



Volume: 5 Number 5 January 2017

“Using a democratic structure, SABEA supports student success and works toward improving the professional, economic, and personal lives of our members and families.

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**NOTE FROM PRESIDENT RUTH SHIPPEE:
“THEY DID, WE SHOULD, WE WILL”**

Union Brothers and Sisters, Active Current Members and Retirees,

Welcome to a New Year! 2017 will be unique in so many ways. “The times they are a changing.” Our lawmakers are back in Albany and DC feeling that the same old ways may not be good enough while others are trying to push items through quickly and think that their constituents will not notice their actions. Governor Cuomo is attempting to reach out the various regions of the state by moving his state of the state speech to a half dozen spots around the state rather than in our capital. President Elect Trump’s inauguration on Friday, January 20 continues to be divisive for our country.

Now is **NOT** the time to sit back and not speak your feelings about issues of our day at the local, state and federal level. Now **IS** the time for you to decide what direction you want America, the greatest country, to go in. You may or may not be in agreement with our leaders: they need to hear from EACH AND EVERYONE OF US. If we as citizens do not speak out, how are they to know they are doing well or they need to change direction?

"It's too hard" or *"they are important and I am only a regular person"* just doesn't cut it anymore. *"I'm too busy"* or *"I don't know how to reach them"* is also not a reason. Everyone one of us has a few minutes in our day to reach out to their offices. Let me take these reasons apart so by the beginning of February, every SABEA member has taken the opportunity to make their voices, *union voices*, retired and active members, heard.

- *"It's too hard"* and *"I don't know how to reach them"* roll into the same.
 - Each of our state and federal lawmakers have regional offices and websites that list email and phone numbers. The following are websites where you can find your person. For State Assembly go to: <http://assembly.state.ny.us/mem/> For New York State Senate: <https://www.nysenate.gov/senators-committees> Governor Andrew Cuomo can be reached at: <https://www.governor.ny.gov/content/governor-contact-form> NYS Commissioner of Education Elia's site is: <http://www.nysed.gov/> To contact your Congress person go to: <https://www.govtrack.us/congress/members/map> which lets you put in your address and you will get your two Senators and your House of Representative member.
 - From my experiences, any of these offices have been courteous in taking my personal information (on line or over the phone and in person at their offices) so that they know what groups I am a part of AND then, they ask why I have contacted them, if it is an issue, if I have a solution and am thanked for contacting them. I haven't always talked directly to the elected official but the information gathered in these phone calls, emails, letters and visits DO ABSOLUTELY make a difference to what our officials do when they are in chambers. As I told my Participation in Government students, you have a responsibility as a citizen to contact these people.
 - OK, so these 2 problems are eliminated.

- *"They are important and I am only a regular person"*
 - **SAY WHAT???????** You are how they got where they are. You had a hand in electing, selecting, and choosing them. Every single representative at every level could not be where they are if the voting public had not supported their campaigns.
 - They, those elected officials, need to know that you, as their employer expect certain things from them. You need to let them know how you expect them to act and vote on the issues. Those officials are obligated to answer to us for their actions; if they do not do what we ask, they know they will be voted out. Please regard your role as citizen in the right light- you are in the driver's seat. Select our path with your contacts with our legislature.

- *"I'm too busy"*
 - Again, **'SAY WHAT???????'**

- I can think of few if any people who could not take 20 minutes a week or even a month total to contact their State Assembly person, State Senator in Albany, US House of Representative, both US Senators, and possibly our State Governor, State Commissioner of Education, and President. Especially in the age of emails and websites--- we each have to give a care and do this.
- Set up a calendar for yourself to remind you: New York State law makers will be focusing on the state budget for the next few months and possibly tying some non-budget items in at the same time. See what they are up to and give them guidance. After that, general legislation will be occurring. For Congress, keep track of what they will be debating and let your voice be heard.

➤ ***"BUT I NEVER HAVE"***

- ***BUT*** you can. Get started and make your voice heard, our collective voice!

This is our time to make our voices heard. We can no longer sit and hope others do something for us. Only we know how we feel on the issues. Don't be waiting.

As part of my action, I will be joining with some of our union sisters and brothers will be participating in the Women's March in Washington on January 21. There are so many issues that are women's and everyone's issues that we need to start making sure we use our voices.

Here's to making **2017 the year we said we should and we do!** Post on our FACEBOOK page when you have made contact with our lawmakers or email SABEA.NYSUT@gmail.com so we can celebrate you taking action.

In solidarity-

Ruth

SABEA President

SABEA.NYSUT@gmail.com

Sunshine Club Report

Keep these SABEA members in mind both for support and in joys!
Let Laura at sunshineclublaura@hotmail.com know about any life events: she would rather hear multiple times than not recognize and reach out to people. This also includes information regarding our many retirees!

December 2016

CONGRATULATIONS!

Nancy VanVoast: Welcomes a granddaughter
Owen Landry: Welcomed a new baby

GET WELL

Deb Bardin: Had surgery

WE ARE SO SORRY FOR YOUR LOSS

Tom Coffinger: Passed away



UNION REPRESENTATION

As an employee, you may have a right to the presence and counsel of

a union representative at a meeting where your conduct is being questioned and you reasonably believe disciplinary action may result. If you are in doubt about whether you are entitled to union representation, ask for it anyway.

This year's reps are:

SAEC:

<i>Michele Morris</i>	<i>321-4552</i>	<i>mmorrisunion@gmail.com</i>
<i>Lisa Colvin</i>	<i>260-9994</i>	<i>colv77@yahoo.com</i>
<i>Owen Landrey</i>	<i>914-772-7669</i>	<i>owenlandrey@gmail.com</i>
<i>Keaysie Carpenter</i>	<i>681-6822</i>	<i>misskeaysie@gmail.com</i>
<i>Jim Blakey</i>	<i>793-1416</i>	<i>jblakely8615@roadrunner.com</i>

Gick Road:

<i>Chris Guenther</i>	<i>cgguenther01@gmail.com</i>
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Itinerants:

<i>Terry LaNoir</i>	<i>796-3154</i>	<i>tdlanoir@gmail.com</i>
<i>Deena Pearlee</i>	<i>307-3619</i>	<i>dctracy73@yahoo.com</i>

Myers:

<i>Paul Cerone</i>	<i>583-9935</i>	<i>pcerone@gmail.com</i>
<i>Jane Amorosi</i>	<i>355-8576</i>	<i>janie64@nycap.rr.com</i>
<i>Mary Moyles</i>	<i>322-1273</i>	<i>shamrocks2@aol.com</i>
<i>Kim Weaver</i>	<i>884-8153</i>	<i>kweav60@gmail.com</i>
<i>Linda Parker</i>	<i>232-0985</i>	<i>waystation1977@gmail.com</i>

SSTLC:

<i>Mike Dinsmore</i>	<i>683-8712</i>	<i>md1093@yahoo.com</i>
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WSTLC:

<i>Nancy VanVoast</i>	<i>496-5958</i>	<i>nvsquare@gmail.com</i>
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Retiree

<i>Stephanie Pischel</i>	<i>355-0360</i>	<i>spischel@netzero.net</i>
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SABEA Members: Bulletin Board

This feature contains information about things members are doing. This may include items like bands they play in or plays they are a part of. Kicking off businesses could also be included. Send your information by the 2nd week of the month to SunshineClubLaura@hotmail.com to be included in the newsletter. Items may also be added to our FACEBOOK page so send in the information.

- **Doggie Treats!** Homemade dog treats with no added preservatives. Contact Nicole Mabey at buddysbarkery1@gmail.com or 518-321-6274
- **Arbonne:** Tracey Rockenstyre is your independent consultant for Arbonne international, a health and wellness company. Here's a link to her website: www.bit.ly/tracyrock also have a fb biz page: @trockarbonne



Food for Thought: Creamed Swiss Chard

Ingredients

- 1 large bunch rainbow Swiss chard, stemmed, leaves coarsely chopped
- 1/2 red onion, diced
- 6 tablespoons reduced-fat cream cheese
- 1/4 teaspoon freshly grated nutmeg
- Kosher salt and freshly ground black pepper
- 2 tablespoons chopped toasted pine nuts



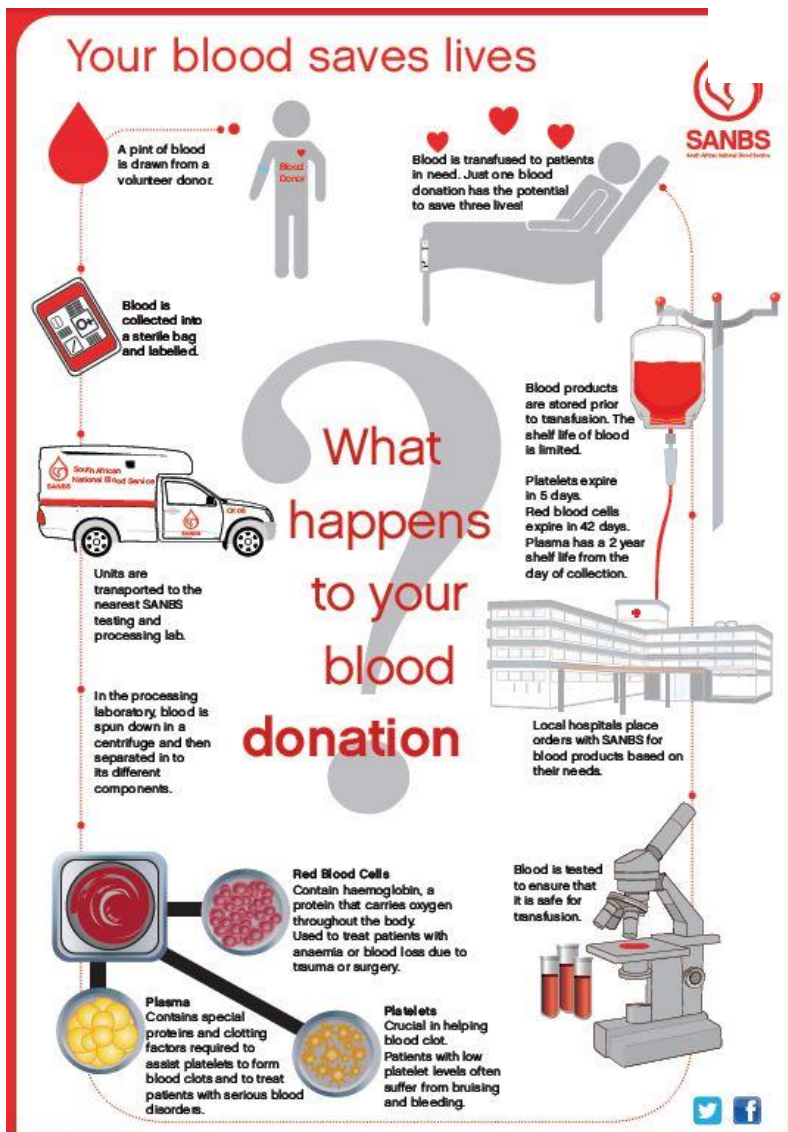
Directions

Combine the Swiss chard, onions and 1/2 cup water in a large pot. Bring to a simmer over high heat, lower the heat to medium, cover and cook, stirring frequently, until the chard is very tender, about 15 minutes.

Meanwhile, combine the cream cheese, nutmeg and 1/4 cup water in a medium saucepan. Place over medium heat and cook, whisking frequently, until the cheese melts and the mixture just bubbles around the edges. With a slotted spoon, transfer the chard to the pan with the cheese mixture (leave any excess liquid in the pot). Mix well and season with salt and pepper. Garnish with the pine nuts.



January is National Blood Donation Month



Why is it important to be a regular donor?

- Research has shown that SANBS requires more regular blood donors to consistently meet the country's demand for this precious resource. Regular donors are encouraged to donate blood every 56 days or a minimum of three times a year.
- Regular blood donors are the safest donors, because their blood is tested regularly and proven to be safe. They are also more familiar with the SANBS's education processes.

Blood Facts

- Every two seconds someone in the U.S. needs blood.
- Approximately 36,000 units of red blood cells are needed every day in the U.S.
- Nearly 7,000 units of platelets and 10,000 units of plasma are needed daily in the U.S.
- Nearly 21 million blood components are transfused each year in the U.S.
- The average red blood cell transfusion is approximately 3 pints.
- The blood type most often requested by hospitals is type O.

Legal plan updates

Didn't get in to do your paperwork for your will, etc.? Don't worry, there is still time.

Steps:

- 1. Take form that is on our SABEA website**
http://sabea.ny.aft.org/files/legal_security_package_questionnaire.pdf
- 2. Complete for yourself and your spouse/significant other**
- 3. Mail to address on back page of packet**
- 4. When completed documents arrive to you in the mail, take to one of the lawyers listed and they will witness your signing (at no charge)**
- 5. And you and your loved ones will have peace of mind.**

Don't wait-- too many of our members have been in a situation where they wished they had done this. This service is at no additional cost to you and would cost you several 100's of dollars if you went to have these documents completed outside of the legal plan.

Saratoga Adirondack BOCES Employee Association

TO ALL SABEA ACTIVE MEMBERS

RE: Stacey Braun Associates, the provider of our Financial Planning Benefit.

The SABEA provides a Financial Counseling Program to all members. This NYSUT Member Benefits endorsed Program is designed to provide you with a personal review of your finances, to help answer your financial questions and/or assist you with the development of a financial strategy.

A Certified Financial Planner from Stacey Braun Associates will be **holding consultations from 1pm – 6pm on the following days:**

Feb. 28th – Myers Center: 15 Henning Road, Saratoga Springs NY 12866
Mar. 14th – SAEC: 1051 Dix Ave, Hudson Falls, NY 12839
Apr. 11th - Myers Center: 15 Henning Road, Saratoga Springs NY 12866
May. 9th - SAEC: 1051 Dix Ave, Hudson Falls, NY 12839
June. 12th - Myers Center: 15 Henning Road, Saratoga Springs NY 12866

Call Stacey Braun Assoc. at [\(888\) 949-1925](tel:8889491925) to make an appointment today!! Spouses, significant others and family can attend appointments.

Topics you might want to cover in your confidential review can include:

- Retirement
- Debt Management
- Budgeting
- Investments (403b, etc.)
- Estates
- Elder Care
- Education Funding Method
- Refinancing
- Financial “second opinion”
- Life, Disability, Long Term Care Insurance
- Any other financial topic

Remember, these services are paid by the SABEA and are free to you as active SABEA members!!

Stacey Braun Planners are prohibited from selling investment or insurance products. Further, they have no affiliation with any 403(b) provider!

If none of the dates listed are convenient for you, you should still contact Stacey Braun Associates, as other arrangements can be made.

Woman’s march



On January 21, 2017 10 am we will unite in Washington, DC for the Women’s March on Washington. We stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families -- recognizing that our vibrant and diverse communities are the strength of our country.

The rhetoric of the past election cycle has insulted, demonized, and threatened many of us-- women, immigrants of all statuses, those with diverse religious faiths particularly Muslim, people who identify as LGBTQIA, Native and Indigenous people, Black and Brown people,

people with disabilities, the economically impoverished and survivors of sexual assault. We are confronted with the question of how to move forward in the face of national and international concern and fear.

In the spirit of democracy and honoring the champions of human rights, dignity, and justice who have come before us, we join in diversity to show our presence in numbers too great to ignore. The Women's March on Washington will send a bold message to our new administration on their first day in office, and to the world that women's rights are human rights. We stand together, recognizing that defending the most marginalized among us is defending all of us.

We support the advocacy and resistance movements that reflect our multiple and intersecting identities. We call on all defenders of human rights to join us. This march is the first step towards unifying our communities, grounded in new relationships, to create change from the grassroots level up. We will not rest until women have parity and equity at all levels of leadership in society. We work peacefully while recognizing there is no true peace without justice and equity for all. HEAR OUR VOICE.

Reserve your seat on the bus at: <http://myemail.constantcontact.com/Binghamton--Ithaca--1-21-Women-s-March-on-Washington-BUSES--Leave-and-come-back-the-same-day---Click-below-to-reserve-before-the.html?soid=1115118849515&aid=8gdJmFnbUY>

1st Vice President's Report: Jo James

Negotiation Update

SABEA met with BOCES on January 9 to exchange and discuss proposals. The next meeting is scheduled for January 16.

Team Members

Sandie Carner-Shafran
Jim Greene - NYSUT Labor Relations Specialist
Jo James - SABEA 1st VP/Chief Negotiator
Isaac Labish - Retiree
Owen Landrey
Nicole Maybe - SABEA VP
Ruth Shippee - SABEA President
Greg VanDusen - CTE
Deb Viehman - SABEA 2nd VP/Chief Negotiator

Executive Vice President: Nicole Mabey

January 11, 2017

Each month I try to either share some important news from NYSUT or to entice you to become an active union member. This month I would like to challenge all of you to activate your inner union. If you haven't made a new year's resolution, maybe this is just what you need.

As a union member, you are part of a community dedicated to each other and to making the world a better place. The union's collective strength supports you — and you strengthen the union through your member support, activism, and community service. For example, did you know that SABEA members volunteer at the Open Door Soup Kitchen in Glens Falls? Just this past Monday Karen Monastero, Jane Scanlan, and I volunteered to serve dinner. It was really heartwarming to help those in our community who are less fortunate. Would you like to volunteer yourself, a co-worker, a family member, or a friend to volunteer at the Open Door? Food service is not your bag? How about coming to a monthly union meeting? Your representative offers the opportunity to meet every month and would like to hand deliver the latest news and chat with you about how things are going.

Our union is a powerful force for good both in our workplace and in our community. As a union, we are advocates for members, students and the communities that we serve. Whether you know it or not, you're part of a union family dedicated to social justice. So what's your new year's resolution?

TREASURER: PENNY MARSHALL: To everyone getting a 1099 (for people that received a stipend over \$600 for the year), I received notification from our accountant today they are done and will be mailed out to you on 1/6/17.

CONFERENCES!!

Leadership Institute Winter Session: February 2-4 – Saratoga Springs

Local & Retiree Council Presidents Conference: April 6-7 – New York City

Representative Assembly: April 7-9 – New York City

[Health & Safety Conference](#): March 3-4 – Saratoga Springs

Professional Issues Forum on Health Care: April 22 – Latham

Local Action Project Conference (LAP): July 10-14 – Saratoga Springs

SRP Leadership Conference: October 20-22 – Albany

Community College Conference: October 27-29 - Saratoga Springs

NYSUT News

- **AFT President Randi Weingarten** will give a speech on the path forward for public education at the National Press Club in Washington, D.C., on Jan. 9. That evening, she will host a telephone town hall discussion with AFT program and policy council members on a number of actions taking place this month and the AFT's role in each. She will also participate in a telephone town hall discussion with Sen. Elizabeth Warren (D-Mass.) on protecting the Consumer Financial Protection Bureau and fighting the nomination of Steven Mnuchin to head the Treasury Department. On Jan. 11, Weingarten will host a telephone town hall discussion with AFT leaders on a number of actions taking place this month and the AFT's role in each.
- **AFT Secretary-Treasurer Lorretta Johnson** will attend Weingarten's speech on the path forward for public education at the National Press Club in Washington, D.C., on Jan. 9. From Jan. 11-13, she will attend the Metropolitan Baltimore Council AFL-CIO Unions Annual Leadership Conference in Atlantic City, N.J.
- **AFT Executive Vice President Mary Cathryn Ricker** will speak at a meeting of the U.S. Department of Education's National English Language Learner Roundtable (the main organizations working on behalf of ELLs) on Jan. 9 at AFT headquarters in Washington, D.C. Also that day, she will attend Weingarten's speech on the path forward for public education at the National Press Club in Washington, D.C.

Wondering about a different car insurance carrier? Buying a new sound system? Ordering flowers? Go to <http://memberbenefits.nysut.org/> to see all the great discounts available for SABEA/NYSUT members. This is for actives and retirees. Make use of one of the many union benefits that you have.

TCI Trainings:

Members have expressed concern regarding the form sent regarding your physical condition that prevents you from doing physical restraints. An employer does have the right to know a certified physician does not feel you should be doing an aspect of your job.

When completing the form, you do have options.

- ✓ You do not have to give your physician permission to release your information to the BOCES. That could give more information than you are comfortable releasing about your records
- ✓ The bottom portion does need to be completed. Fax, email, mail or drop the form in person for your doctor. Keep a blank copy for the next round if that makes it easier for you and your physician)
 - Have her/him complete the bottom portion to the best of his/her ability. Many may not understand what is being asked so you could add a note that this is for physically restraining an escalated child.
 - Many doctor's offices will not require you to visit to complete- ask and let them know you will be required to have this completed twice per year.

NYSUT Health & Safety: Ideas and Conference

Among the many resources that NYSUT offers is its Health and Safety Programs. They have many very useful fact sheets and ideas that can help you in the workplace. They cover many topics from chemicals, to lighting, to physical conditions of workplaces and student violence. Go to NYSUT.org and click link to Health and Safety at the bottom.

Also, on March 3-4, 2017 is the Health and & Safety Conference held in Saratoga Springs This one of the best conferences and offers a little something for everyone, regardless of your job title.

Workshop highlights include:

- ✓ **Trauma and its impact on the School environment**
- ✓ **Workplace bullying and harassment**
- ✓ **Advocating for injured workers**
- ✓ **How to conduct a building walk-through**
- ✓ **Cyberbullying**
- ✓ **Indoor environmental quality**
- ✓ **Science lab safety**
- ✓ **Workplace violence prevention**

Deadline for registration is January 27, 2017 so let Ruth Shippee now right away if you are interested so she can get you registered. There is a fee of \$175 for commuters that SABEA would pay. You could go for either days or just Saturday.

Come check it out.

LAP: Local Action Project

SABEA is applying for a NYSUT grant called LAP (Local Action Project). It is a three year program to help local unions increase member engagement, build community support to achieve results in providing quality public education, contracts, school budget votes and more. Lap has a track record of success in helping locals become highly effective by developing a strategic plan to move your local forward.

If we are selected, SABEA will have to create a core team that will work closely with our LRS (Labor Relations Specialist) to develop our plan. The training sessions occur each year the week after the 4th of July, this year it will be July 10-14 at the Gideon Putnam Hotel in Saratoga. As part of the plan, NYSUT provides assistance in planning and funding of some of our projects.

As we develop our team, consider if you might be one of those who could help to make SABEA a more responsive union of professionals. We are looking for people from all aspects and jobs that are part of our union. Contact Ruth Shippee ASAP so we can get our team together.

Let's grow together!

Committee of 100

Our efforts to assist our state lawmakers understand issues in education here in New York State are getting ready to kick off. This is where we need to you to become active and re-enforce what is said when we go to their offices.

Some of the issues that will be brought up are:

- ✓ Updating the state aid salary reimbursement rate from the \$30000 set in the 1990's. This means that any salary of \$30,000 or more will not be included in the formula a district gets. For example; if a district receives an aid rate of 50% and the average CTE salary is \$50,000

they will get 50% of \$30,000 not \$50,000- a difference of \$10,000.
We need to really make those calls and get this through this year.

- ✓ Continue to push to disconnect the linkage of student test results to teacher evaluation.
- ✓ Allow BOCES capital projects to be exempt from the tax cap. Any exemptions we can get from the tax cap will allow districts to provide more programming (including BOCES) and stay under the cap which is again looking to be less than 1% this year.

Our first effort will be on March 1 where NSYUT, SABEA and our administration do a joint effort in lobbying our representatives.

Then March 6-7 brings the NYSUT Committee of 100 where NYSUT members (including our own Paul Cerone and Owen Landrey) make our concerns known.

You can get involved in the process of May 18-19 when Paul, Owen and Sandie Carner-Shafran will be heading to local offices. You will have opportunities to do face to face with our reps. Going with a few others may help some of you who have been nervous about going. This is definitely a time where our retirees can actively join with all of our members.

Looking forward to seeing people becoming involved.



Evaluations:

Round 3 almost complete on Teacher Evaluations: APPR 3012d. After our vote on January 4 where the majority of classroom staff voted and overwhelming approved this move from 3012c, the materials are being processed by the State Ed Department.

Our Social workers have been considering what changes they would like with their process and form and hope to move forward soon with the BOCES to update.

Our Teaching Assistants also had a committee to recommend some changes in their evaluation process.

If you feel that your procedure could also use refining, let your SABEA rep know so we can begin to work on updating other evaluation process. Remember that these are negotiated procedures so we will work in collaboration with the BOCES to create meaningful and constructive evaluations for all.



What is the CDRO?

NYSUT divides New York State into districts and we are in the Capital District. The offices are located at NYSUT headquarters for us so you can visit both NYSUT and CDRO at the same time. They offer workshops and support for members and union officers and representatives.

Check out their website for further information:

<http://regional.nysut.org/capitaldistrict/about/>

An upcoming event to watch for registration details is:

March 18-19, 2017 **CNY/CDRO Joint SRP Leadership Conference in Cooperstown.**
Always a good event.

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.