

NOTE FROM PRESIDENT RUTH SHIPPEE:

“THEY DID, WE SHOULD, WE WILL”

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It seems like things are changing fast this month- sometimes moving to things we have already experienced. Anyone psyched for the next storm? Spring is almost here right?

This month is a great comparison to what is happening to the labor movement here in the US.

Many of us have just been going along with the benefits and protections that the labor movement has gained us.

There are so many people at the national, state and local levels that literally gave their blood, sweat and tears so that we have the working conditions that we do.

It was not that many years ago that a 40 hour work week was unheard of, that minimum wage did not exist, that pensions or social security were just pipe dreams for the working class. When I read about how NYSUT started in the 1960’s-1970’s, I can’t believe the items they were fighting to have established because I have ALWAYS enjoyed these conditions.

For myself, as a working woman in a school, it is hard to believe that before NYSUT came into being, when I was pregnant with my children, I would have been forced to quit rather than be able to use my sick time. That we have days that we can take care of family members and labor has won establishment of Family Medical Leave for others also.

As discussions regarding the newest attack on labor at the Supreme Court, Janus v. AFSCME may impact the labor movement continue until we hear how the Court decides the case, I believe labor will be even stronger. Those who have enjoyed the benefits without getting involved are asking why?, what?, how? They can protect what was fought for by our labor predecessors.

A question that I hear is what are the next things labor can do for me/us? I think that is the wrong question. If we do nothing to protect what we have, we will lose those items. Think of what happens when you don’t maintain things: clean your house, watch your weight, exercise. Conditions don’t improve unless you work to maintain or make things better.

Now is the time we all need to make sure that our union, SABEA, whether we are active, working members or retirees, make sure that we take action to keep our rights strong. As you have heard, “they did, we should, we will” has been our mantra.

How to do that? How to grow that Union/Labor muscle? Come to a meeting. Sign up for a committee. Attend a local or state event. Go to NYSUT.org Be informed- answer the call to keep our rights and benefits strong and growing. What can you do is the question to be a part of your union.

Union Strong.

In Solidarity

Ruth
SABEA President



SABEA

Members

From: Jo James, 1st Vice President

Negotiations

The chief negotiators are scheduled to meet with the BOCES on Monday, March 26. The last two meetings had been canceled so there is nothing to report at this time.

Grievances

There are no active grievances regarding the faculty contract.

Commissioner's Advisory Council for New York State Teachers

We met on Wednesday, February 28 and discussed:

1. The standards setting process for 3-8 assessments - Teachers had questions regarding psychometrics of the test and whether they are valid and reliable. There was a request for SED to release the external validation studies. We discussed the unintended consequences of testing our students: stress, mis-labeling students. The commissioner stated that our students are tested too much and expressed she wished schools would cut back on assessment.
2. Computer based testing - as we met, Yonkers was completing a district wide practice test. The teacher representing Yonkers reported she was receiving e-mails and texts that the wi-fi wasn't working, students could not log in to test. The test was shutting down and not letting students pick up where they left off. Angélica Infante-Green (Deputy Commissioner for Instructional Support) disagreed saying that SED had folks in the school to assist and everything was running smoothly.
3. Smart Schools Bond Act - You can check your district's bond approval progress at <http://www.p12.nysed.gov/facplan/status.html>. There is concern that the approval process is taking too long and there is a delay in payment to the schools. The Commissioner reported that the same staff that reviews and approves construction projects is also covering the Smart Schools Bond Act. She mentioned they should probably increase the number of staff to handle the increased number of applications. There are 3 people on the approval board and it is difficult to schedule meetings, if they don't meet, nothing gets approved.
4. Next Generation Learning Standards Roadmap was released March 2nd. NYSUT is developing workshops which will be held through the Education Learning Trust - check the Professional Development brochure.
5. Hempstead schools - this is a district struggling with political issues regarding the board of education and is being closely monitored by SED. There is a full time SED employee in the district to make sure there is compliance with regulations.

The next advisory council meeting is scheduled for May 16th. On Monday, March 19th there is an Election District 10 meeting at NYSUT. I believe the focus will be preparing for the Representative Assembly in April.

SABEA Membership Meetings:

All members are encouraged to attend these monthly business meetings. Each month there are short trainings on issues members have raised or sections of the contracts. Meetings rotate between SAEC and Myers. **Start time is 3:30** and usually last around 2 hours. *Come for part or all.*

Then, members are encouraged to attend the BOCES Board of Education meeting at Gick Road that begins at 6:30. *The BOE needs to know our/their people.*

Dates for 2017-2018 – Mark your calendar

SAEC Comp Lab– Bldg.

September 13
November 8
January 10
March 14
May 9

CMyers Room 8

October 11– (BOE Oct. 4)
December 13
February 14
April 11
June 13

SABEA Building Representatives for 2017-2018:

These are your go to people. If you have a question or concern, reach out to these people.

Myers:

Jane Amorosi janie64@nycap.rr.com 518-878-2022
Paul Cerone pcerone@gmail.com 518-441-0216
Emily Leonhardt 414.708.7136 eoleonhardt@gmail.com
Mary Moyles shamrocks2@aol.com 518-664-9711
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SAEC:

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Dan Kittell dwkittell@gmail.com
Chris Martino savatagecm@gmail.com 518-321-8693

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SSTLC:

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Itinerants:

Terry LaNoir tdlanoir@gmail.com 518-796-3154

Retirees:

Greg VanDeusen alstew62@gmail.com 518-791-3302

CDRO (Capital District Regional Office) Conference



Chris Martino and Jonathan Rychcik of Technology Department, Laura Rychcik- TA at Myers and Cindy Goodsell- Secretary to the Principal SSTLC

Several SABEA SRP's were able to attend the CDRO (Capital District Regional Office) Conference for SRP's. The event was held in Bolton at the Sagamore. All who attended felt the workshops were very informative and encourage others to look at opportunities to go and become better versed in the many topics presented.

Some of the workshop highlights included:

YOU BE THE JUDGE:

1. NYS is a 1 party state: only 1 party needs to know that a recording is happening.
2. FERPA: videoing children should only be for educational purposes.
3. Districts have the "burden of proof". But, "is it more likely to have happened than not?" That is their stance.
4. Anything in your personal file can be used against you in a later incident. Even years later. This could add to the new incident and make a broader case against you for disciplinary purposes.
5. We were given three actual cases and gave all the facts and then we were asked how we thought it should turn out, in favor of the employer or the employee.
6. The presenter was an actual lawyer for NYSUT who represented some of the cases she gave us. Both presenters were well spoken and gave us a lot of information on the everyday dealings of disciplinary actions.

ADVANCING ADVOCACY IN A CHANGING ENVIRONMENT:

1. New member orientation:
Best time for union to make impression- go over contract with new employees. (Including SRP's)
2. Advancing (promoting) through technology.
NYSUT.org, click on "SRP"
Lots of helpful links and benefits.
3. Have a union days in Friday. Wear union shirts. Show people who is involved in the union.
4. Continue to review your contract to understand the language in there.

SCHOOL/WORKPLACE VIOLENCE: Impact on staff

1. Workplace violence definition:
"...any physical assault, threatening behavior, or verbal abuse occurring in the work setting".
2. Work environment DOES impact this.
3. Some risk factors of our school are:
Consistency
ALL STAFF should be trained in BOYSTOWN (even long term substitutes, and consistent substitutes
Code of conduct SHOULD be followed
Parents are also risk factors
4. Employee Mental Health training
BY LAW: all employees are required to receive mental health training. This should be an 'in-person'
training (not online).

HOW TO SUCCESSFULLY PASS THE CIVIL SERVICE EXAM

1. This was a very informative workshop which dealt with tips and strategies to help pass the test.
2. Presenter showed us a few links to sites where you can go and do practice exams to help you prepare.
3. We then split up into two groups, one was for a clerical exam and the other was for a custodian exam to see how well we do on them after having been shown several techniques on how to dissect the questions. It wasn't a full exam but it was actual questions they would ask. I think there was about 20 questions.
4. It was a very informative workshop to attend and I have a lot of info to pass along to help people that haven't taken one yet or need to take one for a different position to study. The presenter was very well spoken and very informative.

Overall I had a very good time and would love to go again and would encourage more people to come next time.

SABEA Executive Board and their contact information: These are the officers that you have elected to serve SABEA and our mission.

President:	Ruth Shippee • 518-321-8676 • ruth.shippee@gmail.com
Executive Vice President:	Nicole Mabey • 518-321-6274 • nicole12804@yahoo.com
1st Vice-President/Faculty Grievance Chairperson:	Jo James • jojames818@gmail.com • 518-222-4059
2nd Vice Presidents/ SRP Grievance Chairpersons:	Deborah Viehmann • dviehmann1014@gmail.com • 518-791-0955 Mirna Caro • mcaro@nycap.rr.com • 518-337-9750 Penny Marshall • penlisjac@aol.com • 518-415-7040
Treasurer:	Karen Monastero • kmonastero1@hotmail.com • 518-793-9593
Secretary:	Sandie Carner-Shafran • sandie15@nycapp.rr.com • 518-424-7210
Labor Ambassador:	Debbie Beaulieu • beaulieud1@aol.com • 518-573-4419
Membership Chairperson:	

Social Committee updates:

Bowling at Kingpin's Alley in South Glens Falls on Friday, March 23 at 3. Contact Tina Pearl to let her know you are coming. This event will assist a member whose son was recently diagnosed with leukemia.

Mark your calendar for June 8. This year's retirement party will be at Skidmore College who has worked with our culinary department will be the location. SABEA members will pay \$10 to attend to wish our Class of 2018 Retirees well. More information to follow.

DeVos can't answer basic questions about education



Remember when Secretary of Education Betsy DeVos showed how little she actually knew about public schools and education policy during her confirmation hearing? (And who can forget grizzly bears?) More than a year into her tenure as secretary, she continues to show—this time in a widely watched “60 Minutes” interview—why she is unqualified for the job for so many reasons. Remarkably, DeVos has been tapped to head federal efforts to make schools safer. “It’s clear the secretary of education knows little if anything about how to ensure safe and welcoming schools, much less an appropriate environment for teaching and learning,” AFT President Randi Weingarten says. “How is she possibly equipped to lead a commission on school safety?”

[Watch a video about DeVos' unfortunate interview](#)

Fair Pay, Benefits, and Pension? Thank Your Union Contract:



Why do NYS teachers have top pay, benefits, and pensions? It's your contract.

[See which states have the best and worst pay.](#)

JANUS ACTION CENTER
CLICK ON IMAGE TO READ MORE

JANUS ACTION CENTER



LET'S RAISE OUR VOICE

Help Yourself – Take Action Today!:

CLICK ON IMAGE TO READ MORE

The screenshot displays the NYSUT Member Action Center website. At the top, there is a navigation bar with the NYSUT logo and the text "MEMBER ACTION CENTER". Below this, there are links for "ALL ACTIONS", "ONLINE MEDIA", and "RESOURCES AND LINKS". A secondary navigation bar includes "Questions or Comments? Contact Us".

The main content area features three prominent action items, each with a "TAKE ACTION!" button and a link to "Fax State Legislators":

- Item 1:** "So Much More than a Number! Watch Our New Web Video" (with a large number 8 graphic).
- Item 2:** "Support Teacher Centers and Other Professional Programs!" (with a photo of people at a meeting).
- Item 3:** "Help Increase School Funding in This Budget!" (with a photo of people holding diplomas).

Below these items is a blue bar with the text "Learn More, Do More".

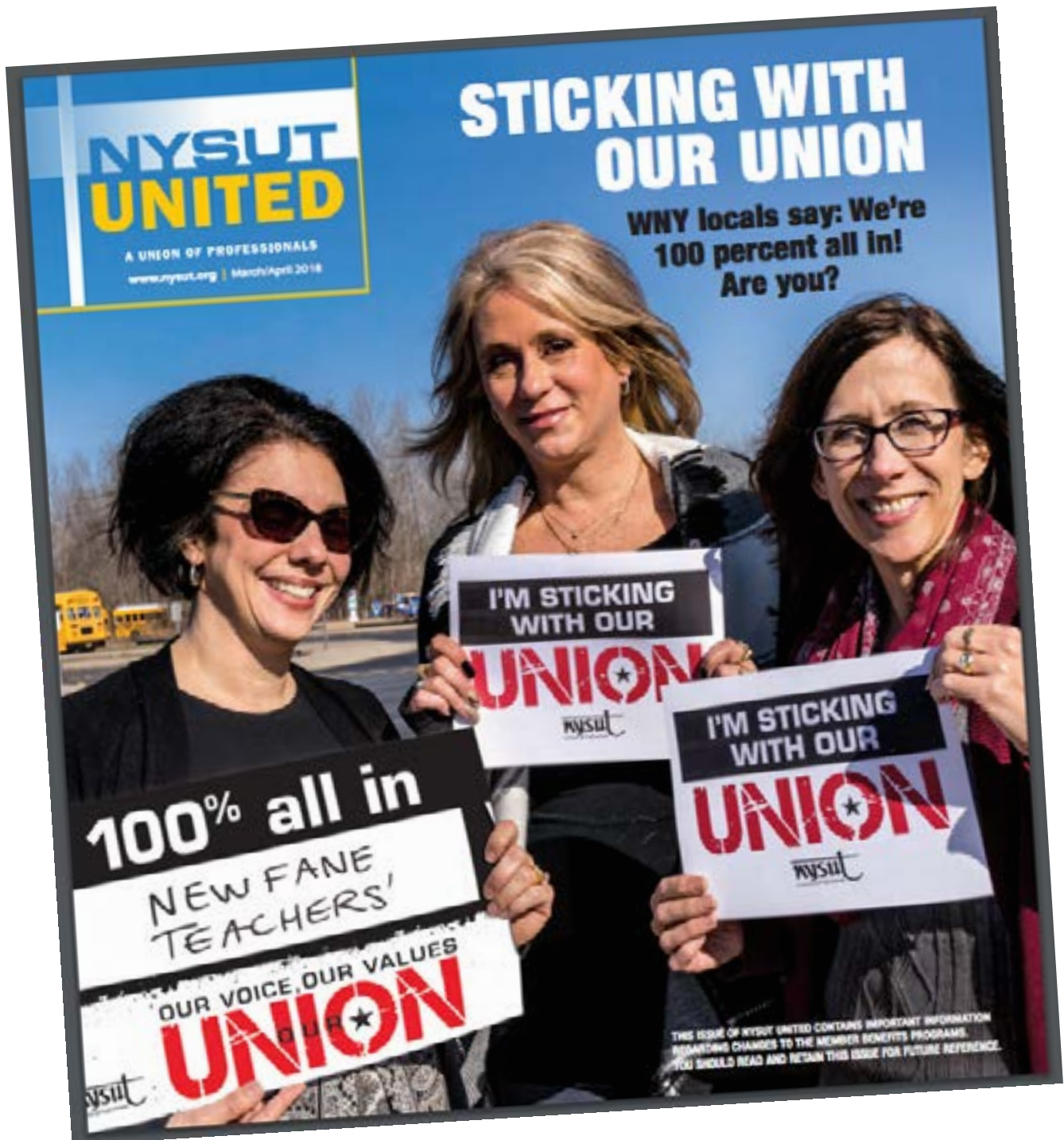
The lower section of the page is divided into two main areas:

- Left Area:** A red banner reads "SIGN UP FOR MAC TEXT ALERTS!". Below it, text says "Here are two super-easy ways to sign up for MAC text alerts!". The first method is "Text the word 'nysut' to the contact number 21333", accompanied by a screenshot of a text message interface showing a "NYSUT" button and a confirmation message: "You're all set to receive NYSUT Member Action Center text alerts! Reply STOP to quit, HELP for info, Msg/DataRatesMayApply". The second method is "Just fill out this simple form", which includes a "Call Number" field with a placeholder "(000) 000-0000" and a red "Sign Me Up for MAC Text Alerts" button. A note at the bottom states: "You can opt out of MAC text alerts at any time by texting STOP to 21333."
- Right Area:** A blue banner reads "FEATURED VIDEO". Below it is a video player showing a thumbnail of the NYSUT Member Action Center website.

Pennies for Puerto Rico

CLICK ON IMAGE TO READ MORE

You may have noticed familiar faces in NYSUT United! Several members at Myers participated in Pennies for Puerto Rico. Page 13 shows off the beards that helped to raise \$600 to help the efforts. Another effort at SAEC by a student's merit project raised over \$100.



Your monthly bills won't stop if you become unable to work

Insurance is the type of product that you hope you never have to utilize. In the event that you need to use it, though, it's important to have the insurance product that best meets your individual needs.

The NYSUT Member Benefits Trust-endorsed voluntary Disability Insurance Plan -- provided by Metropolitan Life Insurance Company -- provides valuable income replacement benefits to help meet your living expenses if you become partially or totally disabled and are unable to work.



Disability insurance can be customized to fit within your budget and still provide peace of mind until you are able to get back on your feet and return to work. Applications for the new NYSUT Member Benefits-endorsed Disability Insurance Plan are now available, with coverage effective dates on or after Jan. 1, 2018 from the Plan Administrator, Mercer Consumer.

For more information and/or to get an application, visit memberbenefits.nysut.org or call **800-626-8101** for specific information about this program.

Call to Action: Proposals requested for NYSUT *Educator's Voice*



New York State's classrooms are among the most diverse in the nation. In recognition of this, NYSUT is currently seeking article proposals on "**Culturally-Responsive Teaching**" for consideration in its annual edition of *Educator's Voice*, a *Journal of Best Practices in Education*. **The deadline for proposals is June 15, 2018.**

Do you have a project or practice that works well in your classroom, something you are passionate about and would like to share with other educators across the state? This is a great opportunity to write about it and become published in NYSUT's member journal, a publication created by NYSUT members for NYSUT members. No previous experience is needed nor do you need to be a professional writer to be published in *Educator's Voice*.

Once accepted, authors receive a great deal of editorial support and writing guidance throughout the year-long publication cycle. The result is a professional, research-based publication that can be shared with your colleagues and used for professional development. Authors or author teams can collaborate across schools or with partners in higher education; at least one author must be a NYSUT or affiliate member.

For more information and/or to download the author submission form, visit <http://www.nysut.org/educatorsvoice>.

Previous editions of this publication are available at <https://www.nysut.org/resources/special-resources-sites/educators-voice>.



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.

SABEA Sunshine

February 2018:

Claudia Peck: Myers, Ill

Joan Noonan: Retiree, Passed away

Penny Marshall: O&M, Niece passed

Lisa Sears: Niece passed

Corky Tucker: O&M. Mother passed

Brenda Barlow: Myers, surgery

Kim Weaver: Myers, Dad Passed away

Get your items to: Laura Rychcik at
sunshineclublaura@hotmail.com