



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

SABEA: YOUR UNION’S MONTHLY NEWSLETTER:

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NOTE FROM PRESIDENT RUTH SHIPPEE:

“THEY DID, WE SHOULD, WE WILL”

Another year of transition-

Changes at SED brought new Board of Regents members, a new chancellor, and a new commission. From what has been observed, it sounds like a new atmosphere that values practitioners and their experiences.

In the Legislature, we saw our local people listen and beginning to take affirmative action in supporting public education. We saw Governor Cuomo backpedal as he saw public support for his bullying tactics towards education drop and he stopped making public education a scape

goat. Funding improved but as long as current practice and the tax cap in its current format continues, our students and future are being short changed.

In our districts, the services we provide are seen as highly desirable and we are seeing growth in our service requests. We have added more staff and members this year than what we have in the last few.

Locally, we were able to approve a contract and begin the process for our next one. We are developing the next round of our APPR process 3012-d as we await the state to come up with 3012-e. So many of you took action by signing up for the MAC (member action center), signing the very powerful “oath to vote” forms that made our legislators stand up and notice. Many of you are taking the opportunity to meet with your building representatives at their monthly meeting so you can be informed. Many of you are participating in actions such as walking with our brothers and sisters on the VERIZON picket line (and they will remember our support), Breast Cancer Walks, the Heart Walk, contributing socks to homeless shelters, many volunteering hours. You are becoming union members of action!

Remember to complete you updated VOTE COPE forms and then order your SABEA-wear. I hope to see everyone at the June 23 picnic at Gavin Park in Saratoga. Enjoy your summer; whether you are on vacation or on a summer schedule.

I am so proud to be involved in SABEA: I have seen so many amazing professionals who are stepping up to promote and protect their professions!

In solidarity,

Ruth

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 her multiple times than not recognize and reach out to people. This also includes information regarding our many retirees!

May/June2016

GET WELL!!

Donna Kondenar, Myers: Hurt

SORRY FOR YOUR LOSS:

Charlie Jones: Grandmother Passed Away

Kris Moy: Aunt passed away

Lindy Peregrim: Brother passed away

Traci Rockenstire: Uncle 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.

3rd week Rep. Meeting Schedule:

- **SAEC:** Thursday at 2:30, additional to be scheduled

Michele Morris 321-4552 mmorrisunion@gmail.com

Lisa Colvin 260-9994 colv77@yahoo.com

Owen Landrey 914-772-7669 owenlandrey@gmail.com

Paul Crandall

- **Gick Road:** Tuesday at 3:30

Rep Chris Guenther cgguenther01@gmail.com

- **Itinerants:** Thursdays @ 3:30 in SAEC E

Terry LaNoir 796-3154 tdlanoir@gmail.com

- **Myers:**

Thursday at 10:50-Paul Cerone583-9935 pcerone@gmail.com

Wednesday at 2:45- Jane Amorosi 355-8576 janie64@nycap.rr.com
Mary Moyles (rm 8/9) 322-1273 shamrocks2@aol.com
Wednesday at 2:45- Kim Weaver 884-8153 kweav60@gmail.com

- **SSTLC:** Thursday at 2:30

Julie Madison 683-8712 tjmmadison@yahoo.com
Mike Dinsmore 798-8886 md1093@yhaoo.com

- **WSTLC, Burgoyne will meet at WSTLC:** 2:30 on Thursday

Nancy VanVoast 496-5958 nvsquare@gmail.com
Jackie Plude 791-3702 marmiep09@yahoo.com

- **Retiree**

Stephanie Pischel 355-0360 spischel@netzero.net

**You do not have to attend at your site if another works better for you.

SABEA Members: Bulletin Board

This new 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 will also be added to our FACEBOOK page so send in the information.

- ✓ Come hear from Joey Gero and his mom, Bev, as they play in their band, VIVID. For more information on dates and times please contact jgero@wswhebores.org
- ✓ Visit Jack Powell's website for his upcoming Zucchini Brothers schedule Riverjackz.com



- ✓ **Gluten Free Baked Goods!** Contact Laura Rychcik for delicious gluten free cookies and cupcakes (from a dedicated gluten free kitchen)! For order information contact: Laurars31@gmail.com



Social Committee!

End of Year Picnic

When: June 23; immediately following ceremony at Maple Ave.

Where: Gavin Park

Let Chris Ogden at Myers know by June 17 Campus number 581-3600

From the Desk of Sandie Carner-Shafran
SABEA Labor Ambassador

June 2016

Happy almost end of this school year! I wanted to thank all of you that took the time to participate in your Union activities. We are stronger when we all work & play together. This year I represented you at the Saratoga Adirondack League of Teachers monthly meetings this year. These meetings provide us with a forum to share contract information, bargaining strategies and educational changes impacting many of the area schools we serve.

I also attended the NYSUT ED 10 monthly meetings where we hear from union leaders from the Capital District regarding what is happening both politically in the Legislature and at SED. Local leaders also share contract trends and we hear from the NYSUT Officers & key NYSUT Staff on issues regarding APPR, the Constitutional Convention and Legal updates around certification.

I represent us at the Saratoga Labor Council monthly meetings and have become very involved with union issues. I interviewed candidates for political office and walked the picket line for several weeks with the Verizon workers and proudly represented us there. We may someday need these union leaders to help us.

SABEA was able to give many new pairs of socks to the Saratoga & Glens Falls area shelters and schools due to the generosity of the folks from SABEA, the Labor Council, IBEW, CWA and SALT. SABEA is becoming more involved by us being represented in these organizations. These are just a few of the meetings I attended this year on your behalf as well as being a part of the Negotiations team & the SABEA Executive Board.

In closing,

I thank you for allowing me to represent you in these organizations. SABEA must be there as a partner in the labor movement. We must always stand together for we are stronger united.

In Solidarity,

Sandie Carner-Shafran,

SABEA Labor Ambassador

HEART WALK!

Join our team!

June 11, 2016

Where: Empire State Plaza
State Street
Albany, New York, 12207

When: Starts: Sat, 11 Jun 2016 9:00:00 AM



CONFERENCES, WORKSHOPS, AND WEBINARS

- Webinar: Trauma Sensitive Schools - Transformational School Climate Change

It is estimated that nearly every school has children who have been exposed to traumatic experiences.

This NYSUT webinar addresses:

- The prevalence of trauma among school children
- The impact of trauma on behavior, relationships and learning at school
- The elements of a trauma sensitive school approach
- Resources for implementation

<https://www.youtube.com/watch?v=637ohi-6ewg>

- Webinar: Risks of wireless technologies and protecting children and staff in schools

<https://www.youtube.com/watch?v=dKPMoGamanY>

Update on Group Legal Plan benefit for SABEA members:

Are you saying “oops- I meant to do this?” No problem for our active members. Just contact your rep for the form(s) and call the 800 number in it, complete the questionnaire and mail in. Also, go to Member Benefits page of NYSUT.org for more information on what this group plan that SABEA is participating in will provide you. A brief summary are:

*Additional Services Offered at **No Charge**:*

1. Telephone advice & consultation with an attorney
2. Two, free, hour-long office consultations with a National Legal Office attorney or local referral attorney
3. Legal letters written & phone calls made on your behalf
4. Guaranteed maximum fees for specific legal matters
5. Discounts for uncontested estates -- probate
6. Nationwide referral attorney network
7. Legal Security Package that includes a Simple Will, Health Care Proxy, Living Will, and Power of Attorney
8. Guaranteed hourly rates
9. Advice on identity theft prevention and for identity theft victims
10. Assistance with debt consolidation
11. Assistance with mortgage foreclosure
12. Discounts for personal injury cases
13. Document preparation at fixed rates
14. *Preventive Law Guide* newsletter (published three times per year)
15. Optional Riders for Elder Law & Business Protection.

June is National Safety Month



JUNE
NATIONAL
SAFETY
MONTH



Don't use
cell phones
while driving



Wear your
seatbelt



Never share or
take more
prescription drugs
than necessary

Special Offers During June

- Free [NSC First Aid, CPR & AED Online](#) course when you register between **June 1 - June 12, 2016**. Click on the "New Student" button to get started. Registrants will have 45 days to complete the course. Availability is limited, so register early!
- *Free Webinar!* **Tuesday, June 14**, [Hidden Epidemics: What the Data Tell us About our Safety](#)

Students need to feel safe in order to learn. They need to feel secure in order to want to participate. There are a number of things teachers can do to set up classrooms that feel safe and well-organized. Here are some tips:

- First, be sure the classroom is clean, orderly, and inviting. Look at your classroom and ask yourself if it is a place that is distracting, or a place that encourages students to do their best. If there are papers on the floor or things falling out of desks, it is distracting.
- Place mirrors next to the dry erase board and the chalk board so that even when you may have to turn your back to write on the board, you can still keep an eye on students.
- Organize the physical space of your classroom for movement and interaction. Make it easy for students to pull their desks together to do small group work. Set it up so that it is easy for you to walk around.

*******NYSUT NEWS*******

New registration and continuing education regulations:

1. Starting July 1, a new state law requires all permanently or professionally certified teachers and Level III teaching assistants working in public schools or BOCES to register online with the State Education Department. Re-registration will be required every five years.

Who Do These Changes Affect?*

	Registration Requirement	CTLE Requirement	Hours required every 5 years
Permanent classroom teachers/educational leaders	✓	No	None
Professional classroom teachers/educational leaders	✓	✓	100
Teaching Assistant Level III	✓	✓	100
Teaching Assistant with a continuing certificate	No	No	None

* Requirements take effect July 1, 2016
Source: NYSUT Research and Educational Services

2. According to SED, once the system is up and running, you can register early. However, SED is encouraging people to wait until their birth month so that the TEACH system is not overwhelmed. Registration must be completed by the end of your birth month. There is no charge to register.
3. If you do not have a TEACH account, yet are required to register, you will need to create a TEACH account at www.highered.nysed.gov/tcert/teach/. There is NO cost to create a TEACH account or register. You cannot register on paper.
4. Retired or not working in a public school or BOCES? You do NOT need to register. If you want to substitute teach or work again in public schools, you should register. Note: The act of 'registering' has no bearing on your permanent certificate(s) — your certificate is still valid for life.
5. School guidance counselors, school psychologists and school social workers are categorized as "Pupil and are NOT impacted by this new requirement.
6. The law also includes new professional development requirements called Continuing Teacher and Leader Education (CTLE). Professionally certified teachers and Level III teaching assistants are required to complete 100 hours of state-approved CTLE professional development within each five-year registration cycle.
7. Teaching assistants with pre-2004 continuing certificates do NOT need to register their certificates with the State Education Department nor complete CTLE hours.
8. Professional development completed on or after July 1, 2016 but before your birth month will count as CTLE hours, SED says. However, CTLE hours cannot be carried over from one five-year registration period to another.
9. Certificate holders who must complete CTLE hours are now also required to maintain a record of their CTLE hours for three years after each five-year registration period.
10. NYSUT convinced SED to waive the assessment of late fees for the first five-year registration cycle as the new process is implemented. More information on the new regulations and a question form are posted at www.nysut.org/certification.

Source: NYSUT Research and Educational Services, 6/3/16

**From the desk of Jo James,
1st Vice President, Grievance Chair**
jojames818@gmail.com 518-222-4059

In reviewing the union/member concerns that have come my way this year I want to take this opportunity to encourage you to **read your contract**. It is better to be knowledgeable and make informed decisions than to seek help because you broke the contract. "I didn't know" is not a good defense. Two issues have repeatedly come to my attention.

1. Personal Business Leave - Article 6.3 indicates that it is for business matters that cannot be transacted outside school hours. I am frequently asked if personal business days can be used for vacation, family get aways, a trip, etc. The answer is simply - no
2. Unpaid Leave - Officially known as additional leave or special leave people are frequently surprised that they are not granted any/all days requested. Article 6.12 Additional Leave may be granted at the discretion of the BOCES. Article 6.16 Special Leave may be granted and requires prior written request with reasons. In both cases BOCES has the ability to grant or deny such leave. It is important to note that unpaid leave may affect seniority.

Extended School Year - see highlighted areas that cover most questions

18.2 SICK LEAVE AND PERSONAL LEAVE BENEFITS (EXTENDED SCHOOL YEAR) Full time staff will be credited for one (1) leave day at the commencement of the extended school year program. The one (1) leave day can be used for either sick or personal reasons. In the event a full time staff member is credited with one (1) leave day and it is not used during the extended school year program, that one (1) day plus one (1) additional day for a total of two (2) leave days will be added to the unit member's accumulated leave accrual September 1 following the close of the summer component. In the event the unit member uses the one (1) day credited at the commencement of the summer program, no leave days will be added to the unit member's accruals the September 1 following the close of the summer component. Other leave days shall be applied as in the current contract. Sick leave and personal leave benefits will not apply to summer school staff that are not regular school year employees of the BOCES or regular twelve (12) month employees of the BOCES assigned to the summer program. Staff working less than full time will receive prorated leave benefits based on a percentage of time employed compared to full time. The following proration examples assume a thirty day summer calendar. 1-3 days worked equals 0 leave days 4-15 days worked equals ½ leave day 16-30 days worked equals 1 leave day

18.8 SENIORITY CONSIDERATIONS For the summer component of the special education program, on the basis of the number of available summer school positions, BOCES will offer, by tenure area, positions to those most senior unit members who have applied. Any selection within the existing positions as to specific class assignments will be made solely by the BOCES administration. Should positions still be available after all eligible BOCES staff who have applied, have been employed, then the BOCES will employ non-unit members.

Retirement Dinner

Congratulations to all of our retirees!





Save with NYSUT Member Benefits

The NYSUT membership is made up of a variety of diverse professionals within the education and health care industries -- joining together in support of those who depend on them. We salute these men and women for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And we are proud to offer you -- the hard-working NYSUT member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as auto, homeowners, life, disability, or long-term care insurance. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to NYSUT members & their families:

- Homeowners Insurance
- Auto Insurance
- Legal Service Plan
- Financial Counseling Program
- Life Insurance
- Vision Plan
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.



To learn more about Member Benefits-endorsed programs & services, visit 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.