

Happy Spring!!!! (I think?)



Hard to believe it is April already! As the fiscal/school year is spinning closer to the end, I am reflecting on how far SABEA has come in a year's time.

Last year at this time, we were awaiting the US Supreme Court's decision on the Janus case. Many 'wise' people were sounding the death bell for public labor unions. I am happy to report that we, as union members, recognized that those who are afraid of us standing united and expecting safe working conditions, negotiated benefits, negotiated salaries, retirement systems that are protected, grievance processes to enforce our contracts were behind this and other court cases AND did not fall for their story.

SABEA actually grew this year. People who in past years had not actually joined, formerly known as Agency Fee payers, recognized that they did support our union, what it does for us collectively and became members. New employees recognize the value of being a union member and have joined.

Membership is one thing, involvement is another. Again, I am impressed at the number of people who recognize that doing something to support our union is important. The number of people who have come out for social events, Making Strides Walk, Code Blue shelter work, membership meetings, BOCES Board of Education meetings and rallies (blew me away!!), LAP, committees, WoMan's Committee, workshops and conferences is just awesome. YOU recognize that being involved makes our union strong.

I believe the challenge we felt by the Janus case and those like Betsy DeVos and friends who hope to spread concepts and ideas to undermine labor is making us stronger. The more we are involved, have discussions about where we are going and what we stand for, the better SABEA will be. We have so many who have worked very hard for our union and more who are just starting their union involvement. Standing together and working to protect and support our cause will make SABEA, NYSUT and unions in general stronger.

In solidarity,

Ruth Shippee
SABEA President

Table of Content

President's Notes 1
 Candidates for Office... 2-6
 SABEA Members.....7
 Membership Report.....8
 LAP.....9
 Ad10
 SABEA Sunshine.....11



Candidates for Office

As the SABEA Constitution states, Officers are elected in odd numbered years. Tracy Tarullo, Chair of the Nominations/Elections Committee presented the following as candidates for SABEA Officers and Delegates at our April 10 meeting. The candidates were asked to submit a 50 word bio which is also included for your review.

Bios for Candidates are: (in alphabetic order by office running for)

President

Bruce Hoffmann- Myers

I'll be starting my 30th year at BOCES in September. I started with the former Saratoga BOCES as a substitute then was hired as a full time teaching assistant, then as a Culinary Arts Instructor for the METS program and finally to my current position as Work Based Learning Coordinator. My experience working with business and industry, administration, staff and students has allowed me to understand the diverse needs of the BOCES organization. I have had the privilege of working at both the Myers Center and SAEC and I am grateful to all the incredible people I've gotten to work with. I look forward to working on behalf of my colleagues!

Jo James - SAEC

- SABEA Experience
- SABEA 1st Vice President
- Chief Negotiator
- NYSUT BOCES Leadership Conference
- Delegate NYSUT Representative Assembly
- NYSUT Experience
- Leadership Institute
- Grievance Academy
- Local Action Program
- Commissioner's Advisory Council
- Statewide Special Education Committee
- Member Organizing Institute
- NYSUT ELT Adjunct Professor, Empire State College
- Employment History
- Special Education Teacher WSWHE BOCES, 2000-present



Executive Vice President

Karen Monastero-SAEC

I am in my 29th year of teaching for the BOCES. I have a long tenure with SABEA beginning when the Union was ACTA. In addition to serving as a representative for many years, since 2009 I have been a member of the Executive Board as Recording Secretary, Secretary, and most recently as Executive Vice President.

Denise Rabideau- SAEC

I have worked at the WSWHE Boces for the past 14 years. I previously held math teaching positions in Lake George, Argyle and Middlebury Union Free school. As a member of various unions I share a vast knowledge of union opportunities.

During my time with BOCES, I have worked closely as a teacher, mentor and member of the recertification team. In addition, I have served as student council advisor, national technical honor society advisor, and skills usa advisor. It is time for me to use my skills, experience, knowledge and passion for change to provide support to our SABEA union.

1st Vice President/ Faculty Grievance Chairperson

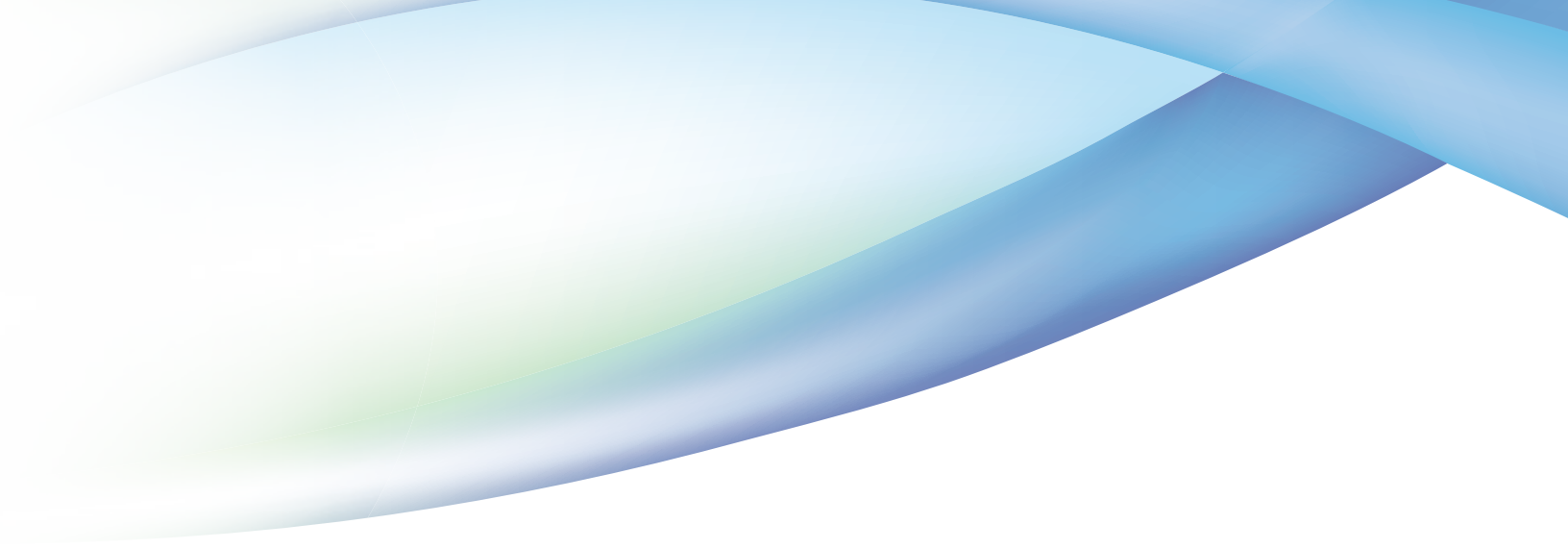
Brené Choppa- SAEC

I have worked as a Career and Tech Ed teacher for the last 14 years and am a 1985 graduate of the Myers Center. I am a licensed cosmetologist and have been the owner of a salon & spa since March of 1990. With additional time to devote now that my 3 adult daughters are off on their own, I plan to take on causes I am passionate about.

I was proudly raised in a very hard working strong union family where I see first hand the impact of being involved as an elected officer. Through collaborating with coworkers for so many years and my family's strong history in unions I have a unique knowledge to offer this union membership. I am strong, dedicated, selfless, and determined to work closely as part of a team to provide change for the betterment of all of our SABEA Union

Owen Landrey-SAEC

- Union Representative: 5-years
- Committee of 100 Lobbyist: advocating state-level reform
- Contract Negotiation Team: 2-rounds



I have always believed a strong union is necessary to protect our rights and advance our profession. I hope to continue that work by defending the contract, utilizing the grievance process if necessary, to ensure fair treatment for all.
2nd Vice President, SRP Grievance Chairperson

Christopher Martino - SAEC

- SABEA Experience
- SABEA 2nd Vice President- coordinated needs of SRP's in issues
- Former Building Rep for SRP
- SRP Leadership conference, State and Local
- CDRO SRP Recognition Day and coordinated local events
- Health and safety conference to bring materials and knowledge to our members
- NYSUT Experience
- Local Action Project: 3 year commitment to Better implement Member engagement and to improve community service.
- BOCES Employment History
- Microcomputer Specialist, 2014-present

Secretary

Cindy Goodsell- Sanford Street TLC

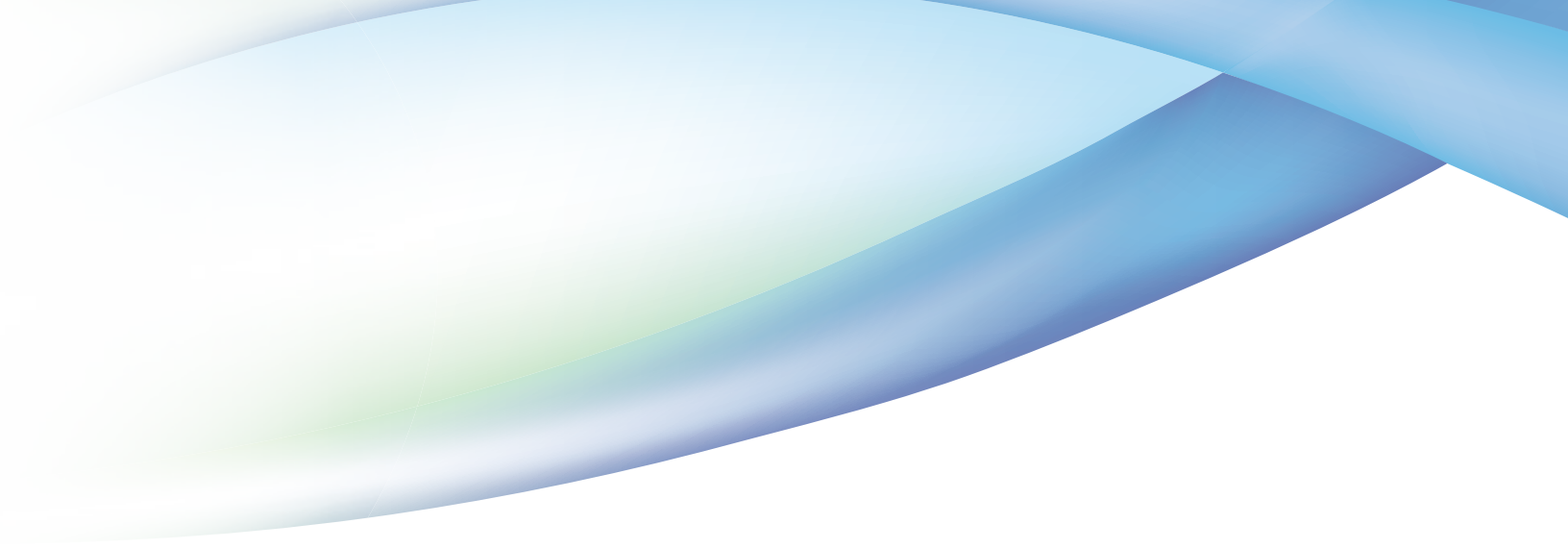
SABEA Experiences:

- Building Rep (2 years)
- Co-Chair of WoMen's Committee
- Chair for "Making Strides Against Breast Cancer" Team
- I have attended the following NYSUT sponsored Conferences:
- Health and Safety Conference
- Regional SRP Leadership Conference
- State SRP Leadership Conference
- NYSUT Experiences

Local Action Project Committee Member - 3 year commitment to Better implement Member engagement and to improve community service. I am running because I would like to get more involved in the Union and have a voice for our members.

Ann Villet- Myers

I have been employed in various teaching capacities at WSWHE BOCES since 2007. I have worked variously both in the ELD, and CTE divisions, as a graphics teacher, Social Studies teacher and T.A. with several different CTE classes. I have



served as a team leader for 2 years, and am currently serving as a union representative and Skills USA advisor. I have been through 2 recertifications and worked at both the Myers and SAEC locations. I hold certificates in Visual Media, Social Studies, and Spanish and have also held a supplemental Special Education add-on. During my previous employment I worked as a multi-media producer for TimeWarner and PBS. I have also been co-owner of 2 small businesses, and worked as a general practice paralegal, and bookkeeper. I am running for secretary because I would like to make sure all members stay in the loop. I hope to look for more avenues of communication.

Treasurer

Michele Morris-Myers

I have been a Special Education teacher for 19 years. Prior to getting my Master's in Education, I worked in the field of accounting for five years. I took over the role of SABEA Treasurer in November 2018 and was previously a Union Representative for many years. As part of my training, I attended the NYSUT workshop on managing union finances last summer.

Membership Chairperson

Nicole Mabey- SAEC

I have been involved in the union for over 15 years and have held the following positions: Building Rep, Corresponding Secretary, Executive VP, and Membership Chair. I have had many opportunities to see the benefits of union membership and this is where my focus will lie should I be re-elected Membership Chair.

Matt Young- SAEC

I am a 2005 graduate of the Culinary Arts and Hospitality Program SAEC. After graduating from BOCES I went on to The Culinary Institute of America where I earned an Associates in Occupational studies in 2007.

While honing my skills in the Hospitality Industry I began substitute teaching for the BOCES during the 2008-2009 school year. I was then hired by the BOCES as a Teaching Assistant for the Culinary Arts Program. In November 2009 I was hired by BOCES as a CTE Instructor for the Culinary Arts PREP Program. Since then, I have held various positions within BOCES as well as taken on mentees and club activities.

I have had the pleasure to work at the SAEC and Myers centers in both the CTE and SPED Divisions ranging from Teaching Assistant, CTE Instructor and Administrative Assistant. I was Boystown Trained between the 2015-2018 school years and have been annually trained in TCI since 2012. During the 2017-2018 I was trained and became a Trauma Sensitive Trainer. I will be a great asset to the SABEA Board as I bring a wide variety of experience within the BOCES. I am very passionate about my work and always go above and beyond for all students and staff.

Labor Ambassador

Sandie Carner-Shafran- Myers

Thank you for allowing me to represent you as your SABEA Labor Ambassador and I hope to continue with your support. I look forward to embracing new challenges with you and listening to your ideas.

I attend Area Labor Federation meetings, State AFL-CIO meetings, Committee of 100 and NYSUT BOCES Lobby Days, walked in support of many picket lines for union brothers & sisters and campaigned to get NYSUT Endorsed Local, State Candidates elected attended SALT meetings and became a Policy Board Member of The Cap Region Teacher Center.

In closing, anyone can witness my passion and enthusiasm with 16 years as a Exec NYSUT Board member. I look forward to your continued endorsement as your SABEA Labor Ambassador.

In Solidarity,
Sandie Carner-Shafran

Delegates:

Sandie Carner-Shafran, Cynthia Goodsell, Jo James, Chris Martino and Michelle Morris

Timeline of SABEA Officer Elections- 2019

- | | |
|------------|---|
| March 2019 | Email to membership regarding election nomination timeline via BOCES email. Nominations due April 3. Chair to verify membership of nominees with Membership Chair. |
| April 10 | Nominations/Elections Chairperson nominates candidate slate and nominations acted upon. Nominations from the floor taken and voted on with verification of membership. Information on candidates to be published in SABEA newsletter. |
| May 24 | Deadline to request absentee ballots from Nominations/Elections Chairperson Tracy Tarullo in writing/email. |
| June 7 | Absentee ballots due to Chairperson Tracy Tarullo to be included. |
| June 11 | Elections to be held at Myers & SAEC from 2:45-4:45 pm. |
| June 12 | Election results to be announced at SABEA meeting |
| July 1 | Elected officers take office |



SABEA

Members

From: Jo James, 1st Vice President

Member Organizing Institute - On the weekend of March 29-31 Sandie Carner-Shafran, Laura Rychcik and I attended a training to become organizers to reach out to union members to hear their stories and reaffirm union value and the power of sticking with our union.

Grievance - Level III grievance about classroom relocation is still in abeyance. I met with Ruth, Deb V., Turina, Tony, and Ron on March 26th. They were in agreement about a resolution and will be bringing it back to Jim Dexter to approve. We are waiting to hear back.

NBCT - If you are a teacher with at least 5 years of experience and have tenure; and you would like to learn more about the National Board Certified Teacher process. Please contact me and I would be glad to meet with you individually to discuss it as well as the Shanker Grant which can pay all but about \$70 of the cost. My e-mail is sabeavp1@gmail.com, or text/phone at (518) 222-4059. There is a stipend of \$1786 per year added to pay for those who achieve this certification.

Upcoming union work...

April 8 - Budget meeting

April 9 - Proof the contract

April 10 - Rep/Member Meeting; Board M

April 15 - Budget meeting

April 16 - SAEC Safety Committee

April 17 - LAP Committee Meeting

April 22 - Member Organizing with Jim McFawn

May 1 - SABEA Executive Board Meeting

May 3-4 - NYSUT Representative Assembly Delegate

Membership Report

Greetings! Depending on where you live and travel, most of the snow should be gone by now; a sure sign that warmer weather is on the way and that the school year is winding down. Spring break is right around the corner and then it's a quick downhill slide to the end of June.

If you have been watching the news, following the NYSUT emails, or the MAC, you are aware that NYSUT is working hard for us and our students when it comes to testing and APPR. The 3-8 testing was a debacle and Jolene DiBrango, NYSUT Executive Vice President is holding SED accountable. Please click on the following link to learn more about what NYSUT is doing. NY must stop computer based testing immediately

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

Kathryn Clayton who is a TA at Dorothy Nolan.

Carrie Sherman who is a TA at SAEC in the middle school.

Terry LaLonde who is a building maintenance mechanic at SAEC.

Bonnie Zanker who is a teacher in the ELD division at the Myers Center.

Shayne Bishop who is a teacher in the ELD division at the Myers Center.

Please join me in welcoming our new brothers and sisters and encourage folks who have not yet joined the union to consider joining.

In Solidarity,
Nicole Mabey, SABEA Membership Chairperson

Local Action Project

A quick update as to what's going on with the Local Action Project as the team is working on concluding our first year of the NYSUT grant. We decided that the buddy system that was designed last summer was not working as intended. The team decided to continue with welcome bags for new members (and we are glad to report we have quite a few) Due to the way BOCES is organized, the bags will be sent through our building reps.

We are also working on an award system where you will get an entry per event you participate in over the year as one goal was to increase member involvement. At an end of the year event- such as a picnic, you can use those for drawings. Events that will earn entries include SABEA conferences, union meetings, board meetings, Social events etc. We will also have a 50/50 raffle at the end of year event so please come and enjoy the food and camaraderie.

We are also working on a SABEA online merchant store where you can purchase t-shirts, sweatshirts, polos, umbrellas, etc. You will get a \$10 discount on your first order. Members have enjoyed the t-shirts with the logo designed by the LAP team and asked for a chance to purchase some different items.

**Union-endorsed
benefits designed to
protect your loved ones**

Legal Service Plan

NYSUT members have access to dozens of endorsed programs available through NYSUT Member Benefits, including a variety of quality legal and financial planning assistance services that can help to protect their loved ones and provide them with peace of mind.

For an annual fee, the **Legal Service Plan** -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters such as dealing with a speeding ticket or handling estate planning. With the base plan, you'll get access to unlimited, toll-free advice from plan attorneys.



Financial Counseling Program

Meanwhile, the **Financial Counseling Program** -- provided by Stacey Braun Associates, Inc. -- offers unbiased, objective advice customized to your specific financial situation. The full-service program provides you up with to six hours of toll-free phone consultations with a certified financial planner or registered investment advisor.

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 legal or financial services; insurance plans; or shopping, travel or entertainment offerings, NYSUT members have the **"Power of the Union"** behind them.

**A wealth of financial
information -- Now
available on the
NEW Member
Benefits website**



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.

SABEA Sunshine

**Make sure to share life events with
sunshineclublaura@gmail.com!**

February 2019

Ruth O'connor, Myers: extended illness

Karen Robinson, SAEC: surgery

Holly McArthur, Myers: ill

March 2019

Deb Thompson: Mother passed

Kath Hubble, retiree: husband passed

Anne Watson, Myers: surgery

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