



# SABEA Newsletter

January 20, 2020 Vol. 3 Edition 5

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## Notes from Bruce's Desk January 20, 2021

From Bruce Hoffmann, SABEA President

Your Union is here for you..... we are listening!

We hear you. Virtual teaching is hard. Hybrid teaching is hard. Teaching a room full of students wearing masks is hard. Teaching in a normal, non-pandemic year is hard.

Teaching has changed drastically in the last 10 months. We went from being superheroes in March, to being told we have to teach in person, virtually, & asynchronously at the same time with little to no training or guidance in September. Being required to having students face-to-face five days a

week, along with half of your class still remaining at home, has been beyond a struggle.

Pandemic Teaching Is The Hardest Thing We've Ever Done! Stop expecting normal from your students (and yourself) right now! Your videos can still be energetic and focused, your feedback can still be detailed, your communication can still be positive. Not enjoying your job right now doesn't make you a bad person or a bad teacher. It makes you normal, it's the pandemic that took away whatever NORMAL was for you..... for all of us. Just continue to do the absolute best you can, while



this last, and let's all look forward to the days when we can get back to the job we love.

The members of the SABEA Executive Board and your building representatives are in constant communication with administration making sure we are safe at school. BOCES has made in-person instruction their mantra while putting safety first. We are assured that when a home district goes on pause or remote, our staff and the students we serve are always an important part of the conversation between the superintendents and the COVID liaisons. Often homeschools need to go remotely due to the lack of staff they require to keep their students in-person.

We are currently working with NYSUT and BOCES on ways to accommodate staff when individual situations change. In the meantime if you have a personal situation you need to contact Human Resources personally. SABEA cannot begin the dialogue with HR for you. However, once the initial discussion has started please notify your rep or Board Member for assistance if needed.

Let's all Check In On Our Teacher Friends,

In Solidarity,

Bruce

*Below is some information for staff with **expiring teaching certificates** provided to us from our LRS (Labor Relations Specialist) at NYSUT:*

Since January has a lot of certifications due, NYSUT asked SED for some clarification on expirations. Please share this with your Leadership, teachers, school building leaders and pupil personnel service professions, including any members that inquire about expiring certifications or have any related issues.

Within the State Education Department, the Office of Teaching Initiatives (OTI) is currently working hard to expedite the evaluation of next level certificate applications in "Ready for Review" status for educators with certain expiring certificates, including Initial and Provisional certificates. For example, OTI is currently evaluating these applications that are less than one month old.

If the next level certificate applications are not evaluated by January 31, the State Administrative Procedures Act (SAPA) §401 states that **if an individual has made timely and sufficient application for the renewal of a certificate or a new certificate, the existing certificate does not expire until such application has been finally determined by the agency (NYSED). This statute applies to teachers, school building leaders, and pupil personnel service professionals.** It holds harmless these educators who have expiring certificates and submitted a paid next level certificate application, with documentation verifying that all requirements are completed, on file in the TEACH system by January 31. Please note that if the Department evaluates the next level certificate application after January 31, and determines that the individual does not meet the requirements for the next level certificate, his or her existing certificate will be considered expired as of the date of the evaluation.

In addition, educators with expiring certificates may be eligible for a three-year Time Extension, five-year Initial Reissuance, or five-year Provisional Renewal, which would maintain their certification status.



Educators who are eligible for the Time Extension would complete and pay for the application, and the Time Extension would automatically issue in their TEACH account the following day. These three options may be helpful for the educators with expiring certificates. The links are provided above for the Time Extension, Initial Reissuance or 5-year Provisional Renewal.

Educators who have questions about certification can send an email to OTI at: [tcert@nysed.gov](mailto:tcert@nysed.gov). Please also know you may e-mail me or reach out to Glenn Jeffers at NYSUT directly regarding certification matters.

**Please see your building rep. for followup.**



## From the Executive Board

From Sandie Carner-Shafran, SABEA Labor Ambassador

*Below are quick notes from a few of the meetings that I attended on SABEA Member's behalf.*

So it's 2021 and hope for a new year is here! There was no Teacher Center, SALT or Labor Council meeting this past month so I will have information in January after those meetings. The

biggest issue is the Covid spread, testing and vaccinations . We will begin this year with a new President and some hope for a better economy, healthy and safe America for everyone.



# Secretary Update

From Cindy Goodsell- SABEA Secretary

## *January Rep meeting notes:*

- Professional Development is being provided. Members should submit ideas of topics that would be helpful.
- The Federal leave for COVID-19 has not currently been renewed for 2021. NYS is providing 14 days of leave only for Self quarantine not for leave associated with family members who are quarantined. This only applies if you have been quarantined by a government agency such as a DOH.
- SABEA has requested mechanism for staff to work remotely when family care must be provided by member. Have not heard back from administration yet.
- Waiting to see if flex time will be granted for vaccinations.
- BOCES is requesting to be a vaccine point of distribution site.
- Faculty should be collecting student consent forms for testing. Testing timelines would be governed by the State
- DOH received anonymous complaint about non-compliance with CDC guidelines, Membership should remain vigilant.
- SABEA has requested guidelines concerning APPR associated with remote instruction.

Check out the [link here for information from NYSUT](https://www.nysut.org/news/2021/january/vaccine-now-what) about the vaccine.

<https://www.nysut.org/news/2021/january/vaccine-now-what>

# Contract Highlights for SRPs

From Chris Martino, SABEA 2nd VP - SRP Grievance Chair:

## *Did you know: Code Blue Drive!*

Just wanted to say thank you to all the members who donated to the code blue drive, it is much appreciated.





# Membership Update

From Nicole Mabey, SABEA Membership Chair

*Notes on what your union has to offer, and welcome to new members:*

Greetings and Happy New Year! I can't say I'm sad to say goodbye to 2020 because so many of us have felt isolated and frustrated because we are not able to interact with our colleagues, and our friends and family. I too have felt isolated, but what I haven't felt is alone. The reason I have not felt alone is because I share something in common with about 400 other people. What we share is a union, a common bond, and we stick together and support each other and we are able to take advantage of all that our contract has to offer. What our contract affords us are years of negotiated benefits and for that we pay our dues and we stick together. What I have seen over the past couple of years, however, are employees who take advantage of our contract, but choose not to be a member and don't pay their fair share of dues to support our contract. So, fellow SABEAns, let's continue to support one another.

As always, please join me in welcoming our new staff:

**Wade DeMarsh**, a CTE Heavy Equipment Instructor at the Myers Center

Ursula LeGere, an Article 19 Literacy Instructor who calls the Myers Center her home base.

Hayley Miller, a Special Education Teacher in the BEARS program at Granville.

Sara Clothier, who is a Program Teaching Assistant in the Exceptional Learner's Division at SAEC

Welcome!

In Solidarity,  
Nicole Maybey, Membership Chair, Dean SAEC

**Check it out!** *NYSUT Member Benefits*

*E-Newsletter* ➤ Please click the link to view the NYSUT Member Benefits e-newsletter. This publication includes embedded links that will allow you to learn more about our various endorsed programs and services.

<https://memberbenefits.nysut.org/about/member-benefits-direct>

**NYTRS Newsletter can be found here:**

<https://www.nystrs.org/NYSTRS/media/PDF/Library/Your%20Source/dec20.pdf#nameddest=3c>



# Happenings around the Union (formerly Sunshine)



**Contact Laura Rychcik with news:**

[laurars31@gmail.com](mailto:laurars31@gmail.com)

## December 2020

Leona Granger, Myers: Mom passed

Shayne Bishop, Myers: Had a baby boy

## January 2021

Sandie Carner-Shafran, Retiree: Step son passed

Maura Fox, Retiree: New grandchild

Bonnie Spencer, SAEC: Nephew passed

## SABEA Retiree Report



Ruth Shippee: Retiree Rep [SABEAretireerep@gmail.com](mailto:SABEAretireerep@gmail.com)

We have hit the cold winter months. I hope that you have found ways to stay warm, active and connected.

I am still looking for ways to 'gather' or places/activities 'to go to' virtually. RC 10 is gathering these ideas also and I will let you know as soon as things are set up.

I also hope that as many as you who are in groups 1a and 1b have been able to successfully get appointments for the vaccine. It is not an easy process.

(Just an FYI- people substituting in schools are part of 1b: that is how I am qualifying for the vaccine.)

Also, if any of you may be in Florida: first PLEASE be extra careful and second, there are several active NYSUT groups. Please email Judy Kalb [judy.kalb@nysut.org](mailto:judy.kalb@nysut.org)

And---- like me on the SABEA Retiree Rep Facebook page and join our private SABEA Retiree Facebook group!

Stay well

*Ruth*



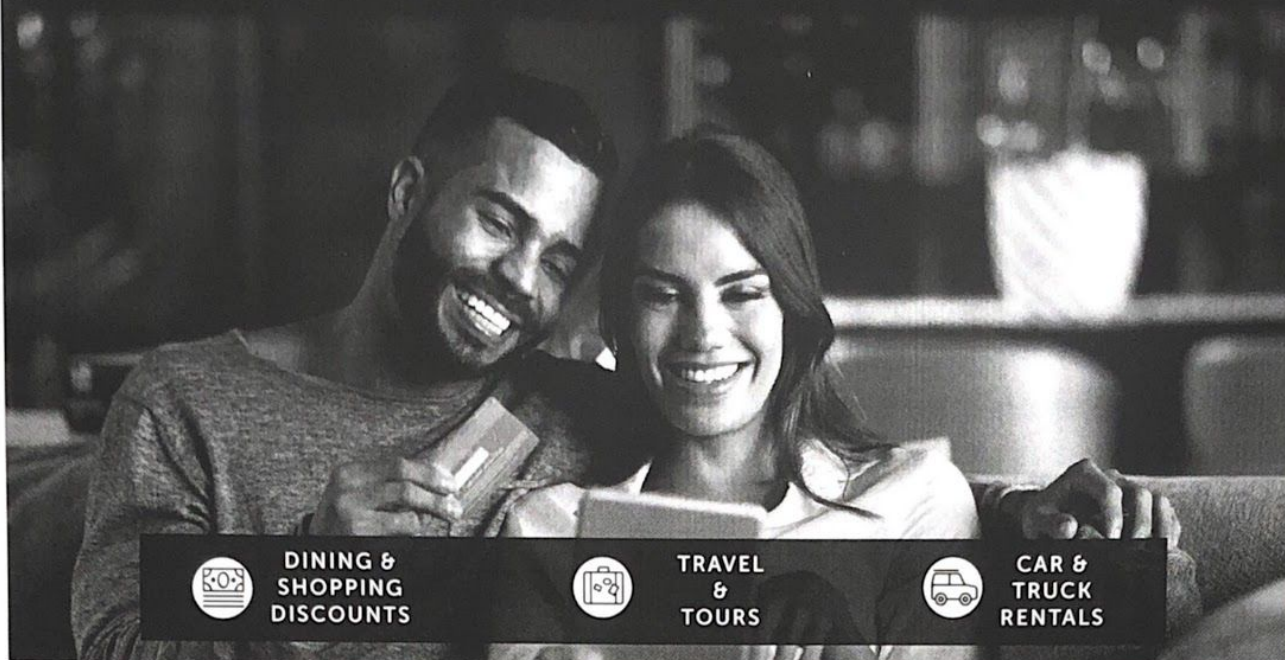
## UpComing Events

*T.B.D....here's hoping that it won't be too long.*





# Come to us for the savings...



DINING &  
SHOPPING  
DISCOUNTS



TRAVEL  
&  
TOURS



CAR &  
TRUCK  
RENTALS

# Come back for our Legal Service Plan



ESTATE  
PLANNING



HOUSE  
CLOSINGS



LEGAL LETTERS  
WRITTEN

To learn more about Member Benefits-endorsed programs & services,  
visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.

MEMBER  
BENEFITS  
**nysut**



For information about contractual endorsement arrangements  
with providers of endorsed programs, please contact NYSUT Member Benefits.



# Wash Saratoga Warren Ham Essex BOCES

## Are you aware of your 403(b) benefit?

### THE OPPORTUNITY

You have the opportunity to save for retirement by participating in your Employer's 403(b) retirement plan. A 403(b) plan is a retirement plan for certain employees of public schools, tax-exempt organizations and ministries.

We recommended that all employees visit our education page which can be found here: <https://www.omni403b.com/Employees/Education>

### WHY SAVE WITH 403(b)?

- > You do not pay income tax on allowable contributions until you begin making withdrawals from the plan, usually after your retirement.
- > Investment gains in the plan are not taxed until distributed.
- > Retirement assets can be carried from one employer to another in most cases.

#### Future retirement savings value assuming 6% growth.

Monthly Contributions	5 Years	15 Years	20 Years
\$50	\$3,489	\$14,541	\$23,102
\$200	\$13,954	\$58,164	\$92,408
\$500	\$34,885	\$145,409	\$231,020

### HOW CAN I PARTICIPATE?

Prior to contributing you must open an account with an investment provider participating in the Plan, a list of which is available on the right. Click the link below to print and complete a Salary Reduction Agreement: <https://www.omni403b.com/SRA>

### HOW MUCH CAN I CONTRIBUTE ANNUALLY?

In 2021, you may contribute up to \$19,500 if you are 49 years of age and below and up to \$26,000 if you are 50 years of age and over. You may also be entitled to additional catchup provisions like the 15 Year Service Catch-up. Please contact OMNI's Customer Care Center at 877-544-6664 for further details.

Contribution Limits		15 Yr. Service Catch-up (if eligible)	Maximum Employer Contributions	Combined Limit	
Age 49 & below	Age 50 & above			Age 49 & below	Age 50 & above
\$19,500.00	\$26,000.00	\$3,000.00	\$58,000.00	\$58,000.00	\$64,500.00

## Looking for Help?

Click the link below for an investment professional to reach out to you.

<https://www.omni403b.com/PlanDetail>

### New accounts may be opened with following approved service providers

AIG RETIREMENT SERVICES FORMERLY VALIC  
AMERICAN CENTURY SERVICES LLC  
AMERICAN FUND CAPITAL GUARDIAN  
AMERIPRISE FINANCIAL RIVERSOURCE  
ASPIRE FINANCIAL SERVICES  
BRIGHTHOUSE LIFE INS METLIFE CT TRAVELERS  
CONFIDENTIAL PLANNING MULTICHOICE  
EQUITABLE FORMERLY AXA  
FIDELITY MANAGEMENT TRUST  
FIDUCIARY TRUST INTL FRANKLIN TEMPLETON  
GWN EMPLOYEE DEPOSIT ACCT  
HARTFORD LIFE INS CO  
INVESCO OPPENHEIMERFUND  
JACKSON NATIONAL LIFE III  
METLIFE  
NASSAU RE  
NY LIFE INS ANNUITY CORP  
PACIFIC LIFE INSURANCE COMPANY  
PENSERV SMARTSAV FORMERLY FORESTERS  
PFS INVESTMENTS  
PUTNAM INVESTMENTS  
T. ROWE PRICE TRUST COMPANY  
THE LEGEND GROUP A LINCOLN INVESTMENT COMPANY  
THRIVENT FINANCIAL FOR LUTHERANS  
UNITY MUTUAL LIFE  
VANGUARD FIDUCIARY TRUST CO  
VICTORY CAPITAL USAA MUTUAL FUNDS  
VOYA FINANCIAL NATL NY  
WADDELL REED INC