Dear Members:

“I have been getting a lot of questions about what benefits are available through your Association...”check it out!”

Hope I got a chance to see you at the Holiday Happening on December 8th at Wolf’s 1-11, 3-7 pm!

Questions/problems/concerns? Give me a “jingle”... 518-366-9060!”

In Solidarity and Happy Holidays!
Sherry

Collective Bargaining:
The negotiation of a contract ensuring your pay, benefits and working conditions
Representation in defending full rights and benefits under the contract
Filing and arbitration of a meritorious grievance
Processing a grievance at the local level
Day-to-day advice and counsel on workplace issues

Advocacy and Defense:
Statewide and national advocacy standing up to attacks on your profession, livelihood and rights
Statewide advocacy with the Legislature and State Education Department (SED) to fight budget cuts and boost state aid
Legal advocacy with SED challenging policies that shortchange workplace funding and challenging professional infringements such as “gag orders”
Research-based lobbying at the state and federal level to defend and advance your professional voice
Multimedia campaigns to support respect, appreciation for your work and to counter attacks in the media and online
Access to grass-roots lobbying opportunities in school budgets votes and school board elections
Use of the NYSUT Member Action Center for real-time advocacy on issues affecting your paycheck, benefits and professional well-being

Legal Services:
§-3020–a and § 3020–b due process proceedings for teachers
§-75 Civil Service due process hearings
Just cause due process hearings
State and Federal Wage and Hour claims
Legal enforcement of seniority and other rights under Education Law and Civil Service Law
Family and Medical Leave Act claims
Defense of teaching license under NYCRR Part 83 YES
Civil Service protection of seniority lists and recall rights (Preferred Eligibility List claims)

Representation in the Workplace:
Employment Discrimination administrative claims (EEOC or NYSDHR) in non-court settings
§-913 Medical Exam representation
APPR (teacher evaluation) appeals
Justice Center investigations and appeals
Free legal representation in licensing cases
Representation in matters before PERB and NLRB
Help with filing and processing grievances
Help with human rights violations, Workers’ Compensation, safety and health violations
Budget analysis for local use during bargaining
Negotiations support including contract comparisons, analyzing salary, benefits and work conditions
Membership surveys to assess members opinion on bargaining issues
Capital Region BOCES Faculty Association Leadership

<table>
<thead>
<tr>
<th>POSITION</th>
<th>NAME</th>
<th>HOME</th>
<th>WORK</th>
<th>E-Mail Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Sherry Karcher-Hewitt</td>
<td>366-9060</td>
<td></td>
<td><a href="mailto:sherry.karcherhewitt@gmail.com">sherry.karcherhewitt@gmail.com</a></td>
</tr>
<tr>
<td>Vice President</td>
<td>Dan Darpino</td>
<td>698-7846</td>
<td></td>
<td><a href="mailto:denialjames@aol.com">denialjames@aol.com</a></td>
</tr>
<tr>
<td>CVP TA/EA</td>
<td>Colleen Condolora</td>
<td>265-2358</td>
<td>356-8349</td>
<td><a href="mailto:condolora@aol.com">condolora@aol.com</a></td>
</tr>
<tr>
<td>CVP Service</td>
<td>Gina Hanley</td>
<td></td>
<td>862-5332</td>
<td><a href="mailto:ghanley97@gmail.com">ghanley97@gmail.com</a></td>
</tr>
<tr>
<td>CVP Spec. Educ.</td>
<td>Flora Fasoldt</td>
<td>674-0223</td>
<td>377-9018</td>
<td><a href="mailto:electflora@aol.com">electflora@aol.com</a></td>
</tr>
<tr>
<td>CVP C T E</td>
<td>Erica Kane</td>
<td>224-2372</td>
<td></td>
<td><a href="mailto:ericalynnkane@gmail.com">ericalynnkane@gmail.com</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Barbara Burnham</td>
<td>334-1193</td>
<td>862-4720</td>
<td><a href="mailto:baburnham@gmail.com">baburnham@gmail.com</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Deborah Sorvari</td>
<td>452-8138</td>
<td>334-1296</td>
<td><a href="mailto:debmom39@nycap.rr.com">debmom39@nycap.rr.com</a></td>
</tr>
<tr>
<td>Membership Chair</td>
<td>Susan Kusalonis</td>
<td>393-5598</td>
<td>862-5369</td>
<td><a href="mailto:skusalonis@gmail.com">skusalonis@gmail.com</a></td>
</tr>
<tr>
<td>Grievance Chair</td>
<td>Kristen Lashway</td>
<td>421-3446</td>
<td></td>
<td><a href="mailto:Kris10Lashway@gmail.com">Kris10Lashway@gmail.com</a></td>
</tr>
</tbody>
</table>

Important Dates for 2017-2018

<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>
</tr>
</thead>
<tbody>
<tr>
<td>February 7, 2018</td>
<td>February 28, 2018 900 Bldg.-Schoharie Rms.</td>
<td>March 6, 2018</td>
<td>Feb. 15</td>
</tr>
<tr>
<td>March 7, 2018</td>
<td>March 21, 2018 900 Bldg.-NERIC Side 4 PM start</td>
<td>March 27, 2018</td>
<td>March 19</td>
</tr>
</tbody>
</table>

04:15-6:00 PM 4:00 PM

SAVE THE DATE’S

Capital Region BOCES Spring Prom
May 18, 2018

Celebration Bash
May 31st at the Mohawk River Country Club

www.crbfa.org
Constitution continued from front page.

Negotiations assistance with research, proposal writing, messaging; helping during impasse or negotiations crisis
Community surveys to advance public support for members’ work
Assistance with development of evaluation plans and training
Help with arbitration matters including representation at arbitration hearings, preparing witnesses, writing briefs and selecting arbitrators
Free legal representation in licensing cases
Trained consultants available to answer TRS and ERS pension questions and help with planning
Pre-retirement planning workshops and consultations
Representation on workplace air/water quality, mold and other safety concerns
NYSUT HazMat and workplace safety training

Professional Advancement:
Access to programs offered through NYSUT Education & Learning Trust and in-service courses aligned with New York state requirements
A voice in professional development opportunities, such as Superintendents Conference Days
Customized professional development opportunities for School-Related Professionals, health care professionals etc.
NYSUT Education Learning Trust professional development workshops for state-mandated CTLE requirements
National Board Certification assistance and opportunities for funding subsidies
Guidance on individual certification and licensing issues
Ensuring compliance with state regulations governing tenure and seniority
Direct advocacy and troubleshooting with the State Education Department on certification and licensing issues/red tape
Access to NYSUT provided webinars, video conferences and regional presentations on regulatory and legislative issues that impact your profession
Access to technical information and support on federal and state education policy including services for special populations
A subscription to Educator’s Voice, a peer-reviewed journal on professional issues
Statewide and regional meetings and conferences on issues impacting members, such as pre-K-12, higher education, School-Related Professionals, Health Care, Health and Safety, Small and Rural Locals, Special Act, 4201 and 853 school
Streamlined access to training and resources provided by the statewide network of 127 Teacher Centers
Mentoring support for new members
Participation in programs connecting the classroom and high tech careers
Free educational materials for students, parents and the community
Free books for students in need through First Book
Free access to curriculum and resources through a dedicated website, www.sharemylesson.com

Association Activities:
Attend local association meetings and social events
Attend contract ratification meetings
Vote on contract ratification

Vote on local association officers
Hold elected local association office
A subscription to NYSUT United, highlighting member and local achievements; union advocacy and campaigns; work-related legislative and regulatory developments; career and professional development opportunities; and social justice issues
Attend local, regional or statewide NYSUT conferences or trainings

Access to NYSUT Member Benefits:
Insurance programs: Life, Auto, Home, Renters, Disability, Catastrophe Major Medical, Long-term care, Dental and Vision, and Pet
Payroll and pension deduction: Available for many NYSUT Member Benefits-endorsed programs; enjoy convenience, additional coverage and/or discounted premiums

Legal Service Plan:
Offering free consultations and toll-free legal advice, a Simple Will, Health Care Proxy, Living Will and Power of Attorney, and guaranteed maximum fees for a number of personal legal matters

Financial Programs:
Financial Counseling Program, Clearpoint Credit Counseling Solutions, ID Watchdog, Synchrony Bank

NYSUT Member Benefits Online Financial Planning Center:
Offering an interactive, educational resource center with financial calculators, a retirement guide and the Member Benefits 403(b) Field & 401(k) Consumer Guides

Group Benefits:

Travel Programs:
Wyndham Hotels and TripBeat by Endless Vacation Rentals, Orlando Employee Discounts, Grand Circle Travel, Premier World Discovery
Car and Truck Rental Programs: Reduced pricing with Alamo; Avis; Budget; Enterprise; Hertz; and National Shopping/Discount Programs: Abenity Discounts, AFT Magazine Subscription Services, Bose, Buyer’s Edge, Inc., 1800Flow- ers.com, Purchasing Power
Member Shopping Program, Powell’s Books

Personal Services:
EPIC Hearing Service Plan, Online Defensive Driving Home Supplies & Heating Service Programs: American Solar Partners, Heat USA, Office Depot/OfficeMax, Tankfarm (formerly Propane.Pro)

Many of the Member Benefits-endorsed programs allow your spouse, dependents and family members to participate. Member Benefits also offers a number of educational conferences, workshops and webinars throughout the year for NY-SUT locals and their members
Dear Constituents:

The holiday season is quickly approaching and I want to wish for each of you a wonderful holiday with your family and friends. This time of year is always very hectic with shopping, cooking, baking and just plain old running around. Please remember to take care of yourself. We often forget when we become so busy and helping everyone else that it is important to take time for ourselves. I know that finding time can be a challenge at times but it is a necessity. Go ahead and put yourself first, it is truly ok!

I have had many questions regarding retirement and the procedures that should be taken. I recommend going to the NYSUT website, www.nysut.org, and reading the planning guide titled, “Your Blueprint for a Successful Retirement.” This guideline can be found under the Retiree link on the bottom of the homepage. Anyone considering retiring should also contact their respective retirement system to set up an appointment. Teaching Assistants are members of the New York State Teacher Retirement System, www.nystrs.org and Aides are members of the New York State Employee Retirement System. Please remember to safeguard your short-term leave too. You are entitled contractually to one-half of your accumulated short term leave up to 100 days upon retirement. These days are guaranteed money in the bank for you as you begin your retirement.

Human Resources continues to send out notices to Teaching Assistants whose certification due dates are approaching. Administration has sent me a spreadsheet with each Teaching Assistant name, level, dates and their current status. If anyone has any questions, please do not hesitate to notify me and I will assist you along with this process. Please remember to take your certification due dates seriously so you do not have to receive a letter stating you will be required to take a cut in pay and become an aide (if an aide position is available). Your certification is your responsibility and Human Resources will hold you accountable to be responsible to meet your deadlines. They will no longer allow a Teaching Assistant to work under that title if they do not have proper certification.

In closing, I wish to extend a happy holiday season to everyone! Please find time for some fun with family and friends. I want you to also know, you are appreciated for everything you do to make a difference in your students’ lives. I hope each of you has a healthy, prosperous and adventurous new year. Happy Holidays everyone!

In Solidarity,
Colleen Condolora
Thanksgiving and Christmas Greetings,

We can savor the sweetness of victory in successfully defeating the proposal for a constitutional convention. Not only would it have cost millions of taxpayer dollars, but the potential for changes could have negatively affected the lives of millions of New Yorkers. The protections we have in the Constitution did not come easily. Of utmost importance is the right to collective bargaining which gives workers a voice in their conditions of employment. Back in the days, before we had unions, workers were, in a sense, slaves to their employer. Directives were obeyed without question and it was “their way or the highway.” Class hours, a salary schedule, health care benefits, the opportunity to grieve unfair practices are just some of rights that newer employees sometime take for granted. Each was hard won and many of our original leaders spent jail time during the process of securing them. What an unfathomable loss it would be if conditions returned to pre-union days. Unfortunately, this is happening as the number of unions diminishes in our country and jobs are exported.

Our State Constitution also gives protection to those who have completed their teaching career. It secures the pension we have contributed to and worked hard for. We hear of the great financial losses of retirees whose companies have gone bankrupt or closed, and the disappearance of pension plans they had invested in. Their monies are gone and they are left without recourse. Some large companies have reduced pensions and health care benefits which had been negotiated. That is especially hurtful as we read of CEO’s retiring with million dollar retirement packages.

We are indeed fortunate and have much to be thankful for; for all we have achieved in days gone by, for the present day we are living in and for the knowledge that our future is more secure than for many in this world. Each night, as we bid adieu to our day, we can recall the good times and good memories of the past, the good people who were a part of it and we can be grateful for the new and good people who have entered and are now in our life.

Retirees Corner
By Jeanette Christoff  518-356-0137
Sen. Gillibrand presents legislation to promote CTE in high schools

Oct. 2, 2017

Importance of Career and Technical Education (CTE)

- CTE programs at the high school and community college levels provide hands-on training and education for in-demand, good-paying jobs in a variety of industries, from manufacturing to health care and computer programming.
- More than 377,000 students enrolled in Career and Technical Education (CTE) high school and post-secondary programs in New York in 2015-2016.
- Technical-skill jobs that require a high school diploma but not a four-year degree make up the largest part of the labor market and will account for almost half of job openings in New York State through 2024.
- The overall number of technical-skill jobs is expected to increase by close to 12,000 in the Capital Region by 2022.
- While 50 percent of New York's jobs are technical-skill, only 38 percent of the state's workforce have the necessary training to succeed in those jobs, indicating a strong demand for more workers at this level.

Manufacturing Needs Career and Technical Education (CTE)

- Through 2025, an estimated 2 million manufacturing jobs could go unfilled because of a lack of skilled workers.
- Modern manufacturing is increasingly high-tech and creates jobs that require technical-skill training. Seventy percent of manufacturing executives indicate a need for more workers who have high-tech skills.
- Maker education motivates and inspires young people to excel in STEM subjects and prepares students for careers in design, advanced manufacturing and entrepreneurship that will shape the nation's economic future.

Regents deny charters for two new charter schools

In a first, the Board of Regents this week rejected applications for charter schools that would have been located in the Mount Vernon and Homer school districts.

In discussion showing the board's increasing skepticism, Regents raised concerns about whether the proposals were innovative and how they would drain resources from surrounding districts.

The Regents also discussed priorities in their state budget request, and proposed regulations that would expand certification opportunities for career changers and teaching assistants who want to become teachers.

Reprinted from NYSUT Leader Briefing
The meeting opened with Joe Dragone and Anita Murphy reporting on program development in BOCES. We have developed and submitted a 900 page grant with the help of Assistant Commissioner Mental Health Services, eleven other BOCES’s District Superintendents and many local businesses.

It is likely that we will have to use the services of private entities as many districts do not have psychiatrists on staff and in order to meet the mental health needs of the whole family, we will have to use these with regional strategies to help build services. For example, there are no private providers in Schoharie County.

Q. Are districts starting to bring back Social Workers?  
A. Yes, but they can only meet partial needs of the family. Demand is high and something is better than nothing.

Q. How can we work with Excelsior College with CTE and Tech Valley HS?  
A. We are already working with them at CTE.

Q. How do we decide who gets services?  
A. All possible services will be following the IEP to start with.

Another grant has been submitted to be the receiver for the schools that potentially fail. This will be to help children in struggling schools and help get the school out and help them to be successful.

SRP Day – Thanks to all SRP staff for their work for BOCES

Committee Reports:
Policy committee has recommended that instead of School Attorney, the term “Office of General Counsel”, be used in all policies that have been approved by the BOCES Board.

Individual Reports
Everyone was encouraged to attend NERIC’s Tech Awareness Day on December 1st.

Students at Fulton Academy
Students helped to pick the incentive for the month by filling out a survey to see what they are most interested in doing. Some of the incentives so far this year are as follows:

September - BINGO  
October - haunted house  
November - minute to win it  
December - holiday movie/popcorn  
January - video games  
February - student/staff volley ball

Many students earn the monthly incentive and are proud of themselves for doing so. The NYS PBIS Technical Assistance Center serves as a resource to regional behavioral specialists and school districts across the state. The mission of the Center is to further the dissemination of PBIS and other research-based behavioral intervention and support practices.

Fulton also has a reteach program for those who struggle to earn 80%. The reteach program is to teach students how to use different strategies to get them through each day, so they can build their self-esteem and work toward earning that monthly incentive. In March, Fulton Academy is building, in a mid-way incentive, to help students stay on track with being respectful, being responsible and being safe.

Reprinted from Special Ed. Website.
Things you might want to do


Tech tutorials: Clear, comprehensive information on buying, using and fixing digital cameras, game consoles, Internet browsers, smartphones, wearable gadgets, etc. LifeWire.com

Sports updates: Stay ahead of the game with the latest news, scores and highlights for the teams you love—and the rest of the pack. BleacherReport.com (Also available, the free app at BleacherReport.com/mobile.)

Sunshine Co-Chairpersons
Val Marco Sandy Smith
Vmarco@nycap.rr.com shortmom02@yahoo.com
518-356-9040 518-869-7421

Please let either know if someone needs cheering up, congratulations, get well or condolences.

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.