Dear Colleagues,

It seems like only yesterday the school year was starting. The SLO(w) tests and others have been given to create this year’s APPR growth baseline and we are now deep in the process of educating young minds. The first marking period is all but complete and soon it will be Thanksgiving. It’s hard to believe the holiday season is upon us already. Seems like sometimes the school year drags, but other times, like now, it seems to be flying by. Perhaps it may depend on whether you are up to your elbows in alligators or sitting back contemplating life etc.

I have to admit that school is often busy and stressful. All the nonsense and hoops we are being told to jump through from the state etc., adds to the angst. I am hopeful that the APPR requirements will, at some point, show that intelligent thought was given to their continued evolution and make some sense in the application. It does appear that our new State Commissioner of Education is looking to involve educators in the process. Perhaps a novel idea, but I like it. Involving folks who know the business of educating students should help. However, generally I am an optimist at heart!

Since this is a time for reflection and thanksgiving, I would like to do that. I would like to thank all our members for being the hard working professionals that they are and for their continued support. The children we serve are so much better off because of your efforts and dedication. You are the ones who make education happen, regardless of what your role is.

I would like to thank all the members of Rep Council. Your hard work is what makes this Association alive and operational. Your judgment and wise decision-making at our Rep Council meetings keeps us going in a positive direction.

Thanks to all chairs and members of committees, Triad included. You do so much to handle all the important jobs we ask of you. I am always impressed with the way you take on a job and follow it through to its completion. You do it with a sincerity and enthusiasm that I find heartwarming and refreshing.

I would also like to thank the members of our Executive Board for all of their hard work. These are the folks that often spend many hours a week doing Association business. I’m sure it seems that some nights that the phone doesn’t stop ringing. The dedication and work they do is immeasurable. They are the team that manages the Association and sees to it that needed work is done.

I hope that when you see any of these folks who work so hard for you and your colleagues, you thank them for the fine job(s) they do. Also, consider pitching in and help in some capacity. This is your Association, so please take part and do what you can.

Looking Forward, Doug
Important Dates for 2015-2016

<table>
<thead>
<tr>
<th>Exec Board NYSUT</th>
<th>Rep Council 900 bldg. (unless noted otherwise)</th>
<th>TRIAD Meeting Maywood</th>
<th>BOCES Board Meeting</th>
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<td>November 4, 2015</td>
<td>Nov. 18, 2015</td>
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<td>December 2, 2015</td>
<td>Dec. 16, 2015</td>
<td>Dec 29th?? Or Jan. 5th</td>
<td>Dec. 21 or (17)</td>
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<td>May 16 Schoharie CTE</td>
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<td>4:00 PM</td>
<td>July 18</td>
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Capital Region BOCES Faculty Association Leadership

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<tr>
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<th>NAME</th>
<th>HOME</th>
<th>WORK</th>
<th>E-Mail Address</th>
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</thead>
<tbody>
<tr>
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<td><a href="mailto:ghanley97@gmail.com">ghanley97@gmail.com</a></td>
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<tr>
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<td></td>
<td><a href="mailto:Kris10Lashway@gmail.com">Kris10Lashway@gmail.com</a></td>
</tr>
</tbody>
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www.crbfa.org
Dear Constituents,

This time of year brings about thoughtful reflection and deep thanks for all our many blessings. For me, the season of Thanksgiving reminds me of my many memories with my family and loved ones through the years. It is those memories that give me strength knowing that many loved ones are no longer here to share this holiday with me but they are always present in my heart and mind. I will make new memories this year and appreciate my remaining loved ones and family. I wish everyone a wonderful holiday filled with laughter, good food and remembering fondly past Thanksgivings with family.

The first few months are always very busy for me. I have had many phone calls and emails addressing concerns in our Chapter. Please be patient with the changes in administration. Each new principal has a learning curve and they deserve our professionalism. I have spoken with administration relaying your concerns and they are listening. Hopefully, by the time you read this some changes have been put into place and things are running more smoothly. As anyone who knows me, communication is a very vital component for me; so I always make sure I listen to your concerns and then forward them through the right channels. It is through this confidential communication line that changes are possible. Please continue to contact me, this is how situations get remedied.

On February 27 and 28th the NYSUT, Capital Region District Office, will be having a School Related Professional Conference at the Otesaga Hotel in Cooperstown. If anyone is interested in attending this conference, please let me know. The names of the workshops have not come out yet, but I will keep you posted when more information comes in regarding the conference.

A new BOCES Prevention and Intervention Subcommittee has begun this school year. I am one of the many members on this safety committee. If you have any concerns regarding health and safety issues, please let me know and I will bring your concerns back to the committee. It is your voice that needs to be heard, we can’t fix issues if we are not aware.

Enjoy your short break, everyone, over the Thanksgiving holiday. If you are going out of town, please drive safely. Remember to give thanks to your loved ones and try to find some relaxation and good laughs. Happy Thanksgiving everyone!

In Solidarity, Colleen Condolora

Retirees Corner  By Jeanette Christoff—518-356-0137

My apologies for the lack of a column this month. My life continues to seem like a leaf in a tornado without purpose or direction. One day the winds will calm.

Students compete for $1,000 labor history prize

As part of National History Day, the American Labor Studies Center sponsors a $1,000 prize for the best labor history project. All told, some half a million students nationwide, supported by thousands of teachers, research and write projects for National History Day. Learn more about the labor prize at the ALSC website. Support the American Labor Studies Center's annual recognition reception and fund-raiser, scheduled for Dec. 8 at NYSUT headquarters.
IN THE BEGINNING……..

During the 1960’s, the first Votec Center was located on Carmen Rd. in Schenectady with 54 students. There were 4 teachers, Bernie Griffith taught Cosmetology and Walt Hacker taught Auto Mech.

In the late 60’s, the classes were moved to New Karner Rd. in Colonie. After the passage of a referendum in the early 70’s, the current Votec (CTE) center was built. The BOCES cannot build or buy property without voter approval of all component districts.

In 1969, some Special Education classes were moved to church basements, with 4 classes at the Pine Grove Methodist Church and 2 at Lisha’s Kill Reformed Church. Nan DeSantis, Maxine (Bach) Heffron, Cindy Graham and Sue Valachovic were located at Pine Grove, Karen Lalor and I, at Lisha’s Kill.

Required duties of Special Education teacher are listed under “THE WAY THINGS WERE……”.

The effort to form an Association began with VOTEC teachers. Among the issues of concern were unfair treatment, health benefit coverage, need for a calendar, a salary scale, the right to meet and have a voice in conditions of employment. Schenectady teachers, already organized, gave encouragement. Non-tenured teachers, already organized, threatened with termination so they did not participate.

The first constitution was compiled and edited by Nan DeSantis, Bea Drapkin and Bernie Griffith.

Consideration was given to the name, “Albany, Schenectady, Schoharie Faculty Association.” It was decided that the acronym could be used as the “butt” of jokes, thus the counties were rearranged and we became Schenectady Albany Schoharie Faculty Association, SASFA.

In March of 1971, the Association was recognized by the BOCES as the bargaining agent and on July 7, 1971, the BOCES ratified the first contract. Bernie Griffith, Secretary, informed all members in a letter dated July 8, 1971.

It represented certified personnel and did not include administrator or supervisor and did not contain chapters. In 1974 it was revised with a Teachers’ Unit and a Non-teaching Service Unit. The 1976 revision delineated 4 chapters: Vocational Teachers, Special Education Teachers, Teachers Aides and Service.

Officers were elected for a term of one year. It was changed to two year terms in 1990.

In the 1973-74 school year, the BOCES had 17 vocational classes and 10 special education classes.

The sick leave bank began in 1975.

In 1981, dental coverage was negotiated for and added to the contract.

Our newsletter, originally named “Sassy Scoops” was renamed to the “TRIAD” in 1980.

In 1986, the Association campaigned actively to all component districts for a positive vote to purchase Maywood School from the South Colonie School District. All 24 districts approved the referendum and Maywood became the property of BOCES.

During the mid 80’s, Bob Weaver catered our annual “Pig Roast”. All BOCES employees were invited including administration and BOCES Board members. It was held at the White Birch Picnic Grounds and was well attended. Custer Quick was our Superintendent at that time.

Retirees could be voting members of Rep Council. The clause was deleted with the Council open only to working members.

THE WAY THINGS WERE ……..

· Special Education teachers had no input into student placements
· No procedure for inappropriate placements
· No training in crisis intervention
· Class size exceeded State regulations
· Required to obtain own subs
· Required to dispense medication, perform first aid, handle emergencies.
· Required to run and log fire drills
· Supervise students upon arrival, prior to class time, some arriving an hour or more before class time
· Supervise students, (often alone) until last bus arrived, usually an hour after class time, two or more hours, at times
· Pick up milk from a district school
· No lunch break
· Told, NOT asked, to do workshop presentations
· Directives from administrator were expected to be followed as given
· No process existed to question any unfair practices

Submitted by Jeanette Christoff

Do you know your Associations’ History???

This will be presented in a few installments. It is important that you understand that everything we have in our contracts was because of those that came before us.
BOCES Board Meeting Notes Schoharie —
Oct. 15, 2015 by Susan Kusalonis

Audit Committee reported that the Report has been filed with SED and OSE as required. There are 78 pages in the document and here for anyone to review.

New Regulation – GASBY 34 – “What we would look like if we were filing as a private business.

Dr. Dedrick – Announced that October was School Board Appreciation Month and that there was a carrot cake here for everyone to share. Made by the culinary program here at Schoharie.

Dr. Peter Taromina and Laura Combs reported on the ESS and Special Ed Collaboration – Impossible Apart
- Recommended use of internal resources
- Design activities to utilize these resources – 2 key areas
- Professional Development
- Partnering on committees/divisional work
- Maywood Quality Improvement Program (QIP) one of new initiatives
- Reduce suspension rate by 25% (counts against our districts rates) “suspension“ suspension is like exclusion”
- Self-regulation rules for staff and students
- Shared Commitment – external
- Regional initiatives – presence in regular CSE Meetings
- NYS Alternative Assessment support, regional scoring

Q – Where would you like this collaboration to be in five years?
A – Robust internal professional development patterns – no divisional at all!!

Comment: A lot of people would say that all students should have an IEP

Q – How are your handling English as a Second Language in Special Education.
A – Laura handles ELL staff for this. It is possible that we could be using CTE for ESL students being a central meeting point.

District Superintendent Report
- NYC SNYBA Convention is this weekend and Dr. Taromina will be co-presenting on “Preventing Violence in the Classroom”. Dr. Dedrick will be co-presenting on “Choosing a Superintendent”.
- CTE Superintendent’s Committee did a recent tour of PVA which is moving to Colonie area from Halfmoon. They have an amazing manufacturing floor, very clean, facility contains a break room with band equipment, yoga room, nurse practitioner among other things.
- SED is going to open a portal for anyone to review common core standards.
- On October 21st – DS will convene a regional meeting on this.
- In 2020 all testing will go live – NERIC are you ready? Per Dale Breault – Yes
- There will be a rolling pattern of testing being released electronically over the next few years.
- Q What is going on with test refusal around the country?
A – It is illegal in Texas, some states can use medical or religious reasons. Some states are moving to give parents the right to opt out. Some superintendents felt that this is a way for some parents to push back.

Discussion ensued regarding Testing (frequency and length of tests)
NCLB controls this 3-8 requirement, not states. As long as federal government controls testing, our state testing will look the same.

Comment: Northwest Evaluation Association (NWEA) testing has 3 to 5 questions and takes 40 minutes or less to take. Would be a much better way to go.

Meeting ended at 8:05 PM

REP COUNCIL NOTES October 21th meeting —by Susan Kusalonis

Appointments were made to the Rep Council by Doug Harple. List of reps will follow.

Chapter Vice Presidents Reports

TA/Aide – Colleen
- There is a dinner at the Desmond Hotel for SRP’s on Nov. 17th.
- On November 10th there is a National day of Action
- Please note that some staff have been asked to arrive 15 minutes early to attend a staff meeting. TA/Aides are paid for any extra time beyond their regular work day. Please submit a time sheet quarterly to your principal to be paid for your time.
- Barb Catalano is addressing a serious issue at Pine Bush regarding toileting that needs to be done in the nurse’s office. Due to the fact that there are seven BOCES classrooms at Pine Bush they will be hiring another nurse to take the stress off the district nurse.

CTE Teachers – Jeannine
- Welcome Tim Roberts as a new rep
- Angst over APPR Process! JMT (collaboration with other BOCES) is working on a process, not really effective for CTE Staff.

Special Ed Teachers – Flora
- Rough start to the school year – she received a lot of calls
- Related Service Providers – Medicaid in house logs – not on a witch hunt
- They are looking at last year’s information. Communication on what they are doing is on-going and recommend we meet regularly with Lynn Wells.
- FYI – Look at your paycheck and verify the accuracy of the curriculum rate. No changes have been made in four years.

Q – Was there a directive given to Principals to limit emails to staff?
A – There seems to be a cultural shift back to face to face communication instead of email

Service – Sandy— No report

MOTION was made to add the Social Committee to the Standing Committee on the Agenda. Passed

Request was sent out to ask for more committee members to support Brent and Carolyn Pierce in their endeavors to coordinate social events. Names should be given to Doug to be appointed.

Request that Social Committee sponsor a trip to New York City was made.

FYI Items

Holiday Party has been scheduled for December 12th at CTE in the dining room.

11/15 — Page 5
The Value of NYSUT Membership

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

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

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.

Are you ready to answer these questions?

What would happen if you suddenly died? Have you ever considered what would happen to your spouse and/or children? Take a few moments and answer these questions now:

1) Would your loved ones be able to afford their current home?

2) Could your loved ones continue to pay regular bills and maintain their medical coverage?

3) Would your loved ones be able to plan for your final funeral expenses?

If your answer to the above questions is “No” or “I don’t know,” consider enrolling in the NYSUT Member Benefits Trust-endorsed Term Life or Level Term Life Insurance Plans. Both of these plans allow you to select the plan and benefit amount that best meets your specific needs.

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The issuance of a Certificate of Insurance or payment of benefits will depend upon the answers given in the application and the truthfulness of those answers. Additional underwriting requirements may be needed.

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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.

Nov/Dec '15
The Capital Region BOCES Faculty Association presents

THE ANNUAL CHILDREN’S CHRISTMAS PARTY

December 12
11:00 a.m. to 1:00 p.m.

CTE Albany Campus
1015 Watervliet-Shaker Road, Albany, NY 12205
Dining Room—Building B

Games, crafts, music, and food
With a live appearance by Santa himself!!!!!
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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SOCIAL COMMITTEE
If anyone has suggestions for or is interested in being a part of the Faculty Association Social Committee, please contact Carolyn Pierce at car-beattie@aol.com

The Capital Region BOCES Faculty Association is planning a Dec. 5th bus trip to NYC. If you are a member or retiree of the Association and are interested in going on the bus trip. Check with Carolyn to see if there are still openings.

November Checklist:
Be alert to jaw-related pain: November is TMJ (temporomandibular joint) Awareness Month. Consult your dentist if you have jaw pain or tenderness, locking of the jaw joint, facial or ear pain and/or discomfort while chewing. Cold weather can worsen the pain.
Keep up the exercise: Don’t be deterred by shorter, colder days. Sign up for spinning, Zumba or other high-intensity classes. Play “exergames” on video consoles such as boxing, tennis and others. Participate in a local Turkey Trot, a fun run. Check the schedule at Active.com (search “Turkey Trot”).

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.