Dear Colleagues,

I hope your holidays were wonderful. Mine were a bit hectic. Getting ready is always a lot of work. Then we have visits from friends and relatives, before, during and after the holidays. You might think that with all the fuss and hassle I might be like a scrooge. Sometimes my wife thinks I am. I do admit that all the holiday preparation along with normal work can be a bit much. But once the worst of the preparations are done and I can take some time to enjoy everything and everyone, I find this time of year amazing and very enjoyable. Even with the economy as off as it is, the holiday cheer still comes through. I think that is much of the miracle to this time of year.

So happy New Year! I have great hope that this year will be better than last, but recognize that may not be the case. New York’s financial woes seem to continue without an immediate end in sight. Though we may fair no better this year, I have every confidence we will get through this and be okay. As for New Year resolutions: I resolve to try to find the good in everyone I meet and smile as much as possible (even when I don’t feel like it), to enjoy my friends and family more (they are what is really important), and to appreciate what I have been blessed with (more than I can count).

For all of you I wish the very best of everything. Though this next year may be difficult, have faith, things will get better.

Looking forward,

Doug

CALENDAR

CAPITAL REGION
BOCES FACULTY ASSOC.

EXEC. BOARD MEETING
1/6/10

BOCES BOARD MTG.
1/14/10

REP COUNCIL MTG.
School Support Services
1/20/10

National Blood Donor Month

Martin Luther King Day
1/18/10

Newsletter Committee
TRIAD Article Deadline:
1/26/10

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TA/EA/Chapter Page 4
Service Chapter Page 5
Retirees Corner Page 6
Teacher Chapter Page 8
Healthy Living Page 9
Dear Gabby Page 10
Rep Council Highlights, Dec. 16, 2009
By Lois Leonard

Appointments:
Stephanie Warlik was appointed to the APPR committee.

New Business:
Teachers on Special Assignment in Sp. Ed. was discussed. A new speech therapist was hired by School Support Services. Speech Therapists that were recently riffed were invited to apply for the position, however, were not offered the position without application because the duties were significantly different from the Special Ed. Speech therapy positions. Teachers hired by School Support will be on the tenure of their certification. Direct any questions to Flora Fasoldt, Teacher Chapter VP.

Civil Service Status:
Educational Interpreters need to fill out an application from Albany County Civil Service by the end of December to maintain their job with BOCES, then they need to take the test to get their final rank for seniority in February. Contact Carol Ratigan at Human Resources, if you have any questions.

Christmas Party:
Was a huge success! Congrats to the committee. 25-30 children attended with parents, grandparents. Santa came too, Lanny Barsale lead the group in song. Two CTE students, Cody Dennis and Lauren Herrin (sp) gave much appreciated assistance. Motion was passed to award them a gift of money to express the Association’s gratitude.

TRIAD:
There seems to be some glitches with the email delivered TRIAD. Please contact Lisa Mink at lmink8@hotmail.com, if you have requested email delivery and are not receiving it.

Negotiations:
Initial meetings have begun.

Budget:
The following members were appointed to the Budget Committee: Joan Kosinski, Service Chapter, Sarah Adriance, TA/EA Chapter, Don Orlando, CTE, Lois Leonard, Special Ed. Teacher.

Audit: Audit committee reviewed financial records and made recommendations. Official audit by Dickinson and Company was passed around for members review.

Select Committees:
Philanthropic Request: Funds were requested for two Association members in need, $100 each, passed.

Website Committee: Catherine Jakway was appointed to the Website committee

ED#10: Anne O’Brian-Teta and Diane Kavanaugh reported:
Teacher and Employee Retirement Systems passed Tier V effective 1/1/10 resulting in two concessions: the 55/25 initiative allowing teachers to retired if they have 25 years of service and are 55 years old with full benefits (details will follow) and the provision that health benefits for retired members cannot be less than in-service members is now permanent and does not need to be renewed yearly.

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<tr>
<td>President</td>
<td>Doug Harple</td>
<td>862-4776</td>
<td><a href="mailto:hdharple@msn.com">hdharple@msn.com</a></td>
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<td>Vice President</td>
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<td>CVP Service</td>
<td>Susan Kusalonis</td>
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<td><a href="mailto:maidmr300@aol.com">maidmr300@aol.com</a></td>
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<tr>
<td>CVP Spec. Educ.</td>
<td>Flora Fasoldt</td>
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<tr>
<td>CVP CTE</td>
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<tr>
<td>Recording Secretary</td>
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<td>273-1512</td>
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<td>Corresponding Sec’y</td>
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<td>Treasurer</td>
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<tr>
<td>Membership Chair</td>
<td>Lisa Mink</td>
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<tr>
<td>Grievance Chair</td>
<td>E.J. Hanley</td>
<td>321-0485</td>
<td><a href="mailto:ehanley1@nycap.rr.com">ehanley1@nycap.rr.com</a></td>
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<td>EAP</td>
<td>Kevin Eglit</td>
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Capitol Region BOCES Board Meeting – 12/21/09
By Susan Kusalonis

District Superintendent
Reported that Heather Adams received a Thank You Letter for Value Added Assessment from NYSUT

RACE TO THE TOP
This topic is huge now around the country. NYS has the potential to get 700 million dollars for Education.
MOU’s from SED to Superintendents are being requested.
Deadline: January 9 to SED. Due from States to Federal Government by January 19th.
BOCES is not included yet!!
Dr. Dedrick asked the BOARD for their support of this as a good faith effort on our part to meet the goals.
Question asked: is this available to Charter Schools – concern they will pull money from public education. State is split on Charter Schools!! There is a big push by Regents to service Charter Schools.
The Boards support will put DS and BOCES in position to be viewed positively by Commissioner!

Committee Reports
Legislative Committee: Lynn Lenhart commented on NYSUT’s lawsuit to NYS for post pone payment of education funding. Comptroller says terrible gap next year.
Average of 8% tax increase expected next year, if no stimulus money received.

Schenectady celebrates educators in Winter recess

State educators, district employees - and their guests - take center stage this Winter recess at Proctors Theater and throughout. In acknowledgement of all that stalwart education professionals do for children and the community throughout the year, Proctors is organizing a city-wide celebration in their honor Feb. 13-20.
Proctors, NYSUT and the City of Schenectady invite educators and the invaluable school employees who support their efforts to a week-long celebration. The curriculum abounds in A+ events, family fun and discounts throughout the community.
If you are a teacher, secretary, professor, cafeteria worker, bus driver, administrator, maintenance worker, paraprofessional, or associated with the school community in our town, spread the word this holiday season as your colleagues and friends are making winter plans.
You and they will be issued a VIE (Very Important Educator) Pass -- your key to activities and discounts throughout the week.
Your colleagues will thank you, your students will thank you for returning refreshed, and you’ll certainly thank yourself for participating in some well deserved hoopla in your honor. See www.proctors.org/winter_recess for details and to register for your personal VIE pass today.

NYSUT News Wire - December 21, 2009

Capital Region BOCES FA Representative Council Meeting Dates for 2009-2010

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<td>Feb. 24, 2010</td>
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<td>March 17, 2010</td>
<td>School Support Ser.</td>
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<td>April 21, 2010</td>
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<td>May 19, 2010</td>
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All Rep Council meetings run from 4:15-6 PM unless there is a motion to extend.

Conference Dates 2009-2010

2010

February 4-5
CDRO Regional Presidents’ / The Gideon Putnam
- Saratoga Springs, NY

March 20-21
Regional SRP Leadership / The Otesaga Hotel Conference
- Cooperstown, NY

March 22-23
Committee of 100 / The Desmond Hotel - Albany, NY

April 28-29
NYSUT Local Presidents Conference / Marriott Wardman
- Washington, DC

April 29-May 1
Representative Assembly / Marriott Wardman Hotel
- Washington, DC

July 7-11
AFT Convention Washington State Conv & Trade Center, Seattle, WA
Dear Constituents:

I hope everyone had a wonderful holiday season and that you were able to get some rest during your break. Finding time for yourself is sometimes a difficult task; but it is a necessity we cannot afford to put aside. There are days in our home and work environments that are often challenging and finding the opportunity to regroup is often the best solution to the stress of our daily lives. I hope you were successful in getting some well deserved rest and relaxation.

As you may know, the Teacher and Employee Retirement Systems have enacted a Tier 5 as of January 1st, 2010 for all new employees. NYSUT was the last union to endorse the legislation and fortunately the union was able to get a better deal for its members than CSEA and PEF. One of the bonuses is the 55/25 initiative. This initiative will allow members to retire after 25 years of service at the age of 55 without any penalty. The details of this incentive are going to be released in January. There will be a short window of opportunity (3 months) so if you are considering retiring this school year under the 55/25, I recommend you contact your retirement system to discuss your options. This will guarantee that you receive the most accurate information which will enable you to make an informed decision. NYSUT also negotiated successfully for the Retiree Health Insurance moratorium. NYSUT will no longer have to negotiate every year to insure retiree health insurance is not revoked. This means retiree health insurance cannot be revoked unless the locals bargain away this benefit. We must always be cognizant of this benefit, it is vital to us when we retire and must live on a fixed income.

I spoke with administration recently and was informed that PDP Timekeeper will be used until the end of the school year. Please watch for an email through GroupWise to register and if you need to take training, please sign up with Marcia Siver. Monthly, until June, training will be offered at NERIC. Those who are currently trained, please continue putting your professional development hours into Timekeeper. At the PDP meeting in December, I was very pleased to read the plan for professional development opportunities for Career & Tech. It is a well-rounded plan and should benefit all Teaching Assistants at the Center.

On the Health and Safety front, at one of my meetings with the NYSUT Health & Safety Task Force, one of the topics we discussed was the proper ergonomic techniques for effective lifting. In classrooms where lifting is done on a daily basis, I recommend each Teaching Assistant/Educational Assistant/Aide speak with the Physical Therapist in their classroom on the most current, proper and effective procedures to be utilized in order to avoid injuries. The PT is the most informed person on the team on safe techniques. They also have the credentials on best practice for heavy lifting. Please speak to them on your own behalf. This conversation could possibly avoid a lifetime of pain and suffering. It is important that each team member is properly informed on safe techniques. If anyone has any questions or concerns, please call or email me for assistance. You can reach me at 393-2244 or my personal email at condolora@aol.com.

I am proud to announce that Cathi Jakway, Special Ed. Teaching Assistant, will be joining the Faculty Association website committee in January. Cathi is currently on the TRIAD Committee and she will be an added bonus for the Website Committee. Cathi has excellent writing skills and ideas, which will enhance the website articles. Please check out the website, if you have not already done so at www.capregbocesfa.com

In closing, I hope all is going well for everyone during the evaluation process. If you have any questions or concerns, please call or email me. Our goal is to make this process a valid professional tool for everyone to grow and develop professionally. This should be a meaningful experience for everyone and I want to ensure that this occurs for each of you.

Thanks for all that you do!

Colleen Condolora
Dear Colleagues,

Welcome to the year 2010. Hopefully you are rested up from your Holidays.

We want to wish Joan Chadderdon (Secretary I, Sp. Ed.) well in her new job at Bethlehem Middle School. We also welcome Colleen Aanensen (Secretary I, Central Admin.).

Those of you that check out the Board Agenda just to see what is happening, might have wondered why there were so many changes in appointment dates for Service Chapter members and PAO’s. These changes were done as a sort of a house keeping process and to bring us into compliance with Albany County Civil Services Records. No change in seniority status was experienced by any of our Chapter members.

There will be an SRP Leadership Conference that I will be attending in March. There is always more to learn as time goes on and this Conference will be important in that aspect.

Thanks for all you support and please remember that you can always contact me if you have a question or suggestion for me.

        In Solidarity, Susan

What Is Waste Prevention?

Waste prevention is the practice of preventing waste from being produced in the first place. This can be done by making decisions on what to buy at the store or how things are done at home, school or work.

Why Waste Prevention is Better than Reuse or Recycling

Waste prevention is better than reuse or recycling because it saves energy, conserves natural resources, prevents pollution and reduces the production of products that are not needed.

Prevent Waste at School

• For lunch, only bring to school what you actually eat.
• Bring a waste free lunch to school. Visit www.wastefreelunches.org
• - If you use a computer for homework, run spell checker and proof read before you print.
• - Email in your homework assignments if your teacher agrees.
• - Create a paper reuse center in your classroom. Ask everyone to put paper that has only been used on one side into a container. Reuse this paper for calculations, drafts or to make pads for taking notes.

Prevent Waste at Work

• Do duplex (printing on both sides of the sheet of paper) printing when possible.
• - Organize electronically: use an electronic calendar, notepad, contact list and task list instead of hard copies.
• - Use email to communicate when possible.
• - In addition to setting up recycling bins for used paper, also set up reuse bins for paper that can be used on the reverse side for printing drafts, cover sheets for faxes, cutting up as notepads or for make substitute legal pads. You can always print lines on them if needed and it is often a good idea to cross out whatever was on the back side to avoid confusion.

Reprinted from Schenectady County Recycling Program newsletter

Paperless Leave Request Form

It has come to our attention that Special Education Division will be piloting a paperless Leave Request form process with the administrative and secretarial staff during the month of January. The Division’s plan is to implement this with this group in Jan. and then move to include the entire Maywood staff during the month of February, and finally the entire division by March 1.

This system involves an employee logging in, filling out the request form, putting their electronic signature on the form, forwarding it to their supervisor for approval and signature, who then forwards it on to the Director for signature. The last step is forwarding the completely approved form back to the appropriate divisional staff for payroll and attendance.

We are told that this form is very easy to complete and will involve the reduction in paper usage and time spent in the courier. After March 1st, the plan is to accept only requests filed electronically. This process will "encourage" increased use of the Group-Wise email system.

EDITORS NOTE: The process will be reported on in future issues.
Happy New Year to All,

Last fall, there was an opportunity to visit The Maywood School, a familiar sight and site from 1979 to 1989. Some outward changes were immediately evident; new doors, new windows, a new ramp. The entrance hall, where students and staff awaited buses, appeared unchanged except for the absence of the wooden benches. A flood of memories of the early years, returned. Those who worked at Maywood at that time may recall the history of BOCES ownership.

Prior to the passage by Congress of P.L. 94-142, “The Education for All Handicapped Children Act” in November 1975, many children with disabilities were denied public educational services. With that legislation, the policy of “non-exclusion” came into being. Several years earlier, a photographic expose’ called “Christmas in Purgatory” of Staten Island’s Willowbrook facility, was published. Many state institutions were investigated and closed and school-age children returned home or to local facilities such as O.D. Heck.

The need for BOCES services expanded, while the availability of rental classrooms in the component districts, diminished. Thus in 1979, BOCES rented the Maywood School from South Colonie.

We, who had been moved numerous times, often to unsuitable non-educational locations, were elated to be in a “real” school. No longer would we be isolated, often dealing with emergency situations on our own. I will always be grateful to Anita Riccio for volunteering to wait for 3 and ½ hours with me and one student, when his bus was delayed by a winter blizzard.

During the summer of ’79, teachers assigned to Maywood were unpacking and setting up their classrooms. It was a source of laughter, deciding that we no longer needed to save our cardboard carton for another move. (How wrong we were). One day, our area was deluged by a series of severe thunderstorms. Stan well recalls a desperate call from Jack Daly for help, as rainwater poured into the basement of Maywood, threatening major damage. It was the first of many interesting problems, with a leaking roof, buckets in the classrooms and a balky furnace.

It was exciting to be in a school with other staff and students, where we could share ideas, get to know and work with a great many students and introduce a concept not previously possible, team teaching.

At that time, Dr. Custer Quick was Superintendent of BOCES, Jim Dunham was our Association President and Stan, our Vice President. Custer welcomed their input about the concerns of our members. In 1985, we learned that the BOCES was considering the purchase of Maywood. To do so would require a referendum and approval by a majority of our then, 25 component districts. A joint effort of administration and our Association would be needed. My document entitled “Ten Reasons We Need Maywood” was adopted as the position of our Association. Our members worked toward passage by contacting the Presidents of each components’ association, we spoke to the issue at ED10 meetings and on radio talk shows. News ads asked for a “yes” vote. On September 17, 1987, voters approved the purchase. Maywood would belong to BOCES.

Programs flourished and in addition to meeting their developmental and academics needs, students had the opportunity to participate in activities, often new to many of them. Dances, annual Holiday dinners, parties, camping trips, Halloween dress up, trick or treat, cooking and art classes were arranged. A Scouting group was formed and students participated in the Very Special Arts Festival in New York City and the Special Olympics. Performers and musicians came and farm animals visited. There were sing-a-longs, movies and a prevocational program. Students prepared for and performed songs they sang and signed. A moving- on day event and celebration was held every June.
Then in 1989, came those dreaded words, “Your class is being moved”. The concept of inclusion was taking root and my class program would be moved to a district high school. Again we would pack, and, again we would know the familiar, unwelcome feeling of isolation, this time alone in a crowd and subjected to ridicule. The time of Camelot had passed, but what a great run it was.

As we now frequently drive past Maywood, there is satisfaction in knowing we had a part in its history and in the lives of 100’s of students in a caring and loving environment. Although Maywood has reinvented itself, it continues to be secure and to serve the needs of students.

There is sadness that those wonderful days went by so quickly. William Wordsworth best expresses it in his poem, “Intimation of Immortality”

“Though nothing can bring back the hour
Of splendor in the grass, of glory in the flower;
We will grieve not, rather find
Strength in what remains behind”

A STUDENT REMEMBERED
Kevin Applebee, who attended and graduated from Maywood School, passed away on December 9, 2009. His mother Grace and siblings Patty, Edward, Michael, Howard and Sharon survive him.

RETIREE UPDATES
Bill Martin sent a news clip that brought back a memory. Dated 1975, it was a photo taken during our O.D. Heck days. Bill, Gary Ruberti and I had taken our students sleigh riding on the hilly grounds of the facility. It was a prelude to future camping trips. Many thanks, Bill.

Jan Albertini is doing well, having recovered from a very painful fractured vertebra. We enjoyed reminiscing about our Maywood days.

Jane Caruvana had no travel report but is happy that Tony has made a remarkable recovery.

Ginny Wilber sent Christmas Wishes.

Mini-grant funds greener NERIC

NERIC’s North Country office now operates a little “greener” thanks to a BOCES mini-grant awarded to Senior Account Clerk Karen Joswick over the summer.

Joswick, who works in NERIC’s Plattsburgh office, knew something had to change about the way she and other employees handled documents. Using what amounted to a desktop printer to scan important documents in the office, Joswick says the process was tedious at best.

“You had to feed the pages one by one and make separate documents for each page — it took forever,” she says. As a result, the office faxed documents much more frequently than they electronically scanned, which led to a significant increase in the amount of paper they used.

“I knew this wasn’t efficient — so we went the environmental route,” Joswick says.

Joswick applied for and won a $700 BOCES mini-grant, which she used to purchase a brand new machine that faxes, prints, scans and copies documents. The machine allows Joswick and her colleagues to scan multiple document pages at once and create electronic files they can then e-mail instead of fax, which saves “a ton of paper,” she says.

To learn more about the mini-grant program, including a list of the other 2009-2010 winners, visit the BOCES Web site.
Topics discussed included:

Alternate Assessments - teachers are partnering for collegial reviews of Alternate Assessments in place of working with Marie Brander.

IEP due dates - IEPs are now due 3 weeks before the date of the CSE meetings. Meeting dates should be announced in January. If the district opts for a teleconference or visit to your class, the district may contact you directly re dates.

There was discussion of the upcoming Special Ed division review.

PLEASE NOTE: On Feb. 11th at 5:30 PM, the Special Education Budget will presented to the BOCES Board. Put the date on your calendar and come support our Division.

AWARENESS GROWS ABOUT CELL PHONE USE IN SCHOOL BUSES

As "distracted driving" and "distracted walking" continue to rise, school bus drivers have had to become more vigilant about steering clear of pedestrians and motorists who are fiddling with cell phones. School bus drivers also are concerned about safe driving practices within their own ranks. After fielding several requests from bus drivers, the AFT surveyed local affiliates this year and found that at least two have contract language or policies on cell phones.

Generally speaking, state laws and school district policies only allow school bus drivers to use a cell phone in an emergency, for example, a bus breakdown or medical emergency. Drivers must safely pull over and park before making a call. Often, drivers are required to leave the vehicle before they call. In response to the AFT survey, two local affiliates—in Florida's Madison and Orange counties—say they have negotiated contract language on the issue.

Madison County Education Association’s contract says bus operators, aides and other employees involved in transporting students may carry cell phones (including hands-free devices) but are banned from using them except in an emergency that can’t be handled through the bus radio or other district-owned communications device. In the event of an emergency, these employees must not use their cell phones while driving, even if the vehicle has no passengers. The Orange ESP Association contract bans the use of similar devices while a school district vehicle is in motion. If an emergency occurs, the driver must pull over and stop before calling 911.

For detailed information on state laws and district policies, contact the AFT PSRP division at psrp@aft.org.
Healthy Living; Living For Good Health

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

Why Being Grateful is Such a Great Thing

Here we go again. We made it to the end of another long year as the days got shorter and so did our patience and stamina. In the midst of the holiday season, we pushed ourselves past physical and mental limitations to rush here, there and everywhere to find those special gifts and bargains no matter what time the day or night, to do the holiday decorating and prepare for holiday meals and parties. Preparing for the holidays seems to take such a long time but yet they arrive so quickly. What happens to all that time we thought we had to shop, wrap, send cards, decorate, and prepare holiday feasts?

When the holiday season has ended and I finally take a moment for reflection, I always ask myself how I managed to find the time to take the care that I am accustomed to giving my family, my friends and of course, me. The “to do” list seems never ending. Even with a holiday break, I never get all of the things on my list completed. Time ticks away and vacation days dwindle down, but I am still grateful for what I was able to get done. My list seems so small and unimportant in the big picture of life. I learned through some real difficult circumstances and experiences over the holiday season that made me stop and realize how much I am grateful for, all the good that does exist in my life; my family, my friends, my job, having good health, and being able to continue to do the things that I find important and enjoy most.

Expressing gratitude, was it on your list?

There are so many benefits to being grateful, and so many we overlook every day. When things are given to us over and over, we start taking them for granted or we forget to appreciate what we receive. The simple act of being grateful bears some real physical and mental benefits according to researchers. Gratitude appears to help people lower their blood pressure and succeed at taking on healthy activities like weight loss and throwing away that bad habit disguised as tobacco.

Experts suggest that focusing on positive things retrains the brain to pick up on additional positives instead of the tension and anxiety of the negative aspects of life. A thankful attitude helps people under chronic pressure feel less stress and depression and can promote a lower risk of developing alcoholism.

Think it over. Spend a few minutes reflecting on your blessings and what you are grateful for. Remember loved ones and friends who have made a difference in your life.

Make a list. Write down the things, people, and situations for which you are grateful.

Say thank-you. Call, email, or write a note. You’d be surprised how much a simple thank-you means to someone. Sincere gratitude goes a long way. What a nicer world it would be if we all could just pay it forward.

REALITY CHECK
WE NEED YOUR HELP!

Reality Check is a youth lead movement within the New York State Department of Health, Tobacco Control Program that is committed to exposing the manipulative and deceptive marketing practices of the tobacco industry. Every year tobacco companies spend $12.8 billion to advertise their deadly product.

Students and teachers throughout New York State are collecting movie ticket stubs to ensure that teens no longer become the next generation of replacement smokers. To join this campaign please contact: Katie, Reality Check Coordinator, Capital Region BOCES, (518)464-5141 or kpincher@gw.neric.org
Dear Gabby,

I am a special education teacher looking for information about how to write my APPR Growth Plan. Any ideas?

Working in Waterford

Dear Working,

The APPR Growth Plan is for tenured teachers. Information about the Growth Plans is found on the BOCES website or page 12 of the Teacher Unit contract with the form on page 75. Other than stating that it is collaborative, I am afraid the information given is a little skimpy. Actually, that was done on purpose, so that there was room for flexibility and creativity in the process. The APPR committee, with the assistance of the principals, is looking at the Growth Plan part of the APPR process at this time. Gabby will let you know if she hears anything.

Basically, a teacher unit member should have done a self review by reading through the appropriate rubric and identifying areas of interest for growth. The teacher should discuss possible ideas with the principal, and then write up the plan. The teacher and principal should discuss the plan’s progress during the year. The principal’s role is to be supportive and assist the teacher in finding resources as necessary. Good luck.

Gabby

Dear Gabby,

I am frustrated about the TRIAD. I signed up on opening day to receive the TRIAD by E-Mail. As of yet, I have not received a copy of it. I have emailed a number of people and made phone calls, but still no success. Can you help me do my part in “going green”?

A friend from the North Pole

Dear Friend:

Gabby is sorry to hear this. First, it is important that you E-Mail directly, Lisa Mink at lmin8@hotmail.com so that she can copy and paste your correct email address into her database. This helps prevent typographical errors. Second, please make sure you have added to your address book the email address of the person who sends you the newsletter. Finally, please contact Susan Kusalonis at maidmrm300@aol.com and she will send to you all the past issues electronically.

I have been told that some times a browser may block what it thinks is spam, so it is important that we all resolve this type of problem. Also, sometimes a mailbox is full and the TRIAD cannot be delivered to you.

Enjoy all the issues of the TRIAD

Gabby

Dear Gabby,

I am thinking about retiring soon and am wondering about my health insurance coverage. I currently have MVP, however I believe that I have to switch to NYSHIP when I retire. Is this true?

Ready to Retire Rita

Dear Ready to Retire,

Not true. Retirees have the same option as those in the work force to choose their health care provider. Retirees receive a letter, usually in October, informing them that they may choose a different provider if they wish. However, many retirees who plan to travel or move away from the Capital Region, will choose the NYSHIP plan as it is more “portable”, than MVP (Mohawk Valley Plan) or CDPHP (Capital District Physicians Health Plan). Ann Kennison or Nicole Yamin can answer specific questions regarding the difference in plans.

Gabby

THANKS

We, the TRIAD Committee, want to thank Stephanie Ferlazzo for volunteering to bring the TRIAD from CTE to the Post Office Monthly. Stephanie is a Teacher of Office Applications at Albany CTE.
Is it time for a financial tune-up?

Have you ever asked yourself these questions?

- Should I refinance my mortgage?
- Am I saving enough for my children's education?
- What is the best way to reduce my debt?
- Is my 403(b) retirement account invested properly?

If yes, you could benefit by enrolling in the Financial Counseling Program recently endorsed by NYSUT Member Benefits Corporation.

For an annual fee, you'll get unbiased, objective advice from financial professionals who do not sell any financial products. The Financial Counseling Program is provided by Stacey Braun Associates, Inc., an investment advisory company. Its certified financial planners and registered investment advisors provide fee-based professional financial counseling; they receive no commissions from mutual funds, brokerage firms, insurance companies or any other third party.

The Full-Service Financial Counseling Program includes several features. You can consult with a planner or advisor toll-free for up to six hours per year. If a planner or advisor is not available when you call, you can schedule a phone consultation at a time convenient for you.

You can request no-cost written summaries and reports on a variety of financial issues. You can receive assistance in choosing a 403(b) retirement savings program provider available through your employer, as well as assistance on reviewing your 403(b) investment selections.

You'll gain access to Stacey Braun's password-protected Web site, which is chock-full of tips, narratives, market data, quotes, charts, news, calculators, an interactive financial planner, useful Web site links and more. There's even an e-mail helpdesk where you can get answers to basic financial questions within 24 hours.

If Stacey Braun holds an educational workshop in your area, the admission fee will be waived if you wish to attend. Also, you can request an in-person consultation with a Stacey Braun planner at a mutually agreed-upon location. This service is limited to 90 minutes and carries an additional fee.

If you only desire advice regarding 403(b) retirement savings programs, the 403(b) Limited Financial Counseling Program is available at a reduced price. This option includes toll-free phone consultations to discuss 403(b) programs only (six-hour limit) and assistance in selecting a 403(b) program provider available through your employer, as well as assistance with investment allocation of 403(b) assets. Web site access, e-mail helpdesk and in-person consultations are not included in the limited plan.

For information on this and other programs, visit www.memberbenefits.nysut.org, call us at 800-626-8101 weekdays from 9 a.m. to 5 p.m., or use the Contact feature on our Web site.

The Stacey Braun Associates, Inc. Financial Counseling Program is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Under an agreement with Stacey Braun, Member Benefits has an expense reimbursement/endorsement arrangement of 10% of annual participation fees received plus $9 per direct bill participant. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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Capital Region  BOCES
Faculty Association
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PERSONNEL PERSONALS

Our condolences to Lois Abramson (TA, Retired) on the passing of her husband Morris, on November 26. Morris was confounder of the Glenville Pharmacy working there for 40 years. After retiring, he volunteered at the Schenectady Free Clinic. Morris was also a founder of the Burnt Hills /Ballston Lake School District’s Committee on Special Education. His children, Janice, Chuck, Neil and David and 9 grandchildren also survive him.

Congratulations to Marcie (Hickey) LaPlante (School Nurse, Sp. Ed.) who was married October 10th to Nick and the couple had a baby boy on December 4th - Brendan Harold LaPlante.

Congratulations to Mary (Grimmick) Fallarino (Educ. Interpreter, Sp. Ed.) on her marriage to John on May 23rd of this past year.

Our condolences to Abby Fischer (Secretary, NERIC) on the passing of her maternal grandmother December 11th. She was 84. Services took place in Canada.

Welcome back to Nancy Kosakoski (Teacher, Sp. Ed.) thanks to her speedy recovery from surgery

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

If you know a member or retiree who should be getting the TRIAD, give them this information.

TRIAD GOING GREEN
If you want to opt out of receiving a hard copy, please email Lisa Mink (lmink8@hotmail.com). Please give her your name and Chapter you belong to and your home email address.

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

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