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NOTE FROM PRESIDENT

RUTH SHIPPEE:

"THEY DID, WE SHOULD, WE WILL"

**In Unity, there is strength!
 We heard, we planned, we ARE!!
 SABEA**

In this Month of Giving Thanks

We live in a country where we are able to voice our opinions and pick our representatives through elections

We honor those brave women and men, current and past, that made the choice to serve and protect our nation and our values on Veteran's Day

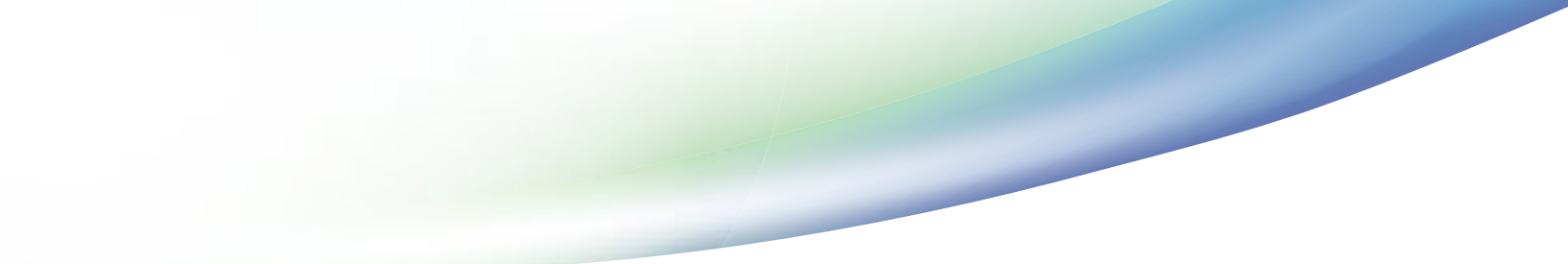
We gather on Thanksgiving as a nation with family and friends to give thanks for the many blessings we have.

I am thankful and humbled by my fellow union brothers and sisters in SABEA and the labor movement in general. The last few years have not been easy and yet I have seen and felt how we have become a stronger more united force. Each of you recognized that your efforts, small or large, makes an impact on our organization as a whole. The efforts of our building reps, the Executive Board and committee members may not be visible to all, but I know the amount of time and challenges they face to make our union strong for our members. I am beyond grateful for all they do to assist our membership.

This is a busy time of year. Committees at SABEA and NYSUT have been active. At NYSUT, I recently attended the Small and Rural Locals Committee. While meeting with about 12 other district leaders from around the state and the NYSUT officers, we are all facing similar situations. Discussions throughout the day evolved around SMART Schools monies and updates on APPR, teacher (and staff in general) shortages, NYSUT Disaster Relief Fund, Member Benefit plans, School Safety and training, and planning to have our voices heard at the upcoming May RA (Representative Assembly- NYSUT's 'congress') In December, I will be chairing NYUST's BOCES Committee where faculty and SRP units from around the state will discuss the issues that are unique to BOCES. At



**GIFT IDEAS!!!
 SEE PAGE 13**



our ED 10 (NYSUT Election District) Meeting we will be bringing ideas forward that are important to people in our area, planning for the RA (Representative Assembly), looking at upcoming action in Albany and discussing member concerns.

Here in SABEA, our Social Committee has been meeting and planning to try new events (and old). This newsletter will be out about the time of our event at Common Roots on November 16 (Thanks Bert!) Also meetings continue with our Negotiations team (full and chiefs). As Jo updates you in her article, we are being scheduled with a mediator and getting dates set for those meetings. Also, we are working on updating our SABEA Constitution. The committee is looking to make sure that our constitution helps to make the organization's framework the strongest it can be for our membership: actives and retirees. PDP (Professional Development Plan) committee is also beginning its work to provide meaningful training to staff.

Reps and members continue to meet and work through issues: some small and some large. More people are looking through our contracts and becoming familiar with the many items that have been negotiated over the years. You are becoming involved. Members are doing things in the name of labor. Things like being on a committee, taking part in the Making Strides campaign, helping the Code Blue shelters all show are unity and strength. Your reps will be providing all active members with SABEA t-shirts with our new logo. Please plan to wear them at the December board of education meeting on December 12 at 6:30.

I also want to say thank you for those who responded to the recent survey on information and workshops you would like to have. As a result, in December, we are working on having someone from the Member Benefits Legal Plan present to us: details to follow.

Please remember to thank our SRP staff on November 20 for all of the work they do to help make the rest of us able to do our jobs.

I am thankful for my SABEA brothers and sisters.

Ruth
sabeapresident@gmail.com



**Make it Pink Day: supporting SABEA's Team:
Adirondack Region Crusaders at our various sites.**



Making Strides of the Adirondacks
October 28 in Glens Falls
SABEA raised over

\$2000
for the cause!





Members

From: Jo James, 1st Vice President



On November 7 I attended a meeting starting year 2 of a 3-year appointment to the Commissioner's Advisory Council for New York State Teachers. Topics of discussion were:

CTLE Restrictions on Mentor Hours (John D'Agati, Deputy Commissioner for Higher Education) – A mentor can credit 25 hrs against CTLE (of 100 hours over 5 years). If you take hours, you cannot take remuneration. **This is a proposed regulation that is currently out for public comment. Teachers' stance is that CTLE hours should not be limited for mentors and student teacher advisors. There could be unintended consequences of folks not volunteering for these teacher leader roles. Please go online to give your thoughts on this regulation.

Smart Schools Bond Act (Christina Coughlin, Assistant Commissioner for School Governance, Policy, Religious & Independent Schools) – The committee has met 3 times to approve Smart Schools plans, have approved about \$500 million since June 2018. There is another meeting scheduled to review \$400 million in Smart Schools proposals. There have been changes to the computer system in order to make the review process go more smoothly. You can check the status of a school plan by going to http://www.p12.nysed.gov/mgtserv/smart_schools/

Implementation of Superintendent Determination (Angelica Infante, Depute Commissioner P-12 Support & Christopher Suriano, Assistant Commissioner for Special Education) – is not a pathway to a diploma (meaning pre-determined), superintendents need to look at the body of work (a portfolio that includes work, IEP) the student has completed. Commissioner states that students need to be appropriately placed. Students should be able to do all the work that is required for the course. There were about 900 Superintendent Determination diplomas granted in 2018 in NYS. This is twice as much as last year but could be because of the new CDOS pathway. NY graduation rate for students with IEP's is about 58%. New York is ranked 44th for students placed in least restrictive environment.

Next Generation Learning Standards Implementation (Angelica Infante, Deputy Commissioner P-12 Support & Marybeth Casey, Director of Curriculum) – reviewed implementation roadmap for Next Gen. ELA and Math standards. There has not been equal access of information about the standards for teachers across the state. Commissioner wants teachers to ask administrators about the implementation guide and the planned activities. NYUT Vice President, Jolene DiBrango stated that there is not enough structure and guidance in place to be sure all teachers actually get the professional development and time needed (during the school day) to write curriculum.

Appr Updates (Commissioner MaryEllen Elia) – discussed results of stakeholder survey of teachers and school leaders. There are 60 people on each of 2 groups, one on evaluation another on assessment made up of

representatives such as NYSUT, UFT, PTA designated parents, SAANYS teachers and administrators. There are also focus groups around the state (BOCES and Big Five). SED will share committee recommendations. The Board of Regents directed SED to extend the moratorium on 3-8 testing used for APPR for another year. In the meantime, with the elections changing the make up of state government, NYSUT intends to re-introduce the APPR bill that passed in the House last year but was not brought to the floor in the Senate.

Negotiations: As of this date (November 7, 2018) we are waiting for a date to be scheduled for our first meeting with the mediator. We will keep you posted as soon as we have any further information.

Grievances: There is still an active grievance regarding classroom relocation pay at the 3rd stage. The grievance was put into abeyance over the summer and our Labor Relations Specialist, Ross Lieblich, has met with BOCES attorney Jay Girvin to try to settle. I'll keep you updated as I have more information.

Before we meet again, I'll be representing SABEA at:

Nov. 19 NYSUT Election District 10 meeting as a SABEA Delegate.

Dec. 7-8 NYSUT Special Education Committee meeting



November 2018 Membership Chair Report

Greetings! November is always a busy month. It is a month that we look forward to celebrating our SRP folks, who ensure that our students and staff are safe and well-cared for not to mention so many other things that they do. On November 20 we will not only look forward to preparing to celebrate and give thanks for our families, but we will also give thanks to our SRPs. Thank you to all of you for all that you do for students and staff.

On another note, if you are reading my report, you are a member of SABEA and NYSUT. You made a conscious decision to join the union and that reason is likely different depending on your beliefs and situation. If you have ever asked yourself what membership affords you...I can honestly tell you that it affords you a lot. Two obvious things that belonging to SABEA and NYSUT afford you are that a union fought for your benefits, monetary and health insurance; you did not have to go into a room with a seasoned professional and fight for your salary and benefits. You had the strength and the knowledge of a union behind you...even though you may not have known that.

Being the Membership Chair, I am also in a unique position to be the go-to person when our members have questions about member benefits. Earlier this month, I was contacted by a retiree who has had Met Life insurance for many years. She was inadvertently dropped from NYSUT's database and as a result received notice that her monthly premium was going to raise \$700. It was easy to fix and was taken care of with a quick phone call but the reason I share this story with you is because by virtue of her being a union member, she realized a \$8,400 savings annually. There is just one example of what being a member can do for you.

As I do every month, I would like you to please welcome the following new members:

Please welcome:

Tracy Bocchi who is a Senior Information Processing Specialist at SAEC.

Dawn Brand who is an aide.

Krystal Brooking who is a TA.

Derek Bushnell who is an eighth-grade teachers at SAEC.

Curtis Harrington who is a welding teacher at SAEC.

Kat Ketchum who is a literacy teacher.

Serah Lundgren who is a clerk at Myers.

Ron Rushia who is a PE teacher at Myers.

Angela Stathopoulos who is a math teacher at SAEC.

Please join me in welcoming these new folks.

In Solidarity,
Nicole Mabey, SABEA Membership Chairperson

SABEA Labor Ambassador



SABEA needs a strong Political Action Team

One of the import tasks we have before us is keeping our issues on the table with our legislators /NYSED.

We should be making sure that those that are making decisions on our behalf regarding healthcare, our students & our working environment are seeing and hearing us.

This is why we, SABEA are involved in the endorsement processes, Committee of 100, In District Lobbying and Labor Council.

We must attend phonebanks to help get the right candidates elected. We support other unions as they picket unfair contracts and they have helped us. I'm asking for more help as we need to have a larger group to commit to say they will show up and work.


Our work is just begun, we are now at **impasse!** We need to build our team and show that we are strong and we are getting stronger!

Say you will volunteer by contacting me at [sabea](mailto:sabea.labor.ambassador@gmail.com).

labor.ambassador@gmail.com




Another opportunity we have to voice our concerns is through the NYSUT Women's Committee. This group, headed by NYSUT Vice President Jolen DiBrango, is encouraging locals to form our own committees. See me, Sandie, if you would like to work on this with me.



Women's Committee 101

How to organize a committee in your local

- 1. EDUCATE YOURSELF** — Research your local's history with women's committees. Has there ever been one? If so, who led it, what did it accomplish and when was it created? Does your constitution include language around the formation of a committee? You can learn more about NYSUT's women's committee at www.nysut.org/women.
- 2. FORM AN ORGANIZING GROUP** — Reach out to like-minded women in your local.
- 3. IDENTIFY YOUR ISSUES** — What concerns are important to women in your local? Possibilities might include political advocacy, health care or workplace issues such as flextime or equal pay. Consider conducting a survey to solicit input on issues.
- 4. CREATE AN IDENTITY/BRAND** — Develop a committee logo or slogan and use it on T-shirts, mugs, banners or other wearables, and social media accounts.
- 5. RECRUIT MEMBERS** — Place recruitment announcements in your local's newsletter on your website or social media platforms, such as Twitter, Instagram or Facebook. Post fliers on bulletin boards and/or distribute palm cards. Get on the agenda of your next local union meeting to speak about the committee.
- 6. RAISE YOUR PROFILE** — Once you have a roster of active members, have them introduce themselves at local meetings and events, with their committee wearables visible, and discuss future committee plans to get others involved. Use our HERstory template to highlight women in your local, www.nysut.org/herstory.
- 7. BE INCLUSIVE** — Create subcommittees such as finance, recruitment or publicity to involve and empower all your members.
- 8. PUBLICIZE YOUR WORK** — Recruit members to take photos and update your committee's newsletter, website or social media accounts.
- 9. PLAN EVENTS** — Participate as a group at important events such as voter registration drives and get-out-the-vote activities, or at your Labor Day parade, breast cancer walk or women's march. Host women's committee outings, speakers or educational programs. Local colleges with departments of labor history or women's studies might be good sources for speakers.
- 10. KEEP A CHECKLIST AND EVALUATE** — Keeping track of committee goals will help ensure they're met and foster the growth of new ones.



Thankful, **Grateful**, *Blessed*

The SABEA Social Committee invites you to:

A Thanksgiving Potluck



Common Roots Brewing Company
58 Saratoga Ave, South Glens Falls, NY 12803

November 16th, 2018

3-6 pm

\$1 off all purchases at Common Roots for SABEA members

Lots and lots of snacks provided by the

SABEA Social Committee

Gluten free options will be available

No RSVP required. Feel free to bring shareable snacks!

Informing a member of the Social Committee if you plan on attending would be great though!

Laura Rychcik, Carly Edmans (Myers)

Kaity Connor, Paul Piotrowski (SAEC)

Jessi Corrigan ([WSTLC](#))

Amanda Sander (SSTLC)

If you are feeling extra generous this holiday season, please consider bringing a non-perishable food item to donate to a local food pantry on behalf of SABEA

SABEA Social Committee Meeting from Oct. 25th

Time/Location: 3:30pm Thirsty Owl

Attendance :

Co-Chairs : Kaity Connor, Jessi Corrigan

Members in attendance (all are welcome): Emily Sobieski, Laura Johnson, Laura Rychcik, Mary Joe Curley, Christine Benware, Amanda Sander, Krystal Brooking, Carly Edmans

Old business: November event at Common Roots

- **November 16th 3-6pm**
- Decide on what food we will provide/who will bring what
- We need idea of how many people will be in attendance...
 - Have requested a specific due date for estimate from Common Roots
 - Assigned 'word of mouth ambassadors' to get rough estimate
- possibility of non-perishable food drive?
 - Will include on flyer, bring boxes to event to put cans
- Flyer sent through reps and BOCES email



New business: Decide on a December event/possible location(s)

- Type of event- Saratoga Santacon Scavenger Hunt
- Location(s)
 - Will contact Druther's and other locations in downtown Saratoga
- Possible dates to take to venue
 - Thursday Dec. 20th (day before break begins)
- Charitable add-on?
 - Toys for Tots donation - use bonus points on scavenger hunt as incentive to donate.

Questions/Comments: Other types of events to be discussed in the future/looked into: Bus Trip- NYC or Boston? Rockettes or baseball game? Proctors or other theater event?

Next meeting will be November 29 at 3:30 at Druthers

Pre-Retirement Planning Seminar

On November 3rd, several SABEA members attended a pre-retirement seminar held at NYSUT headquarters in Latham. The event was hosted by Retiree council 10.

The first speaker was Cori Bichteman from New York State Teachers' Retirement System. She covered many useful topics. Some were how to calculate your pension, prior service, selecting beneficiaries, selecting which style/amount of pension payment, death benefit prior to retirement AND in retirement. Also, something that anyone who is facing a surgery or serious illness, please call the retirement system about filing a disability retirement form 'filing for protection only.' This is an amazing benefit that gives us great peace of mind during some of those stressful times of our lives. If you haven't set up an online account with the retirement system, do so. Resources on line include Active member Handbook, how to calculate pension, etc

Cori also did a presentation on Social Security. She went through various aspects of how your benefit is calculated, when you might or should start claiming it and "Myth Buster." The best advice was from Myth Buster: as always, go to a person from Social Security or a Financial Advisor for information. Your buddy or relative may have advice based on what they have experienced but it may not be the best information for your situation.

During lunch, Member Benefits did a presentation. If you haven't gone to Member Benefits on the NYSUT.org site, do so. Plans vary from pet insurance, dental and vision (and in retirement may be a better option than our insurances) to purchasing power, travel discounts, financial advisors and legal services.

The last presented was Steve Kramer from the law firm who coordinates the NYSUT Member Benefit Legal Plan. People had SO-O-O-O many questions about how to protect their assets, how to make sure if one spouse goes into a care facility how to protect assets, wills, etc. Again, another Member Benefit plan that is worth a great deal (for \$85/year) Even if you want to just have them write letters on your behalf or be able to call and talk to one of their experts, another benefit you might want to look into.

The SABEA people and their family members who attended commented that they day was well spent. If you are thinking you may retire within 5 years, please consider going to one of these seminars



Holiday Ideas?

Starting to look for wonderful ideas for gifts- here are a few ideas...

Member benefits: <https://www.nysut.org/members/benefits-and-services>

This is one area that the power of over 600,000 members of NYSUT gives us buying power. Check out this website for ideas for gifts, etc.

For example, thinking of **traveling**? Go to www.gct.com and www.oattravel.com and mention **NYSUT booking code 25614** for any 2019 trip you plan with them and you could save over \$100 per person

Looking for the gift for someone who has everything?

A gift of giving in their name to the NYSUT Disaster Relief fund where there are no administrative costs and assistance goes directly to our fellow NYSUT members suffering through hardships like hurricanes and flooding.

Disaster relief fund- <https://www.nysut.org/resources/special-resources-sites/disaster-relief>





The last few years have seen so many members stepping up and asking what they can do to be more active members of SABEA and our affiliates.

Each of us has commitments in our lives that guide how much time we have, how much extra responsibility we can take on, and the talents we feel we can bring to the table. What has been particularly amazing is witnessing people 'being the union' as active, participating members. SABEANS have sponsored SRP day activities, built teams in Making Strides walks, served others at food pantries, been active on state and local committees, attended conferences, and served as SABEA representatives. Across the organization, members have stepped up their active engagement and have built solidarity.

Of course, questions still arise about what the Union is doing for individuals, and members deserve clear, transparent, accurate answers. So, if you

HAVE QUESTIONS ABOUT SABEA EVENTS?

NOT SURE ABOUT SOMETHING ?

HEARD SOMETHING THAT YOU ARE INTERESTED IN?

HEARD SOMETHING THAT MAKES YOU WONDER OR CONCERNED?

The first places to start are by checking with your building Representative, coming to the monthly Membership meetings on 2nd Wednesday of each month, and bringing your questions to the floor.

As with any organization, our Union suffers at times with misinformation. Good intentioned people may give out information that is only partially true or actually false.

Inaccurate information spreads easily and almost always results in hard feelings. Rather than trying to get the facts and background regarding issues and events, some folks get angry or upset and may perpetuate falsehoods. Intentional or not, this undermines our organization and does little to help us grow in strength, a result not lost on Administration.

Your job? Always check.

Be sure what you've heard is actually true. And when you know the information is false, respectfully correct your Union brother or sister and engage him or her in conversation.

Most of us who are active in SABEA came with similar questions and concerns, and we claimed our seat at the table by coming to meetings, becoming Representatives, serving on important committees, and investing whatever time we could into sustaining an already powerful presence that spoke and continues to speak out on behalf of staff and the students in our care.

The strength of your Union depends on your involvement -

**YOU ENGAGED AND COMMITTED TO MAKING US ALL
STRONG,
UNITED, AND
FULLY FUNCTIONAL AS
SABEA: ESSENTIAL PROFESSIONALS UNITED**



SABEA Officer and Rep contacts (and meeting dates)

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

MYERS:

Jane Amorosi	anie64@nycap.rr.com	518-878-1022
Carly Edmans	edmans2011@gmail.com	845-233-0524
Paul Cerone.....	pcerone@gmail.com	518-441-0216
Kim Monroe.....	kimilene@roadrunner.com	518-321-1163
Ann Villett	avillet@nycap.rr.com	518-605-7998

SAEC:

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EXECUTIVE BOARD:

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Executive Vice President: Karen Monastero	SABEA.EVP@gmail.com	518-793-9593
1st Vice-President/Faculty Grievance Chairperson: Jo James	abeavp1@gmail.com	518-222-4059
2nd Vice Presidents/ SRP Grievance Chairpersons: Deborah Viehmann Chris Martino	sabea2vpsrp@gmail.com	518-791-0955 518-321-8693
Treasurer: Penny Marshall Michele Morris	sabeatreasurer@gmail.com	518-415-7040 518-321-4552
Secretary: Mirna Caro	sabeasec@gmail.com	518-337-9750
Labor Ambassador: Sandie Carner-Shafran	sabea.labor.ambassador@gmail.com	518-424-7210
Membership Chairperson: Nicole Mabey	SABEMembership@gmail.com	518-321-6274

MEETING DATES AND LOCATIONS: DATES FOR 2018-2019– MARK YOUR CALENDAR

SAEC Crim. Just.– Bldg. B

September 12

December 12

May 8

Myers Room 8

October 10

April 10

June 12

Video conferencing:

from SAEC & Myers starting at 3:00:January 9, February 13, March 13



Shopping & travel benefits designed for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits. And unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back.

Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have. Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the **"Power of the Union"** behind them.

The following is just a small sampling of the endorsed programs available to the NYSUT membership.

Purchasing Power Member Shopping Program

Are you looking to purchase a new laptop computer, washer/dryer or refrigerator? The Purchasing Power Member Shopping Program allows NYSUT members to purchase products such as these and many more while paying for them through the ease of payroll deduction or ACH withdrawals. NYSUT members save 20% on their first order with Purchasing Power.

Abenity Discounts

Seeking exclusive member discounts on tickets to the latest blockbuster movies or theater events, the hottest concerts & sporting events, or the coolest theme parks & attractions? NYSUT members have access to thousands of nationwide and local discounts with the Abenity Discounts program. Abenity also offers an app for iPhone or Android smartphones available at no charge.

Grand Circle Travel

The Grand Circle Cruise Line & Grand Circle Travel program is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences. This program offers NYSUT members and their loved ones the opportunity to save \$100 per person on tours or receive a discounted rate on specific trips if acting as a group organizer.

Cambridge Credit Counseling

NYSUT members are eligible to receive free, no-obligation debt and student loan consultations with one of Cambridge's certified counselors. Cambridge also offers a unique web portal available at a reduced rate that can help explain the various options when paying down student debt, including student loan forgiveness programs, income-based repayment options and more.

The Power of the Union

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.

Nov./Dec. 2018

SABEA Sunshine

October 2018:

Luann Gabriel, retiree: mother passed

Kim Monroe, Myers: New grandbaby

Debbie Viehmann: Sister Passed

Paul Zibielski, Myers: ill

Terri LaNoir, III

Rits Luibrand, retiree: passed away

November 2018

Nicole Mabey, surgery

Terri LaNoir, nephew passed

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