

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

Volume 2 Number 3 November 2014

Monthly Newsletter

Happy Thanksgiving!

Even though the polar vortex is moving in- hoping Buffalo keeps the snow- it is a great time of year. Students are getting settled into their routines and we are beginning to see them showing their potential and coming out of their shells.

I am reading a book “Teachers United: The Rise of New York State United Teachers.” It is about conditions in the 1970’s that led to the development of NYSUT. It is hard to believe that it was only in the 1970’s that our state union was created. People from around the state felt it was important to come and stand together to ensure that we have rights to safe working conditions, fair evaluation systems, benefits and tenure among other collective bargaining rights. Those in education prior to that were undervalued and disrespected. I encourage each of you to look into how people took personal risks to stand together and gain rights for all of us. These rights are easily lost so we must work together to maintain them. Assemblyman Jerabek from Long Island during the 1971 budget process in New York State pushed through several anti-teacher laws such as extending tenure period from three to five years. In a surprising show of solidarity, the teachers of that county came together to raise money to work to defeat him. Those laws were eventually overturned- only because of the hard work and commitment of those union leaders. It demonstrated how powerful we can be when we stand together.

As I look at what I am thankful for this year, I have to include all of those who in SABEA, NYSUT, AFT and other labor organizations have worked to provide me and my union brother and sisters with the respect for our labor and protection for a safe and supportive workplace. I encourage you all to take a moment to reflect at what our membership in a union means and brings to you. And, what action you can take to support the continuing work to support each other.

In solidarity-

Ruth

Sabea.nysut@gmail.com

After creating a statewide Teacher Labor Movement, the New York State Delegation at the National Education Association meeting used a 1915 union song “Solidarity Forever.” It was put to the music of the Battle Hymn of the Republic.

(Last stanza)

In our hands is placed a power greater than their horded gold, Greater than the might of armies, magnified a thousand-fold.

We can bring to birth a new world from the ashes of the old

For the union makes a strong.

Solidarity Forever, Solidarity Forever,

Solidarity Forever, For the union makes us strong.

Please welcome the following new members:

Brian Buckley-computer technician at Gick Road

Robert Bush-computer technician at Gick Road

Michele Pearson- Data Network Analyst at Gick Road

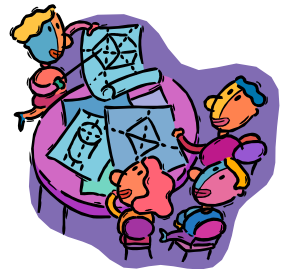
Jessica Paradise-Micro Computer Specialist at Gick Road

Daphne Richard-computer technician at Gick Road

Michele Hogan-Model School Trainer at Gick Road

Hillary Skeans- Integrated Math Instructor at Myers Center

Shannon Bitzer- Early Childhood Educator at Myers



UPCOMING CONFERENCES:

Health and Safety Conference

March 13-14 Saratoga Springs

Health Care Conference

April 18 in Albany

October Sunshine Report

Carol Yemans' brother-in-law passed away
Mark Smith's wife, Laurie passed away
Peter Hughes retired SAEC teacher passed away
Maud O'Connell, retired TA, passed away
Jeff Plummer's mom passed away
Jean Kristinat's brother passed away
Paula Mastropietro grandson passed
Melanie McCarthy- former Special Education Teacher passed away.

GOOD NEWS GRAM:

Chris Guenther, Myers' clerk was married

<http://www.queensburyschool.org/item2>

TEACHERS COLLECT HUNDREDS OF FREE BOOKS FOR QES

Hundreds of new adventures are ahead for Queensbury Elementary School students thanks to nearly 400 free books collected by local teachers at a First Book event in September.

Area schools were able to earn free books when teachers signed up to be a part of the Truck Load Challenge, an initiative organized by First Book and the American Federation of Teachers. A staggering 42,000 books, including popular titles for children of all ages, made their way to the Washington-Saratoga-Warren-Hamilton-Essex BOCES facility in Saratoga Springs this fall.

Teachers Tammy Cherry (right) and Kim Nichols (left) attended the event on behalf of the elementary school and collected books for 34 teachers. Those books have since been distributed to classrooms, with each teacher receiving at least 10 age-appropriate books for his or her classroom.



Social Committee

Ideas? Contact Maureen at mclancy@wswheboces.org.

Bowling was November 14. Many teams gathered in Saratoga for a spirited competition and to obtain the prized trophy. A healthy contingent of retirees were also present. Watch for the next event coming your way soon!



Announcing: Tickets for Disney's Beauty and the Beast

April 17 at 8 pm at Proctor's

SABEA has obtained group sales orchestra seats for this performance.

Contact Ruth Shippee at extension 13695 or 321-8676 to arrange for purchase. Tickets are \$55 + 4.90 charge.

Limited seats available—great holiday gifts!

Safety issues? Contact Jim Blakely to assist in finding a solution?

Updates from Executive Vice President Cliff Brosnan:

Prior to the elections, you should have received a Voter Guide that was sent out from VOTE COPE. In this booklet, the various candidates and their positions which supported NYSUT views were listed. Some people have wondered how these endorsements occur. In August, NYSUT members (including several from SABEA) met to review the history of the candidates. The focus was on how they have responded to various educational issues in the past. Then, after discussion, candidates who were felt to support NYSUT members' views on education, health care and state aid, and how accessible they are to their constituents were selected to be endorsed. You will notice that the booklet was produced by VOTE COPE. That is because NONE of your union dues can go towards political action. That is why SABEA members and other NYSUT members throughout the state need to contribute to allow us to have a seat at the table in state politics.

Election results effecting YOU:

90% of NYSUT endorsed candidates won.

Attorney General Eric Schneiderman will help protect your due process and tenure rights.

State Comptroller Thomas DiNapoli will protect your pension.

State Senate Republicans support BOCES.

State Assembly Democrats support increased state aid to schools. All the NYSUT endorsed candidates in our area won (3 Republicans and 3 Democrats).

2 endorsed Congressional candidates won (1 Republican, 1 Democrat).

Your VOTE-COPE contribution will paid off.

BLACK FRIDAY SHOPPING AND BEYOND:

Please shop Union made, local made and Fair Trade made products throughout the year. Thanks

What has your Union done for you lately?

NYSUT is intervening in a lawsuit on behalf of members to protect Tenure.

NYSUT filed suit to protect your free speech by lifting the SED ban on discussing state tests.

Information from workshops and Conferences:

CDROL C workshop information:

Part time employees that are not covered by the BOCES health insurance should apply for insurance through the Affordable Care Act (ACA). Early retiree members, not on Medicare, with no BOCES insurance may also benefit. They may be eligible for free or low cost coverage. Visit www.healthcare.gov or call 800-318-2596.

Your VOTE-COPE money will help fight to keep the best part of the ACA.



Members who attended the Annual NYSUT BOCES Conference in Latham were: (From left to right) Jo James, Nicole Mabey, Terry LaNoir, Beth Shropshire, Sandie Carner-Shafran, Cliff Brosnan, Ruth Shippee and Kris Keough.

Summaries from the workshops of NYSUT's BOCES CONFERENCE: (It is always great to hear how others are handling the various issues all BOCES employees face.)

Adult Ed issues:

Discrepancy of teaching hours between Adult Ed and other teachers
Some part time staff not part of the local union
Concern over certification needed for teaching TASK (formerly GED)
Need for increase in Employment Preparation Education (EPE) funds
TASK results taking too long- from private companies

Special Ed/Common Core resources:

www.p12.nysed.gov for information on Accessing the Common Core for Students with Disabilities, New York State Alternate Assessments, Special Education Curriculum Instruction and the Role of the CSE

Presidents' Roundtable:

Continuation of many issues from previous year such as finances, compliance issues. It appears that there may be some positive actions of issues near and dear to BOCES staff such as funding/reimbursement rates, ensuring legislation regarding education includes BOCES so that we can receive funding.

Concerns regarding getting the Pathwise Career approved with appropriate language.

APPR Update: What do State approved BOCES APPR Plans look like?

SED guidance is NOT regulation or law

Attendance and counting transfer students are negotiable

SLO targets should be realistically attainable and can be below proficiency

Not all element/performance indicators need to be addressed annually, just each teaching standard

From a participant: "I am glad to have had the opportunity to attend both the NYSUT BOCES conference and the NYSUT SRP conference. I saw Sandy speak today and we should all be very proud of all she does and what she stands for."

At the NYSUT BOCES conference I attended the Special Education department meeting where learned more about the Regents reform agenda including CCLS, APPR, College and Career Readiness, safety net for students with disabilities, NYSAA, and skills credentials. Next I sat in on the workshop Special Education and the Common Core Learning Standards. We shared our strategies for adapting the CCLS to work for our special education students and also learned about resources that can be found on the NYSUT website. Finally I attended a session about BOCES APPR plans. We learned about the variety of local measures which BOCES are using.

At the NYSUT SRP conference I sat in on a workshop about laws, rules and regulations of contract implementation. We had an overview of contract language and laws such as: the Taylor Law and Triborough Amendments, FMLA, ADA, Civil Service Law, Workers Compensation, unemployment, and discrimination/harassment.

Thank you for giving me the opportunity to attend these, I have learned a lot and have met wonderful people from both NYSUT and other districts/BOCES. I look forward to learning more and contributing to the solidarity of our union. One last thing, a woman mentioned today that at her workplace

everyone wore the same color on pay days to show solidarity...I think it might be a good idea to try it. What do you think?

Questions recently asked by members:

I am thinking of retiring but want to work summer school- do I need to do anything different?

Please contact Ruth or your rep ASAP: this requires special considerations as for school calendar employees, the end of your year is June 30. This means that you would like to retire in the next school year.

I am thinking of working on my National Teaching Certification- is their financial help?

The Shanker Grants are still available go to information. Application deadline for Shanker Grant <http://www.highered.nysed.gov/tcert/resteachers/albertshanker.html> December 31 Deadline

I am thinking of retiring: what do I do?

First of all, go meet with your retirement system to make sure you understand what retirement will mean for you. Then you can make an informed decision. (Remember that the retirement system IS NOT part of the union.) Then, if you are eligible for the Sick Leave Payment Plan- check the contract- you will need to notify the District Superintendent before January 1 that you plan to retire upon the completion of the school year (Faculty Contract 10.13, SRP Contract 18.9)

News from NYSUT:

Show your pride on SRP Recognition Day Nov. 18



Up for some friendly competition? Does your school, local or parent organization plan a spectacular event? We want to hear from you! Winners of our annual SRP day celebration contest will have their events featured in NYSUT communications and win valuable prizes: a "two-for-one" for the 2015 SRP Conference at the Saratoga Hilton (a \$250 value); a basket of Fair Trade goodies for your next local meeting; or SRP pens for all your SRP members. Send event photos, quotes, activities to Margaret MacCartney at mmaccart@nysutmail.org by Dec. 18.

SED seeking public comment on Statewide Strategic Plan for Science

SED and a group of advisers developed a draft Statewide Strategic Plan to improve P-12 science education statewide. It incorporates six critical components -- Standards, Curriculum, Professional Development to Enhance Instruction, Assessment, Materials and Resource Support, and Administrative and Community Support.

The Board of Regents has [posted the plan for public review and comment](#). Here is the [survey to collect feedback](#). And here's the [Statewide Strategic Plan for Science](#). The survey will be available until Dec. 3.

Submit public comments by Dec. 20 on multiple pathways to graduation

The public comment period for the new pathways to graduation for students in the arts, humanities, STEM and Career and Technical Education has begun and will end Dec. 20. Calling it a long overdue step in the right direction, NYSUT is asking members to submit comments in support of the move. Here's our [news release](#) on the Regents' announcement with links to the draft language and supporting material. Here's the [public comments page](#). NYSUT has said the proposed pathways would allow all students to graduate by demonstrating they have a strong, core academic background, as well as the knowledge, skills and coursework in CTE or other areas to apply their interests to industry-related jobs in their chosen fields.

The work to be recognized and valued as professionals continues...

Union members fighting for recognition, first contract

A majority of adjunct professors at Tompkins Cortland Community College have [signed authorization cards](#) to affiliate with NYSUT, citing job security as a major factor in the drive to unionize. They demand that the employer recognize their bargaining unit.

The new unit -- known as the TC3 Adjunct Association -- would represent more than 250 adjunct members. They would be joining the 20,000 adjuncts from colleges represented by NYSUT including SUNY at Cortland, Syracuse University and Finger Lakes and Mohawk Valley CCs.

Meanwhile, the Early Childhood Staff Union, which represents about 350 workers at 19 Head Start and Early Head Start sites across Erie County, is waging a fight to secure union members their first contract.

The ECSU, which affiliated with NYSUT a year ago, represents teachers and substitute teachers, family partners, home visitors, nutrition associates and maintenance personnel who are employees of the Community Action Organization of Erie County Inc. Union members [held a picket](#) during the CAO's board meeting Monday night in Buffalo.

Letter from AFT following Mid-term election:



AFT Members,

First and foremost, thank you.

Whether you knocked on doors, made calls, talked to your friends and neighbors, or simply cast a ballot for working families, thank you.

Over the last few months, we've crisscrossed the country—from Miami to Anchorage—working side by side with you, our members and community allies, to elect leaders who share our values.

Tuesday night was tough. All day Wednesday, people asked us whether all the work was worth it. We've said the same thing to all of them.

Whether you win or lose, it's never a mistake to go all-in for working families.

Tuesday, Randi spent the day in Pennsylvania, knocking on doors and making calls for Tom Wolf. And the evening began with the great news that we had won.

Sadly, it got a lot tougher after that. In Wisconsin, Mary Cathryn came back from a day of canvassing for Mary Burke only to watch as Scott Walker won re-election. After a day of door-knocking in Baltimore, Lorretta looked on in disbelief as Larry Hogan won in Maryland.

There's no denying that this election will be a setback. Ironically, Wall Street—whose reckless actions helped caused the economic malaise that motivated voters to vote against Democrats—has already expressed its joy over the Republican takeover of the Senate.

Which gets to our point. There's something important that people aren't talking about as much: **Where the election was clearly about everyday concerns—education, minimum wage, paid sick leave—working families prevailed.**

From the governor's race in Pennsylvania to minimum wage ballot measures in places like Nebraska and Arkansas, we see that communities are with us on the issues. We beat back restrictions on women's healthcare, and defeated ballot measures that attacked due process, pensions and collective bargaining. **When we campaign on real issues and offer big ideas, people agree with us.** That's an important lesson. But where the choices were less clear, voters took out their frustration with our seemingly broken system by voting against Democrats. It's a reminder that we must make it clear what we stand for, and stand up proudly to tell people what we believe.

And here's another thing: Everywhere we've been, we've seen the power that people feel from participating.

Yes, we lost many of the races we fought in. But we fought. We stood up—together—and said, "Our communities deserve better." **And every time one of us stands up, it gives another person the courage to do the same.**

We will not stop fighting now. In fact, we'll redouble our efforts. From the statehouse to Capitol Hill, we need you with us now.

Power never yields without a fight, and to change the balance of power, we must stand together. That's what unions are about—working together to make things better for working families. **Today, we promise this union will stand strong with our members, our families and our communities.**

From state capitols to Capitol Hill, we need your voice. We are calling on all governors—Democrats and Republicans—to fully fund public education, to lift up workers and protect our basic rights. We're calling on Capitol Hill to break the endless logjam and move us forward.

There's a very simple promise enshrined in America. If you work hard and play by the rules, you should be able to get ahead, and each generation will do better than the one before. We must continue our work to reclaim that promise.

In unity,

Randi Weingarten, AFT President
Lorretta Johnson, AFT Secretary-Treasurer
Mary Cathryn Ricker, AFT Executive Vice-President

More news from AFT:



AFT hosts summit on career and technical education

Career and technical education and workforce development create multiple pathways to high school and higher education graduation, real-world job skills, and economic prosperity; this was the message stressed by speakers, including Vice President Joe Biden, at the first Career and Technical Education/Workforce Development Summit on Nov. 13. It was co-hosted by the AFT and the AFL-CIO. Vice President Biden said school-employer partnerships provide a path to a middle-class life. "We have to maintain and enhance our workforce so we have the most sophisticated, best-trained workforce in the world," he said. Summit speakers emphasized that today's CTE programs are very different from yesterday's vocational education programs. CTE has been reimagined to bring together all the players needed to make it succeed—students, teachers, businesses and other employers, and higher education institutions. "CTE has the promise and potential to help equip a new generation of workers with the skills and knowledge needed for the jobs of today and tomorrow, and to forge a new path to college and life," said AFT President Randi Weingarten.



Look at the SABEA folks who took part in the NYSUT SRP recognition!

Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit memberbenefits.nysut.org.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

These offers will continue into February 2015, which has been designated as Member Appreciation Month!

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

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

Be on the lookout for your new Union card. They are to be mailed out early 2015. These cards are your key to many things- including taking advantage of what Member Benefits has to offer. This is an independent division that works to find many ways to save money for NYSUT members. Check out what they have to offer at memberbenefits.nysut.org

Friends SABEA on Facebook: <https://www.facebook.com/nysutsabea>

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Next Representative Council Meeting:

Wednesday, December 10 at 3:30 Myers Room 8/9

All are welcome!

