



June 2016

Vol. XXXX No. 10

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

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 ongoing economic uncertainty and continued attacks on our excellent public education system and the middle class by many self-serving individuals and groups, has weighed heavily on us all. NY education was a model for quality and efficiency, yet over-testing, foolish regulations and underfunding schools has done much to damage our system and hurt our kids. So much so, that I believe, even with the best state leadership, it will take many years to recover and get our schools back up to the high level of quality we had six years ago.

The latest buzz is a teacher shortage. I am not at all surprised. So many of our fine teachers across NY are getting out. They've had enough. Spending time and money on a "Test to Punish", state mandated, APPR plan has taken a toll on teacher morale. People do not teach to get rich (like wall-street hedge funders). You become a teacher because your ideals are not limited to how much money can make. You go into teaching because you care about what the future will be and want to make a positive difference in the lives young people. I know a lot of teachers and they all fit this description. Unfortunately, after the last few years, many have decided that they can no longer teach in such an educational environment that we now have. As much as I love teaching, I would be careful about suggesting it as a career. Maybe in time it will get better

I want to thank you for participating in our Association election. Your interest in your Association is demonstrated by the number of ballots cast. With the election, there have been some changes in Association officers. Sandy decided to step down and not run again. Gina Hanley was elected to replace Sandy. Jeannine Moran, CTE VP and Patricia Gollub, Executive VP, were defeated in contested elections. Jean-

nine will be replaced by Erica Kane as CTE Chapter VP. Patricia will be replaced by Sherry Karcher-Hewitt as Executive VP. It has been an honor working with these three ladies. They are each strong union activists who worked very hard representing members and solving problems.

We have shared many battles with administration, settled a few contracts and at times, helped our administrators view things differently (a clearer view). They have helped me in my duties and served each of you with a dedication and passion for what is right. I know that many times they carried out their duties when they had more on their plate than most folks could handle, without the additional Association responsibilities. They have my admiration and I will miss each of them.

Welcome aboard Gina, Erica and Sherry. You have your work cut out for you. Summer is here and right about now that is a good thing. A chance to enjoy a bit of nice weather. Time to do some of the household jobs that we put off during the school year. Possibly get away for a little vacation. Recharge our spirits in preparation for another school year and more challenges.

In closing, I want to thank each of you for your continued support and help throughout the year. I want to thank all who have helped serve on a committee and get the work of the Association done. I especially want to thank all your Association officers for their help. They continue working hard for you and in doing so, help me.

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

Looking forward, Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY
ASSOCIATION.

REP COUNCIL

June 15, 2016

BOCES BOARD

June 20, 2016

End of School Year

June 24, 2016

Summer Program

July 5, 2016



TRIAD Committee Mtg.
July, for September
Newsletter

In This Issue:

Rep Council Dates	Page 3
TA/Aide Chapter	Page 3
Retirees Corner	Page 4
Celebration Bash	Page 4
Building Resilience	Page 5
Healthy Living	Page 6
BOARD Notes	Page 7

Important Dates for 2015-2016

Exec Board NYSUT	Rep Council 900 bldg. (unless noted otherwise)	TRIAD Meeting Maywood	BOCES BOARD Meeting
June 1, 2016	June 15, 2016 Schenectady Room	None	June 20
Sept. 14, 2016	Sept. 28, 2016	Oct. 4, 2016	July 18th

NYSUT Capital District Regional Office Calendar

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

Member Workshop - Teachers Years 1-4

NYSUT Headquarters

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

July 31- August 5, 2016

Leadership Institute

Location TBD

Contact: Theresa Bernacki, Program Services
213-6000

July 11-15, 2016

LAP

Gideon, Saratoga Springs

Contact: Theresa Bernacki, Program Services
213-6000

October 14-16, 2016

CDRO Leadership Conference

High Peaks Resort, Lake Placid

Registration site TBD

Capital Region BOCES Faculty Association Leadership

POSITION	NAME	HOME	WORK	E-Mail Address
President	H. Douglas Harple	899-1044	862-4776	hdharple@msn.com
Vice President	Patricia Gollub	583-1119	862-4716	Gollub02@yahoo.com
CVP TA/EA	Colleen Condolora	265-2358	356-8349	condolora@aol.com
CVP Service	Sandy Smith	869-7421	229-1403	shortmom02@yahoo.com
CVP Spec. Educ.	Flora Fasoldt	674-0223	377-9018	electflora@aol.com
CVP C T E	Jeannine Moran	587-7662	862-4816	jmr Moran@hotmail.com
Secretary	Barbara Burnham	334-1193	862-4720	baburnham@gmail.com
Treasurer	Deborah Sorvari	452-8138	334-1296	debmom39@nycap.rr.com
Membership Chair	Gina Hanley		862-5332	ghanley97@gmail.com
Grievance Chair	Kristen Lashway	421-3446		Kris10Lashway@gmail.com

www.crbfa.org

Teaching Assistant/Aide Report

Colleen Condolora, Chapter VP

Dear Constituents:

It seems unreal to me to be writing an end of the school year article for the TRIAD already. The older I get the faster time seems to be flying by. I think time is moving so fast because we are all so busy with our jobs, family, appointments and volunteer work. For me, I have very little down time for myself, so I am going to make a point of giving myself a well-deserved rest and relaxation. I hope each of you does the same because you have earned some peace and quiet.

The TA ShowCase was well received by staff and administration. I want to thank everyone who participated for the wonderful opportunity to display your many talents and show how hard you work to make learning fun, rewarding and engaging for our students. Great job everyone; I am so proud of each of you! I am looking forward to next year already!

Please pay attention to the number of days you work this school year. Our pay is based on 184 days this year, so make sure if you go over those numbers of days that you fill out a timesheet and give it to your principal. The timesheet will be sent to payroll so you will be paid for any days you have gone over the 184 day threshold. Each school will have different calendars so you will have to figure this out on your own. If you need help, please let me know and I will assist you with this matter. The timesheet is available on the Capital Region BOCES website. Click on the Special Education link, and go to Forms Library.

The Employee timesheet is under Other Forms.

As of this writing, I am still waiting to hear how many staff will be placed in the TA pool. I have reached out to administration but they are still compiling the list. Hopefully, the number will be low and the pool will go as smoothly as last year. I can say though, I have had an inordinate number of staff asking to be placed in the pool. Contractually, we are only allowed five Teaching Assistants to voluntarily transfer into the pool, so a few TA's will not be allowed to move at this time.

It has come to my attention there are a few staff who do not know that contractually you are allowed up to 15 hours of paid professional development, at your hourly wage, if the workshops are after your regular work day hours. You can also get an additional 15 hours if you are approved by your principal. If you need any clarification, the language is in your contract on page 30 under Professional Development. You can also contact me to assist you in this matter.

Enjoy your summer everyone. I look forward to seeing many faces during the summer program. I also will enjoy seeing everyone at Opening Day in September. Opening Day will be held at South Colonie High for 10 month employees this next school year. More information will be coming this summer

In Solidarity, Colleen Condolora

Rep Council Meeting – May 18, 2016

Chapter VP Reports

TA – Colleen

- May 15th is the last day of new hires. Contractually only five TA's can volunteer to go into the pool.
- Thanks to Natalie Powel for her help with the TA Show-Case. There were 12 members participating

Service – Sandy

- She was just informed today that the seven part time couriers will not be continuing after June 30th. New full time positions (1.5 FTE) will no longer be supervised by NE-RIC.

Old Business:

Teacher Contract Issue – there was much discussion about wording in the new contract and the process for retirement for Teachers. The group was asked to inform all members planning on retire, please try to see Carol Ratigan (HR) as much as a year before they plan on retiring for her assistance in the process..

It was asked of the TRIAD to put something in the future that will address this subject.

New Business:

- Tech Talk by Ken Ackley – He wants staff to call him if they want to know the five year plan that is in place for the classrooms. This way you can do programing with better information.

It was agreed by the group that more training is needed in the classroom for technology.

- Motion to provide \$500 to support the RAI community. One time request to come from savings. Passed

Standing Committees:

Elections: Lisa Butler, Chairperson reported the following:

President and ED 10 Delegate—H Douglas Harple

Vice President - Sherry Karcher-Hewitt

Secretary—Barbara Burnham

Treasurer—Debbie Sorvari

Special Ed Chapter VP—Flora Fasoldt

CTE Chapter VP—Erica Kane

Service Chapter VP—Gina Hanley

TA/Aide Chapter VP—Colleen Condolora

ED 10 Representatives 2016-18 are:

Sherry Karcher-Hewitt, Kristen Lashway, Colleen Condolora, Patricia Gollup, Barb Burnham.

Alternates: Joe Bouchard, Erica Kane, Kevin Rheden, Jeannine Moran

Lisa thanked her committee members: Maureen Klemek, Susan Kusalonis, and Tim Roberts. Also thanks to AnnMarie Chiappinelli and Peggy Parscandola who also contributed their time and assisted in the process.

District PDP Committee – next meeting is on June 6th.

Notes by Susan Kusalonis.

Retirees Corner

By Jeanette Christoff

Summer Greetings,

It is finally here, summer, the end of the school year and the retirement bash. It was not easy, but we've all made it! For those retiring, it is your time to do anything you want, any time you want. Congratulations, savor the sweetness.

My TRIAD folder is overflowing with notes and article that may be of use or interest so this will be a pot-pourri and a quick read so you can go forth and enjoy the summer.

- **STAR REIMBURSEMENT** - If you are over 65 and your gross IRS income had been reduced, you may be eligible for the Enhanced STAR reduction on your school taxes. Your local assessor can send forms to apply.
- **SENIOR MOMENTS** - It is the inability to quickly retrieve information. The accumulation of vast amounts of information and knowledge through the years may require a longer amount of time for the hard drive of our brain to scan and process.
- **NEW CARS** - The avalanche of electronic gadgetry on new cars can be a source of much confusion to their owners. The National Safety Council and a

division of the U. of Iowa have launched a site called "My Car Does What?" It is an informative and interactive site that may reduce some of the confusion, www/mycardoeswhat.org. (Gazette, 5/14/2016.)

- **GOING GREEN** - Many seniors have been doing so, long before it became fashionable. They learned from their parents and grand-parents to repair, reuse and recycle, rather than toss and buy new.
- **COLORING** - It is a current adult fad. Some find it a way to relax and clear their mind while filling in intricate patterns and designs.
- **DRIVING** - The loss of the license to drive can cause depression and shorten the life of seniors. Isolation, the decrease in socialization, inability to obtain medical attention and loss of independence all contribute.

Wishing all a happy, safe summer. Blessings.

Condolences to **Helen Reid** on the passing of her husband Donald, in Florida.

Celebration Bash—June 2, 2016

It was a pleasure to attend the annual Celebration Bash held at the Mohawk River Country Club and Chateau, formerly Walhalla and the Willows. The program listed 24 retirees, 9 of whom attended the event. They included **Katherine Bollin, Mark Finkin, Matthew Hogan, Kenneth Jacobs, Robin Lippman, Marypat Melsheimer, Charles Rhyhart, Bernadine Stanton and Albert Wolfer**. Those retiring but not in attendance are **Susan Adair, James Baumeister, Theresa Bennett, Daniel Bush, Barbara Flood, Patricia Gabree, Judith Hicks, Suzann Kipp, Laurie Lumbra, Richard Lupi, Wendy McMahon, Mary Ann Palmer, David Patzarian, Mary Ann Remington and Barbara Taylor**.

The stories, skits and roastings were most enjoyable. Pres. **Doug Harple** presented to each retiree a NYSUT certificate of recognition. **Superintendent Diedrick** accepted the Association's invitation to attend and spoke of his retirement from BOCES at the end of July.

It was an especially happy occasion to see colleagues who were once much a part of my life. Some continue in the work force, some retired and some anticipating the day when it will be their party. They included **Lanny Barsale,**

Gerene Lynn, Kathy Collen, Susan Stewart, Ann Burger Teta, Paula Williams, Evelyn Loeb, Sherry Karcher Hewitt, Colleen Condolora and Ross Stonefield.

Past retirees attending were **Julie McNair Magnano, Wendy Brown, Chris Barber, Mary Elliot, Sue Whittle, Laura Cooper, Jan Silverman Pallow and Susan Kralovic.**

Accolades to the committee who planned, organized and contributed to this event; **Brett Pierce**, Master of Ceremonies, **Catherine Jakway, Susan Kusalonis, Carolyn Pierce, Natalie Powell, Victor Away**, photographer, **Chuck Fuller**, entertainment, **Meg Bugler** and students for floral creations.

Our very best wishes to the new retirees upon achieving their "long-term goal". Enjoy this new way of life you are entering. To my friends from the past, it was great to see you and a nice evening to celebrate my 70 plus birthday.

Blessing to all, Love Jeanette

BUILDING RESILIENCE: OUR MOST IMPORTANT TASK

John Fitzpatrick, Special Education Teacher, TRIAD Committee Member

I have been attending Sheryl Kaplan's series of trainings on the effects of trauma on brain development and sharing the highlights plus some research sparked by her presentations. This article will be the final one on this topic, but I hope will convey what I believe to be the most important point; that what we model to our students in the contexts of our relationships with them can offer powerful healing opportunities. Their growth as a factor of the slow shaping of their self image and ability to self regulate due to the internalization of our ongoing messages to them will include increased resilience.

Trauma can occur as a result of violence, abuse, neglect, loss, and other emotionally harmful experiences. Resilience refers to the ability of an individual, family, or community to cope with adversity and trauma, and adapt to challenges or change. (SAMHSA). So what can we do at school to teach skills that foster resilience? "We can provide them with authentic evidence of academic success (competence), show them that they are valued members of a community (belonging), reinforce feelings that they have made a real contribution to their community (usefulness) and make them feel empowered (potency). Conversely, we know that students who regularly have feelings of failure, alienation, uselessness, and impotence reinforced through their school experiences will be young people poorly equipped to cope with adversity. Instilling these positive feelings in students will not result from pep talks or positive self-image assemblies but, rather, from planned educational experiences. Simply put, we must structure opportunities into each child's daily routine that will enable him or her to experience feelings of competence, belonging, usefulness, potency, and optimism. Rather than developing new strategies, therefore, we must become more strategic and deliberate about some of the good things we are already doing." (Sager)

Kenneth Ginsburg, M.D., MS Ed, FAAP, a pediatrician specializing in adolescent medicine, summarizes what we know for sure about the development of resilience in kids by the following. His Bottom Line #1 is that *young people live up or down to expectations we set for them. They need adults who believe in them unconditionally and hold them to the high expectations of being compassionate, generous, and creative* and Bottom Line #2 is that what we do to model healthy resilience strategies for our children is more important than anything we say about them. He has identified seven "C"s of resilience; competence, confidence, connection, character, contribution, coping and control.

At Maywood, our Peer Buddies program has demonstrated that kids who have difficulty with behavioral self control in certain settings are quite often beautifully capable of committed compassion and generosity when given the opportunity to be of service. I'm convinced that being considered as a participant in the Peer Buddy program gives simultaneous messages to the student that we have high expectations that include confidence in their ability to

be a caring support to someone else, trust in their character to form and value relationships with those they will be committing to help and that they were chosen because we already see these traits within them even if they do not.

So, how to be mindful of keeping expectations high, while looking for chances to reinforce the seven "C"s and readjust when necessary to weather a true crisis? I guess a conversation with a student could possibly sound something like this: "Listen, I see parts of you that maybe you don't yet and there's a lot I like. I expect you to try this because I have no doubts about your ability to eventually succeed. I'm happy to help, but maybe all you need right now is to start!" or "I know this feels overwhelming. I've seen you be successful in situations like this before. How would you like to begin?" I'm sure you have your own versions. My teaching partner, Rose, has been instrumental in the development of my understanding of the importance of maintaining high expectations and of the implicitly devaluing, pathologizing, disabling and demeaning messages inherent in not doing so. It reinforces their worst fears about themselves and contributes to additional weakening, thus colluding with the forces that created their false sense of self initially. But this is where it gets really difficult, because we only have so much resilience ourselves and we often "pick our battles" out of sheer emotional or mental exhaustion. But these missed opportunities do deliver mixed messages. I do feel guilt and occasionally less than as competent as I feel I would like to be because of that, but as my TA, Chuck, reminds me, "We often only have the choice of which mistake we are going to make".

What came through loud and clear in Sheryl's classes and in my review of the literature on fostering the development of resilience is that supportive relationships are the key. The presence of a caring adult outside the family, such as a teacher, counselor, coach, or mentor is the one factor that consistently made the difference. I am fully committed to pursuing that opportunity with every kid at school (staff too!) and I observe my wonderful colleagues recommitting daily to do the same. It would be optimal if I could also always be modeling and expecting the seven "C"s of resilience: competence, confidence, connection, character, contribution, coping and control. I'll be working on it....

SOURCES:

<http://www.samhsa.gov/capt/tools-learning-resources/trauma-resilience-resources>

Sager, Richard; http://fosteringresilience.com/7es_parents.php

<http://www.ascd.org/publications/educational-leadership/sept96/vol54/num01/Building-Resiliency-in-Students.aspx>

<http://www.childtrends.org/what-can-schools-do-to-build-resilience-in-their-students/#sthash.ONfE212A.dpuf>

Capital Region BOCES Board Meeting – May 16, 2016

Notes by Susan Kusalonis

The meeting was opened with the National Guard awards to members of the Capital Region BOCES. They were: Laura Combs, Dr. Charles Dedrick, Douglas Harple, Mindy Iannotti and Robert Zordan. **Patriot Awards are awarded to individual supervisors, not to an entire staff or organization as a whole.** These members were nominated by Ottavio Lopiccolo who recently retired from the National Guard after 30 years.

The first in ESGR's (Employer Support of the Guard and Reserve) series of awards is the **Patriot Award**. An employee serving in the National Guard or Reserve, or the spouse of a Guard or Reserve member, may nominate individual supervisors and bosses for support provided directly to the nominating Service member and his or her family. The Patriot Award reflects the efforts made to support Citizen Warriors through a wide-range of measures including flexible schedules, time off prior to and after deployment, caring for families and granting leaves of absence if needed.

Dr. Dedrick noted that he had been surprised that not all employers are supportive of releasing staff for their training.

Next the BOARD highlighted CTE SkillsUSA competition students who brought home medals – it was noted that there were 400 competing regionally and over 2,000 students in the states competition.

Capital Region BOCES students who earned medals at the state competition are as follows:

Second Place

- **Brian Netkin**, Ravena-Coeymans-Selkirk Central School District, for the criminal justice competition
- **Meaghan Irving**, Bethlehem, for the customer service competition (present at Board Meeting)
- **Kaylee Ebert**, South Colonie, **Kristina Belser**, Voorheesville, and **Samantha English**, Shenendehowa, for the CSI competition
- **Tiffany Sinatra**, Duaneburg, for the commercial baking competition (present at Board Meeting)

Third Place

- **Brittany Boyce**, Mohonasen, for cake decorating (present at Board Meeting)
- **Henry Abeel**, Shenendehowa, for diesel equipment technology

- **Scott Matthews**, Guilderland, for the hydronic heating competition (present at Board Meeting)
- **Emma McGivern**, Cohoes, in the job skill demo competition (present at Board Meeting)
- **Irving Skowfoe**, Middleburgh, for the carpentry competition

Dr. Dedrick thanked all of the parents and faculty for all that they had done to help and support the students.

District Superintendent Report

Dr. Dedrick asked Laura Combs to explain how the Customer Service Goal worked on their PD day and the awards designed for good customer service. He felt that this was a good follow through on the Customer Service goal we have.

He stated that the April Annual Meeting was the best attended since he has started at BOCES.

Administrative Budget Vote – Unanimous vote in favor of the Budget from all the district boards. Thanks to Mark Jones and Wendy Ashley for their hard work.

School Budget Vote – May 17th. Don't forget to go vote.

Thanks to Dale Breault and Roxanne Pombrio on their help and support for a meeting that was held recently at their new facility in Plattsburgh. A nice show place. Thanks to Karen Slater also for all her hard work.

Nominating Committee – discussion.

The Board President, Rose Surman, stated that she could not locate any documentation on the process. One question from board member was "how does a member get nominated to be on the slate"? Gary DiLallo and John Bergeron volunteered to be on the committee.

Maywood School Graduation – June 10th at 11 AM - There are 23 students graduating this year.

Administrative Consideration

The motion to appoint John Yagielski to the position of Chief Executive Officer for one year to cover the interim time frame it takes to look for a replacement for Dr. Dedrick starting in July.

Enjoy your summer



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

**COMMUNICATION COMMITTEE
AND TRIAD NEWSLETTER
STAFF**

TRIAD Co-Editors:

Susan Kusalonis—maidmrn300@aol.com

Erica Kane—ericalynnkane@gmail.com

Website Editor

Barbara Burnham, baburnham@gmail.com

Web Site: www.crbfa.org

Contributing Staff and Committee:

Pat Gollub—Gollub02@yahoo.com

Jeanette Christoff

jankachristo@juno.com

John Fitzpatrick

jfitzpat1959@gmail.com

Catherine Jakway

mssmartypants429@nycap.rr.com

Gretchen McDonough and Transition
Class

Capital Region BOCES
Faculty Association
1015 Watervliet Shaker Road
Albany, NY 12205

Address Service Requested

PRESORTED
STANDARD
U.S. Postage PAID
ALBANY, NY
Permit No. 237

June Checklist

Follow the Shadow Rule: When your shadow is shorter than you are, stay out of the sun. The sun's damaging rays are strongest at this time.

Protect pets from the sun: Apply dog-specific sunscreen to vulnerable areas (the bridge of the nose, ear tips, belly, groin and exposed areas of non-pigmented skin). Light-skinned, white-haired cats that sunbathe indoors may need cat-specific sunscreen.

Keep carpenter ants from, damaging your home: Trim trees and bushes so that they do not touch the house. Store wood away from the home, clear clogged gutters, and fix other problems that may allow moisture into the wood.

Prevent motion sickness: Eat a light snack before traveling. Avoid fat-rich, heavy or spicy foods. Cars – sit in the front. Rest your head against the seat back. Don't read or watch videos. Planes – choose a window seat near the wings. Boats – book a lower-level cabin near the center of the ship.

Sunshine Chairperson

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

Abby Fischer 518-221-1237,

abby.fischer5@gmail.com

Disclaimer for Articles in the TRIAD

The articles contained in the TRIAD are proofed by the Communication Committee and the individual's opinion and do not reflect the opinion of the Executive Board of Rep Council or the Communication Committee of the Capital Region BOCES Faculty Association. They are strictly for your information and enjoyment.