

THE UNITED NEWSLETTER



LOCAL 15-175 NYSUT LOCAL 3072 AFT

December 2013

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From The Desk of the President:

The three members and I that were on the APPR committee would like to thank you for your support on ratifying the APPR. Now that the APPR is underway it is important for each of us to collaborate with the administrator that will be evaluating us. We need to have discussions with them so we can understand how the process will work and how we will be evaluated in our own discipline area.

It is with a heavy heart that I must respectfully resign from my position of President. This decision did not come easily to me and took me some time to come to but personal circumstances have left me no choice. Please respect the fact that this is a private situation that needs not to be addressed.

I have served the Executive Board an advance notice period ending on December 20, 2013. During my notice period, I will complete all my pending

work and will hand over my responsibilities to my successor. After my resignation, I am always available, to the Executive Board, for any information regarding any situation or concern undertaken during my tenure as president. I would also still make myself available to consult with my successor on any pressing issues but will no longer be involved in the day to day operation of union business.

I extend my heartfelt gratitude to the Executive Board and the program reps for all their hard work, support, and dedication they have given me and our union during my tenure. This is a great place to work and people like them fight the fights to keep it that way.

For those members that supported me every step of the way, I thank you and appreciate you understanding my vision for our union. It was members like you that kept me in the fight and because of that our union prevailed through some tough times. For those members who didn't quite support the union 100 percent, I can only hope that someday you will realize how valuable our union

leadership is and how much they do for the union behind the scenes.

I believe that my tenure as president has left the union in a good place across the board. The executive board and I were able to negotiate a fair contract in one of the most difficult economic climates that any of us have ever seen. We also fought a valiant battle called the APPR that has us being evaluated using a fair tool that includes a process to defend ourselves in the event our evaluation doesn't turn out well.

I am very confident in my successor, Doug Andreotti, the executive board and program reps and know that they have the ability to continue moving our union forward. They can't do it alone; let's all help out when/where we can and keep looking out for each other.

I wish you all a happy holiday season and a great 2014.

In Solidarity,

Larry



Welfare Fund Information:

Reminder to all members of the USA bargaining unit:

The USA Welfare Fund provides select benefits at no cost to the members of the USA bargaining unit, one of which is Legal Services Benefit

A lawyer is available by appointment as part of your legal services benefit. Please refer to Legal Services Fund benefit booklet for detailed information, which is available at www.teacherslegalfund.com. Select legal services are extend to your parent and/or parent-in-laws. For more information or to schedule an appointment with an attorney, call (914) 997-1576.

Due to scheduling conflicts with mandatory staff meetings, the lawyer will no longer come to BOCES routinely on the second Wednesday of the month. The lawyer will be available at BOCES on the first Monday of each month during the school year.

As a reminder, the trustees of the Welfare Fund are available as a resource and can be reached at their BOCES email: Dawn Wargula, Nancy Finsmith, Jenn Guifree, Doreen Trani, Cindy Flynn, and Larry Marino.



Union Executive Board Positions Available:

There will be several positions opening up on the executive board next year as some of the current board member will be stepping down. Below is the list of board members and the position they hold. If you are interested in a position and would like more information contact the board member that is in that position. All of the board members stepping down are willing to mentor anyone that may be interested in a position on the executive board.

President----- Larry Marino
 Special Ed V.P. - Catherine Armisto
 Treasurer ----- Dan Gottfried
 Membership----- Debra Haggerty
 Secretary ----- Jenn Guiffre

Other positions may open up as some of the current board members may run for one of the positions listed above.



Know Your Contract:

SECTION IX - PERSONAL BUSINESS LEAVE

Full-time salaried employees shall be granted personal leave without loss of pay during each employment year not to exceed five days with no reason needed except before or after a holiday or when consecutive days are requested. Unused personal days can convert to sick days.

What this means:

You DO NOT have to provide a reason as long as you give at least three days' notice and it is not before or after a holiday/recess break. Put in the comment box No Reason required. One of the five days can be used for a compelling emergency where no reason is needed regardless if it's within the three days or not provided it's not before or after a holiday/recess. Also remember that any personal day also needs to be entered into sub-finder.

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. Unchanged from current contract except: 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 1st. Recruitment of non-BOCES employees will commence beginning February 1st.

What this means:

Summer School (ESY) pay is being reduced from this summer forward. Before you agree to work the summer, please look at the pay schedule for the program to see how it will be different from past years. The February 1st deadline of notifying BOCES to work the summer should be adhered to if you plan on working the summer.

SECTION XL - RETIREMENT ALLOWANCE

Eligibility - A salaried member of the bargaining unit who has been in the employ of the Board for 10 or more years who submits to the District Superintendent, in writing, at least 90 days' an irrevocable notice of intention to retire under the New York State Teachers' or Employees' Retirement System shall be eligible to receive a retirement allowance. The District Superintendent reserves the right to waive the 90 day notice.

What this means:

There is no more 6 month notice required. To receive your retirement allowance (unused sick days) you must give at least a 90 notice. This notice is irrevocable and cannot be withdrawn by you at a later date.

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There is more information about each of these sections of the contract in the contract. Please look at your contract

regarding any area that you may have questions about.

The contract is posted to the secure area of the BOCES website (www.pnwboces.org). To access this document, navigate to the 'Employees' menu on the left in the green bar, then select the 'Employee Resource Area.' At the Windows Security dialogue box, enter your current user name and password. These are the same credentials that you currently use to gain access to your BOCES provided computer.

By being able to access an electronic copy of our Agreement, you can easily search, print, or save any information to any convenient location(s). It is a lot more convenient than having a paper copy of the Agreement that can be lost or misplaced. In spite of this arrangement, your building representative will have a physical copy and a few copies will be available in each building for your immediate use.

Please remember to confirm that you have received an electronic copy on the contract, by forwarding an acknowledgement to Linda Quicci in the Human Resources.

To answer the question as to why on the last page of the contract there is a signature from Irene Snow-during her tenure as president, she signed a separate memorandum of agreement (MOA) for NON - Elective Contribution of Retirement Allowance which was after the original contract was ratified. During our negotiation this time around we should of added an article to the contract to include this MOA but didn't. Therefore it must remain as a separate MOA until next time. If you look on page 28 on the contract you will see Larry Marino and Al Cotoia's signature for the current contract negotiations.



New York State Teacher Retirement System Meeting:

November 3/4, 2013

Saratoga Springs City Center

Saratoga Springs NY

By Al Cotoia

As the elected delegate, part of my responsibilities is to attend the annual retirement system held historically the first weekend in November. The meeting holds a wealth of information about our retirement system along with performing election business to the executive board. This year, one position or seat was coming to the end of the term, which was filled by a teacher member Karen Magee—a teacher at Harrison Central School District. Karen was seeking another term, ran unopposed, and was voted in unanimously by voice vote Monday, November 4, 2013. The executive board oversees the business end of operating and directing the retirement system financially, administratively, and legislatively. Having teacher seats appointed keeps a very even cross section of members who have a vested interest in maintaining the current excellent position our retirement system currently holds.

The New York State Teacher Retirement System is one of the best in the country and currently is fully funded through member, employer contributions, and investment income. Currently, there are 6 tiers in the system the latest, recently introduced tier 6, has additional requirements and costs for the members joining. One of the messages that was clearly stated was that any teachers who may be waiting to join the system should do so immediately and not wait. The reason for this is those who are in service and are not enrolled in the retirement system receive no service credit. If at a later date, they wish to buy back those years of service they have the ability to do so but they will have to pay 5% with an additional 6% interest to have the service credited. If you are aware of any colleagues who are currently working and has not enrolled in the system, for whatever reason, they should do so as soon as possible to avoid the significant increases in costs that will incur by waiting until later. Anyone can contact the system by going on the web www.NYSTRS.org or calling 1-800-348-7298 extension 6250 for general information and direction. You may also contact BOCES Human Resources Department for help but



contacting the retirement system directly may save you time.

Although young members may not see a need to worry about retirement in their early years of teaching, the system has much more to offer than that retirement check. They are able to allow members to take loans against their retirement allocation after a period of years and also have life insurance benefits and disability benefits provided for those qualifying. Since each person is unique, it is important to discuss any questions with a retirement system representative for precise information. One statement made at one of the workshops was “beware of the faculty room guru.” Many people try to help by giving advice and information but it may apply specifically to their situation and might not be applicable to others. In any case, seeking out clear and accurate guidelines and information can put you in the best position to make important decisions concerning the retirement system. If members are contemplating retiring in the future, they should begin early on (2-3 yrs prior) to begin planning the eventful day. The member must make very important decisions on the retirement options available to them and working with a retirement system specialist will afford the member the ability to take the time needed to understand and select the best options that fit their particular need.

Finally, It was recommended for members to check their retirement annual statement and make sure that it is accurate and up to date. Years of service, salary, and projections are all listed on the statement. The things that can change over time can be any thing from beneficiary designations to the mailing address. These statements need to followed, corrected if need be, and not forgotten about because they are important for every member. Once again, you can set up an account log in with the system if you have not done so

already and quickly check your account online. In closing, I would like to say that the experience of attending the meeting was most positive and a key factor in staying current with the ongoing changes that are taking place.

Thank you for your vote of confidence in allowing me to be your retirement delegate!



Wellness Presentations:

You are cordially invited
to attend the following presentations:



Social Security Information Session
Adrienne L Vavricka (SSA)
January 9, 2014
2:30 p.m. -4:00 p.m.
Tech South-Amphitheater

The World of Credit & Credit Cards
Christian Moriarty
Certified Credit Counselor
March 19, 2014
2:30 p.m. - 3:30 p.m.
1st Floor Conference Room
Projects Room

Managing Diabetes
HVHC Speaker's Bureau
April 23, 2014
2:30 p.m. - 3:30 p.m.
Front Conference Room
School Services Building

Women's & Men's Health
HVHC Speaker's Bureau
May 14, 2014
2:30 p.m. - 3:30 p.m.
West Conference Room
School Services Building

Wellness matters. Please find the time to attend one of the great presentations.
Hope to see you there!!



41st Annual NYSUT BOCES Leadership Conference Albany NY

The 41st Annual NYSUT BOCES Leadership Conference was held this year in Albany in mid-October. This is a great opportunity to meet other NYSUT BOCES members, discuss practices and trends in education, and catch up on new NYSED regulations. This year, the discussions seemed to focus a lot on APPR and the new Common Core. Let's just say there is much anxiety across all our members, and that NYSUT is well aware of the issues voiced not only by teachers but by parents as well.

We also learned there is much discussion regarding our current Regents requirements for graduation. There is talk about increasing math and science requirements, extending the school day/year (which is actually being piloted in select NY schools), and offering additional pathways for graduation, among other recommendations. So far, many of the initiatives, and there are a lot of them, are simply being discussed; nothing is set in stone. It will be interesting to see what sticks.

Stephanie Buckhout

Sharlene Bass

The 41st Annual NYSUT BOCES Leadership Conference was held the weekend of October 18-19 in Albany, New York. The conference began on Friday evening with a presentation by Ulster BOCES Career and Technical Center - The National Solar Car Challenge. It concluded on Saturday evening after a series of department meetings and updates.

Race to the Top monies have resulted in the endorsement by New York State Education Department of the Common Core. As a result, there have been significant changes in teacher evaluation/development, state assessments, curriculum modifications and graduation requirements. David Rothfuss, NYSUT Associate in Research and Educational Facilitator, discussed the current challenges for special education and responded to questions and comments from members. Educators shared poignant stories of frustration and concern about the impact of these changes on their students. As one teacher recounted, "How can my multiply-disabled student identify the correct operation sign, when he does not understand number value?" Another teacher of students with emotional disabilities recounted her feelings of helplessness when, in response to a pre-assessment, a child lamented, "Doesn't the State Education Department know that I already feel stupid, I don't need to take another test that is too hard for me so that I can feel even more stupid?" Other teachers have attempted to bring State Education Department into the classroom by sending videotapes of special education students, with a variety of disabilities, to Albany, but as of the date of this conference those videos had not elicited a response.

So the rollout continues with new questions each day. For additional information, visit NYSUT.org and go to quick links for specific topics.

Caroline Williams and David Rothfuss from NYSUT Research and Education Services presented the latest information on state regulations for implementing APPR. Discussion included the role of collective bargaining at the local level, as well as NYSUT's Innovation Initiative --one rubric for a research-based teacher evaluation and professional development system (TED.)

Highlights of the presentation included an explanation of the

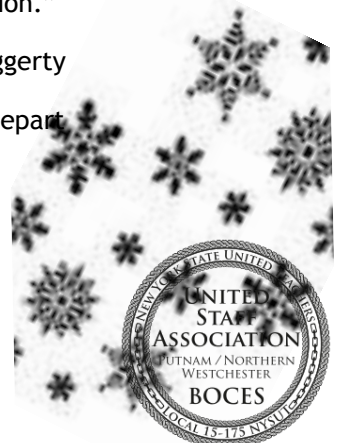
evaluation process and resulting actions from "Developing" or "Ineffective" teacher performance ratings. Emphasis was placed on the fact that a "Teacher Improvement Plan (TIP) is a collaboration between the teacher and administrator who assigned it and that it must be implemented within 10 school days after the opening of classes for the school year.

The details of TIP were reviewed and discussed. It was noted that evaluators should receive two years of training in order to fairly evaluate teacher performance. In order to generate teacher effectiveness, both evaluator and peer training must focus on: 1) "How to collect appropriate evidence and make reliable and valid judgments or ratings about the quality of teaching based on evidence against the standards and performance rubric. 2) How to engage in professional conversations that facilitate teacher learning from the evidence, and 3) Prepare evaluators to embed evidence based feedback in professional conversations that support/result in reflection and self-assessment.

The predictable effect of this growing glut of new information on teachers and district administrators alike, was frequently acknowledged by the presenters throughout the various workshops and effectively expressed with quote by iconic journalist Edward R. Murrow, in one of the conference handouts: "Anyone who isn't confused really doesn't understand the situation."

Debra Haggerty

Margo Schepart



41st Annual NYSUT BOCES Leadership Conference Albany NY continued:

I attended the NYSUT BOCES Leadership Conference on October 18-19. The conference was held at the Desmond Hotel in Albany. This is a yearly conference in which issues specific to BOCES are addressed. I attended two sessions. One was the special education department meeting and the other was the common core as it relates to special education.

Major topics discussed during the special education department meeting were the changes in the graduation credentials, mandate relief, safety net for students with disabilities, and the NYS alternate assessment. There was lively and passionate discussion around the graduation requirements and the NYSAA/common core. It appeared that most members in the room felt the state was out of touch. This member agrees.

The session addressing the common core as it relates to special education also was a topic of great interest. Members across the state spoke out about how their students were struggling and how the state appeared to be turning its back on its most vulnerable students. NYSUT has taken a stand. They feel the common core testing “puts the cart before the horse” and that it has been implemented inconsistently. How can students be expected to perform well when the material has not even been taught?

I always enjoy attending this conference. It is never too late to get involved.

Elisa Longo

New York State Teacher's Retirement System Workshop:

A representative of the New York State Teachers' Retirement System (NYSTRS) will be onsite on Tuesday, February 11, 2014 from 3:00 p.m. to 4:30 p.m. in the Front Conference Room of the School Services Building to provide an informative workshop to members of the Teachers Retirement System (e.g. teachers, Assistants, pupil personnel staff, etc.). Staff may not part of the NYSTRS will not benefit from attending this workshop.

This session will provide information on:

- the benefits of Tiers of V & VI
- the resources available from NYSTRS (www.nystrs.org/)
- learning more about retirement



At the conclusion of the presentation, there will be time for general questions and answers about the retirement system.

Please mark your calendars for this important and informative presentation. More information will follow as the date



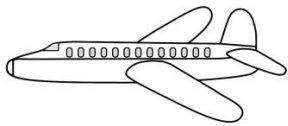


Retiree News and Information:

We welcome our new USA retirees: Jackie DiPierro, Linda Felix, Ann Gullen, Donna Haas, Doreen Sitzer, and Grace Snowden

We extend our sympathy to Rosie Corwin and Stephanie Mahoney. Both lost their husbands this summer and to Terry Keegan on the loss of her son, Kevin.

Our retirees are always on the move. Ginny Russell has moved to Leigh Acres FL; Irene Ross to Palm Beach Gardens FL; Ronnie Hughes to LaGrangeville NY, and Margie Ferrieri to Fredericksburg PA.



Travel is a big part of retirement. Carol Vales had a great trip to Poland but her luggage had a real trip of its own without her direction....one learns what is really important.

Linda Frankenberry and Ginny Russell had a visit with Helen Barhyte in Hershey PA and while they were in FL last spring; they went up to Winterhaven FL to visit Margaret Burgess and her husband Tom with a visit to Marina Rae and Reg in Largo FL.

Phil Ammann and Rick O'Keefe along with Lynn and Ginny had a great trip to France

last summer....they posted wonderful photos from Paris on Facebook of them sailing on the Seine.

Marion Connelly, Gay O'Brien and Wynnie McCarthy just returned from a wonderful trip to Lake Como in Italy.

Mary Ann Alvord just returned from a trip to the Loire Valley in France and Linda Bonavist and Adrienne Forbes had a great Mediterranean cruise with a land visit to Israel...Linda writes a great travel log when she is on vacation for all at home to read.

Another bit of USA news heard from Ed Keon's daughter; he is wheelchair bound and he does not get out much but he loves visitors. The highlight of this fall was the World Series. As his friends know he loves the Red Sox nation. His phone number is 914.736.1260. He likes visitors.



Beth Maley wants to remind us all of the Putnam Chorale. They have performances and you can check them out on the web. Putnam chorale has a concert Sunday December 8th. *Messa Di Gloria* by Puccini at 3:00PM at the First United Methodist Church on Main Street in Brewster NY.

Retirees often like to go to the Educated Palate; there is a luncheon every month and sometimes they include a bake sale. For a flyer contact Patti Tomaskovic at the Educated Palate. 914 248.2210

My Brother Vinny is a local Yorktown 501c charity founded by the sister, Paula in memory of her brother VINNY, a disabled young man who died suddenly after graduated from Pines Bridge about 15 years ago. The charity helps local veterans and assists at Special Olympic functions, MILES for MEDALS. If you want to volunteer contact MyBrotherVinny@yahoo.com. Their big fall coat drive at the Yorktown Elks Club resulted in many gently used coats for the residents of Mohegan Manor on Route 6 and Lexington Avenue in Mohegan. Vinny's mother, Clara, was a bus monitor on the Yorktown BOCES school buses for years and was a clerk in the local A&P and worked with BOCES transition students in work study. This is a chance for some of the BOCES retirees to help in our community.



United Staff Association
15-175 NYSUT
3072 AFT

Putnam/N. Westchester BOCES
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

Date: December 13, 2013

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

****IMPORTANT INFORMATION****

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

If you could please fill out the information below and mail it back with your payment it would help us to update our paperwork.

=====

Name:

Address:

Phone Number:

Email Address:



Union Representatives

Putnam/Northern Westchester BOCES
Yorktown Heights, NY 10598
914-607-6736

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

Jim Bellucci
Michael Sowul
Steve Lowery
Marla Gardner
Fred Santoli
Bob Keldershouse/Sowul
Bob Keldershouse(Pinesbridge)
Kim Fontana

Representative

Stephanie Buckhout
Lynn Ammann
Marie Russo
Robert Angiello
Fatima Oliveira
Elisa Longo (CLASS Transistions)
Lisa Giacomini-Essell (Pinesbridge)
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 Finsmit
Treasurer:	Doreen Trani
Trustees:	Cindy Flynn Jenn Guiffre Larry Marino
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

Upcoming Meetings:

Upcoming Executive Board Meetings:

Tuesday,
January 7, 2014

3:00 P.M.
Pines Bridge Conference Room

Upcoming General Membership Meetings:

TBD



A Bouquet from Us:

Our Sympathy to:

Maria Pontibriand for the loss of her father.



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 (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 any information that you deem is newsletter worthy to Meredith Markolovic (Tech) at mmarkolovic@pnwboces.org.

