

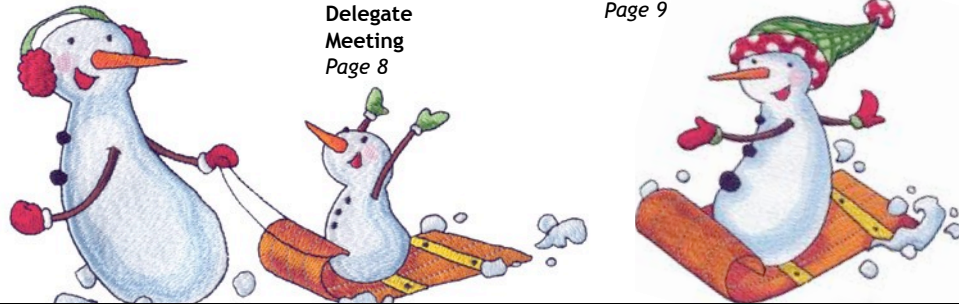
THE UNITED NEWSLETTER



LOCAL 15-175 NYSUT LOCAL 3072 AFT

December 2012

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From The Desk of the President:

It has been an honor and a privilege that you have allowed me to serve as your president for the past two years. I woke up every morning excited to carry out the responsibilities of my office. The work has been challenging, but also rewarding, with the positive results of solidarity in action before me every day. I look forward to and thank you for another two years of service.

As the dust of the election settles down, I would like to welcome the new members to the executive board and program rep positions. I would also like to thank the current members who have signed on for another term. This is the first time in a long time that some of our positions were contested, and I would like to thank those who stepped up to run for a position

within our union. This was done to start rebuilding the foundation of our union. Our foundation is only as strong as the bricks we use to build it. As our union moves forward, there will be many more bricks added to our foundation. The T-shirts are a great start and have made a big impact here, as well as, at NYSUT conferences and meetings. We all need to continue to wear them every Wednesday in solidarity.

There are still many questions surrounding the APPR. Currently we are all being evaluated using our existing APPR, NOT the new one. The confusion, I think, is because training has begun for the SLO's. The executive board decided, in partnership with administration, to start training this year for the new APPR even though we are not implementing it this year. Our thought behind this were that we would all be ready for the new system when it gets ratified and implemented. Once we start being evaluated under the current APPR we cannot switch over to the new one until the following year.

As we move forward through this year, still under our existing contract and with a new APPR on the threshold, we must not waiver from our commitment to BOCES and our students. We all need to continue to focus on what make BOCES and our students what they are and that's our undying dedication, perseverance, and commitment.

Thank you to all of you. This is the greatest union because we have the greatest members. And in the words of our NYSUT union anthem, "solidarity forever;" always remember that the union keeps us strong.

I wish you and your family a safe and happy holiday season!

In Solidarity,
Larry



Know Your Contract: Negotiation News and Updates:

Welfare Fund Information:

SECTION XXXVIII - SICK LEAVE

C. A sick leave bank shall be established for the use of employees paid on the certificated salary schedule who have used up their accumulated sick leave or who need the benefit of the bank because of the advent of a serious, long-term illness. Such employees may withdraw days from the bank as needed but only until they are eligible to apply for disability insurance benefits in accordance with Section XXXV of this Agreement. Withdrawals from the bank may not exceed the number of days on deposit in the bank through contributions. The Association may request a medical certificate from any employee making a withdrawal. Contributions to the bank may be made by any employee desiring to contribute one or more days of his or her accumulation. Such contributions shall be made on a form to be provided by the Board. Contributions are not mandatory but once made may not be withdrawn, except in the event that a contributor subsequently exhausts his or her own accumulated sick leave.

D .A sick leave bank shall be established for the use of all other salaried employees who have used up their accumulated sick leave as a result of serious, long-term illness or who need the benefit of the bank because of the advent of a serious, long-term illness. The sick leave bank form and procedures relating thereto shall be the same as that of the sick leave bank for teachers set forth in Section C above.

E. No one eligible for either sick leave bank may use such bank more than once for the same illness or injury.

What this means:

All members are entitled to, if needed, the days in the sick bank.

There will be no request for contributions this year and next year due to the excess of days we have accumulated thus far.

We have had numerous meetings with the Boards team, and there are many things that we agree on but a few that we don't. Both sides unanimously agreed that we are stalled with certain things and need a third party to intervene to help us try and find common ground on the few remaining issues.

JR our NYSUT rep will be reaching out to PERB (Public Employment Relation Board) to have them appoint someone to facilitate this process. What happens is the PERB appointed person meets with each table team separately on the same night and works between the two teams to try and help us gain ground to meet somewhere in the middle. This process should take place sometime in the next 4 to 6 weeks.

If this process doesn't reconcile our differences, there are other levels of mediation that can take place. For now, both sides feel that this is the most productive way to move the negotiations forward and are confident that a fair and equitable contract is possible.



Reminder of Availability of HIPAA Notice of Privacy Practices

As you know, the United Staff Association Welfare Fund issued a HIPAA Notice of Privacy Practices ("Privacy Notice") describing how health information about individuals covered by the Fund may be used and disclosed. The HIPAA Privacy Rule requires that, every three years, the Fund notify currently covered members of the availability of the Privacy Notice and how to obtain a copy of it.

You may obtain a copy of the Fund's Privacy Notice by writing to the Fund's Privacy Officer, at the United Staff Association Welfare Fund, P. O. Box 403, Amawalk, New York 10501.



The Welfare Fund Trustees have appointed a Retiree Liaison:

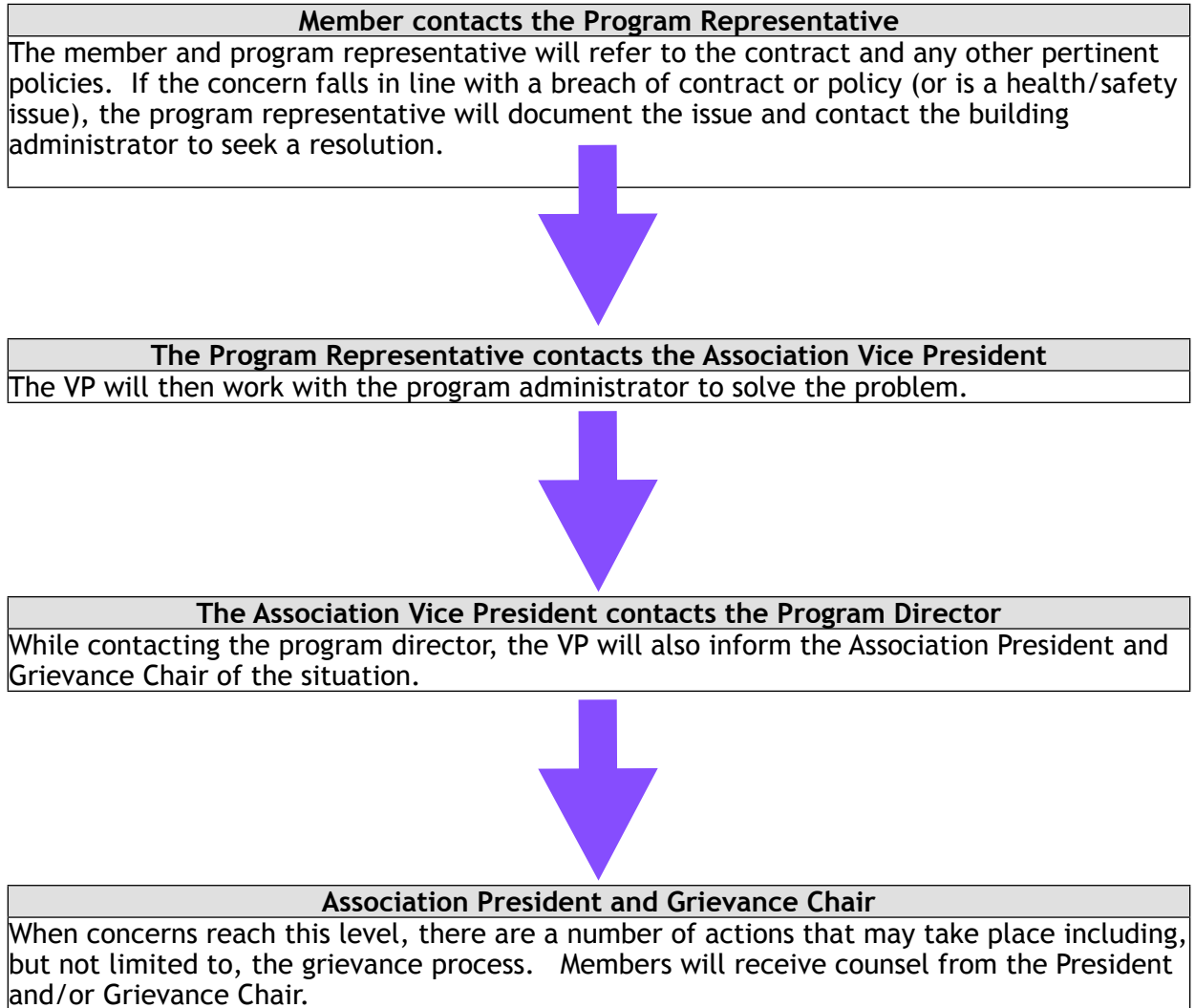
Janine deGrouchy-Hraska.

Janine is available by phone or email to assist retirees with their Welfare Fund claims and/or questions. She can be reached at pnwboceswelfarefund@gmail.com or by calling (845) 735-4683.



Addressing Member Concerns:

In order to ensure that your concerns are addressed effectively and in a timely manner, the Association has put a definitive structure in place. **The main part that you need to know is to go to your program representative first.**



Here are the steps that are in place for “non-emergency” situations...

It is hopeful that situations do not need to progress through all the steps and a timely resolution will occur. However, in the event that a resolution does not occur promptly, there is an approximate time limit that a concern can stay at each level. Our goal is to move through the steps with appropriate swiftness.

It is important to keep in mind that union business cannot take place during contract hours. With that being said, your program representative will make every effort to talk or meet with you at a time that is mutually convenient. Lastly, members are encouraged to contact their program representative or vice president for status updates. There’s nothing worse than waiting and wondering!





The Role of Teaching Assistants and Teacher Aides:



The difference between a teaching assistant and a teacher aide can be confusing at times. One of the key differences between an aide and an assistant is the instructional piece...assistants are able to provide instructional services. However, assistants should only be providing *review* instruction. The material that an assistant teaches should've been previously taught by a certified teacher. Check out the chart below for a

	Teacher Assistants	Teacher Aides
Definition	Teaching assistants provide instructional services to students under the general supervision of a licensed or certified teacher.	Teacher aides perform non-instructional duties under supervision determined by the local school district in accordance with Civil Service Law.
Certification	Certification required as a Level I, Level II, Level III, Pre-Professional, Temporary, or Continuing teaching assistant certificates.	Certification not required. Employment subject to New York State Civil Service laws.
Duties	<ul style="list-style-type: none"> working with individual pupils or groups of pupils on special instructional projects ; providing the teacher with information about pupils which will assist the teacher in the development of appropriate learning and behavioral experiences; assisting pupils in the use of available instructional resources, and assisting in the development of instructional materials; utilizing their own special skills, and abilities by assisting in instructional programs in such areas as: foreign languages, arts, crafts, music and similar subjects; assisting in related instructional work as required; and assisting students with specific health related activities as appropriate. 	<ul style="list-style-type: none"> preparing scripts for recording purposes; assisting in oversight and technical operations of language and/or computer laboratories; assisting in physical care tasks and health-related activities as appropriate; assisting students with behavioral/ management needs; assisting in the set-up of laboratory equipment, conduct experiments, and performing limited reviews of student laboratory reports; assisting in the technical preparation and production of media programs; reading to and playing audio-visual materials for children in lower grades; assisting in proctoring and other tasks related to the administration of examinations; assisting in the correction of test papers, recording of grades, maintaining of files and preparing statistical reports. managing records, materials and equipment; and supervising students



Union Election Results:

The United Staff Association would like to congratulate and welcome the following newly elected and returning executive board members and program representatives:

Position

President
1st VP
2nd VP
Secretary
Treasurer
Membership

RA Delegate
RA Alternate



Colleague

Larry Marino
Catherine Armisto
Doug Andreotti
Jenn Guiffre
Dan Gottfried
Debra Haggerty

Josephine Scala and Irene Snow
Athena Swikata

Program Reps

Marie Russo
Stephanie Buckhout
Lynn Ammann
Elisa Longo
Lisa Giacomini-Essell
Robert Angiello
Fatima Oliveira
Margo Scheport

Supervisor

Steve Lowery
Jim Bellucci
Michael Sowul
Bob Kelderhouse/Michael Sowul (CLASS Transistions)
Bob Kelderhouse (Pines Bridge)
Marla Gardner
Clark Callahan
Mia Wrobel (District Employees)

We would like to thank the election committee for all their hard work in facilitating our election this year. In addition, we would also like to thank all of those who ran for a position.



VOTE 188 members voted out of 342 = 45% DID NOT VOTE

Although this is a decent turnout, in order to lay a solid foundation, voting in our election is one the bricks that needs to be added. Without a higher voting percentage in the future, we cannot complete the foundation. **Your vote counts!**

Health and Safety Liaison: The United Staff Association has appointed Caitheen Zikorus.

The Health and Safety Committee works to have a safe and healthy work environment. **Reminder: If you feel that there is a safety concern or health concern in your work environment across campus, please contact your DIRECT SUPERVISOR first to get it resolved. If there is not a timely resolution, THEN contact Caitheen Zikorus at czikorus@pnwboces.org. Health and Safety form is available on EForms and/or by contacting czikorus@pnwboces.org.**



United Staff Association in the Community:



Tips for Teachers:

United Staff Association supports the Yorktown Congress of Teachers, Yorktown Food Pantry, and Traditions 118 Restaurant to combat hunger. **Total amount raised \$3183.00**

NYSUT Solidarity Bowling Extravaganza:

United Staff Association Executive Board Bowling team joined over 20 other teams from Westchester County to support Project Share: A Thanksgiving Dinner for the Homeless. The first NYSUT ED 15/16 Bowling EXTRAVAGANZA was a huge success on a variety of levels. What a tremendous demonstration of collective solidarity! Some locals were even able to show off their bowling skills. **AND we were able to raise \$7000 that will be donated to Project SHARE: A Thanksgiving Dinner for the Homeless.** Over 400 NYSUT members attended the event. There were 336 registered bowlers. \$5,500 in on-site donations. 56 bowling teams. 22 locals were represented. Three teams from the Tarrytown Regional Office. And the NYSUT Executive Board drove 144 miles to bowl with us!

Super Storm Hurricane Sandy Fundraiser:

Michelle Gonzalez: After witnessing all the devastation and suffering that people were going through as a result of Hurricane Sandy, Liane Merola-Delgado, Justin Delgado, and I wanted to help by getting BOCES involved with collecting items to donate to those most affected. We looked on-line and found information about a distribution center in Staten Island. We contacted them and got a list of needed items, which we distributed to staff and families throughout the BOCES community. Colette Goodman, a speech pathologist, collected goods from staff in our BOCES classes in the local school buildings. We raised a significant amount of clothing, medical supplies and cleaning supplies. We were also given monetary donations which we used to purchase additional supplies. The executive board of the union donated \$250 in gift cards to cover the cost of the U-Haul rental and gas. We were also able to use some of this money to purchase additional items. We brought a U-Haul commercial van as well as JoAnn Dong's van (another staff member) to the Yorktown PBA Saturday morning, filled with clothing and supplies, which were going to be brought to the Gerritsen Beach Fire house in Brooklyn, and then distributed to Staten Island, the Rockaways and Breezy Point Sunday morning. Liane, Justin and I brought all of the other items to Coney Island, where we met our contact. These items were

brought to different distribution locations throughout Coney Island and Staten Island. We chose this location because we wanted the items to go to the most critically needed areas. (Picture collage designed by Liane).



Adopt a Family:

The United Staff Association family has registered through Family-to-Family (www.familytofamily.org) to adopt a family devastated by Super Storm Hurricane Sandy.

Our family is in the works...

The United Staff Association will be adopting a family until they are completely back on their feet and back in their home. We will be holding a variety of fundraisers throughout this year and next to help a family replace everything that they lost.

Keep an eye out for future e-mails and postings about fundraisers taking place. Let's all step up and help those in need. Let's show them what it means to be part of a union and the support that goes along with it.

If you have any questions or suggestions about fundraising ideas contact one of the committee members listed below.



In Solidarity,

Michelle Gonzalez
Larry Marino
JoAnn Dong
Elizabeth Bowler
Eileen McCutchen
Lisa Tobin
Liane Merola
Gerry Battista

mgonzales@pnwboces.org
[lmarino@pnwboces.org](mailto:lmario@pnwboces.org)
jdong@pnwboces.org
ebowler@pnwboces.org
eMcCutchen@pnwboces.org
ltobin@pnwboces.org
lmerola@pnwboces.org
gbattista@pnwboces.org



Union T-Shirt Information:

WHEN TO WEAR YOUR T-SHIRT:

- EVERY WEDNESDAY
- All staff meetings
- Union meetings/functions
- Superintendent Conference Days
- Public interactions: Meet the Teacher Night/
Fundraisers ect

Wearing these shirts together is a way to begin to re-build the harmony and solidarity that has been absent from our union for many years!

We are looking into a more professional looking shirt. Stay tuned for per member cost for this additional shirt.



New York State Teacher Retirement System 2012 Delegate Meeting:

Saratoga City Center-November 4th & 5th, 2012

Al J. Cotoia

The annual New York State Teacher Retirement System meeting was held at the Saratoga City Center in Saratoga NY. As your delegate, I attended to represent P/NW BOCES and vote for the appointment of a teacher representative to the retirement board for a three year term. Unanimously re-elected was Timothy M. Southerton. Mr. Southerton is a long-time NYSTRS delegate and a teacher in the Sayville Union Free School District. He is also president of the Sayville Teachers Association and trustee with both the Suffolk School Employees Health Plan and Sayville Employees Trust Fund.

The annual delegate meeting is usually held the first Sunday and Monday of November each year and is an important event for delegate members to not only vote for teacher board positions but to have the opportunity to attend the latest workshops provided by the retirement system.

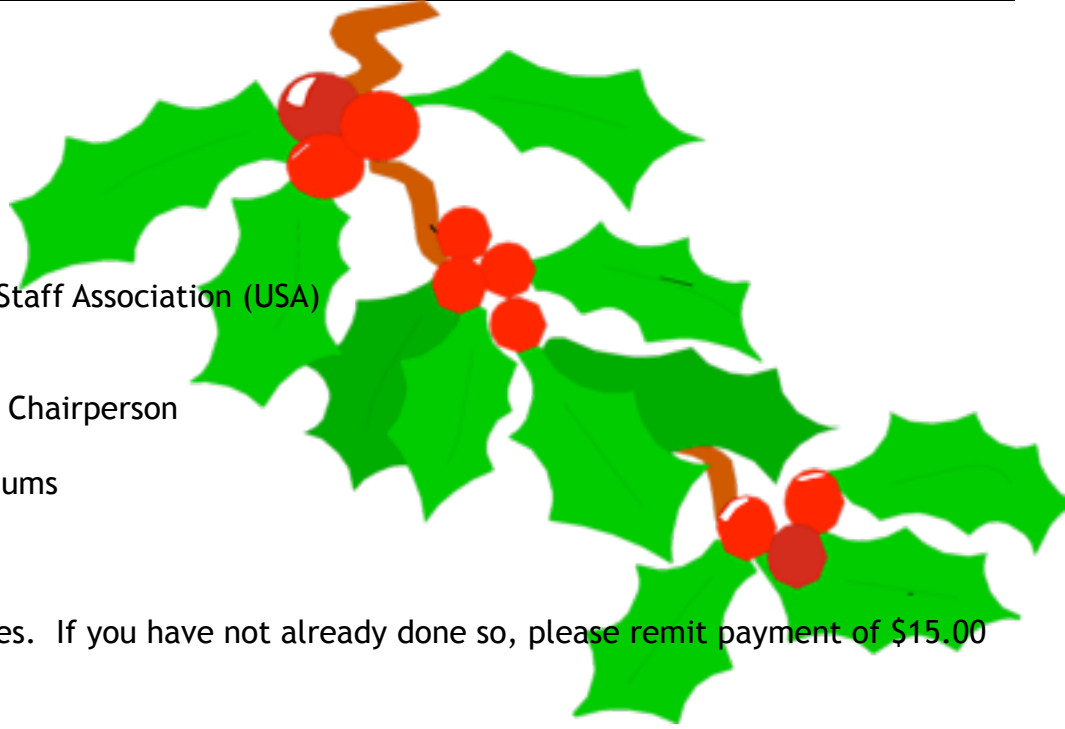
Workshops that were available this year:

- Key Steps to Take as a New Member, Mid Career and Approaching Retirement
- Membership and Retirement Lessons Learned
- The Role of the Delegate
- A National Perspective on Public Pensions
- The Importance of Having a NYSTRS Benefits Consultation
- How NYSTRS Remains One of the Country's Strongest Pension Fund
- Social Security Information

These workshops provide valuable current information to the membership and delegates to bring back to their local districts. Many of us do not focus on our retirement until that time nears but keeping current with your benefits and the system resources should be ongoing through the years of service in education. Important information can be obtained from the NYSTRS web site at: www.nystrs.org or at the toll free phone number 800-356-3128.



United Staff Association
Putnam/N. Westchester BOCES
15-175 NYSUT 3072 AFT
200 BOCES Drive
Yorktown Heights, NY 10598



To: Retired Members of the United Staff Association (USA)

From: Larry Marino, President
Debra Haggerty, Membership Chairperson

Re: USA Dues & Welfare Fund Premiums

Date: December 13, 2012

It is time to pay your annual USA dues. If you have not already done so, please remit payment of \$15.00 to the United Staff Association.

Send payment to:
United Staff Association
PO Box 90
Amawalk, NY 10501

If you are a member of the United Staff Association Welfare Fund Retirees Option Plan, the Board of Trustees has determined the premium for 2013 will remain at \$45.00 per month for individual coverage and \$146.00 per month for family coverage.

We encourage you to pay for the entire year or for six months at a time. Please remit your payment(s) to the USA Welfare Fund.

Send payment(s) to:
USA Welfare Fund
c/o Daniel H. Cook Associates
253 West 35th Street, 12th Floor
New York, NY 10001

****IMPORTANT INFORMATION****

The Welfare Fund Trustees have appointed a Retiree Liaison: Janine deGrouchy-Hraska. Janine is available by phone or email to assist retirees with their Welfare Fund claims and/or questions. She can be reached at pnwboceswelfarefund@gmail.com or by calling (845) 735-4683.

We are interested in hearing about your experiences in retirement to post in The United Newsletter. Send your news to Wynnie McCarthy at wam48@aol.com or call her at (914) 245-8353.

Thank you in advance for your prompt response.
We hope that each of you have a healthy 2013.





40th Annual NYSUT BOCES Leadership Conference:

Debra Haggerty,
Membership Chairperson

Elisa Longo,
Building Rep-Kelderhouse

Catherine Armisto
1st Vice President
Connecting and Inspiring

Stephanie Buckhout
Building Rep-Bellucci
NYSUT Summer Courses

Caroline Schneider,
Grievance Chairperson

The power of creativity, inspired by passion and spirit, was evidenced in the presentation by the educators from Washington-Saratoga-Warren-Hamilton-Essex BOCES. Having just been selected to enter the 2nd Annual Speak Truth To Power student video contest, students and faculty shared the story of an idea about recycling resulting in a 'green' video. The contest is sponsored by the Robert F. Kennedy Center for Justice and Human Rights, the Tribeca Film Institute, and in partnership with the New York State Teachers Union. The excitement of the students and the determination of the faculty helped us to focus on our purpose in the classroom - to motivate and guide students as they contemplate their futures in these uncertain times. Congratulations to the faculty and students of the Washington-Saratoga-Warrant-Hamilton-Essex BOCES.

I was privileged to attend the 40th Annual NYSUT BOCES Leadership Conference on October 19-20 and the Holiday Inn in Albany. I was there with 5 other members of our union. We all attended many interesting workshop sessions. I would like to comment on one entitled "Building Stronger BOCES Locals: Member Mobilization."

The above session was lead by dynamic speaker Elizabeth Vignaux who is a Labor Relations Specialist for NYSUT. She spoke of many topics, but the one that resonated most with me was how can members help/get involved even though they have limited time to spare.

She spoke of personally approaching members to help with small, structured projects or tasks that have specific time lines. If you can't join a committee or run for an office, you may be able to help put up fliers, set chairs up for a union sponsored activity, or bring a snack for the next general membership meeting. There are many small ways that you can help strengthen your union.

Take the first step. Get involved! Contact your building reps or anyone on the executive board. We can suggest ways you can help that will continue to help our union stay strong no matter how much time you can give. There is always plenty to do!

In October, I attended the BOCES NYSUT Regional Conference in Albany, NY. NYSUT holds conferences throughout the year, but this one was particularly beneficial because it was only for BOCES members throughout the state. It was both interesting and inspiring to hear what is going on in other BOCES programs. One particularly inspiring part was hearing about how the Capital Region BOCES won the prestigious 'Speak Truth to Power' video contest. This contest is a project from the Robert F. Kennedy Center for Justice and Human Rights. The winning video is shown at The Tribeca Film Festival! Most impressive was the collaboration between colleagues and students. Several of the students involved in making the video were at the conference. It was clear that they took a lot from the experience! A teacher assistant from the alternative high school at the Capital Region BOCES led the charge. Knowing that a BOCES has an amazing amount of resources, she connected with Career and Tech teachers and students to create this award winning video about the environment.

Hearing about this collaborative effort heading by passionate people made me think about all the wonderful things the USA members at PNWBOCES are capable of. There's no denying that we are one creative, passionate, and caring bunch! If you'd like to learn more about the Speak Truth to Power program, click [here](#). While you're at it, check out the video by clicking [here](#).



During the summer, I took advantage of a few NYSUT summer courses, which I found to be beneficial. First, being that it was summer, my brain was cleared of its clutter (for the most part), and I was able to absorb more information than I could have during the school year. Second, these courses were about two hours in length, which, to me, provided just enough time for lecture and discussion; anything more and I'd be dreaming of the beach!

The first course I took was Effective Use of Social Media. This seminar focused on our protections as union members when it comes to social media. In a nutshell, we are public employees; and we need to be careful about what we say and post online. We need to be responsible. Don't post pictures of your vacation if you don't remember a lot of it. Sure, you're of legal age, but why open the door to controversy? A judge recently stated, in referencing a Twitter case, that posting something on a social media site is equivalent to shouting it out your bedroom window. It's for ALL to see. In addition, don't assume your privacy settings are set. Often, social media sites will update their site and privacy settings will be restored to their default. Check them often, and again, be responsible.

The second course I attended was Negotiating in Today's Economy. Mainly, we discussed how the property tax cap would affect schools, which is not in a positive manner. Many of the attendees discussed where they are in their negotiating process, some have settled, some are continuing to negotiate, but all agreed that the sticking points were salaries and benefits.

The third seminar was *By-Laws and Constitution*. Those of you who have so graciously volunteered your time will be reviewing our by-laws, which to my understanding have not been reviewed in quite some time, and will make changes as needed. Mostly, these changes include additions.

What are SLO's and how will they relate to the new APPR? That was the question that I asked as I entered the first workshop on Saturday morning. My question was answered, but several remain. The Student Learning Objectives (SLOs) are planned academic goals for what a student will learn over a given period of time. So, that much is not new, as these are principles that have always guided teachers in planning for instruction, but the acronym is now different. The workshop provided more information than I could possibly explain in a few paragraphs, but you can refer to [engageny.org](#) for additional information. The workshop helped me to understand a process that continues to be a work in progress.



SHORT SALE: NO EASY SOLUTION

By: MIRKIN & GORDON, P.C.

Real property values have declined significantly over the past four years. As a result, many homes are 'under water' meaning that they are worth less than the principal balance of the mortgage(s) thereon. Homeowners who must sell their home - whether, for example, due to financial crisis, the need to move/relocate or a pending foreclosure - are unable to do so for an amount that will satisfy the existing mortgage(s).

If the homeowner does nothing, they may eventually be faced with a foreclosure auction that will, inter alia, generate additional costs and adversely affect his/her credit. An alternative to this scenario is to ask the lender to agree to a "short sale" of the property by which it agrees to accept less than the full principal balance due on the mortgage in full satisfaction thereof.



A short sale is beneficial to both the lender(s) and the homeowner. The lender is able to realize a particular amount on the sale of the house as opposed to the uncertain and usually lower amount realized at a foreclosure auction that will take months, if not years, later. They also avoid the cost and expense of a foreclosure action including having to pay the taxes, insure and maintain the property during the pendency thereof. Even worse, the lender may end up owning the property after auction because there were no bidders present that will extend the lender's financial commitment to that property. The homeowner benefits because they are not faced with the stigma of a public foreclosure auction or a

deficiency judgment¹ thereafter and the resulting impact on their credit.

As good as it sounds, however, a short sale is not an easy proposition. It requires negotiating with the lender to establish an amount that it is willing to accept upon the sale of the property and requires that the homeowner provide copies of tax returns, financial statements and/or an appraisal report. This is an involved process that can take 30-60 days or more to accomplish. Unfortunately, this process cannot be started until there is a signed contract of sale between the homeowner and prospective purchaser. Therefore, all parties must fully cooperate and understand the process including the possibility that the lender may ultimately not agree to accept the price offered by the purchaser. A successful short sale requires a great deal of cooperation, coordination and patience.

One negative aspect of a short sale, however, is that the homeowner may have to report the portion of the mortgage that the lender waived in consideration of the short sale as income on his succeeding year's income tax returns. Nevertheless, if all goes well and the transaction closes, the lender will have accepted a calculated loss on the property; the homeowner will have cut its losses while peacefully vacating the property; and the purchaser will have purchased a house for a price that is at or below the current market value.

¹ Getting the lender to agree to forgive the amount owed on the mortgage in excess of the sale proceeds is a negotiated term of the short sale agreement.

MIRKIN & GORDON, P.C.

98 Cutter Mill Road, Suite 310N
Great Neck, NY 11021

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PROBATING A DECEDENT'S ESTATE

By: MIRKIN & GORDON, P.C.

The death of a family member or friend is an emotionally challenging event that we will all experience. Some of us will be faced with the added responsibility of having to distribute the decedent's estate.

If the Decedent had a Last Will and Testament, he is deemed to have passed away 'testate' and the Will must be 'probated' in most instances. If the Decedent passes away without a Last Will and Testament, he is deemed to have passed away 'intestate' and the estate must be 'administered' in most instances.

The Decedent's Last Will and Testament will dictate how the assets are to be distributed. If there is no Last Will and Testament, New York State law¹ provides a detailed, complex line of 'intestate succession' (ranging from surviving spouse to great-grandchildren) that dictates how the estate is to be distributed.

Either way, the legal process is time sensitive and can be a difficult and daunting task for a layperson. For example, the executor must, in some circumstances, file an inventory of the Decedent's assets with the Surrogate's Court within six months after death and file an estate tax return within nine months of death. In addition, the executor has a fiduciary duty to protect and manage the Decedent's assets pending distribution to the proper heirs.



Whether or not you choose to retain counsel, here are a few tips to make things go smoother:

- Search the Decedent's house and other places for valuable papers and assets.
- Keep a detailed inventory of all accounts, life insurance policies, death benefits, investment accounts, real property owned and individual assets/effects.
- Keep detailed records and receipts for all income received such as rental income, dividends and pension/social security payments received after the Decedent's death.
- Keep a detailed account of and receipts for all expenses incurred on behalf of the Decedent's estate such as funeral/burial expenses, costs to maintain the Decedent's home and mortgage/rent/insurance payments made after the Decedent's death.
- Make sure that the Decedent's home is secure, maintained, insured and, as necessary, heated during the winter months.
- Do not sell, distribute or give away any of the Decedent's belongings/assets until you are given the specific authority and direction to do so by the Surrogate's Court.
- Discontinue unneeded expenses such as cable TV, telephone and periodical subscriptions.

Administering an estate is a daunting matter that must be performed during a difficult time. It gives the executor/administrator great authority and responsibility. Anyone faced with having to probate an estate should always consult with an attorney prior to doing so. The Legal Plan includes in its coverage an *Estates and Administration Benefit*.

¹ Estates, Powers and Trusts Law ("EPTL"), Article 4

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Great Neck, NY 11021
(516) 466-6030 • (718) 895-7160 • (914) 997-1576



Union Representatives

Putnam/Northern Westchester BOCES
Yorktown Heights, NY 10598
(914)962-9579

Executive Board:

President	Larry Marino
1st Vice President	Catherine Armisto
2nd Vice President	Doug Andreotti
Secretary	Jenn Guiffre
Treasurer	Dan Gottfried
Membership Chairperson	Debra Haggerty
Grievance Chairperson	Carolyn Schneider
Negotiations Chairperson	Al Cotoia
Building Rep Chairperson	Judy Gillet

Program Representatives:

Administrator	Representative
Jim Bellucci	Stephanie Buckhout
Michael Sowul	Lynn Ammann
Steve Lowery	Marie Russo
Marla Gardner	Robert Angiello
Clark Callahan	Fatima Oliveira
Bob Keldershouse/Sowul	Elisa Longo (CLASS Transitions)
Bob Keldershouse(Pinesbridge)	Lisa Giacomini-Essell (Pinesbridge)
Mia Wrobel	Margo Scheport

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:	Janine deGrouchy-Hraska
Trustees:	Cindy Flynn Jenn Guiffre Larry Marino Doreen Trani
Retiree Liaison	Janine deGrouchy-Hraska
Consultant:	Flo Laicher
Administrator:	Daniel Cook Associates (914) 250-0700 FAX (212) 714-1455 www.dhcook.com
Legal Fund:	(914) 997-1576 www.teacherslegalfund.com

Upcoming Meetings:

Upcoming Executive Board Meetings:

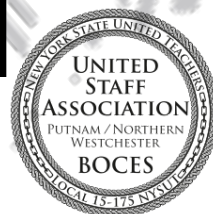
January 10, 2013

3:00 P.M.
Projects Building

Upcoming General Membership Meetings:

January 22, 2013

3:15 P.M.
Walden Adult Dining Room



A Bouquet from Us:

Our Sympathy to...

Deborah Busatti who lost her mother-in-law.

Shelli Flacinski who lost her father-in-law.

Christina Holic who lost her husband.

In Our Thoughts...

Maria Pontbriand's husband for a speedy recovery.

Marie Russo for a speedy recovery.



Send items for *A Bouquet from Us* to
Elizabeth Bowler at ebowler@pnwboces.org



To schedule an appointment with
the lawyer, members should call
(914) 997-1576.

IMPORTANT:

Carolyn Schneider is the Grievance Chairperson.
She can be reached at cschneider@pnwboces.org or
by phone (914) 248-2764 (x764).



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 Wynn McCarty, wam48@aol.com or 36 Cheshire Lane Yorktown NY 10598. We want to reach out to more retirees.

Please send any information that you deem is newsletter worthy to Meredith Markolovic at mmarkolovic@pnwboces.org.

