TAKE ACTION › Demand a secretary of education that supports high-quality public schools for every student.

5 reasons why Trump pick Betsy DeVos is wrong for Secretary of Education
Posted November 30, 2016 Education Votes
By Amanda Litvinov

Last week, President-elect Donald Trump nominated as Secretary of Education Betsy DeVos, a billionaire and conservative mega-donor who has no classroom experience, and whose work in public education consists mainly of efforts to privatize it.

“In Michigan, we know firsthand how disastrous DeVos’s ideology is, as she has spent decades wielding her family’s money and influence to destroy public education and turn our schools and students over to for-profit corporations,” said Michigan Education Association President Steven Cook, who served as a paraprofessional in Lansing Public Schools for 15 years.

Elementary school teacher and NEA President Lily Eskelsen Garcia said DeVos’s work “has done more to undermine public education than support students. She has lobbied for failed schemes, like vouchers — which take away funding and local control from our public schools — to fund private schools at taxpayers’ expense. These schemes do nothing to help our most-vulnerable students while they ignore or exacerbate glaring opportunity gaps.”

Here are just five of the reasons why Betsy DeVos should never serve as the Secretary of Education:

1. Betsy DeVos has no training or experience in education.
She has never worked in a school in any capacity, and does not hold a degree in education (nor did she or her children ever attend a public school).

2. Like Donald Trump, DeVos is an ardent supporter of “school choice” privatization schemes, despite a complete lack of evidence that privatizing public schools produces better education.
In Michigan, Betsy and husband Dick DeVos have pushed for decades for so-called “choice” schemes and corporate charter schools, most of which have performed worse than the state average. They are long-time Republican party donors who support pro “school choice” candidates, and Betsy DeVos has served on the boards of two major groups leading the charge to privatize public schools.

3. DeVos has invested millions lobbying for laws that drain resources from public schools.
In 2000, Michigan voters rejected a massive effort led by Betsy and Dick DeVos to change the state’s constitution to allow private school voucher schemes that siphon money away from public schools. But Betsy DeVos has promoted these measures as chair of the American Federation for Children, and the DeVos family has spent millions to push for the expansion of vouchers in other states.

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Important Dates for 2016-2017

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<th>Exec Board NYSUT</th>
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<th>BOCES BOARD Meeting</th>
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<td>April 12, 2017</td>
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<td>June 14, 2017 Schoharie Rooms</td>
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04:15-6:00 PM 4:00 PM July 17, 2017

Chinese New Year 2017
January 28, 2017

Martin Luther King Jr. Day 2017
January 16, 2017

Capital Region BOCES Faculty Association Leadership

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<th>POSITION</th>
<th>NAME</th>
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<tr>
<td>President</td>
<td>H. Douglas Harple</td>
<td>899-1044</td>
<td>862-4776</td>
<td><a href="mailto:hdharple@msn.com">hdharple@msn.com</a></td>
</tr>
<tr>
<td>Vice President</td>
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<td><a href="mailto:sherry.karcherhewitt@gmail.com">sherry.karcherhewitt@gmail.com</a></td>
</tr>
<tr>
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<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>
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</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>224-2896</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>862-5336</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>

www.crbfa.org
4. DeVos has fought against the regulation of charter schools.

The DeVos family gave nearly $1 million to GOP lawmakers in the Michigan legislature who gutted a bill that included accountability measures for charter schools in Detroit. Those charters will not be subject to the same oversight or regulation as public schools, even though they are funded with taxpayer money, thanks largely to the DeVos family.

5. Betsy DeVos is not a good fit for a position overseeing the civil rights of all students.

Donald Trump’s nomination of DeVos is deeply concerning to many civil rights groups, because school choice schemes promote racial segregation and undercut civil rights enforcement that is routine in public schools. Corporate charter schools have higher than average teacher turnover and closure rates, which disproportionately affect students of color and low-income families.

The DeVos family’s support for anti-LGBT causes is well-documented. Since 1998, the DeVos family has given more than $6.7 million to Focus on the Family, a group that supports “conversion therapy” — a debunked theory that purports to change the sexual orientation of gay and lesbian individuals that is strongly opposed by the American Psychiatric Association, the Human Rights Campaign, and scores of other medical and civil rights organizations.

Election 2016, U.S. Secretary of Education

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News from the President

Dear Colleagues,

Happy New Year! I want to wish all of you all the best in this upcoming year. I hope your holidays were everything you wanted them to be and all your wishes for the holiday season came true. As we prepare to move forward and face all the challenges that will be presented in 2017, I hope we can find the strength and patience needed.

My holidays were very nice. I was able to spend time with friends and family I do not normally see. I especially enjoyed some time to relax and reflect on how important these people are to me. I found myself counting my blessings and thinking about how fortunate I am. I’m working, have a decent standard of living and can even afford some frills in my life. I have a family, both immediate and extended, that I would take care of and who would take care of me, if need be. And though I don’t live near my brothers and sisters, when we are together I realize that we are close. This truly is a blessing.

My life isn’t perfect and I have always worked hard for what I have. But I really don’t mind that. In fact, I am very grateful for the opportunities I have had to work hard and thereby gain some measure of success. I think that if things were just handed to me I would not have the same sense of accomplishment, nor appreciate what I have as much. For the most part, I feel I have earned what I have and take pride in that.

I am also very grateful for the help and support you have all given and continue to give to make our Faculty Association the success it is. Not only do I enjoy the work I do with the Association, but I very much enjoy the people I have had the pleasure of knowing and working with. I have made many new friends while serving as president. Definitely, this is another blessing.

Looking back, I think it was an okay year. Unfortunately with the recent national election we may find new obstacles to overcome. I am trying to be optimistic, warily optimistic. Looking forward I believe 2017 will be more difficult, given the new national leadership and anti-union sentiment that seems to prevail. I believe we will get through it and hopefully in the end stronger for it.

I know you will continue to work hard, do an outstanding job in all that you do and demonstrate, as you always do, that public union employees are many of the best employees we have in this country. I hope this New Year brings you good fortune and much happiness.

Looking forward, Doug
Dear Constituents:

The holiday season has come and gone. Everything seems to be in fast motion to me. I hope everyone had a pleasant and relaxing holiday and were able to enjoy friends and family. Before we know it, our February break will be upon us. Time keeps flying by for me. That is what happens when you are always busy with your daily routines.

The Trauma Sensitive trainings are in the process of being implemented as I write this article. The trainings will take place in our stand alone buildings. Maywood, Fulton Academy and Rotterdam I employees will receive their training from our trained staff from each building. Dr. Peter Taormina and I will be presenting the training to CTE staff during Regents week. These trainings are provided via a Health and Safety grant to NY-SUT from the New York State Department of Labor is due to the nature of the students we are presently serving. Injuries, trauma and staff’s stress levels have increased steadily over the years. Looking at the scope of what we are facing on a daily basis, the increase of quality driven trainings and understanding the ever-changing needs of our students is vital.

As you may have heard, there were two classes closed in Special Education this winter. Enrollment was not the issue, but rather the difficulty administration is facing hiring quality teaching staff to fill the open positions. The displaced staff were placed in other openings within BOCES but it is always difficult to have to make changes in the middle of the school year for both staff and students. To the particular staff members, thank you for your patience during this transition.

I want to remind staff, if you are injured by a student, accident or any other reason at your worksite, please make sure the proper paperwork is filled out by your host district and sent to our Maywood School nurse, Lisa Hatker. It is crucial that the paper trail for injuries is accurate for a possible Workers’ Compensation case or for other legal reasons. It has come to my attention that this process has not always been followed properly. Reporting of such incidents is state regulated, therefore it is very important to follow procedure.

It is that time of the year when I will be sending notification to the principals for possible candidates for the Teaching Assistant/Aide Showcase in May. If anyone is interested in participating, please let me know and I will notify the appropriate principal of your interest.

On January 21st, several members from our Association will be attending the Women’s March on Washington DC. During these uncertain political times, it is important that legislators understand the progress women have made in the last 50 years and we will be a voice to be reckoned with if there is any push back to our rights. Health care choices, equal pay, family/medical leave and safety regulations are just a few of the issues we need to continue to pursue and preserve. Remember women’s rights are human rights!

Take care everyone and remember to look out for each other. If anyone has any concerns, please contact me, I will get back to you!

In Solidarity, Colleen Condolora,
Frequently Asked Questions about Retirement for BOCES Staff

Many of your questions about retirement will be answered in the FAQs below. However, if you need further details or have other questions, please feel free to contact the following:

Benefits: @Anne Kennison  
Human Resources: @Carol Ratigan  
Payroll: @Theresa Capobianco  
Payroll: @Jacqueline Tameta

How far in advance should I begin the process of retirement?
Deciding to retire is a very personal decision and planning for such a life change differs from person-to-person. While many of the BOCES agreements do not require a minimum notification period for retirement, it is recommended that you review the applicable BOCES agreement or collective bargaining agreement you fall under to verify the minimum notification requirement. In addition, the retirement system does have a minimum requirement set forth in law from the date you file your paperwork to the date you can actually retire. It is strongly recommended that you contact the retirement system to assist with planning your retirement date.

What should my retirement date be with BOCES and the NYS Retirement System?
Employees retire from Capital Region BOCES for the purposes of receiving BOCES benefits into retirement (Example: health insurance, cash out of unused short term leave).
Employees retire from a NYS Retirement System for the purposes of receiving a defined pension benefit. In order to retire from a NYS Retirement System, you must first be off your employer’s payroll.

When selecting an actual retirement date, it is important to remember that your retirement date with Capital Region BOCES must be at least one day before your retirement date with the NYS Retirement System. (Example: My effective date of retirement with Capital Region BOCES is June 30, 2016. My effective day of retirement with the Retirement System would be July 1, 2016).

Who should I contact regarding determining when to retire?
The first step is for the employee to contact the retirement system to secure the proper date of retirement. Please visit the website listed below to arrange for a consultation:

<table>
<thead>
<tr>
<th>NYS and Local Retirement System</th>
<th>NYS Teachers Retirement System</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="http://www.osc.state.ny.us">www.osc.state.ny.us</a></td>
<td><a href="http://www.nystrs.org">www.nystrs.org</a> (800) 348-7298</td>
</tr>
</tbody>
</table>

Once this is done, the employee should notify the Human Resource division and their direct supervisor.
If you are planning to receive compensation for unused sick/short-term leave time, written notice of intention to retire and application for such compensation shall be made no later than ninety (90) calendar days preceding the effective date of retirement. In the event of significant mitigating circumstances the District Superintendent or his/her designee may waive this requirement.

What happens to my accrued vacation and short-term leave time?
Employees who worked in a position where vacation time was accrued will receive a payout of their unused vacation time when they retire. This payout occurs approximately four weeks after your last pay or retirement date, whichever is later.
Compensation for Unused Short-term Leave?

Payment for such shall be made by the BOCES in the form of an employer non-elective contribution, deposited with Voya Financial Services in a tax sheltered annuity in the name of the employee. Each bargaining unit or employment group has specific criteria for these pay-outs. If you are expecting a payout for short-term leave, please contact David Williams, Voya Financial Services at 518-738-0048 or 518-727-0288 to open your account. This payout occurs approximately four weeks after your last pay or retirement date, whichever is later.

Who should I contact for information regarding my BOCES 403B or Section 125 Plan?

Both of these plans are administered through Benetech.

The contact information is as follows:

<table>
<thead>
<tr>
<th>403B</th>
<th>Section 125 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matt Kupiec</td>
<td>Kimberly Nolan</td>
</tr>
<tr>
<td>Phone: (518) 880-4136</td>
<td>Phone: (518) 283-8500 Ext. 358</td>
</tr>
<tr>
<td>Fax: (518) 880-4137</td>
<td>Fax: (518) 880-4017</td>
</tr>
<tr>
<td><a href="mailto:mattk@benetech.cc">mattk@benetech.cc</a></td>
<td><a href="mailto:kimberlyn@benetech.cc">kimberlyn@benetech.cc</a></td>
</tr>
</tbody>
</table>

What will happen to my health insurance coverage?

As stated above, the first step is for the employee to contact the retirement system to secure the proper date of retirement. Each bargaining unit or employment group has specific language which dictates eligibility and cost of health benefits at the time of retirement. If you have not already done so, contact should be made with the Benefits Office in order to ensure there is no interruption in benefit coverage.

Internet usage in the workplace: Know your rights

Despite free speech rights guaranteed by the First Amendment, online indecency falls under general district or institutional guidelines banning inappropriate behavior both in and outside of school. Courts have rules that schools can regulate off-campus speech if such speech can be demonstrated to have a negative impact on the campus. School staff members have been dismissed and/or suspended because of the content on their social networking pages. School staff may also be held responsible for content posted about them, either by other individuals, such as students, or by organizations. It pays to protect yourself. Know your rights!

- Remember: School staff members do not have privacy when using any school technology.
- Schools can be held liable for failing to detect "indecent" material. Therefore, school staff are not guaranteed privacy when using any school technology.
- The Federal Rules of Civil Procedure require all public entities to archive electronic documents for legal proceedings. If they are unable to produce the documents, juries are permitted to assume that they contain incriminating evidence, which is why many schools archive all emails.
- Employers are not required by law to tell their employees that they are being electronically monitored. The only places where employees can expect to be free from surveillance are in bathrooms and locker rooms.
- Electronic monitoring may include video surveillance, telephone monitoring, email and voice mail monitoring, computer keystroke tracking, Internet website monitoring, location tracking in badges and satellite tracking of company vehicles. School staff are held liable for much of what they post online, but are offered minimal protection in return.
- Nearly every state imposes a "conduct unbecoming" standard on school staff behavior both inside and outside of school.
- There is no official definition for "conduct unbecoming," and local definitions are rarely consistent. What may be acceptable in California may not be acceptable in Alabama, and what may be acceptable one year may not be in subsequent years.
- Governments are able to fire employees if their speech is deemed to harm the workplace's mission and function. Most states let the local governing authority determine if harm was done.

You have the right to representation!

- If you are confronted with digital content that your administrator says is inappropriate, you should always discuss the matter with your union representative.

For more information, check out the AFT’s "School Staff Rights and Technology" brochure.
Happy New Year to All,

It is the week between Christmas and New Year, the lawns are free of snow and the temp is in the 40’s. We are happy. Just 30 miles north of here, the lawns have a foot of snow, the great lake (Sacandaga) has frozen over, ice fishermen are checking their tip ups and wind boats sail about the lake. They are happy and loving it. About 60 miles farther north, the chair lifts are busy, the slopes are groomed and skiers glide by and they too are happy. What a great place to live, this state of New York. We do realize that it all can change in just a few hours and almost certainly will before I finish writing. Living here is not boring and keeps us challenged. We are appreciative of the fine Christmas Holiday weather that made for easy travel.

Our own Christmas day was quite different from those of the past. We had the opportunity to reconnect with three generations of long lost cousins. It was enjoyable to hear stories and adventures of their lives from the past four decades. For my part, I offered ancestor history of their great and great, great grand-parents who were born in the late 1800’s. It was a bit disconcerting to realize that I was the oldest one present. How quickly the years have flown by and as one friend has said, “When did we get old?”

For the young ones at our gathering, it seemed like ancient history to know that 60 years ago there were only 48 states, that very few folks had telephones and our “flat” was heated with a coal stove.

In those days, the primary mode of transportation was walking and our world was limited to the few miles from home and within our city. Having a car was a grown up thing and some who had them, put them on blocks for the winter. Snow plows were few and the cinders used to give traction on streets, were not kind to tires. Most who drove in winter, used tire chains. In our youth, we had never imagined cell phones, microwaves or a moon landing. Life was much more labor intensive, food choices were limited and none of those in our old photo albums appeared to be overweight and were, most often, short and very thin. Those photos brought sweet memories of the family I once had and there was a momentary wish that I could just see them all again. My melancholy quickly vanished with the realization that almost all of those at our gathering exist through the miracle of life and they carry the heritage of those in the photos. How courageous that generation was to leave their homeland forever, with the hope of a better life in this place called America.

We revere their memory and we believe, as is our tradition, that our ancestors were with us in spirit enjoying the Kolendy (carols) brought from their homeland and our observance of the custom of breaking the wafer thin bread (oplatki) with each one present, giving good wishes and a hug.

It was a very fine Christmas.

As we expected, the snow has arrived and the wind chill is in the single digits. Happy winter.
The meeting opened with the Budget Presentations by Mark Jones.

**Administrative Budget:**
Salary and Benefits (Retiree included) are 65% of the budget. This includes all staff and administrators.

The increase in retirees from 2001-02 (207) to 2017-18 (499) which includes the 20 new project-ed retirees at the end of this year.

**Capital Budget:**
Rental of Facilities has an increase of $48,163. Less Admin Fees to Non-Components has decreased $27,021.

This makes the total dollar change to be $21,021 for 2017-18.

The total increase in these two budgets is .92%

**Chief Executive Officer** – John Yagielski
He handed out the Leadership outline for the Board to review. He asked if all would be available on January 5th to discuss the process for hiring a replacement for Dr. Dedrick. The handout included the timeline and the stakeholder involvement, both external and internal. This will be discussed by the board and after the meeting with their direction, John will initiate the process and contact the employee association leadership to review the process with them.

Further discussion on the possibility of an increase in salary cap for the District Superintendent ensued. Optimal outcome will be that the DS salary be 90% of the Commissioners salary. This will not happen while Cuomo is Governor.

**Personnel Items:**

**Tenure/Permanent action:**
- Mary Legnard, PT 12/02/16

**Resignations:**
- Sara Brunt, Keyboard Specialist 12/28/16
- Abigail Mouravieff-Apostol – Instructional Coach 12/04/16
- Colleen Murray, Teacher Spec. Ed. 12/19/16
- John Novak, Teaching Assistant 12/10/16
- Evan Ozmat, Teaching Assistant 12/23/16

**Retirements:**
- Jeannine Moran, Guidance Counselor 03/03/17

**Three new adult education courses offered this winter by CTE.**

Classes provide insight into welding, floral design, and refrigeration and air conditioning.

Three new courses are being launched this winter for adults interested in learning new skills.

The first program, the Eight-week Heating, Ventilation & Air Conditioning Class for Adults class (eight-weeks), starts Jan. 3rd and meets three times a week. The second class, Exploratory Welding Course for Adults (130-hour course), starts Jan. 30th and meets twice a week into the spring while the third program, Floral Design for Adults, starts Feb. 28th and meets twice weekly for six weeks.

All three programs are designed to not only provide some basic industry skills, but be informational and give students with an overview of the industries and what can be accomplished. Look for more in the future.
The Faculty Association’s Annual Children’s Christmas Party was a great success this year! There were between 20-30 children and adults at the party. Five students from Chef Rother and Chef Dolan’s Culinary Arts classes prepared and served many delicious treats and pizza.

The “made from scratch” hot chocolate was a nice touch! The children were entertained at various stations that included face painting, a Christmas tree craft, a Jingle Bell craft and letters to Santa.

While the children enjoyed rotating to the various craft stations, we were all entertained by Chuck Fuller playing holiday music on the guitar.

The party ended with a visit from Santa Claus himself. The children enjoyed sitting with him, telling him their Christmas wishes and giving him the letters they wrote earlier. Santa and his helper “Harper the Elf” were nice enough to give each child an early present too!

The event would not have been possible without the help of many volunteers from the Capital Region BOCES Faculty Association. The Social Committee would like to thank the following people for their time and effort into making this event a continued success: Carolyn & Brent Pierce, Natalie Powell, Vic & Catherine Jakway, Mary Ruby and her daughter Maddie, Andy Lockwood and Colleen Condolora. A special Thank You goes out to Chefs Rother and Dolan for providing us with the student chefs. We would like to acknowledge and thank the following students: Matt Venditti, Angela Yezz, Dejah Defreest, Abigail Grant and Vanessa Liegeot.

Thank you to everyone who attended. We hope you had fun and look forward to seeing you there next year!
Whether your struggling with a personal issue, family & relationships, financial & legal or work & career challenges, Educators' EAP can help.

Sample benefits include:

Discounts on popular wellness programs. Weight Watchers, NutriSystem, Jenny Craig, Apex Nutrition and Smokenders are some examples.

Extensive links, tools and resources to help educators deal with a variety of issues. This includes budget crises, rapidly changing technology, social media, classroom management, parental challenges and much more.

A vast array of tools and resources designed to help those providing care for a chronically ill, disabled or aging family member or friend.

A toolkit to help you cope with today’s tough financial pressures and to provide money saving resources to help you do more with less.

Online and on-site trainings. Available for both employees and supervisors on everything from stress management to effective classroom teams and managing difficult employees.

A trained response team available for immediate on-site services. This is an invaluable service in the event there is a traumatic event, such as workplace violence or the untimely death of a student or employee.

Call the toll free number: 1-800-666-5327 or 800-252-4555 or log on to the website at www.EducatorsEAP.com to access other benefits.

Reprinted from BOCES Website.

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### Souper Tuesday’s Crock Pot Barley Sausage Soup

**Ingredients**

- 2 (12-oz.) packages chicken apple sausage sliced 1-inch thick
- 1 medium onion chopped
- 1 tbsp. olive oil
- 2 cups carrots sliced
- 2 tsp. crushed fennel seeds
- 2 cloves garlic minced
- 6 cups reduced-sodium chicken broth
- 2 (15 oz.) cans white beans rinsed and drained
- 3/4 cup barley
- 1/2 cup roasted bell peppers chopped
- 2 tbsp. soy sauce
- 1 tbsp. chopped fresh oregano or 1 tsp dried oregano leaves
- Salt and pepper to taste
- fresh basil (optional) Sliced

**Directions:**

Prep time: 20 minutes, Cook time: 4½ to 5 hours Brown sausage slices and onion in oil in a large saucepan over medium heat for about 10 minutes or until sausage is browned and onion is soft. Add carrots, fennel seeds and garlic; sauté for an additional 5 minutes. Combine sausage mixture and remaining ingredients except basil in a slow cooker and cook on LOW for 4 to 5 hours. Garnish with basil before serving, if you like. Makes 6 to 8 servings.

**Nutritional Information:**

Nutrition per serving (383 g, based on 7): 310 calories, 19 g protein, 18 g total fat (4.5 g sat., 0 g trans), 22 g carbohydrate, 5 g fiber, 2 g sugar, 85 mg cholesterol, 1610 mg sodium, 7 points
You asked for it... and you got it!
Third Annual Member Appreciation Month set for February 2017

Don’t miss out... join MAP!
NYSUT Member Benefits and our endorsed program providers will once again be teaming up for the Third Annual Member Appreciation Month set for February 2017 in recognition of all you do to make NYSUT union strong.

To be eligible for these drawings, you simply need to be a member of the voluntary MAP Alert email service or sign up before January 31, 2017.

MAP Alerts are a convenient way to learn about new endorsed programs; updates to current programs; and special offers unique to MAP Alert participants -- without being inundated with emails.

Prize drawings will be held each day, with the winners announced exclusively on the Member Benefits website throughout the month of February.

Win prizes such as Best Buy, Amazon or American Express gift cards; car rental certificates; wireless speakers; an i-Pad Mini; and many more.

Last’s year Grand Prize winner received a free vacation to Orlando, FL!

We encourage you to spread the word to your colleagues about this special event. So if you see a phone call or email from us, make sure you answer it!!

For more details about this exciting event, visit the Member Benefits website at memberbenefits.nysut.org or call 800-626-8101.

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.
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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- Gretchen McDonough and Transition Class

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**Half-day education law seminar offered**

*Reprinted from BOCES Staff Website*

The Harris-Beach Law Firm will be offering a half-day education law seminar for general and special education district and school personnel on Wednesday, March 8. The event will take place in the Albany Rooms at Capital Region BOCES (900 Watervliet-Shaker Road Albany, NY 12205) from 8:30 – 12:30. There will be no charge for this offering. Coffee/Tea and light refreshments will be provided. Agenda items will be cybersecurity, transportation, DASA responsibilities and mandates and challenging student issues.

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**Useful Websites**

**Home exercise library:** Detailed instructions for hundreds of exercises. Select by muscle group, fitness level, equipment needed (many require nothing special) or level of difficulty. Workout plans are included. [HomeGym-Exercises.com](http://HomeGym-Exercises.com)

**Free film shorts:** Choose among animation, comedy, documentary, drama, and sci-fi genres. Films are from five to 20 minutes long. [ShortOfTheWeek.com](http://ShortOfTheWeek.com)

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**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

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