



*“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” and we are!!!***

Dear SABEA members and retirees,

March is a difficult month. It is long. The weather teases us with spring and then wallops us with a little more winter. It is the time of year when those of us whose lives revolve around school realize how much of the year has passed and try to regroup to help our students get what they need in the time we have before the end of the year. Budget season in Albany heats up and with it increased lobbying efforts.

Each of us needs to decide how we can support the cause of education. Whether we are in the classroom, support roles, working or retired, we can do much to help influence what happens and how our elected officials treat our cause: strong public education in New York State.

March is important: do what you can by contacting your elected representatives to do what is good for education.

On another note, cabin fever may strike and make us all a little out of sorts. Look for ways to support one another and make things better for those around you. Pot lucks and “Secret Leprechauns” can help spread good feelings.

There are some important dates coming up:

- General membership meetings: March 15 and 16
- April 12 Representative Meeting with guest speaker on Workman Comp- all are welcome Myers Science Lab at 3:30
- Retirement party: Friday, June 2 at Holiday Inn in Saratoga.

*And remember—we are!* Even though Betsy DeVos is Secretary of Education, so many people felt called to action, we shut down the Capital switchboard. More and more people are feeling the call AND taking action to work to protect public education. Stay strong, stay active!

In solidarity,

*Ruth*

**Actions to Take: “I am, we are taking action and *we are heard.*”**

In the President’s letter, our state budget was mentioned. In the February NYSUT United <http://www.nysut.org/news/nysut-united/issues/2017/february-2017> on page 6 you will find out issues that have been raised when members are speaking to our assembly men and state senators. These points make it very easy to call the office and say “I am \_\_\_\_\_, I am a NYSUT member from \_\_\_\_\_. These are the issues I am concerned about: \_\_\_\_\_.” The office staff is easy to leave the message with. These calls make a huge difference as we are hearing over and over. To find out the office numbers for your representative go to: <http://nyassembly.gov/mem/> or <https://www.nysenate.gov/registration/nojs/form/start/find-my-senator> . It is also good for Governor Cuomo to hear from us: <https://www.governor.ny.gov/content/governor-contact-form>

Remember retirees are vital voices. Every member needs to find their voice.

Want to get the issues and able to send a fax simply?  
Text NYSUT to 384-70. On Tuesday, you will get a text for action. You can also sign up for the MAC app to help you know the issues and contact representatives.

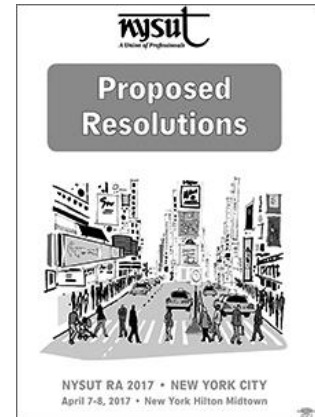


## NYSUT Representative Assembly:

You may remember hearing about the annual “congress” that NYSUT holds in the spring. At that meeting delegates from each of the locals from around the state get together. There, policies and recommendations are discussed and voted on. This year, there will also be an election of officers and Board of Directors. In the February NYSTU United, on page 13, some of the items and events are discussed. There is also information regarding the elections.

SABEA will be sending Ruth Shippee, Nicole Mabey and Jo James. Sessions run from 7:30 am to around 9:30 pm each day. If you would like to review some of the issues that will be discussed, go to

<http://www.nysut.org/resources/special-resources-sites/representative-assembly/resolutions> to read and then let us know your opinions so we can make sure to speak for you.



## Have you heard about the party in Albany?

Every 20 years, the New York State Constitution requires that the voters are asked if they would like to hold a Constitutional Convention. Sounds good on the surface right? But....here are a few reasons why none us really want this party to happen:

- Estimated cost of the convention, based on the last one, \$100's of millions of dollars. Think of what that will do to the state budget.
- The people who will be attending have to be elected and SURPRISE, those who currently hold office and can't get things done are again usually the ones who have the money to be elected.
- Items such as TRS and ERS which are protected by our current constitution from being changed or used for other state expenses could disappear.
- **The results from the last conventions was “o”, “zip”, “nada”. None of what came out of this expensive party was approved by voters.**

Just a few things to consider when you vote November 7, 2017.

# Sunshine Club Report

Keep these SABEA members in mind both for support and in joys!  
Let Laura at [sunshineclublaura@hotmail.com](mailto: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!

## February 2017

### WE ARE SO SORRY FOR YOUR LOSS

Marshall Zeh: Retiree, Passed away  
Morine Talmadge: Myers, Mom passed away  
Carol Canfield Hayes: Retiree, Passed away

ILL:

Judy Coffman- retired SAEC instructor

**PROUD  
to be  
UNION**

**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:**

- o Michele Morris 321-4552      [mmorrisunion@gmail.com](mailto:mmorrisunion@gmail.com)
- o Lisa Colvin 260-9994      [colv77@yahoo.com](mailto:colv77@yahoo.com)

- o Owen Landrey 914-772-7669 [owenlandrey@gmail.com](mailto:owenlandrey@gmail.com)
- o Keaysie Carpenter 681-6822 [misskeaysie@gmail.com](mailto:misskeaysie@gmail.com)
- o Jim Blakey 793-1416 [jblakely8615@roadrunner.com](mailto:jblakely8615@roadrunner.com)

**Gick Road:**

- o Chris Guenther [cgguenther01@gmail.com](mailto:cgguenther01@gmail.com)

**Itinerants:**

- o Terry LaNoir 796-3154 [tdlanoir@gmail.com](mailto:tdlanoir@gmail.com)
- o Deena Pearlee 307-3619 [dctracy73@yahoo.com](mailto:dctracy73@yahoo.com)

**Myers:**

- o Paul Cerone 583-9935 [pcerone@gmail.com](mailto:pcerone@gmail.com)
- o Jane Amorosi 355-8576 [janie64@nycap.rr.com](mailto:janie64@nycap.rr.com)
- o Mary Moyles 322-1273 [shamrocks2@aol.com](mailto:shamrocks2@aol.com)
- o Kim Weaver 884-8153 [kweav60@gmail.com](mailto:kweav60@gmail.com)
- o Linda Parker 232-0985 [waystation1977@gmail.com](mailto:waystation1977@gmail.com)

**SSTLC:**

- o Mike Dinsmore 683-8712 [md1093@yahoo.com](mailto:md1093@yahoo.com)

**WSTLC:**

- o Nancy VanVoast 496-5958 [nvsquare@gmail.com](mailto:nvsquare@gmail.com)

**Retiree**

- o Stephanie Pischel 355-0360 [spischel@netzero.net](mailto:spischel@netzero.net)

**Featured 'New' Staff**

- Stacey Kelly began working as a substitute in the 2015 school year and was able to work in various positions, schools and programs. She started full time this school year as a 1:1 Aide in Building C at SAEC in the BEARS Special Program. Before starting her career at BOCES, Stacey worked in the nursing field for 21 years. In 2014, she had opened a licensed daycare out of her home. Stacey thoroughly enjoys working with children and students of all ages and abilities. She is very excited to be able to fulfill this passion here at BOCES.
- Therese Scharman began with BOCES in April of 2016. She is a Data Communications Network Analyst in our IT Department.
- Laurie Stevens is as a 1:1 Teaching Assistant in in Building C at SAEC in the BEARS Special Program.



***Ever wonder what your building reps and Executive Board do? Just go to the monthly meeting? Did you read in the minutes “No report” and wondered why we have these roles? 1<sup>st</sup> Vice President Jo James came up with a report that gives you some idea what “no report” really means for people in these roles:***

To: SABEA Members  
From: Jo James, 1st Vice President  
Date: 3/8/17

Re: Nothing to Report

Oftentimes at the Representative Meetings, officers have "nothing to report". While this may mean there are no active grievances, it does not mean there is no union work being done to support our members and educate ourselves and others. Since the last meeting these are some union activities I've participated in not including questions, conversations, and phone calls with members, reps, executive board members, and our NYSUT Labor Relations Specialist:

- Thursday, February 16 - Negotiations (2 hrs.)
- Thursday, February 16 - Met with Member and Administration (1.5 hrs.)
- Sunday, February 19 - Brochure for members (5 hrs.)
- Wednesday, February 22 - Ruth Shippee, Sandie Carner-Shafran, Jo James (along with BOCES representatives from across the state) attended NYSUT BOCES Leadership Meeting with Assistant Commissioner of Education in NYS to discuss BOCES issues (4 hrs.)
- Monday, February 27 - Negotiations (2 hrs.)
- Wednesday, March 1st - BOCES Lobby Day (8 hrs.)
- Wednesday, March 1st - Executive Board Meeting (3 hrs.)
- Thursday, March 2nd - ESSA meeting (2 hrs.)
- Friday, March 3rd - NYSUT Women's Conference (4 hrs.)
- Saturday, March 4th - NYSUT Women's Conference (8 hrs.)
- Sunday, March 5th - Brochure for members (2 hrs.)

## **WORKSHOPS FROM NYSUT’S CAPITAL DISTRICT REGIONAL OFFICE:**

### **➤ STUDENT DEBT WORKSHOP (an AFT Workshop)**

CDRO/AFT Student Debt Workshop has been Re-Scheduled for Tuesday, April 4th.

Register at the following Link: <http://www.cvent.com/d/l5qk10>

- **Time:** 4:00 p.m. – 6:00 p.m.
- **Date and Location:**  
Tuesday, April 4 - NYSUT HQ, 800 Troy Schenectady Road, Latham
- **Register at:** <http://www.cvent.com/d/l5qk10>

➤ **CERTIFICATION QUESTIONS ANSWERED: ONE ON ONE TIME WITH A NYSUT SPECIALIST**

Time: 4:00 p.m. – 7:00 p.m.

Dates and Locations (choose one):

March 28 - NYSUT HQ, Latham

March 29 - Schenectady TA, 740 Union Street, Schenectady

April 5 - Saratoga HS, Distance Learning Room

Register at: <http://www.cvent.com/d/vvqh9d>

➤ **SPECIAL EDUCATION BASICS AND SAFETY ISSUES WORKING WITH SPECIAL EDUCATION STUDENTS**

● Time: 4:00 p.m. – 7:00 p.m.

● Dates and Locations (choose one):

March 28 - NYSUT HQ, Latham

April 12 - Schenectady TA, 740 Union Street, Schenectady

April 24 - Saratoga HS, Distance Learning Room

Register at: <http://www.cvent.com/d/h5q7zr>

➤ **STRESS: THE GOOD, THE BAD AND THE HEALTHY**

● Time: 4:00 p.m. – 5:00 p.m.

● Dates and Locations (choose one):

March 30 - Saratoga HS, Distance Learning Room

April 13 - Amsterdam TA, 102 Caroline Street, Amsterdam

April 25 - NYSUT HQ, 800 Troy Schenectady Road, Latham

Register at: <http://www.cvent.com/d/bvqh7n>

*It's not the stress; it's what you do about it. Stress is a necessary and normal part of our daily lives. It is often used to describe how our lives are out of control and difficult to tolerate. This one hour workshop will review how we view stress, the myths and preconceptions that often affect how we manage it in our lives. Strategies to achieve a better work /life balance will be reviewed.*

*For more items, go to [NYSUT.org](http://NYSUT.org) and look under District Offices and the Capital District.*

**REPRESENTATIVE COUNCIL MEETING:**

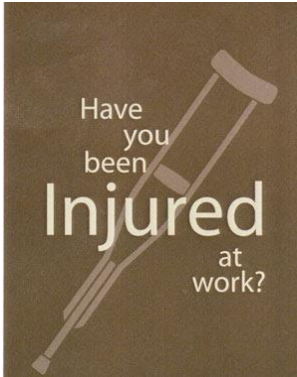


After hearing from our members that they would like more information regarding how Civil Service works Penny Marshall arranged to have a speaker at our March meeting.

Melissa Fitch, Director of Personnel for Washington County Civil Service spoke. Among the topics discussed were probationary period, examinations, creation of job descriptions, salary schedules, and exams: announcements and results,

eligibility for positions, job classifications and working out of title. Ms. Fitch encouraged people to contact her office if they have questions.

Her time was much appreciated.



April Representative Council Meeting:

In response to more interests from our members, we will be Christine Grosse, Labor Liaison from Fine, Olin & Anderman, LLP. Please join the council and other SABEA members on Wednesday, April 12 at 3:30 pm in the Myers Science Lab.

**SABEA Elections:**

This is the year that we elect our executive board and delegates to the NYSUT Representative Assembly. The officers of this organization shall be: President, Executive Vice President, First Vice President-Faculty Grievance Chair, Second Vice President-SRP Grievance Chair, Treasurer, Secretary, Membership Chair, and Labor Ambassador. Nominations Chair Chris Ogden will be gathering nominees for our June elections. If you would like to see the duties of these positions, ask your rep for a copy of the SABEA Constitution. Nominations will close in May for elections in June.

**TCI:**

A mentioned earlier this year, staff who are required to participate in TCI training and refreshers receive a letter that they may need to have their medical professional complete regarding their ability to do physical restraints. As in the previous newsletter you are advised to cross off the middle section that would release all of your records to the BOCES. You are not required to give them that access.

In order to have the body portion of the form completed, if you have been or under the care of a medical professional, you should not have to have an appointment to see them in order to have the form filled out. Just fax, mail or drop off the form and let them know when you need it back. The majority will be able to do this- no copays involved. You may want to let them know that you will need this completed twice a year so they might want to keep in your file and just update as you contact them.





## Personal Business Days:

Please make sure that you read our contracts regarding Personal Business Leave. This is article 6.3 (Faculty) and 6.4 (SRP). Personal Business is intended for business matters that cannot be transacted outside school hours/working hours.

*Unit members NEED NOT give a reason but merely indicate that the request complies with the above definitions.* Requests shall be submitted to immediate supervisor, in writing, at least 24 hours prior to date requested. It then will go through the regular process for approval. Except for an emergency, not to exceed one day per year. Personal business leave generally shall not be used to extend a recess or holiday period.

Contact your building rep if you have questions regarding this contract benefit.

## **IMAGE OF A SABEA'N:**

The members of SABEA are great professionals. In the many types of jobs we do and occupations that we hold, SABEA'ns demonstrate over and over that they are dedicated to their various crafts.

During this period of time when those of us working with in or retired from public education are constantly under attack, we need to make sure we continue to be the strong professionals we are. We need to make sure our behavior and the images we make support our professionalism. If you see another member needing support, help them out. If someone needs help or ideas on how to do their job better; offer in a supportive way. We need to work together and support each other.

Do your part to promote our professional image. ☺

## **Committee of 100**

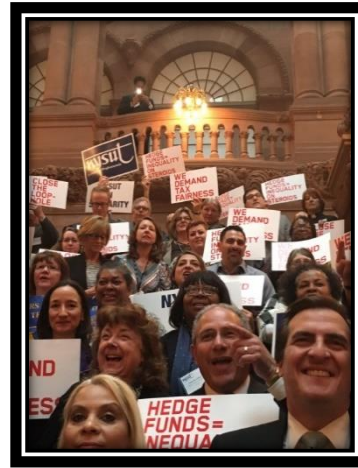
On March 7th NYSUT members from across the state gather to speak directly with elected officials. Your colleagues from Senate District 43 (Saratoga , Rensselaer and Columbia Counties) did a nice job lobbying for issues such as changing the Tax Cap, nix the APPR, Fund Special education & CTE, and more. Our group sat with Assemblywomen Woerner, Assemblyman McDonald, Assemblyman McLaughlin and Senator Marchione. All of the discussions were to encourage our elected officials to vote in our favor on the 26 proposals heading to the floor. Each teacher shared real stories of students in need and I did my part in advocating for

CTE funding. The photo is a rally where the community leaders and NYSUT leaders fired up the crowd.

*Submitted by Committee of 100 Delegate Paul Cerone*



(Photos of Owen Landrey by Chef Cerone)



On March 3-4, 2017 SABEA members (*photo left to right*) Jo James, Beth Shropshire, NYSUT President Karen Magee, Linda Parker and Sandie Carner-Shafran, attended a new NYSUT conference on women's issues. Some important topics of discussion were:

**Beyond Bias:** *A dynamic multi-media presentation framing a thought provoking examination of the ways overt and covert media bias warp perceptions of women, people of color and the LGBTQ community...and how we as unionists and educators, can and must counter bias wherever it occurs.*

**Start the Conversation:** *A discussion about racial diversity, equality and tolerance at school, on campus, and in the community. Why? Because there's no better time; lives matter; bigotry cannot prevail; opportunity should be equal for all; and truth triumphs over false ideas.*

**Retirement (In) Security:** *Preparing for the golden years in the age of uncertainty. This is not your parents' retirement. Across the country, life expectancy is growing, and that's the good news...but health care costs are rising; retirement savings are at an all-time low, while personal debt is at an all-time high; and pensions re in the crosshairs. Learn how to prepare for living in retirement and how the union helps safeguard retirement security.*

Words from participants:

*I was honored to be part of the NYSUT conference Speak, Stand, Step UP organized around women's priorities. It was an incredible group of smart, informed and diverse people. I was educated, inspired and humbled by the voices of all who shared their knowledge and personal stories.*

*Linda Parker*

*It's easy to despair these days if you believe we are all responsible for one another; however, there are opportunities to participate in powerful moments too. The Women's Conference at NYSUT this past weekend was one of those events. They addressed our gains to be proud & aware of, along with the issues that remain a challenge for women.*

*Beth Shropshire*

## **BOCES LOBBY DAY- March 1**

On March 1, BOCES unions from around the state came to Albany to speak to our representatives regarding issues that would assist us in serving our populations. We met with Assembly people and Senators from our region.

Issues brought up included:

- A bill that would increase the aidable salary for BOCES CTE programs. The current aid formula has not changed since 1990 so the state only provides aid for the first \$30,000 of a BOCES instructor's salary;
- a bill that would allow BOCES to establish reserve funds to cover long-term costs;
- a bill that would provide BOCES building aid for school safety expenses like metal detectors and security devices;
- a bill that would provide preschool special education programs with a desperately needed cost-of-living adjustment; and
- A bill that would exempt BOCES capital projects from the property tax cap.

(Continued)

The majority of the meetings with our lawmakers were positive. We need to make sure to make calls and send emails letting them know that we are counting on their support to help our students.



(BOCES Lobby Day Attendees with NYSUT VP Paul Pecorale and Executive VP Andy Pallota)

### *Meeting with Assistant Commissioner of Education for Special Education Christopher Suriano*

On February 22, during school break, Sandie Carner Shafran, Jo James and Ruth Shippee spent the day at NYSUT meeting with BOCES union leaders from around NY and having a fruitful discussion with Assistant Commissioner Suriano. He is well versed in Special Education having been a CSE but was amazed at stories from our staff on how IEP's are not followed, emotional and physical abuse that staff and students are subjected to from some of our students, how special education students are not supported based on their IEP's in CTE. He was attentive and stated he is looking forward to working with us at resolving issues so we can provide the services our students need, especially as the education landscape changes as we move forward with changes at the state and federal level.

### **NYSUT Health & Safety Conference**

Terry LaNoir, Nancy VanVoast and Ruth Shippee attended this conference. Many topics including trauma in students and staff, workplace harassment and bullying, active shooter plans, along with sharing with others from around the state how they and their unions handle various safety issues were covered in these two days.

# Food for Thought: Deviled Eggs

## Ingredients

- 6 hard-cooked eggs
- 2 tablespoons mayonnaise
- 1 teaspoon white sugar
- 1 teaspoon white vinegar
- 1 teaspoon prepared mustard
  
- 1/2 teaspoon salt
- 1 tablespoon finely chopped onion
- 1 tablespoon finely chopped celery
- 1 pinch paprika, or to taste



## Directions

1. Slice eggs in half lengthwise and remove yolks; set whites aside. Mash yolks with a fork in a small bowl. Stir in mayonnaise, sugar, vinegar, mustard, salt, onion, and celery; mix well. Stuff or pipe egg yolk mixture into egg whites. Sprinkle with paprika. Refrigerate until serving.

## **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 2<sup>nd</sup> week of the month to [SunshineClubLaura@hotmail.com](mailto: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](mailto: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](http://www.bit.ly/tracyrock) also have a fb biz page: @trockarbonne

# Simplifying your life insurance options

As an educated consumer, you realize the earlier in life that you purchase life insurance, the cheaper the premiums will likely be. You're also aware that life insurance offers financial protection for your dependents upon your death, helping to cover the costs of funeral and burial expenses; assistance to help with your children's education; and offering financial assistance with paying debts and other expenses.

It can be overwhelming, though, trying to determine the best type of life insurance policy. Let's take a look at some of the different types of life insurance options available.

## #1: Whole Life Insurance

– This type of insurance is usually the most costly since policies are guaranteed to remain in force as long as premiums are paid. Whole life insurance offers permanent protection with premiums that never increase and builds cash value you can borrow against while you are living (like a loan). **Important:** Understand that you will reduce your death benefit if you don't repay loans with interest and will no longer have coverage if you surrender the policy.

**#2: Term Life Insurance** – This type of insurance pays a benefit in the event of the death of the insured during a specified term, offering a fixed rate of payments during that time period. Once that period ends, coverage at the previous premium rate is not guaranteed and the insured would need to get

further coverage. Term life insurance (and its level term life cousin) is designed only to protect your dependents if you were to die prematurely -- offering NO cash value.

**#3: Level Term Life Insurance** – Like term life insurance, level term life insurance pays a benefit in the event of the death of the insured during a specific time period. Premiums may not be

increased during the time period due to change in your age or health status.

## #4: Universal Life Insurance

– This type of insurance offers a way to protect your dependents while building tax-deferred cash value. While the cost of a universal life plan needs to be covered so the policy remains in force, the policyholder has the option to adjust how much he or she will pay in premiums each year. Policyholders can also access a portion of the balance without affecting the

guaranteed death benefit as the cash value accumulates over time.

Keep in mind that NYSUT members & their spouses/certified domestic partners can help protect their dependents from life's uncertainties with a variety of NYSUT Member Benefits-endorsed life insurance plans. Many of these plans offer group rates not available to the general public along with additional convenience and savings opportunities.

“Term life and level term life policies are often popular options for those individuals with young families since there is a greater need for life insurance protection. They also tend to be much less expensive than their whole life counterparts. If you are considering a term or level term life policy, make sure to consider how long you would need the coverage.”

For more information about these plans, visit the Member Benefits website at [memberbenefits.nysut.org](http://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.