



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

Volume 3 Number 2 October 2015

SABEA: YOUR UNION’S MONTHLY NEWSLETTER:

3rd Week Rep Meetings Watch for information from your rep on a short meeting to give you minutes, updates and information

*October 16-18 Fall Special Olympics- contact Kris Keough to help
October 18 Making Strides Walk (Washington Park Albany at noon)*

October 28 Education, Inc. movie at Woods Theater in Glens Falls

October 31 Pre-retirement Planning Seminar (See article)

November 18 SABEA rep meeting & BOE meeting in North Warren

December 1 & 2 Will Days at SAEC & Myers

NOTE FROM PRESIDENT RUTH SHIPPEE:

“THEY DID, WE SHOULD, WE WILL”

Happy Fall to our Union Brothers and Sisters,

I can see some of you rolling your eyes at that salutation! My journey to being comfortable with using this has taken a few years. I have been fortunate to be exposed to those “Who did” locally and at our state and national level. I have been able to attend trainings, get materials to read and have provoking conversations to grow my interest and union drive.

I recently was out in the community and was wearing a “Proud to be Union” pin. I was amazed at how many people started a conversation with me. Each shared why they felt unions

were important- these were not people in the education field. With the sound of “you go Sister” in my ears, I feel that I finally am able to use this salutation.

The above phrase that I am using to guide me continues to be supported as I meet others who have felt the support and power of working together to bring a safe and supportive work place. I am more and more impressed with how our members, actives and retirees are taking the pledge to say “I WILL” also. Those who came to Bolton Landing to let Campbell Brown know that we will not let her and her cronies drive education: not here in New York and not in the US. We recognize that giving all of our students the competitive advantage of a superior public education will benefit our country as a whole as we move forward.

If you have not done so already, make sure to sign the “Oath to Vote” and return to your rep. When we lobby our legislative members, it will be VERY powerful to show them that SABEA members will look at the stand these candidates take and their actions regarding public education. They have begun to see how the over 600,000 members of NYSUT do have the ability to organize and support our schools.

Others will be busy this weekend by helping at the Fall NYS Special Olympics in the Glens Falls region. Or participating and/or pledging at the SABEA team for the Albany Making Strides Campaign.

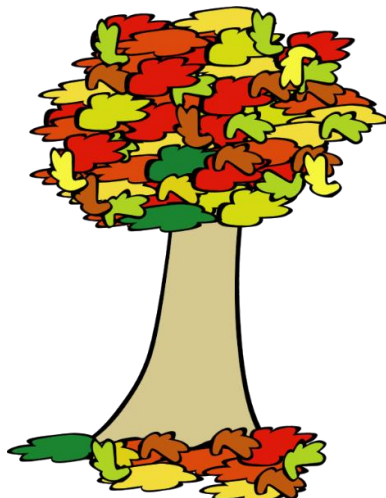
On Fridays, members are encouraged to wear their union pride: pins, shirts with our SABEA logo or maroon. One easy way “to do.”

Now comes the important question: They did, we should.....how are you?

In solidarity-

Ruth

sabea.nysut@gmail.com



Interested in the history of NYSUT? This is an excerpt from a Building Rep training recently held by the Capital District Region Office (CDRO) at our Leadership Conference:

Early Years: 1950's-1970's

Two competing teacher organizations

- New York State Teachers Association (NYSTA) was affiliated with the National Education Association (NEA).
- Empire State Federation of Teachers (later changed to UTNY) was affiliated with AFT and organized labor (AFL-CIO)
- Both organizations competed with each other for members and bargaining rights, challenges, etc.
- Spent millions of dollars competing.

Impetus to merge

- Late 1960's – early 1970's saw attacks on teachers and teaching.
- Led by Assemblyman Jerabek.
- a) Changed tenure period from three to five years.
- b) Attacks on academic freedom censorship, “book banning”.
- c) Inflation at double digits, raises were meager. Freezes; 4-6% raises.
- Both sides decided it was foolish to battle each other when attacks from the outside were so fierce and dangerous.
- Merger occurs 1973; becomes New York State United Teachers (NYSUT).
- New Organization affiliated with both NEA and AFT.
- Thomas Y. Hobart, Jr. was elected President of NYSUT and Albert Shanker was elected Executive Vice President; (later was elected President of the AFT).

In the 1970's, NYSUT expands its membership by aggressively organizing School-Related Professionals (SRP) and Health Care Professionals.

In 2006, NYSUT and NEA-NY voted to unify into a single statewide union, NYSUT.

Interested in learning more? SABEA has copies of the book Teachers United to loan. Contact your rep if you would like to borrow one.

News from NYSUT:

Wondering what NYSUT is doing for you? Here are a few items from the weekly update: (You can get them directly by going to NYSUT.org and logging in creating an account. From there, you can check on conferences, information, Member Benefit plans, etc.)

As you know, NYSUT Vice President Catalina Fortino has been named to the governor's task force charged with overhauling Common Core. As part of this work, Catalina is urging NYSUT's members to make their voices heard in helping the task force create a new set of New York state standards.

The link below contains a very important message from Catalina, as well as a survey that you can fill out to recommend specific changes that need to be made in the standards and how they can be approved. This survey is happening in the context of relentless advocacy by NYSUT, which has created conditions in which real change can occur.

<http://www.nysut.org/resources/special-resources-sites/research-and-educational-services/standards-survey/>

Please take the time to offer your expertise and make your voice heard. And, please **share this message and survey with your colleagues** so that their voices are heard, too.

Your recommendations will be taken directly to the State Education Department and the governor's Common Core Commission.

As Catalina notes: Teachers **must** be heard.

Are YOU up for the NaeNae Challenge?

NYSUT and the Alliance for Quality Education are issuing the #IAmPublicEd NaeNae Challenge!

NYSUT Executive Vice President Andy Pallotta described this grassroots initiative as an opportunity for students, teachers, school leaders, parents, community members and elected officials to have a little fun while encouraging and celebrating public education!



[Take action now at the NYSUT Member Action Center](#) to find out how you can take the #IAmPublicEd Nae Nae Challenge ... and celebrate public education! NYSUT and the Greater Capital Region Teacher Center will present the documentary "[I Learn America](#)" at NYSUT headquarters at 4 p.m. Tuesday, Oct. 27. The film explores the experiences of English language learners in our schools. A panel discussion follows.

Please register now via My Learning Plan at the following link: <https://goo.gl/ZL04dX>.

You're Invited!



You are invited to a movie screening and discussion to find out how you can join other community members, teachers, parents and students who are working together to protect public education in New York.

"Education, Inc." is a short film through the eyes of parent and filmmaker Brian Malone, as he travels cross-country in search of the answers behind the problems facing public education, and what it means for his kids. This film shows first-hand how public education is under attack across the nation.

10/28/15 6:00 PM Charles R. Wood Theater 207 Glen Street Glens Falls, NY 12801

Sponsored by Southern Adirondack League of Teachers

Contact: Randy Gunther (518) 231-8199 Documentary on ELLs to be shown Oct. 27
.....

OATH TO VOTE:

We need these back by November 1—mail to Ruth Shippee, SABEA President 59 Glen Rd. Fort Edward, NY 12828. If you have not received one, please contact your rep.



*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! Let us know events over the summer too!*

Looking to become informed? Come to a meeting with a rep the 3rd week of the month.
Reps will be holding meetings the 3rd week of the month for you to receive minutes, newsletter and other information and items to keep you up to date regarding your union. You will also hear about ways to be able to say “I will” get involved.

The following is the current schedule for these meetings:

SAEC: Thursday at 2:30, additional to be scheduled
(Reps are Lisa Colvin, TBA, Michele Morris and Owen Landrey)

Gick Road: Tuesday at 3:45
Rep TBA

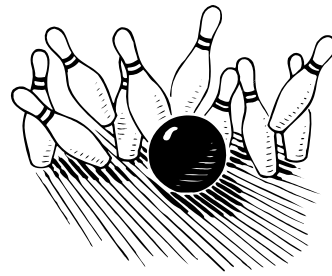
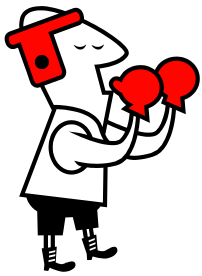
Myers: Thursday at 10:45-Paul Cerone, Wednesday at 2:45- Jane Amorosi and Mary Moyles and Monday at 2:45- Kim Weaver

SSTLC: Thursday at 2:30
Reps are Julie Madison and Mike Dinsmore

WSTLC, Burgoyne will meet at WSTLC 2:30 on Thursday and Itinerants 2:30 on Wednesdays.
Reps are Nancy VanVoast, Jackie Plude, and Terry LaNoir

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





Sixth Annual BOCES Bowling Challenge: North vs. South

When: Friday, November 6th at 3:30 pm

Where: Saratoga Strike Zone in Saratoga

Cost: \$8.00 - includes 2 games, bowling shoes rental and 2 slices of pizza. The money is payable at the door

Teams will be made up of 4 bowlers each. Spouses are welcome too! Please choose a team name. If you don't have a team of 4, please still come, we will definitely find other singles for you!

Winning team brings home the trophy to their school to proudly display for all to admire.

So we can estimate how many will be attending, please RSVP by Wednesday, November 4, 2015 and submit team member names to tpearl@swhebores.org

Information from our national affiliate, AFT:

CAMPUS EQUITY WEEK BREWS UP SOLUTIONS FOR ADJUNCTS

With Halloween fast approaching, adjunct faculty are stirring up a witch's brew of actions for Campus Equity Week, Oct. 26-30. The event is designed to draw attention to the frightening conditions that define the work of part-time, contingent faculty members. The litany of exploitation is no joke: low pay, no benefits, no job security and severely limited resources. And the end result affects students' education. Among the activities: The Monroe Community College Faculty Association in Rochester, N.Y., will screen two documentaries about adjuncts and equity. The Camden County (N.J.) College chapter of United Adjunct Faculty of New Jersey will hold a panel discussion. And several campuses affiliated with United University Professions in New York will hold petition drives and host information tables and community forums. *(Members of SABEA are also working on this issue as we have several people who are instructors at our community colleges.)*

STRIKE ENDS AS SCRANTON EDUCATORS RATIFY CONTRACT

The Scranton (Pa.) Federation of Teachers, which successfully fought off proposals to silence educators, overwhelmingly ratified a two-year contract on Oct. 13 for its 940 teachers and 110 paraprofessionals. Students returned to school on Oct. 14. "The public supported us every step of the way because they knew we were fighting for what kids need," says Rosemary Boland, president of the Scranton local, which went on strike Sept. 25. "Teaching is a shared responsibility, and this contract shows give and take by educators and the administration. Administrators finally realized that educators need to be treated as the professionals they are." AFT President Randi Weingarten, who visited Scranton during the strike, says: "Draconian proposals to silence teachers and prevent them from giving input on educational decisions were wrong and harm, not help, schooling." Meanwhile, teachers in East St. Louis, Ill., have been on strike since Oct. 1. [Sign a petition](#) demanding that the superintendent there bargain in good faith.

AFT TO LAWMAKERS: KEEP ESEA IN FOCUS

AFT's membership divisions gathered for regularly scheduled meetings in Washington, D.C., this week, and union leaders made the most of it—working on several fronts to persuade Congress to fix No Child Left Behind by moving forward with a constructive, bipartisan reauthorization of the Elementary and Secondary Education Act. On Oct. 6, the AFT Teachers program and policy council met with Rep. Bobby Scott (D-Va.), the ranking Democrat on the Committee on Education and the Workforce. Scott detailed how he and other lawmakers are working nonstop to fashion a proposal that can draw the bipartisan support necessary to clear both chambers while staying true to sound policy and the historic principles that undergird ESEA. The following day, AFT leaders fanned out for visits on Capitol Hill. Above all, they stressed how this chance to end high-stakes testing, mandatory school closings and other failed policies of NCLB must not slip through lawmakers' hands.



Go to

http://www.sharemylesson.com/article.aspx?storyCode=50006902&can_id=0e9ea45e1fbd3f92faa34af6d72e3d0c&source=email-inside-aft-oct-16&email_referrer=inside-aft-oct-16 for lessons from AFT on bullying prevention.

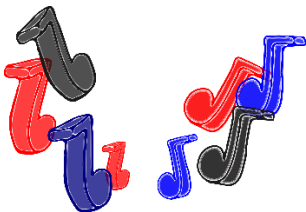
Go to AFT.org to see more articles on what is happening in your national affiliate.

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 SABEA.NYSUT@gmail.org 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, on the following dates:

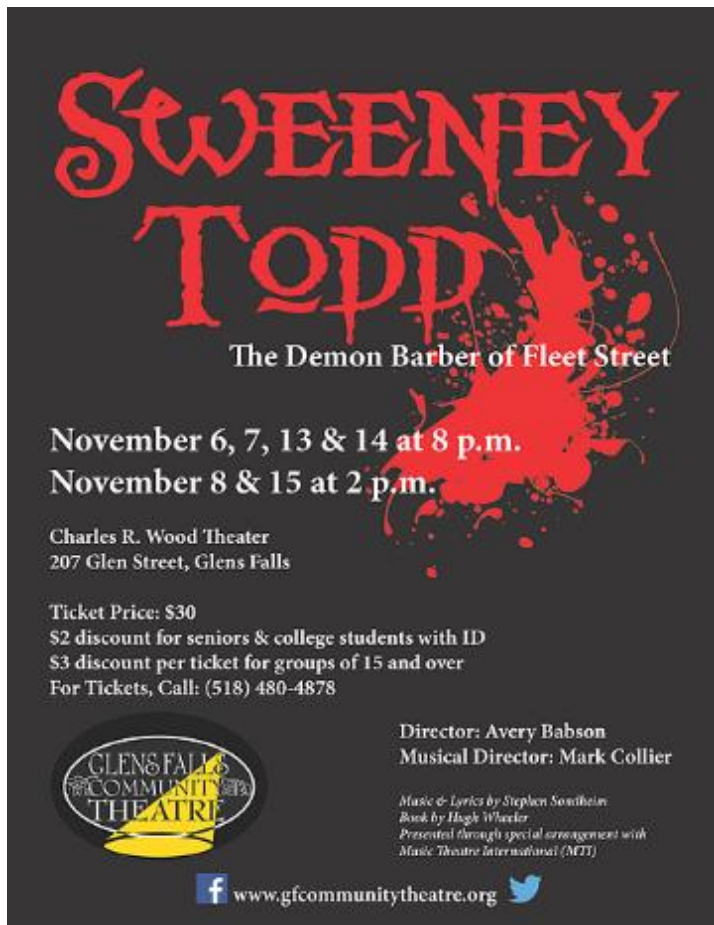
October 31	Cantina in Saratoga Springs- 9-12
November 7	Cantina in Saratoga Springs 9-12
November 20	Bentley's Tavern- Malta 9-12
November 28	Cantina in Saratoga Springs 9-12
December 12	Cantina in Saratoga Springs 9-12
December 21	New Year's Eve party at Bentley's Tavern Malta



New Business: Nicole Mabey has started "Buddy's Barkery". See her at the Glens Falls Farmers' Market on Saturday and contact her on FACEBOOK for orders of fabulous dog treats.



Several members like Beth Wright and Georgianna Bull will be involved in the November Glens Falls Community Theater production of Sweeney Todd.



**SWEENEY
TODDY**
The Demon Barber of Fleet Street


November 6, 7, 13 & 14 at 8 p.m.
November 8 & 15 at 2 p.m.

Charles R. Wood Theater
207 Glen Street, Glens Falls

Ticket Price: \$30
\$2 discount for seniors & college students with ID
\$3 discount per ticket for groups of 15 and over
For Tickets, Call: (518) 480-4878

Director: Avery Babson
Musical Director: Mark Collier

Music & Lyrics by Stephen Sondheim
Book by Hugh Wheeler
Presented through special arrangement with
Music Theatre International (MTI)

 www.gfcommunitytheatre.org

SABEA members making a difference:



The **Making Strides Against Breast Cancer** walk will be held at noon on October 18, 2015 in Washington Park in Albany. Let's make this a year to remember and bring as many SABEA members and their families together to help in the fight against Breast Cancer!

Fall Special Olympics October 16-18 Queensbury

http://glensfallscollaborative.com/event/special-olympics-state-fall-games/?instance_id=32

Officer Reports:

From Jo James, 1st Vice President-Faculty Grievance Chairperson:

SLO Guidance

At the CDRO Leadership Conference Jo James had the opportunity to meet with Kathleen Frederick, Assistant in Research and Educational Services for NYSUT. She was able to give guidance to share regarding SLO target setting. Teachers of grades 4-8 who use state ELA and/or Math tests for SLO can use the band that the student last tested in as their target for this year; for example, a student who tested at a level 1 in 5th grade math, would have a level 1 as a target for 6th grade math. The same level from one year to the next, represents a year's growth.

Guidance from NYSED regarding SLO's

- Targets set locally
- Targets must reflect one year's expected growth
- **Expected growth can be adjusted for prior performance, economic disadvantage, disability and English Language Learner status**

This last bullet may not be widely known to administration but it is guidance from the state.

Know Your Contract

7.3 DUTY FREE TIME All unit members will receive a lunch period of at least thirty (30) minutes free from supervisory responsibility. In addition, teaching assistants will receive a fifteen (15) minute duty free break during the morning. Assigned staff and traveling staff (excluding teaching assistants) shall have a minimum of 30 minutes planning time in their daily schedule. Under emergency circumstances staff may be called upon to help during a duty free time. When emergency circumstances exist the duty free time will be rescheduled.

.....

Our union represents BOCES staff: *both support and teachers*. The mission of SABEA is to assist in educating our diverse student population while fostering a safe, supportive and professional work environment.

Your representative is your "go-to" person for assistance with concerns and workplace issues. The Representatives meet on the **second Wednesday** of the month at **3:30** in various locations.

All SABEA members are invited to attend and participate at these meetings.

Representative Meeting Dates & Locations (begin at 3:30)

<u>Date</u>	<u>Location</u>
• November 18	Myers- Science lab
• December 9	SAEC-B-7
• January 13	Myers- Science lab
• February 10	SAEC-B-7
• March 9	Myers- Science lab
• April 13	Gick Road
• May 11	SAEC-B-7
• June 8	Myers- Science lab

What does being a member of a union mean for me?

- For health care workers about \$2600/year over non- union workers
- For O & M workers about \$9400/year over non- union workers
- For office workers- about \$9500/year over non- union workers
- For those in education- about \$12,000/year over non- union workers
- A voice at your work place
- Pension plans
- Trainings opportunities
- Health care benefits
- Support of community issues to make our world a better place for us, our families and friends
- Benefit programs

Announcing another benefit for SABEA members: active and retired

The attached flyer announces the beginning of the group legal plan that SABEA is getting through NYSUT member benefits. As you can see, for you, each year we have this plan you will get: *Health Care Proxy, Power of Attorney, Living Will* and draft or update a *Simple Will*. Your spouse/significant other will receive: *Reciprocal Simple Will, Health Care Proxy and Living Will*.

Within the next few weeks, member benefits will be sending you a description of the full program. In addition to the items listed above, other legal services will be provided to our members at discounted rates. Please make sure to look the materials over and take full advantage of this service your union is providing.

Your reps will be providing you with questionnaires that you and your spouse/significant other will need to fill out PRIOR to attending the will day. On December 1 & 2, you will meet with the lawyer (you do not need to have your spouse/significant other present that day.) The lawyer and firm will then prepare the documents and we will schedule signing days.

Please stay tuned and take advantage of this valuable service.

SABEA

WILL DAY

December 1st & 2nd, 2015

As a benefit of the SABEA Access Group Legal Service Plan, you are entitled to a *Health Care Proxy, Power of Attorney, Living Will* and to draft or update a *Simple Will* each year. If your spouse/domestic partner would like to draft these documents, they would be entitled to a free *Reciprocal Simple Will, Health Care Proxy and Living Will*. If they would like to draft a Power of Attorney, the fee of \$75 would be charged and can be paid directly to the attorney on will day.

On Tuesday, December 1st, 2015, a Plan attorney will be at the SAEC campus after 2:30 pm, and on Wednesday, December 2nd, 2015 beginning at 10:40 am, at the Myers Center campus to meet with legal plan participants on an individual basis to assist in drafting the above mentioned legal documents. *Your spouse or significant other does not need to attend this round as you will have a completed questionnaire to turn in. You will receive a mailing regarding the benefits of this plan in the next month.*

If you would like to take advantage of this service, complete the coupon below and return it to **Ruth Shippee at the Myers Center** via interoffice. Appointments will be given on a first come first served basis.

(Please Print)

YES! Sign me up for the Will Day.

Name: _____ Home Phone: _____

Building: _____ Time Preference: _____

(Time must be during breaks or before
or after work)

Return coupon to:
Ruth Shippee: SABEA President
Myers Center
Via Interoffice Mail

Response Deadline for this round of appointments: November 20th, 2015

Appointments will be booked in 15 minute blocks of time.
You will receive a confirmation of your appointment by approximately
November 27th, 2015.

Identity theft protection available for NYSUT members



TRUE IDENTITY PROTECTION™

NYSUT Member Benefits is excited to announce that its newest endorsed program -- ID Watchdog -- is now available to all NYSUT members & their families looking for protection against the growing threat of identity and credit theft.

What Do I Get When I Sign Up for ID Watchdog?

- Credit & Cyber Monitoring
- Monthly Credit Score Tracker
- Credit Reports & Scores
- High Risk Monitoring
- Individual, Individual/Spouse or Family Coverage Available

According to Javelin Strategy & Research, an estimated 13.1 million Americans fall victim to identity theft each year. These individuals are hit with approximately \$7,000 in fraudulent charges per person and spend about 330 hours each trying to recover from the effects of identity theft.

ID Watchdog (founded in 2005 as a theft protection service) uses proprietary monitoring technology that alerts members as soon as new or updated information associated with their identity is detected -- allowing them to catch fraudulent activity immediately.

**To learn more about ID Watchdog, call toll-free 866-513-0823
or visit memberbenefits.nysut.org.**



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.

Sept/Oct. '15