Hello Members:

Spring is finally here. After one of the worst winters in many years, we surely have earned some nice weather.

In the last newsletter, I wrote how important workplace safety is and how we need to manage risks. This became very apparent after one of our members was injured by a student. Misinformation and poor communication from administration created anxiety. Your union leadership has met with administration on several occasions since this incident and have voiced our concerns about the safety of staff and how this incident was handled. Going forward, we will continue to meet with administration about how staff are informed of incidents such as this and to ensure the appropriate safety measures and procedures are correctly implemented.

I am also concerned members are treated in a professional and respectful manner and that their concerns are being addressed. If you have a concern, have contacted your administrator and are ignored or your concern is not addressed to your standards, please contact your program representative and request assistance. Program representatives will contact the administrator to seek a resolution to your concern. Please do not hesitate to ask your union representatives for assistance. Nothing can change at BOCES if we do not stand together unified.

On another note, NYSUT has been very active this budgetary cycle lobbying in Albany. There have been several positive results from this lobbying effort: $1.3 billion in school aid, BOCES, and other expense based services fully funded at present levels of $266 million. On the minus side, the current APPR system is basically thrown out and a new APPR system will be put in place by the State Education Department. These changes will be addressed in either a Memorandum of Agreement or will be included in our next contract negotiation.

I hope to see everyone at our next General Membership Meeting at the Piatto Grill in Yorktown on May 14th from 3:00 P.M. - 6:00 P.M.

In Solidarity,
Doug Andreotti
# 2015-2016 School Calendar

**PUTNAM/NORTHERN WESTCHESTER BOCES**  
200 BOCES DRIVE, YORKTOWN HEIGHTS, NY 10598  

**BOCES CAMPUS SCHOOL CALENDAR 2015-2016**

The calendar below has been established by the District Superintendent of Schools. It is essentially constructed to meet the needs of the greatest number of children to be served by the regional program at any given time.

This calendar primarily relates to BOCES operated central facilities - Special Education classes, Career and Technical Education classes and Guidance Center. Itinerant staff members will follow the school calendars of the two or more schools to which they are assigned. The local district’s calendar takes precedence over the BOCES’ Calendar in the case of teachers assigned to school district locations.

<table>
<thead>
<tr>
<th>DATE</th>
<th>DAY</th>
<th>EVENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 1</td>
<td>Tuesday</td>
<td>Superintendent’s Conference Day for all employees Schools not in session</td>
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<tr>
<td>September 2</td>
<td>Wednesday</td>
<td>Opening of School for Students</td>
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<tr>
<td>September 7</td>
<td>Monday</td>
<td>Labor Day – Schools not in sessions</td>
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<tr>
<td>September 14 &amp; 15</td>
<td>Monday &amp; Tuesday</td>
<td>Rosh Hashanah – Schools not in session</td>
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<tr>
<td>September 23</td>
<td>Wednesday</td>
<td>Yom Kippur – Schools not in session</td>
</tr>
<tr>
<td>October 12</td>
<td>Monday</td>
<td>Columbus Day – Schools not in session</td>
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<tr>
<td>November 3</td>
<td>Tuesday</td>
<td>Superintendent’s Conference Day for all employees Schools not in session</td>
</tr>
<tr>
<td>November 11</td>
<td>Wednesday</td>
<td>Veterans Day – Schools not in session</td>
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<tr>
<td>November 25</td>
<td>Wednesday</td>
<td>½ Day – BOCES-Wide Early Dismissal</td>
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<tr>
<td>November 26 &amp; 27</td>
<td>Thursday &amp; Friday</td>
<td>Thanksgiving Recess</td>
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<tr>
<td>November 30</td>
<td>Monday</td>
<td>Classes Resume</td>
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<tr>
<td>December 24 – January 1</td>
<td>Thursday - Friday</td>
<td>Holiday Recess</td>
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<tr>
<td>January 4</td>
<td>Monday</td>
<td>Classes Resume</td>
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<tr>
<td>January 18</td>
<td>Monday</td>
<td>Martin Luther King Day – Schools not in session</td>
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<tr>
<td>February 15 - 19</td>
<td>Monday - Friday</td>
<td>Mid-Winter Recess</td>
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<tr>
<td>February 22</td>
<td>Monday</td>
<td>Classes Resume</td>
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<tr>
<td>March 21-25</td>
<td>Monday – Friday</td>
<td>Spring Recess</td>
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<tr>
<td>March 28</td>
<td>Monday</td>
<td>Classes Resume</td>
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<tr>
<td>April 22</td>
<td>Friday</td>
<td>Superintendent’s Conference Day for all employees Schools not in session</td>
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<tr>
<td>May 30</td>
<td>Monday</td>
<td>Memorial Day – Schools not in session</td>
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<tr>
<td>June 22</td>
<td>Wednesday</td>
<td>Last Day of School for Students</td>
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<tr>
<td>June 23</td>
<td>Thursday</td>
<td>Rating Day – Last Day for Staff</td>
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</tbody>
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**AS OF THIS DATE, SNOW MAKE-UP DAYS WILL BE IN THE ORDER OF: MARCH 21, MARCH 22, MARCH 23 AND MARCH 24. THIS ORDER OF MAKE-UP DAY(S) IS SUBJECT TO CHANGE. PERSONAL LEAVE AND LEAVE WITHOUT PAY REQUESTS WILL NOT BE GRANTED SHOULD WE NEED TO USE THESE AS SNOW MAKE UP DAYS. STAFF SHOULD NOT MAKE BINDING COMMITMENTS FOR TRIPS ON THESE DAYS.**

*Adopted: February 10, 2015*
Know Your Contract:

Section XLIII - SUMMER SCHOOL:

A. Salary for members of the bargaining:

   Certificated Professional:
   - Step 7 or higher: Daily rate of **BA Step 5** on Certificated Salary Schedule
   - Less than step 7: Daily rate of BA Step 2 on Certificated Salary Schedule

   Teacher Aide and Bus Driver:
   - Step 5 or higher: Daily rate of **Step 3** on Teacher Aide Salary Schedule
   - Less than Step 5: Daily rate of Step 2 on Teacher Aide Salary Schedule

   Teaching Assistant and Adaptive Equipment Specialist
   - Step 5 or higher: Daily rate of **Step 3** on Teaching Assistant Salary Schedule
   - Less than Step 5: Daily rate of Step 2 on Teaching Assistant Salary Schedule

   School Nurse
   - Step 5 or higher: Daily rate of **Step 3** on School Nurse Salary Schedule
   - Less than Step 5: Daily rate of Step 2 on School Nurse Salary Schedule

   LPN/WSI
   - Step 5 or higher: Daily rate of **Step 3** on Practical Nurse/Recreation Specialist Salary Schedule
   - Less than Step 5: Daily rate of Step 2 on Practical Nurse/Recreation Specialist Salary Schedule

B. Persons employed by BOCES for a summer session who are not regular BOCES employees will be hired at a rate set by the BOCES Administration. The rate established by the BOCES Administration cannot exceed the rate of BOCES employees in similar roles.

D. The workday in the summer session shall be 6 hours.

F. All applications for Summer School employment by BOCES employees must be received by February 1\(^{st}\). Recruitment of non-BOCES employees will commence beginning February 1\(^{st}\).

What this means:
This is the second year of this change in salary to the Extended School Year (ESY) program. Make sure you read this section of the contract as there is other information about meetings and sick days during the ESY.

(For contract information, log into the Employee Resource Area (ERA) [www.pnwboces.org](http://www.pnwboces.org), using your school email and password)
Welfare Fund Important Information:

IMPORTANT INFORMATION:

The Trustees of the Fund are pleased to announce benefit improvements, including several increases to the Dental Benefits and an increase to the Variable Benefit, effective July 1, 2015.

As a result of the changes to the plan, a memo and an updated Benefit Booklet will be mailed to each covered member at their home address.

Please take the time to make sure your address is current with the Welfare Fund by logging on to your account at www.dhcook.com or by calling the Fund Administrator at (914) 250-0700.

Change of address forms can be obtained at www.dhcook.com.

Thank you to everyone who participated in the Satisfaction Survey.

The Trustees of the USA Welfare Fund
GENERAL MEMBERSHIP MEETING

Thursday, May 14, 2015  3:00 P.M.-6:00 P.M.

Piatto Grill
Triangle Shopping Center, Yorktown Heights NY

Please join us for an afternoon with colleagues and an informative meeting.

Agenda:
- Reports & General Comments
- New Business; Q & A

A light meal will be serviced to include:
- Eggplant Rollatini
- Caesar Salad
- Penne ala Vodka
- Fusilli Estate (sundried tomatoes, scallions & artichoke hearts)
- Chicken Parmigiana
- Beverages available

R.S.V.P: REGRETS ONLY by Wednesday, May 6th to Karen Carey
kcarey@pnwboces.org

Sponsored by: United Staff Association
End of Year Solidarity Meeting

Details to Follow

June 2015 at

Murphy’s Restaurant

Yorktown, NY

Light refreshments will be served!
As delegate to the NYSTRS, I periodically receive updates that affect the system and thought I would share some of the relevant information with our members.

Did you know that all school district employers contribute to the retirement fund? The amount of cost incurred by the district is a percentage of payroll, which is determined and set by the NYSTRS Board. Currently the ECR (Employer Contribution Rate) for 2014-2015 is 17.53%, which increased 1.28% from 2013-2014. The estimated employer contribution for the 2015-2016 school year is 13.26%. If adopted by the NYSTRS board in July, this would mean a 4.27% decrease in cost to districts. The reason for the decrease is due primarily to favorable investment returns over the last several years.

**Leaves of Absence Prior to Retirement as “Regular Salary”:**

Paid leave of absences are reportable to the System if they meet the following criteria:

- The paid leave must be duly provided for in the governing employment contract or CBA.
- The paid leave must not be tied to retirement or resignation.

The employee is expected to return to his/her position after leave and the paid leave of absence is available to all members of the bargaining unit or administrative staff, regardless of age or proximity to retirement.

**Paid Leaves of Absence NOT Reportable as “Regular Salary” to the System:**

The paid leave of absence requires the employee’s resignation.

The paid leave of absence is immediately followed by the employee’s retirement.

Eligibility for paid leave of absence is dependent upon the employee’s age proximity to retirement, or the terms of the paid leave of absence require return of the monies paid pursuant to the leave if the employee does not retire at the end of the leave. If you have questions about your retirement, information is available on the NYSTRS website at www.NYSTRS.org or by calling the toll free number 1-800-356-3128. Although colleagues may try to be helpful and supportive, each individual situation can be unique and only a Retirement Specialist Representative can give the accurate and precise answer to address your specific situation. Always review your retirement statement for accuracy; if there are errors, contact NYSTRS immediately to get help in having the correct information listed. If you are anticipating retiring in the future (2 to 3 years out), it can be helpful to schedule to attend an area workshop seminar (listed on NYSTRS website) and become familiar with the important steps and considerations available to you so you can make the best decision for your retirement.

Even if you have many years ahead of your retirement, you still should be aware of your years of service, your tier benefits (they vary from Tier 1 to 6) and to stay current with what NYSTRS has to offer in support services.
Linda Bonavist has been off on a Trans-Atlantic cruise with Adrienne and Howard Forbes from Fort Lauderdale to the Mediterranean. Linda really has become a great travel writer keeping her family and friends up to date with her daily internet journals. She keeps track of all the activities, wonderful side trips, and port restaurants. Her grandchild has moved to California so Linda is busy traveling most of the year. Linda and friends have cruise plans for Hawaii and Australia next fall.

Word has it that Bill Broadnax is on the mend after a short hospitalization while visiting his sister in Detroit. Plans were in the works for an 80th birthday celebration in February, but it was moved to May.

We heard George O’Brien, Mary Ann Alvord and Ray Defoe had lunch in Florida over the winter and George and Mary Ann met Challis Thompson also.

Vito Rinaldo: We’re off to Atlanta in about 10 days for Gavin’s graduation from Georgia Tech. He’ll stay another year and finish his Masters in Civil Engineering, which he’s already earned 12 credits for. We’ll stay there for a couple weeks and visit Dianne’s sister and go to our niece’s graduation as well. Moving Gavin during that time, but hopefully in the same building.

We hope Fred Maley is doing better with his rehab. He has been in North Salem and looks forward to going home soon.

Our Sympathy to...

We extend our sympathy to Joan Herrman (retired horticulture teacher Tech and EOE) on the death of her husband, retired Tech Culinary Arts teacher Bill Herrman in mid-April in Mt Kisco. Their son Billy was a work study student at Pines Bridge while he was at Walden. After BOCES, Bill and Joan ran the restaurant and ski resort in Stormville.

Obituary for William J. Herrman at Cargain Funeral Homes Inc, Carmel - Mahopac

We extend our sympathy to the family of Dan Cardinale. Dan passed away in April. Dan was one of the original founders of the Untied Staff Association at BOCES in the mid 1960’s. Dan taught in Special Education, as well as EOE, in the Tech Center for over 30 years. Prior to his retirement, Dan was president of the USA for a short time. He is survived by his wife, Brenda, a retired BOCES Special Education teacher. Brenda is living in Assisted Living in Hampton CT. Their daughter, Francine, lives in Boston and son, Danny, in Beacon NY.

Every year more of our retirees have become snow birds or Florida residents. At least 26 of the retired USA members have notified us of permanent residence in Florida. About 14 percent are full time and many, many more go for the winter.

Maybe we need a Florida reunion? Any takers? Any organizers?

If you have news to share, please send it: Wynnie McCarthy, wam48@aol.com or 36 Cheshire Lane Yorktown, NY 10598.
Retiree News and Information: continued from page 9

Retirement parties have been planned for both Pines Bridge and Walden ....for details contact Nancy Finsmith at Pines Bridge nfinsmith@pnwboces.org and Lynn Magrone at Walden lmagrone@pnwboces.org. The parties are planned for the end of May/early June.

Retiree Suggested Trips:

- **Chautauqua Museum & Gardens with American Treasure Tour**
  - **Date:** Tuesday, June 17, 2015
  - **Minimum of 30**
  - **Price:** $138 Reserve by March 1, 2015

Retiree Trip Information:

If any retirees are interested in trip details, contact:

Evelyn Partial
16 Rock Ledge Ave # 5d1
Ossining, NY 10562
www.westputretirees.com
Union Representatives
Putnam/Northern Westchester BOCES
Yorktown Heights, NY 10598
914-607-6736

President: Doug Andreotti
1st Vice President: Catherine Armisto
2nd Vice President: Stephanie Buckhout
Secretary: Judy Gillet
Treasurer: Shartene Bass
Membership Chairperson: Stacey Chiarella
Grievance Chairperson: Carolyn Schneider
Negotiations Chairperson: Al Cotoia
Program Rep Chairperson: Magaly Almonte

Program Representatives:
Administrator: Jim Bellucci
Michael Sowul
Steve Lowery
Fred Santoli
Bob Kelderhouse/Sowul
Bob Kelderhouse/Pinesbridge
Bob Kelderhouse/Pinesbridge
Alisha Williams-McCorvey

Representative: Lisa Tobin
Lynn Ammann
Marie Russo
Nate Ball
Elisa Longo (CLASS Transitions)
Lisa Giocomini-Essell
Deirdre Toolan
Margo Schepart

Upcoming Executive Board Meetings:
Tuesday, May 5th & June 2nd
3:00 P.M.
Pinesbridge Conference Room

Upcoming General Membership Meeting:
Thursday, May 14, 2015
3:00 P.M. - 6:00 P.M.
Piatto Grill
Triangle Shopping Center, Yorktown

United Staff Association Welfare Fund
c/o Daniel H. Cook Associates
253 West 35th Street, 12th Floor
New York, New York 10001

Chairperson: Dawn Wargula
Secretary: Nancy Finsmith
Treasurer: Doreen Trani
Trustees: Cindy Flynn
            Jenn Guiffre
            Doug Andreotti

Retiree Liaison: Janine deGrouchy-Hraska
Janine is available by phone/email:
(845) 735-4683
pnwboceswelfarefund@gmail.com

Consultant: Flo Laicher
Administrator: Daniel Cook Associates
(914) 250-0700
FAX (212) 714-1455
www.dhcook.com
A Bouquet from Us:

Our Sympathy to...
Susan Collins for the loss of her mother..
Thomas Houlahan for the loss of his sister-in-law.

Send items for A Bouquet from Us to Karen Carey at kcary@pnwboces.org

To schedule an appointment with the lawyers at Mirkin & Gordon, members should call (914) 997-1576.

IMPORTANT:
Carolyn Schneider is the Grievance Chairperson. She can be reached at cschneider@pnwboces.org or (914) 248-2764 (ext. 764).

We are on the Web!
Visit us at: http://ny.aft.org/pnwb/

Thanks to all:
Thank you to everyone who contributes to this newsletter by submitting articles, important information, bouquets, or helping with the printing and/or distribution throughout the school year.

Please send retiree news for the newsletter to Wynnie McCarthy, wam48@aol.com or 36 Cheshire Lane Yorktown, NY 10598. We want to reach out to more retirees.

Please send newsletter worthy information to Meredith Markolovic (Tech) at mmarkolovic@pnwboces.org.