We marched in Albany and Utica. We marched in New York City and Glens Falls. We rallied in Buffalo, the Adirondacks and Seneca Falls. On the first anniversary of the ground-breaking Women’s Marches of 2017 this past weekend, NYSUT members raised their voices in solidarity at events statewide, speaking out against injustice, and reaffirming the strength of women, the labor movement and the power of an engaged and informed electorate.

Jolene DiBrango, NYSUT executive vice president and chair of the NYSUT Women’s Committee, rallied in Utica carrying a “Together We Rise!” placard. “I’m proud to march with women across the nation and the world to support women’s rights, and equity and opportunity for all,” she said. “It was an inspiring and energizing experience.”

Members of the NYSUT Women’s Committee planning group sewed and distributed to Albany marchers pink, fleece gloves featuring the committee logo and the words “Union Proud, Union Strong.” A hand-painted, canvas banner, similarly emblazoned, further marked the group’s participation.

“I attended the Washington march last year and it was so inspiring — I wouldn’t miss this,” said Eileen Landy, United University Professions’ former statewide secretary, who rallied in Albany. “If it wasn’t for women, we wouldn’t be here. Hopefully, this movement will bring some success in the midterm elections.”

Meg Sapia, a teaching assistant and Niskayuna Educational Support Personnel Association member, attended the Boston women’s march last year and felt marching again in Albany was important. “Environmental regulations have been turned back and I believe they’re important to defend,” said Sapia, who also supports a more welcoming immigration policy and felt the recently passed federal tax bill favored the rich.

Women’s marches took place in 10 New York State communities in January.
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>
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<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>
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<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>
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<td>April 11, 2018</td>
<td>April 18, 2018 CTE Dining Room</td>
<td>April 24, 2018</td>
<td>April 11 – Annual Mtg. April 16 - Board</td>
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<tr>
<td>May 2, 2018</td>
<td>May 16, 2018 CTE Dining Room 04:15-6:00 PM</td>
<td>May 22, 2018</td>
<td>May 21</td>
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SAVE THE DATE’S

Capital Region BOCES Spring Prom
May 18, 2018
TA Showcase
May 24, 2018
Celebration Bash
May 31st at the Mohawk River Country Club

SRP Recognition Dates

National School Breakfast Week: March 5-9 2018
National Administrative Professionals Day: April 25 2018
National School Lunch Hero Day: May 4 2018
National Nurses Week: May 6-12 2018
National School Nurse Day: May 9 2018

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>
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<tbody>
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<tr>
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</tr>
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<td>421-3446</td>
<td><a href="mailto:Kris10Lashway@gmail.com">Kris10Lashway@gmail.com</a></td>
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www.crbfa.org
The day came when my siblings and I had to make the decision to put our parent in a nursing home. This was not an assisted living facility but one for chronic care. There are only what I would say are a handful of nursing care facilities in the capital region. Getting a bed in a preferred area is not easy unless they are able to “private pay.”

My parent has been in a nursing care facility for over four years now. Every day is a precious gift. Needs change and so does my involvement. I am the Power of Attorney and the voice for continued care. The paperwork, phone calls and meetings can be overwhelming but are necessary. I have the support and involvement of my siblings and extended family. If at all possible, list a second or third person to retrieve information from the facility.

How many of us have aging parents and are facing or may face the same situation? My generation of baby boomers are retired or are close to it. Still, retired or not, many of us may have another full-time job of taking care of aging parents like me at home or in facilities.

I can pass along some advice from what I have learned. Be prepared. Look for health changes in parents or loved ones. Stay involved with doctors and the health care decisions that need to be made. Write down your questions and ask them. Health care providers can almost predict what to expect down the road. Keeping aging parents in the home they have had for many years can be a safety hazard and even life threatening. When a loved one is in a hospital and long-term care is recommended and agreed to the patient is allotted the first available bed. This can be many miles away. You can request a change of location closer to home but that can take months and even up to years. I have been waiting on and off four years now.

Look into home care, assisted living facilities and nursing homes. These sites can be found online and under Medicaid to view their ratings. A location with a poor rating is not a facility you want to consider and check the ratings often. Read the reviews from others. These are not just opinions, these are facts that matter!

Don’t wait until you have no choice. Make phone calls, make visits. Many places welcome visitors and medical files can be sent ahead of time for review. Not every place you may visit is going to feel like the” right one.” Your comfort level will bring you peace of mind so you don’t worry every minute or feel guilty about removing a loved one from their home. Residents have phones in their rooms. A call is always welcome.

Keep family involved. Reach out for help. Don’t feel like all of this is falling on your shoulders alone. My family takes turns making visits, getting laundry to me, stays in communication with administration, activities, dietary, social workers, nursing staff and even go to medical and dental appointments. Keep an on-going notebook or steno pad when you talk on the phone or have meetings in person. Keep good notes; who, what, when, where and why’s are important as are the names of people that you are talking with. A paper trail is a wonderful thing. You’d be surprised how important that becomes when trying to make something happen.

File paperwork. When a document or bill is needed it has to be handy instead of searching through stacks of mail. Save as much as you have to including bank statements, deeds, wills, burial information, military paperwork, Social Security statements, life insurance, nursing home bills, tax statements, pharmaceutical summaries, DNR (Do Not Resuscitate) orders and so much more. I have a fire proof file cabinet and I have given copies of documents to my brother. I file paperwork every month, believe me it piles up fast.

Look for Part 2 (bed rails in nursing homes, what you need to know) in your “Healthy Living” section of the March TRIAD.
Dear Constituents:

As we head into February break, which I am looking forward to as I am sure you are too, I want to wish everyone a wonderful break filled with fun and relaxation. This school year seems to be flying by so quickly, I can hardly believe it is February already.

I sent out a request to the Special Education and Career and Technical principals to select candidates for the TA ShowCase being held on May 24th, at Educational Support Services from 3:00 to 4:30 PM. I will be reaching out to staff shortly to ask if you want to be a participant. If anyone wants to participate, please do not hesitate to contact me at 518-265-2358 or through email at colleen.condolora@aol.com. Although, I will be having surgery on May 7th and will be out for four to six weeks, I will be attending the ShowCase. Nothing will keep me away from highlighting the exemplary achievements and contributions Teaching Assistants and Aides give to their classrooms. I will just be walking a little slower and avoiding lifting anything heavy. I look forward to speaking with prospective candidates soon.

Getting on the pulpit and preaching has never been my style but I feel strongly that something needs to be said. It has come to my attention that the proverbial rumor mill continues to cause harm for staff. Supporting your co-workers is an essential part of our job. Spreading false rumors and trying to ruin a person’s career is unprofessional and should never be tolerated. Rumors are just that, rumors. They have a negative impact on the learning environment and are detrimental to those involved and to students. Students always know when people are being unkind to one another. Please “THINK” before you speak! Ask yourself first. T- is it true, H- is it helpful, I- is it inspiring, N- is it necessary, K- is it kind? Please if you are not part of the solution then you are part of the problem.

At several meetings in the past few weeks, mentoring has come up. You may not be aware, I designed a Mentoring program for Teaching Assistants a few years ago. Unfortunately, it never got off the ground due to lack of funds and administrative changes. I brought the subject back up and still the same scenario occurs. We don’t have money for stipends for the mentors. My solution is to bring this to the table when we negotiate our new contract which expires in June, 2019. This may be the only way to give this the attention it deserves. I feel strongly, new hires deserve to have their voices and concerns heard and an avenue to ask pertinent questions. Being baptized by fire is never a good way to begin a new job. Since our contract negotiations will be here before we know it, I will be assembling a quality team and will plan on sending out a survey to our Chapter.

In closing, I hope everyone enjoyed their February break and found some time for fun and relaxation. If you have any concerns, please do not hesitate to contact me. I am always available to field your questions.

In Solidarity, Colleen Condolora

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**ORIGINS OF BLACK HISTORY MONTH**

Black History Month is an annual celebration of achievements by African Americans and a time for recognizing the central role of blacks in U.S. history. The event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by black Americans and other peoples of African descent.

Known today as the Association for the Study of African American Life and History (ASALH), the group sponsored a national Negro History week in 1926, choosing the second week of February to coincide with the birthdays of Abraham Lincoln and Frederick Douglass. The event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.
Greetings Frozen Friends in the North and South Lands,

We all have had our share of the wonders and woes of winter. While at the moment we are basking in above freezing temperatures, we do have two more months of winter ahead.

Reflecting on the past month, the days were not as dire as they had seemed to be at the time. I am fairly certain that each of you has a memory of feeling totally helpless in a situation. For those of us in our 7th, 8th or 9th decade of life, we have learned that we are not as invincible or as enthusiastic as we once were, to meet the challenges life bestows on us. It is a difficult reality to accept.

Although it was a ridiculous thought, my adventure began when it appeared that my electronics were conspiring against me. It started with my TV presenting me with a black screen, which did not respond to any of my efforts. This was followed by my fruitless attempts to successfully program the digital receivers provided a few days earlier by my cable carrier. We were further boondoggled in our attempt to leave home by a garage door that refused to fully open. Then, as predicted, freezing rains and snow added to our imprisonment. What next, thought I? Joining the fray was the defunct battery in my cordless phone, which was then followed by a mouse that refused to respond without being fed a new battery. A feeling of panic began to set in. I was isolated from the rest of the world. Lord, I prayed, please keep my furnace running, and He has.

Eventually, calm prevailed and with memories of the ice storm of 2008, when power was out for a week, I turned to my vintage, rotary, land line phone and my vintage radio that only needed to be plugged in and turned on, to work. No attachments of any kind needed, not even an antennae. Laurels to Mr. Edison, to Mr. Westinghouse or who ever invented it. It had been the primary source of news for 70 or more years.

Within a few days, a friend was able to come over and muscle up the door, granting me freedom. The roads and driveway were cleared by then and I could rejoin the world. My new cordless phone has been programmed and a new TV awaits unpacking by someone with longer and stronger arms than mine. In a few day a repair person will tackle the garage door and the following day, a cable company expert will program the receivers. In the meantime, I will listen to my ancient radio and enjoy the warmth of the sun while chopping ice and clearing snow. We do wish all the work could be completed immediately but each repair will be more appreciated when it is.

No doubt, many of you have stories to tell of your own experiences with the intense weather phenomena we have recently seen. We would love to hear of them and share them will our readers if you would like. My phone # is at the top of this page and e-mail is on the last page. We hope you all are healthy and doing well.
Meeting opened at 5:00 PM with a presentation on **Special Ed Redesign Report** by Lynn Wells and Dr. Rita Levay.

Status at present:
- Fontis and Pinnel three times a year
- 3rd Literacy Coach hired
- Behavior Specialist hired, interviewing for more
- Clear procedures and guidelines for time out rooms
- Move away from restraint
- Leadership: Core principles; every conference is professional development; lifelong learning; focus on students and the support they need; we provide guidance for our work
- “who we serve; who should we serve; who can we serve”
- OASES – have 12 students to start this program
- TEACCH – national and regionally recognized program
- 6 classrooms in fall; by 2020 hope to have a model program at BOCES that districts want to send their students.
- Principals need to be instructional leaders, it is now part of their professional development plan.
- New assessments are being purchased for speech, OT, PT and SW.
- Budget designed to support new programs
- Expanded strands – MH, Autism, Medically Fragile all supported by TEACCH method
- Intensive PD to design three model programs

**Q** – Do we have good nurses present in buildings to stay with students in emergencies?
**A** – Someone the student knows from BOCES stays with any child that goes to hospital

Anita stated that she has not met a more committed person than Rita LeVay and is grateful she is here. Thank you for working so well with everyone and unions.

**Q** – Is it a problem finding behavior specialist?
**A** – Very much – we interviewed some that thought they were specialist and were not.

**Q** – Is there anything related to English as a second language students?
**A** – We do not have any that qualify at this time – may have some coming in later. We will have IEP’s translated to language of parents

**Q** – How do we help District CSE’s understand the new redesign?
**A** – Anita and Riva are working with CSE’s at monthly meetings understand the changes.

**Q** – Why weren’t Board Members included in the Redesign of Special Ed?
No answer to this Question

**Educational Support Services** BUDGET presentation by Lynn Wells
- There are 49.2 Full Time Employees; Salaries – 28%; benefits – 11%
- Some Highlights:
  - 13 districts participated in Regional Summer School
  - 323 instructional professional development training in building last year
Anita – Capital Region BOCES will have a huge role in rolling out the standards across the state

**Career Education and Technology** BUDGET presentation by Valarie Kelsey
- Salaries are 45.7% of budget
- Currently there are 1036 students, 28 districts, 33 CTE Programs at three main sites
- Over 300 businesses on advisory group; 17 business advisory panels
BOCES Board Meeting NOTES
January 18, 2018—Notes by Susan Kusalonis

- 18 of 20 fastest growing occupations within next decade will require Tech Ed
- New in 2018-19 – Engineering Tech and Pet Tech
- Create a steady pipeline of technicians for careers in the US, upon completion of course, student will have an interview with Global Foundries
- Federal Program Job growth 12.4% through 2026
- Eliminating Floral Design – downward growth
- Alternative Energy (redesign – hold for one year)

Pet Tech – designed for Special Ed for first year; Regular 101 students in the second year, Mohonasen class with lab at CTE in third year. Job growth 20% through 2026

Greetings from Retirement Land!
George Lorang (Retired Special Ed Teacher)

I have been retired now for about two and a half years. Wow! Where does the time go! I am having the time of my life. I have a lot of activities that I am involved in. So, since my wife, Kim, who is seven years younger than me and is not retired, one of my activities is to stay out of her way.

Let me say that while I write here about myself, I can only give thanks to many sources that have made this possible. The union has made this possible along with BOCES for the wonderful benefits and experiences I have had along the way. I must also thank my classroom staff for making the daily routine joyful and easier, which stretched back 22 years (I was a late public school bloomer).

I have had a chance to do some volunteering. However, one of my most rewarding things I do is tutor math at Schenectady County Community College. While it is very part-time (16 hours a week) it ranks as one of the best educational experiences I have had. Two tutors are scheduled at a time and we sit in a room called the Math Lab. And we wait, sometimes not very long. Students just pop in without appointments usually around their class schedules. They come in asking, sometimes pleading, for help. What a difference! Students who are not grumbling because they have to learn math. They may not love math but they know they need it to succeed.

And these are not just kids. We have people up into their 60’s taking courses at SCCC. They try hard and are so grateful when they “get it”.

I am still heavily into tennis and something called pickleball (look it up, it is fun). My wife is a fencer (nationally ranked in her age bracket). We go to tournaments across the country and participate. I earned a medal at the Empire State Games which entitled me to go to the National Senior Games held last year in Birmingham, Alabama. Kim’s tournaments have been in Dallas, San Jose, and Salt Lake City to name a few places. We make family vacations out of these.

I had also worked for years in the restaurant and retail industries (reasons for my late educational blooming) and if had remained in those industries I would still be working full time to this day without much hope of retirement or a secure pension.

All parts of my BOCES experience (union, administration, and personnel), and good health have allowed me to have this wonderful retirement, I wish these blessings on all of you. You are all the BEST!

George

P.S. Don’t burn your sick days. You can get a HUGE chunk of cash as a buyout when you retire for unused days.

02/18—Page 7
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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**Things you might want to do**

**Icy pastimes:** Ice-skating howtos – ThroughtCo.com (search “Ice Skate”)…ice-fishing smarts—TakeMeFishing.org/ice-fishing…professional hockey information—NHL.com…curling basics—TryCurling.com

**Out-of-the-ordinary travel ideas:** Culinary or cultural destinations…family vacations…girlfriend getaways…”man-cations”…etc. iExplore.com

**Digital shorthand:** HAK? PAW? YMMD? Learn the latest Internet and text-messaging lingo. Smart-Words.org (click on “Tex Abbreviations”)

**Festival finder:** Search by category (food, music, seasonal, etc.), date and/or location. Includes events in the US and abroad. EverFest.com/find

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

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