage is \$200 over budget. Motion to move \$150

from savings to TRIAD and \$800 from saving to the Postage line item. Carried.

**Election** – See page 5 for Report..

**Grievance:** None at this time.

## Select Committees:

**Celebration Bash** – See article on page 8.

**55/25**—There was concern about people not having all the information they need to make retirement decisions. The first thing they should do is attend one of the NYSTRS retirement seminars. Then they should meet with Robert Zordan. He has all of the information. You must submit a letter of retirement 30 days before retiring. We will request the human resource provide a checklist.

There is a lawsuit by public employees from other unions that want the same deal as NYSUT people can get. It shouldn't affect our retirement incentive.

There is proposed legislation where you get one month for every year that you work. If it passes, it's not an automatic. BOCES would have to opt in. You can't get both incentives.

**Vote/Cope:** \$800 so far.

There was a Memorandum Of Understanding regarding "Race To The Top" between BOCES and State Ed. You can find information on the BOCES website. It gives suggestions for cost savings. There is a supporting grant but no language about charter schools. Concern was voiced about whether we will have time to discuss before signing off again. NYSUT will include using test scores as part of teacher evaluations. The concern is that charter schools sanctioned union busting.

FYI:

**BOCES Leadership Conference** – October 22<sup>nd</sup> and 23<sup>rd</sup>.

**TA Pool** – June 15<sup>th</sup>.

## Capital Region BOCES Faculty Association Leadership

POSITION	NAME	PHONE	E-Mail Address
President	Doug Harple	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	356-8349	condolora@aol.com
CVP Service	Susan Kusalonis	393-5598	maidmrn300@aol.com
CVP Spec. Educ.	Flora Fasoldt	466-1703	electflora@aol.com
CVP C T E	Jeannine Moran	862-4816	jmmoran@hotmail.com
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Corresponding Sec'y.	Sue Davis	456-0574	scdavis@nycap.rr.com
Treasurer	Deborah Sorvari	334-1296	debmom39@nycap.rr.com
Membership Chair	Lisa Mink	464-3979	lmink8@hotmail.com
Grievance Chair	E.J. Hanley	321-0485	ehanley1@nycap.rr.com
EAP	Kevin Eglit	454-9650	Employee Assistance Program

# Capital Region BOCES Board Meeting – May 17, 2010

By Susan Kusalonis

## BOCES Web Site Role Out

**Megan Allen** reviewed the new simpler structure. You do not have to know BOCES structure to find your way around. The only division that will be different is NERIC as it is fairly new and DS's like it. It has the industry standard for accessibility.

It will have:

- Top 10 highlights
- Index of services and Programs (from Services Guide)
- A – Z Index
- Search Bar
- Facebook page – can view without an account
- Staff Resources (this will be expanding)
- Training and workshop links

The gatekeeper will be the Communication Division staff. Any problems or concerns will be reviewed with DS. There are protocols in place for what is placed on site.

Access can be made through -- [capitalregionboces.org](http://capitalregionboces.org) and the old way

## District Superintendent

### Annual Report on Student Enrollment 2010

Dr. Dedrick reviewed this with the Board. One statistic is that if a student attends one year of CTE the increase in graduation grows from >30 % to 60% and with two years it is just under 90%. Regular education students push 99% graduation with CTE attendance.

**Spec. Ed.** districts overall have gone down in the past.

One factor that will be looked into is placing classrooms in component districts only. We will look hard at locations. Some classes will be closing, but some have waiting lists and we will have to look into reproduction them. They are very well thought of.

Chuck wanted to thank Rachael for all of her hard work on format and charts.

Newest Retirement Incentive is likely to pass. This would

include all staff. One month of services for every year in the system.

- This Board would have to adopt, not automatic.
- BOCES Board will take a hard look at cost/saving
- BOCES would have to demonstrate 50% saving in the retirement incentive.
- BOCES Budget has passed and therefore is frozen although we do have a reserve fund that would help.

### 2010-2011 Calendar updates

Districts are asking for dates to put in their calendars for Annual Meeting and Budget Vote for next year.

**Annual Meeting – Thur., April 14, 2011**

**Budget Vote - Wed., April 27, 2011**

## PERSONNEL ITEMS

### Retirements:

Margaret Bergeron, Teacher Aide  
 Robert Bernardi, Mobility Instructor  
 John Clark, Educational Interpreter  
 Stephen Leonard, Custodial Worker  
 Donna Lyons, Teaching Assistant  
 Linda Pawlak, Teacher – VI  
 Pamela Tygert, OTA  
 Barbara Walch, Speech

### Appointments - Certified

Dillon Finan, PT, CTE Albany (Tenure Area: Science)

Mary Fischer, TA, Westmere Elem.  
 Debra Herbert, TA, Pinewood  
 Erika Ries, TA, Lynnwood

### Appointments – Civil Service

Kelly Honsaker, T Aide, Draper MS

### Tenure/Permanent Actions

Carmella Prusko, TA, 5/21/10

Capital Region BOCES FA Representative Council Meeting Dates for 2010-2011	
Rep Council Dates	Rep. Council Location
Sept. 22, 2010	900 Watervliet Shaker Rd.
All Rep Council meetings run from 4:15-6 PM unless there is a motion to extend.	

Conference Dates 2009-10
<b>2010</b>
<u>July 7-11, 2010</u> AFT Convention Washington State Conv & Trade Center, Seattle, WA
<u>Oct. 1-3, 2010</u> SRP Leadership Conf., Desmond, Albany
<u>Oct. 22-23, 2010</u> BOCES Leadership Conf., Crowne Plaza, Albany

# TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

This month's article will be dedicated to **all** the Teaching Assistants, Educational Assistants and Aides who give so much of themselves to improving the lives of their students every day throughout the school year.

I want to begin by thanking **Kelly Vavala, Judi Grassia, Patty Brown, Stephanie Champ, Barb Burnham** and **Carol Clark** for putting so much effort into their Alternate Growth Plans. Each colleague was showcased in May at the TA/EA Recognition. I believe that **“Those who achieve success are those who take a dream and make it come true.”** For **Kelly Vavala**, this is most definitely true. She took a childhood dream and turned it into an adventure for her students in her classroom as well as the learning community she is housed in. Her character Nibbish, a magical raindrop, expanded into an ecological and literary learning experience for everyone to enjoy. **Judi Grassia**, found through her experience of working in the high school environment, that there was a need to assist students in passing the Global History Regents. Judi compiled a resource book which contains Multiple Choice questions, Data Based questions, Thematic Essays and Practice Regents. She tutors her students as well as other district students who are struggling with the Regents exam. Judi has had a very high success rate since implementing the program. **Patty Brown**, adapted the Wilson Reading program to assist a student struggling with reading. To diminish behaviors and increase the student's reading comprehension, Patty adapted a specialized reading program utilizing word games, word searches, coin games, word bingo and concentration to increase word identification and memory skills. To date, the students reading level has increased and his self-esteem has improved. The student felt so confident in his reading, he was able to read out loud for the first time. **Barb Burnham** introduced a BLOG, which is linked to the CTE webpage. The purpose of the BLOG is to centralize technology information for the staff and students of CTE which is accessible on a 24/7 basis. The

webpage has many links that are utilized by CTE staff. **Carol Clark**, adapted technology and books to create PowerPoint books on Classroom Suite for her non-verbal students. Through these books the students have been able to communicate effectively. The activities the students enjoy can be posted on the internet for interaction with other Classroom Suite participants. **Stephanie Champ**, created a Resource Book for graduating students which contains valuable information for students who will be transitioning into secondary education. The Resource Book contains information on resumes, recommendations, diplomas, college listings, employment preparation, resource links and college essays. Each graduating student will receive the binder if they are interested.

I want to thank each of you for showcasing your wonderful projects. I am looking forward to showcasing all the innovative projects that will be developed next year. Please attend the Showcase next year; it is a marvelous afternoon recognizing the achievements of our Chapter.

Next, I wish to thank all the TA's who volunteer on committees and on Rep Council. Without your dedication and commitment we would not be able to keep our Chapter strong and thriving. The work we do is vital in keeping us in the limelight to making improvements and letting our voices and opinions be heard. It is through this advocacy that we get so much accomplished. Thank you everyone for making a difference. If you want your voice heard it is through the volunteering process that so much gets done. Please consider taking a chance in the fall. You will be pleasantly surprised.

Lastly, have a wonderful summer vacation and if you are working summer school program, I look forward to seeing you. Try to get some rest, relaxation, and fun in so you are all geared up for the next coming school year. Enjoy everyone!

In solidarity,

**Colleen Condolora**

**TA/EA Chapter Vice President**

## Service Chapter VP

**Susan A. Kusalonis**

Dear Colleagues:

Well the end of this school year is around the corner and summer school is fast approaching. Try to find time to get some rest and sun.

Congratulations to **Debbie Evans** and **Betty Ann Frampton** (Sp. Ed.), **Connie Martin** (CTE) and **Patty MacDormand** (NERIC) on being appointed as Secretary I's.

We would like to wish **Colleen Aanensen** (Secretary I, Sp. Ed.) well in her future endeavors.

Also, we want to welcome "**Amy Grogan** (Secretary I, Sp. Ed.). Amy is working at Wembley Court as Terry Orlando and Carol d'Estienne's secretary.

Recently I was able to attend a conference at WSWHE BOCES sponsored by the NYS Assoc. of Educational Office Professionals. Some of the presentations were quite interesting. One entitled "You Make the Difference: The Important Role of the Educational Office Professional" by Jeff Olefson, President of Staff Dev. Associates helped me understand that we have many job titles, multi tasks, problem solver and are good listeners to mentioned a few.

Try to continue your own professional growth over the summer. See you in the fall.

In solidarity, Susan

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## Student Incentive Award Winners

Alexander Cooper - son of **Laura Cooper**, DHH Teacher  
Christopher Keeler, son of **Linda Keeler** - PT.

Thanks to the committee for their help. **Lanny Barsale**, Chair

## Election Results 2010–2012

**President:** Doug Harple

**Vice-President:** Patricia Gollub

**Recording Secretary:** Barbara Burnham

**Corresponding Secretary:** Suzanne Davis

**Treasurer :** Debra Sorvari

### The Results for ED 10 Representatives are;

Barbara Burnham, Colleen Condolora

Flora Fasoldt, Patricia Gollub

Diane Kavanaugh, Lisa Mink

### Alternates

Sherry Karcher-Hewitt, Jeannine Moran

Congratulations to all of you!

I would like to thank those who participated by returning their ballots for the election.

I received a great number of returned ballots, and I hope to continue getting record numbers of returns. Every one I received showed your support for our Association.

A special thank you to **Lanny Barsale** for the continued training I have received as Election Chairperson and for the time she spent helping me. (even while shopping).

Thank you to **Doug Harple**, Faculty Association President, **Patricia Gollub**, Faculty Association Vice-President, Chapter Vice-Presidents, **Jeannine Moran**, **Flora Fasoldt**, **Colleen Condolora**, and **Susan Kusalonis** for all your help and support.

To **EJ Hanley**, **Lisa Mink**, and **Debra Sorvari**, your difficult detective work went above and beyond and sometimes into the late evening hours. (No dates on a Saturday night!) Thank you, thank you, thank you, I could not have done this job so well without your time, effort, assistance and dedication.

Last but surely not least, I would like to thank the Election Committee members **Terry Bennett**, Sp. Ed. TA; **Brent Pierce**, Sp. Ed, Teacher, and **Wendy Cotter**, Teacher, CTE, for volunteering your time, effort and patience. Spending several hours to represent your Chapter and help get the election results done correctly was greatly appreciated.

Submitted by Catherine Jakway, Chair.

# RETIREES CORNER

Jeanette K. Christoff, Teacher, Retired

Hello everyone,

Once again we enjoyed our annual Celebration Bash and Retirement Party at the beautiful and elegant Mohawk River Country Club and Chateau. Our Faculty Association gave recognition and roasting to retirees **Bob Bernardi, Betty Ann Frampton, Pamela Tygert, Barbara Valachovic and Susan Whittle**. Recognition and a complimentary dinner were also given to each attending member of the Association who had worked for 20, 25, 30 or 35 years. **Diane Kavanaugh**, who has worked for 35 years, received an "Endurance Award".

We enjoyed chatting with friends from long ago who came over, **Gerene Lynn, Barbara Mueller, Debbie Sorvari and Barbara Burnham**. The event was well attended. As Stan and I scanned the crowd, we realized that most of those attending were new faces to us. We recalled our days on the Executive Board, when between us, (Votec and Sp. Ed.) we knew the names of almost everyone and many by name and face. But that was almost 3 decades ago. A new generation has filled the ranks. But I digress.

We wish our new retirees happy times as they begin a new chapter of their life. We also send good wishes to everyone for a happy summer, but especially to our long retired, many of whom are struggling with health issues.

We are hoping the summer months will bring more stability to our nation and our earth. So many are facing unemployment, layoffs, foreclosures and debt, including our state and our nation. We have concerns about the

mysteries of the new health care legislation and how it will affect us. The possibility of terrorists' attacks also looms in the recesses of our mind.

Our earth, as well, seems to be in a state of flux with earthquakes, volcanic eruptions, devastating floods, and tornados and added to that, by man-made tragedies of the oil spill and coal mine explosions.

It is fortunate that we have come into our most beautiful time of year to call our senses away from the woes and turmoil around us. How pleasant is the warmth of the air, the joyous sounds of songbirds at daybreak, the delightful fragrances and vivid colors of blossoming plants and trees. The laughter of neighbors and children, uplift our spirits and the sounds of lawn mowers is an expected and welcome sound of summer.

The occasional motorcycle which zooms by brings momentary envy of their unencumbered freedom to explore the wonders and vistas of our beautiful state. We stop to savor those moments. We are grateful to be where we are, for the freedom and security we have at this time, upon this little dot on our earth called home. A line from a poem by Robert Browning seems right and fitting for these precious few moments in time:

"God is in His heaven and all it bright with the world"

Our compliments to **Lanny Barsale**, Chair and her committee, for taking on the task of arranging our Annual Bash. They are **Catherin Jakway, Chris McDonough, Carolyn and Brent Pierce, Shelly Peck, and Terry Bennett**. Good job, "kids".

## RETIREE UPDATE

**Kathy Prokorym** attended the annual Retiree Council meeting and had some happy news to share. In October, she will be a grandmother.

**Anita Riccio** will be going to Haiti in July to work at an orphanage.

# Healthy Living; Living For Good Health

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

## Medical Identity Theft: An Ounce of Prevention

### I Must Show ID When:

- Pulled over by the police
- When I show up for a doctor's appointment
- When filling out a credit card or loan application
- When I show up for a doctor's appointment
- When applying for or renewing a driver's license or passport
- When I show up for a doctor's appointment
- When donating blood.
- When I show up for a doctor's appointment
- When collecting a boarding pass for airline or train travel
- When I show up for a doctor's appointment

Wait a minute, when I do... what?

### What is Medical Identity Theft?

Medical identity theft (also called Healthcare fraud), occurs when someone steals your personal information to obtain medical care, buy drugs or to submit fake billings in your name.

Medical identity theft can disrupt your life, damage your credit rating, and waste taxpayer dollars. The damage can be life-threatening to you if wrong information ends up in your personal medical records. It is one of the fastest growing forms of identity theft in the United States today. Medical identity thieves can leave you with medical bills for thousands of dollars of medical treatment while also altering your medical records in a way that could jeopardize your life. According to the most recent official government statistics, approximately 250,000 people are victims of medical identity theft each year in the United States. This number significantly understates the overall number of potential instances of medical identity theft. Healthcare fraud translates to higher health insurance premiums, higher taxes, and higher co-payments.

### How Would You Know If You Are a Victim of Medical Identity Theft?

- you get a bill for services you did not receive
- a debt collector contacts you about medical debt you owe
- your credit report has medical collection notices you don't recognize
- you make an insurance claim and are told you've reached your limit
- a claim is denied because your medical records show a condition you don't have

### What is Being Done to Prevent Medical Identity Theft – Minimize Your Risk

If you haven't already noticed or are not sure why, medical offices, hospitals and insurers are requiring patients to show picture identification when requesting treatment or at check-in.

### Avoid Becoming One of the Growing Number of Medical Identity Theft Victims

Each of us must take steps to protect our personal medical information and our peace of mind. Taking a few extra steps you may not have thought of can help minimize your risk. If you don't have a shredder, now is the time to get one! Shred health insurance forms, prescription and physician statements. Destroy labels on prescription bottles and packages. If making a co-pay by check, don't put your patient number or insurance card number on the check. Write "the last four numbers ending with....."

### How Can You Protect Yourself?

- Keep your health insurance card in a safe place and keep your Social Security card at home.
- Verify a source before sharing any personal or medical information.
- Keep copies of medical or insurance records safe and secure

whether paper or filed electronically.

- Compare your Explanation of Benefits statements to your medical bills to verify the reasons and costs for any services you receive.
- Order a copy of your credit reports and review them carefully. Check that your name, address, Social Security number, and your employers are listed correctly. Everyone is entitled to a free one annually from each of the three major consumer credit reporting companies. To get yours, go to [annualcreditreport.com](http://annualcreditreport.com).
- Ask for a copy of your medical records from each provider. You have the right to review these documents under The Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule.
- Correct erroneous and false information in your file and report any strange information to your health care provider immediately. For information about getting and correcting your medical records visit [www.worldprivacyforum.org](http://www.worldprivacyforum.org)

### Learn more about Medical Identity Theft

National Healthcare Anti-Fraud Association [www.nhcaa.org](http://www.nhcaa.org)

Health and Human Services Office of the Inspector General [www.oig.hhs.gov](http://www.oig.hhs.gov)

New York State Attorney General [www.ag.ny.gov](http://www.ag.ny.gov)

New York State Department of Health [www.health.state.ny.us](http://www.health.state.ny.us)

Federal Trade Commission (FTC) works to prevent fraudulent, deceptive and unfair business practices in the marketplace and to provide information to help consumers spot, stop, and avoid them. To file a complaint or get free information on consumer issues, visit [ftc.gov](http://ftc.gov) or call toll free 1-877-FTC-HELP (1-877-382-4357)

## BARBARA BISHOP HONORED

Congratulations to Barbara Bishop upon becoming the recipient of NYSUT's Service Recognition Award, honoring former officers for their contribution to NYSUT. Barbara received the award at the Retiree Council 10's annual meeting held in May, at the Crossgates Restaurant. After many years as Chapter Vice President of our Association's Teacher Assistants Chapter, Barbara went on to continue her work after retiring. She served as 2<sup>nd</sup> Vice President to the Retiree Council for over 7 years. She worked on retirees' health insurance issues and presented workshops for classroom personnel. A student scholarship was awarded to a local high school student in her name.

## Celebration Bash

Another great time for BOCES employees. We honored 5 retirees and had another wonderful meal at the Mohawk River Country Club and Chalet. We also gave away about 20 dinners to people with 20, 25, 30 and 35 years of service in BOCES. **Diane Kavanaugh** stole the survival of the fittest award for outlasting all other Association members with 35 years. A comment made was that she didn't look old enough to have been here that long. Must have been a child prodigy.

Special thanks to all of the Social Committee members for a job well done. If you see a member, be sure to thank him/her for all the hard work that was put into this venture. The members are:

**Carolyn Pierce, Brent Pierce, Terri Bennett, Cathy Jakway, Susan Stewart, Chris McDonough, Shelley Peck, Lanny Barsale**

Remember, the Celebration Bash is not just a retirement party. It's a chance to get together with other Association members in a relaxed atmosphere. One person that came this year stated that "I had a great time and I didn't even know those people (the

## Consumer Reports Health Rates Best UVA and UVB Protection

By Catherine A. Jakway

SPF protection...sprays, lotions, and creams, decisions, decisions, decisions. Large selections of sunscreens have hit the market to help you prepare for the start of summer. To help ensure you are getting the best protection against sunburn and skin cancer, *Consumer Reports Health* has released their top rated sunscreen recommendations. At an outside lab, twelve different sprays, lotions, and creams were tested for their claims of sun protection factor, (SPF the measure of UVB protection) on volunteers who soaked in water while wearing the sunscreen. Four brands, all sprays, tied for overall best score and provided "very good" UVA protection, "excellent" UVB protection, and met their SPF claim even after 80 minutes in the water. The four top rated sunscreens are:

- Up & Up Sport Continuous SPF 30 (Target) This brand was rated a *Consumer Reports* Best Buy awarded to products that perform well and come at a reasonable price.
- Walgreens Sport Continuous SPF 50
- Banana Boat Sport Performance Continuous SPF 30
- Aveeno Continuous Protection SPF 50

You're biggest precaution from the dangers of the sun's intense rays is to limit your sun time and seek shade during the hottest hours of the day. With summer being just days away, it's time to think skin safety. Experts recommend wearing sunscreen every day. *Consumer Reports Health* also advises the following:

Buy sunscreen with a 30 SPF and claims to be water resistant. For full body protection adults should apply sunscreen 15 to 30 minutes before going outside and reapply every two hours after swimming or sweating. If you purchase sunscreen that does not have an expiration date, label the bottle with your purchase date. Discard any sunscreen you have had for more than two years because it may have lost its potency.

To see the full list of sunscreen ratings, check out the July issue of *Consumer Reports Health* or go on line to [consumerreportshealth.org](http://consumerreportshealth.org).

## RECOVERING FROM A BAD PERFORMANCE REVIEW

What happens when you have a bad performance review? If you haven't had a review yet, you most likely WILL have one at some point in the future.

Having your performance at work scrutinized can be uncomfortable. Even constructive criticism can feel uncomfortable at times. The Office Professional has made a few suggestions that can make a difficult situation, easier.

When your performance is being reviewed, do not counterattack, defend or explain. Respectfully listen. It is often viewed that one's ability to receive feedback and learn and grow from it is vital to being viewed as a professional.

If you disagree with what is being said, it is best to take a few days and think about how you want to constructively respond. There is nothing wrong with asking specific examples of how you need to improve. It is smart to repeat the expectations so that there is no miscommunication.

It is always smart to regularly assess your own performance and identify concrete examples of what you're doing well.

If ever you are unsure of what to do, the best policy is to not react immediately. Your union steward or representative may be able to give you good advice.

**AFT PSRP E-NEWS—May 10, 2010 SOURCES AND CONTRIBUTORS:**

Leadernet; AACSE, Office Professional, Lauren Samet, editor; Mary Boyd, copy editor; Val Klayman, design editor



# Help Others Have a Better Life and Make a Few Extra \$\$

by Catherine Jakway

Are looking for a part-time job a couple nights a week to make a little extra money?

The Center for Disability Services is in need of valuable qualified individuals who want to put their special education training skills to good use while helping other people get a better life. You may want to consider becoming a "Res-Hab" worker.

At-Home Residential Habilitation Services offers a person-centered approach to helping individuals, who have developmental disabilities, to increase independent living skills and participate in social recreation activities. Whether they live with family or on their own in the community, the individuals they serve receive support tailored to meet their unique needs. These services are typically offered for several hours a week to enable a consumer to target skills he/she would like to strengthen. He or she may also need assistance

and supervision in the community.

- Location and Hours:
- Positions are located throughout the Capital District
- Schedules are flexible and vary by individual

Part-time hours are available.

Qualifications:

- At least 18 years old
- High School diploma or equivalent
- Valid NYS driver's license
- Access to an automobile and willingness to transport individuals
- Criminal background clearance, including fingerprinting
- One year of work experience, preferred
- Experience working with individuals with disabilities, preferred
- Able to lift a minimum of 50 pounds

Contact information:

Website: [www.cfdsny.org](http://www.cfdsny.org)  
(518) 738-0020 Fax: (518) 738-

0018

Office Address:

52 Corporate Circle, Suite 105,  
Albany, NY 12203

At-Home Residential Habilitation Coordinators:

- Tracy Johnston  
(518) 738-0020 x 3786  
Email: [johnston@cfdsny.org](mailto:johnston@cfdsny.org)
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- Gail Cannon  
(518) 738-0020 x 3783  
Email: [chiera@cfdsny.org](mailto:chiera@cfdsny.org)

How to Apply

- Conveniently apply online by visiting  
<https://www.cfdsny.org/employment.aspx>  
under RELIEF OR PER DIEM WORK/OUTREACH COUNSELOR heading.

## TIPS FOR SAFE SUMMER FUN

Another school year is over—or almost over—for most students. It is summertime and the living is fun. Summer is the time for swimming, picnics, vacations, camping and lots of other outdoor activities as well as hot hazy and lazy days. The downside of summer can mean mosquito bites, bee stings, scrapes and bruises, heat exhaustion and accidents, some unfortunately tragic. With careful planning and preparation the downside of summer can be avoided, making summer a memorable carefree time until the sound of the school bell signals a new school year.

Below are a few quizzes to test your summer safety knowledge:

Generic safety: [http://pediatrics.about.com/cs/quizzes/l/bl\\_summer\\_quiz.htm](http://pediatrics.about.com/cs/quizzes/l/bl_summer_quiz.htm)

Food: <http://busycooks.about.com/library/quizzes/blsummerquiz.htm>

Poison: <http://www.iowapoison.com/index.asp?pageID=127>

Water: <http://www.redcrosswesterncolorado.org/watersafetyquiz.html>

# An Open Letter to NYSUT Leaders

## Re: Legislative Proposal on Evaluations

**Dear Leader:**

It is now one week since the announcement of the NYSUT/SED agreement on a legislative proposal dealing with teacher/principal evaluations. In that time, NYSUT has used this vehicle" and others to provide you with extensive information and insights into the actual agreement as well as opportunities and challenges surrounding it.

Let me begin by thanking those of you who have reached out to express your support and understanding-as well as those who have expressed concerns. Constructive criticism-pro and con-is invaluable. As I said at our RA, we must continue to "speak up and speak out" even when it makes others uncomfortable. You are all experienced negotiators and understand the process, and you all know too well that these are the most difficult of times. Saying "no," or saying we are the experts without offering solutions will not allow us to regain control of the issues that challenge our members.

### **Process.**

When the story broke in the *New York Times* and *Wall Street Journal* last week, it was the result of a leak. At the time, NYSUT was in negotiations with SED over a legislative proposal dealing with evaluations. Several items were unresolved and the discussions were in confidence with all drafts embargoed. The remaining items were quickly resolved in our favor. A Board of Directors meeting had already been scheduled for last Monday (prior to the Committee of 100) to brief the board on what we thought would still be outstanding issues preventing agreement. After briefing the board on the agreement, I went to the Committee of 100 meeting to alert those in attendance about what would likely be reported in the press. SED held a hastily organized press conference the next morning (which I attended) and, simultaneously, NYSUT sent detailed information including an outline of the agreement and a Q & A to all presidents. In addition, a special e-mail address was created to answer questions from local presidents.

### **Why?**

Insufficient union support and the sense that teacher effectiveness language was unenforceable were cited as two major reasons New York did not receive a Race to the Top grant in the first round. SED understood that to be successful in round 2, they needed our support and this provided an opportunity for NYSUT. This was our leverage and we used it to its fullest. A joint legislative proposal would remove critical pieces of the evaluation process from unilateral changes through regulations, allowing us to have greater influence and protection against abuses. This was also an opportunity for us to counter the trend in other states toward over reliance on standardized student test scores in evaluations. A number of other states are seeking to base 50 percent or more of the evaluation on standardized student test scores. New York's agreement makes it clear student growth can be one factor, but should not be the predominant factor in evaluations. Just as importantly, we have proposed a benchmark for evaluations that will influence the reauthorization of ESEA to prevent the federal government from embracing inappropriate overuse of standardized student test scores.

NYSUT has long been committed to the use of student growth as a counterbalance to No Child Left Behind's inappropriate and unworkable focus on Adequate Yearly Progress. With growth established as an evaluation criterion in APPR (put in place unilaterally by SED last month), the time to move was now.

As you and our rank-and-file know, teachers and teacher unions are under attack. We can't compete with the billionaires feeding this frenzy with paid advertising and heavy-handed lobbying. Having a neutral source, not us, say we are doing the right thing better positions us in the public debate.

In addition, an effort to reverse seniority in layoffs has been gaining support, fueled by a million-dollar anti-union campaign. A fair objective system of evaluation could help deflect these attacks. When educators are deemed effective through an objective process, then seniority is fair and less of a target. Our members (AFT survey by Hart Associates) overwhelmingly support a fair evaluation process with a place for standardized tests.

Finally, I believe it was the right thing to do.

### **The Agreement.**

In simple terms, this is what the proposal accomplishes: Current contract language remains in place until a contract ends; local collective bargaining is embedded throughout; due process is not diminished and, in some places, enhanced; where it doesn't exist, an evaluation appeal process must be collectively bargained; standardized tests will not be the sole or predominant factor; in a 100% system, standardized tests are assigned 20% with an additional 20% for multiple measures negotiated locally for a total of 40% for student assessments for every teacher (25% of 40% for tests if a value-added model is created) with the remaining 60% locally negotiated around current APPR criteria; targeted professional development and teacher improvement plans required within 10 days of first reporting to school after a "developing" or "ineffective" rating; an advisory committee that will include NYSUT and practitioners will have 18 months to make recommendations around defining growth, multiple measures, the role of environmental factors, etc.; subjectivity and test scores have been reined in with a more objective and controlled proposal and due process is protected.

### **Next steps.**

We will continue to move the legislative proposal. Hopefully NYSUT will be able to support significant sections of the RTTT application, and I will be able to recommend the signing of MOU's (local conditions being the deciding factor for local presidents).

The e-mail address provided to presidents to answer their questions, [dialogue@nvsutmail.org](mailto:dialogue@nvsutmail.org), is now available to each of you as well. I monitor this personally along with staff directly involved in the negotiations.

Once again, thank you for your willingness to define excellence.

In solidarity,



Richard Iannuzzi, President

# Facebook now public

As the Internet becomes more and more central to daily life, the security—or lack thereof—of our personal information on the web is becoming a major concern.

So when Facebook—one of the biggest sites on the web—decided to make much of its users' information broadly available across the Internet, we were deeply troubled.

But most of Facebook's 400 million users probably have no idea that their personal information is now floating around the web. So we put together a simple chart to make the extent of the changes clear and to spur people to take action to protect their privacy.

Because this isn't just about Facebook. If Facebook gets away with sharing its users' personal information this way, other Internet companies won't be far behind.

**So check out the chart and forward it to your friends, share it on Facebook, or post it on Twitter. Everybody needs to see this.**

**David Hubbell**

Wall Info Photos

**NOW PUBLIC**

Facebook gives EVERYONE ON THE INTERNET access to your Basic Info...

... Even if you previously told Facebook to keep those details private...

... And there is NO WAY to make that info private except to delete it

Recently, Facebook has made a lot of your PERSONAL info PUBLIC, including:

- Your Name
- Your Profile Picture
- Your Gender and Birthday
- Your Hometown and Current City
- Your Friend List
- Your Networks
- Your Work and Education
- Your Likes and Interests

**ABOUT ME**

**NOW PUBLIC**

Basic Info

Sex: Male

Birthday: July 4, 198...

Current City: Oakland, CA

Hometown: San Francisco

**Work and Education**

**NOW PUBLIC**

United States (USPS)

College: University of the Pacific '05 Political Science

High School: International High School '01

**Likes and Interests**

**NOW PUBLIC**

Activities: Community

And if you visit one of Facebook's "Instant Personalization Partner" websites, Facebook will reveal personal details about you...

... As soon as you visit that site...

... WITHOUT your permission

If your friends use Facebook applications, those apps will then have access to personal information about you...

... WITHOUT asking your permission

Oakland, CA

Friends: 217 friends

**NOW PUBLIC**

Other: MoveOn.org

MoveOn.org

# PERSONNEL PERSONALS

Congratulations to **Dayna** (TA Sp. Ed.) and husband Peter **Kalil** on the birth of their grandson Ryan Griffin McDonald born on May 19, 2010, 11 lbs. 3 oz. (Wow) 21 in. Proud parents are Jamie and Billy Mc Donald.

Condolences to **Karen Gloeckler** (Speech, Sp. Ed.) on the recent loss of her father, Edward C. Campbell on May 4<sup>th</sup>.

Condolences to **Anna Palma** (TA, Sp. Ed) on the passing of her father-in-law, Guilio Palma on April 28<sup>th</sup>.

Congratulations to **Mimi Munteer** on her reelection to the Albany Public Library Board of Trustees.

Our condolences to **James Novrotny**, TA, Sp. Ed.) on the recent loss of his mother.

Our condolences to **Debra Morris**, (Consultant Teacher, Sp. Ed.) on the recent loss of her mother.

Congratulations to **Carolyn and Brent Pierce** (Teachers, Sp. Ed.) on the birth of their daughter, Harper Olivia Pierce born on June 9, 2010 8lbs 4oz, 19 inches long

Mom, Dad and Baby are all doing well!!



## Sunshine Chairperson

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

**Theresa Bennett**

23 Harriet Street, Albany, NY 12205  
869-2367

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

**TRIAD GOING GREEN**—If you want to opt out of receiving a hard copy, please email **Lisa Mink** ([lmink8@hotmail.com](mailto:lmink8@hotmail.com)). Please give her your name and Chapter you belong to and your home email address. If you know a member or retiree who should be getting the TRIAD, give them this information.

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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