

THE UNITED NEWSLETTER



LOCAL 15-175 NYSUT LOCAL 3072 AFT

September 2013

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From The Desk of the President:

Welcome Back!

I hope you all had a well-deserved summer recess. As the new school year begins so begins our new contract. There are many changes to our contract, some of which are explained later on in the newsletter. Our negotiations committee and table team worked very hard negotiating a contract that is fair and equitable to everyone across all disciplines. The support shown by our members when the ratification of the contract took place resounds that in these economic times we negotiated a fair deal.

The support of our members' is once again needed to ratify the APPR in October. Like our contract,

the APPR is also changing. Due to NYSED, the way schools evaluate teachers has changed dramatically. We have had several members of our union participate on an APPR committee for the past two years. We have worked with administration on all aspects of this new evaluation system. The committee will be working the next couple days on fine tuning some of the APPR language. After they are finished, the executive board will review it again and then we will present it to the membership in October to ratify this new APPR. Just as the negotiating committee worked endlessly on our contract, the APPR committee has also worked endlessly on navigating through all the state guidelines and incorporating the best language into the APPR that would benefit all of our members.

Together we can move forward in a positive cohesive way. Separately we are divided and of no use to the

union as a whole. We must continue the solidarity that we have been displaying. Keep wearing your shirts, help out a colleague in need, reach out and support one another! We have set this foundation and need to keep cultivating it to not let it dissipate. Even though you may not see it, your union is hard at work trying to move us all forward as best we can. A well-educated union is a strong union. Get involved, talk to your program rep, attend union meetings, and stay true to the union!

The executive board, program reps, and I appreciate and thank you all for your continued support.

Have a great start to the school year!

In Solidarity,
Larry



Know Your Contract:

The following are several changes to our contract moving forward. Throughout the year, at union meetings and in other newsletters, there will be other contract changes explained in detail. Please read and understand what the changes mean. Ask your program rep or a member of the executive board for clarification. We are hoping to have copies of the new contract available at our first union meeting.

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 5 days with no reason needed except before and after a holiday, when consecutive days are requested, or emergencies. Except for emergencies, written application must be received at least 3 working days in advance. One of the five personal days per year may be taken as a compelling emergency day without the required 3 day notice. Such compelling day does not require a reason provided the day does not fall before or after a holiday. Unused personal days shall be converted to sick days at the end of the school year.

Section X - LEAVE FOR DEATH IN A FAMILY

"Salaried Employees shall be allowed five (5) days leave with pay due to the death of a member of the employee's immediate family. Granting of leave beyond five (5) days for the purpose of bereavement shall be at the sole discretion of the District Superintendent or his/her designee. Immediate family shall mean: Spouse or Domestic Partner

Section XXXVIII- SICK LEAVE

Full-time employees absent three or more consecutive days may be required upon return to work to submit a physician's statement.

SECTION XX - NATIONAL BOARD CERTIFICATION

A teacher of the Speech and Hearing Handicapped, a teacher of Students with Speech and Language Disabilities who has achieved certification by the American Speech-Language-Hearing Association (ASHA), Certificate of Clinical Competence for Speech-Language Pathologists (CCC-SLP) shall receive an annual stipend of \$1000 for the duration of his/her certificate. An Occupational Therapist/Therapy Assistant who has achieved certification by the National Board for Certification in Occupational Therapy (NBCOT) shall receive an annual stipend of \$1000 for the duration of his/her certificate. A Physical Therapist who has achieved certification by the American Board of Physical Therapy Specialties (ABPTS) shall receive an annual stipend of \$1000 for the duration of his/her certificate.

SECTION XVII: Salaries

2012-13: Step movement, 0 %

2013-14: Step freeze
2% increase to salary schedule

2014-15: Defer step movement to February 1, 2015 as of Sept 1, 2014, 2% non-recurring based on the 14/15 step paid in equal installments across the pay periods of the school year

2015-16: Defer step movement to February 1, 2016 as of Sept 1, 2015, 1.5% increase to salary schedule

Welfare Fund Information:

Reminder to all members of the USA bargaining unit:

The USA Welfare Fund Benefit Booklet is available on the Union website at: <http://pnwb.ny.aft.org/member-benefits/welfare-fund>

The USA Welfare Fund provides select benefits at no cost to the members of the USA bargaining unit. Benefits include dental, optical, medical, and legal services. Limited benefits are available to your spouse, domestic partner, and dependents. Benefits include reimbursement for eye glasses, prescription sunglasses, certain dental procedures, physical exams and much more. Life insurance and long term disability insurance are additional benefits provided to all members who work over 15 hours per week. Claim forms can be obtained via the secured website -www.dhcook.com, from your building representatives, or by calling Daniel H. Cook Associates, the Fund Administrator, at (914) 250-0700.

A lawyer is available by appointment as part of your legal services benefit. Please refer to the Legal Services Fund benefit booklet for detailed information which is available at www.teacherslegalfund.com. The lawyer comes to BOCES on the second Wednesday of each month during the school year. Select legal services are extended to your parent and/or parent-in-laws. For more information or to schedule an appointment with an attorney, call (914) 997-1576.

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.



United Staff Association Welfare Fund Benefits Summary:

Members of the United Staff Association are eligible for Welfare Fund benefits at no cost. Limited benefits are available to your spouse, domestic partner, and dependents. Select legal fund benefits are available to parents and parent-in-laws. If you work over 15 hours per week, you are eligible for full benefits. If you work 15 hours or less per week, you are eligible for half of the self-insured benefits and are not covered for life and long term disability insurance. All members are eligible for Legal Services benefit.

DENTAL BENEFIT: (member only): \$2500 maximal benefit per calendar year

preauthorization is required for expenses greater than \$600

**Family Dental Coverage is offered for an annual premium of \$950/year with restrictions on enrollment and utilization of benefits if you do not enroll for Family Coverage upon hire or within 30 days of a status change

SPOUSAL/Domestic Partner DENTAL BENEFIT: Limited to routine cleanings, office visits and x-rays up to \$200 maximal per calendar year

OPTICAL BENEFIT: \$350 for member per calendar year
\$250 for dependents (spouse, children) per calendar year

MEDICAL BENEFITS

Major Medical Deductible Reimbursement: \$135 per person up to \$405 maximum per family for members that have family health insurance coverage

Physical Exam Benefit: (member only) 1 in a 2 year period up to \$200 for portion not covered by BOCES medical plan/other health insurance plan

Psychiatric Benefit: (member only) \$30 per visit up to \$1650 per calendar year

Mammography Benefit: (member and/or spouse or domestic partner) 1 per calendar year up to \$100 for portion not covered by BOCES medical plan/other health insurance plan

Hearing Aid Benefit: (member only) 1 in a 2 year period up to \$200

Medicare Part "B" Deductible Benefit: \$75 per calendar year

Orthotic Benefit: (member only) 1 in a 2 year period up to \$100

Variable Benefit: (member only) \$400 per calendar year to supplement the following benefits: Dental, Optical, Psychiatric, Orthotic, Hearing Aid, Catastrophic Premium

Shingles Vaccination Benefit: (member only) \$150 per lifetime which is not covered by health insurance

Claim forms can be obtained via the secured website – www.dhcook.com, in the main office of your building, from building representatives, or by calling (914) 250-0700

LIFE INSURANCE: Benefit is 100% of your salary rounded to the next higher \$1,000 with minimum coverage of \$5,000 and maximum coverage of \$150,000. First Unum Life Insurance Company, 99 Park Avenue, 6th floor, New York, NY 10016. To update or review your beneficiaries contact the FUND Office at (914) 250-0700 or email at support@dhcook.com.

LONG TERM DISABILITY INSURANCE: Maximum per week (60% of salary). First Unum Life Insurance Company.

LEGAL SERVICES BENEFIT includes representation in civil matters as well as general legal matters. Benefits include but are not limited to legal defense, matrimonial proceedings, adoption, personal bankruptcy, change of name, homeowner's rights (real estate transactions), general consultation, document review, will, living will, health care proxy, power of attorney, planning for elderly, probate and estate administration, personal injury, arraignment assistance via telephone, consumer protection, identify theft protection, estate planning, and prenuptial agreements.

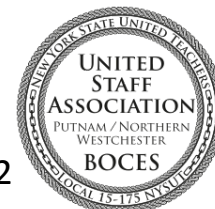
Certain legal service benefits are also extended to parents and/or parent-in-laws of covered members.

Consultations and select legal services are at no cost with very low fees for other covered benefits.

The lawyer comes to BOCES to meet with members on the second Wednesday of each month during the school year. Call (914) 997-1576 to schedule an appointment.

Legal fund website: www.teacherslegalfund.com

Refer to your USA Welfare Fund Benefit Booklet for more specific information. 6/13/12



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!

An order for more professional looking shirts will be placed later in the year.

Stay Tuned.



NYSUT'S 2013 Representative Assembly

Washington, D.C.



It was a great pleasure representing you at this year's RA. As usual, this convention is always packed with current information. We heard speeches from all of the NYSUT Officers, Senator Chuck Schumer, U.S. Representative Tim Bishop, Commissioner King, political journalist John Nichols, and State Comptroller Thomas DiNapoli to name a few.

The main topics of the speakers included pensions, testing, CORE Standards and "Voices."

I must say that I was pretty impressed by the delegates as they questioned Commissioner King on the testing based on the Common Core Standards. The frustration of the body was very palpable. The delegates asked tough questions but remained respectful. Most of the discussion centered around the concern on what the testing is doing to students.

Another highlight for me was the speech by State Comptroller Thomas DiNapoli. He started by stating that our pension fund is strong and in very good health. He also talked on the topic of defined benefit pension plans. He said and I quote, "For those who try to replace these with defined contributions, I say, "Not on my watch as state comptroller."

Another theme of the RA was calling NYSUT members to come to Albany on June 8th to "Fight for the Future of Public Education." NYSUT President, Richard Iannuzzi, called for delegates to make their voices heard at a massive rally in Albany. He urged members to come to the Capitol "to cry out with one voice," for students, educators and public services professionals. President Iannuzzi also said that the fight was about informative assessments. He also said it was a fight about funding for students and teachers, not for Pearson and testing.

Will you be there in Albany on June 8, 2013? I know I will! Look for more information as plans for going to Albany are finalized.

In Solidarity,
Irene Snow
RA Delegate

SHARE MY LESSON: Free resources by teachers, for teachers!



Share My Lesson is an online place where educators can share great ideas and create a community. [Share My Lesson](http://www.sharemylesson.com) is free digital platform that already has 210,000 members, including 20,000 New Yorkers; there are members in more than 100 countries and every state.

Share My Lesson is a free digital platform for teachers and everyone else who works with students, from pre-K to college and yes, even parents.

The [Share My Lesson](http://www.sharemylesson.com) site has more than 260,000 resources, including many linked to Common Core Learning Standards. NYSUT Vice President Maria Neira said the union's polling on Common Core implementation showed educators found the most valuable information and resources came from other teachers.

Joseph Karb, a social studies teacher at Springville Middle School, told NYSUT the site offers "peers helping peers, not materials from on high" or corporations. "I use Share My Lesson because it makes my life easier," Karb said. "In the past, I'd Google a topic and get hundreds of websites - most of them mediocre. Now in just three mouse clicks, I can find ready-to-go lessons, simulations and hands-on materials that are vetted by teachers."

We need to spread the word about Share My Lesson to our colleagues here at BOCES and in our component districts.

To learn more about Share My Lesson and sign up, go to www.sharemylesson.com. Register today!!



NYSUT Member Action Center (the MAC)



I'd like you to meet MAC.



The movement that inspired the world was born right here in New York. People standing up, standing together, and making their voices heard. If you have had enough, too, it is time for you to join that movement.

Become an e-Activist through the NYSUT Member Action Center (the MAC)!

When you become an e-Activist, you are saying that you have had enough. Enough of teacher-bashing and scapegoating. Enough of treating educators like the problem rather than the solution. Enough of lawmakers valuing tests over teachers. As the President made clear last week: we cannot test our way to a strong middle class, but we can - and must - educate our way to one.

The NYSUT Member Action Center is here to help you make your voice heard and to build the movement around the priorities that matter most to all of us: education, healthcare, and issues that affect us all as working people. It is quick. It is easy. And it can be the difference between victory and defeat on the issues you care about.

Click now to check out the MAC and become an e-Activist!

Stay informed! Get engaged! Take action! Click to view our brief video at the NYSUT Member Action Center... and take just a few seconds of your time to become an e-Activist.

Seize the moment. Join the movement.

In solidarity,

A handwritten signature in cursive script, appearing to read "Andy".

Andrew Pallotta NYSUT Executive Vice President

P.S.: I can't do this without you. Please sign up now!





Retiree Reach Out, News, and Information:

Retiree Reach Out:

Wanted: Community Coaches...

Westchester Institute of Human Development (WIHD) is looking for mature experienced professionals to work as community coaches for young adults with Intellectual and Developmental Disabilities (I/DD). The community coach provides on-site training and helps people with I/DD adjust to the work/college environment. Coaches will receive training from WIHD prior to work assignments. Training sessions are being scheduled for Fall 2013.

Work is part time based on demand.

WIHD is a University Center for Excellence in Developmental Disabilities and has been a leader in serving individuals with I/DD and their families for over 40 years.

<https://www.wihd.org>

Contact Naomi for further information at [914.493.8119](tel:914.493.8119) or nbrickel@wdom.org

Retiree News:

Sally Fernoff and her husband celebrated their 65th wedding anniversary in Arizona.

Joyce Vitulli and her husband celebrated their 50th wedding anniversary on a Disney cruise with their 3 sons, their wives and grandchildren. Joyce said it was wonderful.

Irene Snow and her husband took a trip to Italy in the fall, and they took a family Disney cruise with their children and grandchildren this August.

Maryann Alvord joined her sister and went to Japan this spring to visit her nephew and family. From all reports they had a great time.

Barbara Burnap and her husband, Art, are very busy with dancing lessons, and they have continued their language clubs. Spanish and French for both of them and art studies and tutors Chinese.

Mimi Gettinger assists with his tutoring in Greenburgh with his Chinese students.



Retiree Reunion:

Save the Date:

As many of the BOCES retirees know, over the years we have had several reunions. Plans are to have the next BOCES RETIREE REUNION in **September of 2014**, maybe in early September at a place central like Travelers Rest in Millwood.

Flo Laicher has been most generous with her time and made the plans and keeps the current email addresses. If you want to be kept up to date, please send her your current email: pyshire@comsast.net



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
Michaael Sowul	Lynn Ammann
Steve Lowery	Marie Russo
Marla Gardner	Robert Angiello
Fred Santoli	Fatima Oliveira
Bob Keldershouse/Sowul	Elisa Longo (CLASS Transistions)
Bob Keldershouse(Pinesbridge)	Lisa Giocomini-Essell (Pinesbridge)
Kim Fontana	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:	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
Legal Fund:	(914) 997-1576 www.teacherslegalfund.com

Upcoming Meetings:

Upcoming Executive Board Meetings:

Tuesday
September 10, 2013

3:00 P.M.
Pines Bridge Conference Room

Upcoming General Membership Meetings:

Tuesday
October 8, 2013

3:15 P.M.
Walden Dining Room



A Bouquet from Us:

Congratulations to...

Aaron & Catherine Armisto on the birth of a baby girl, Cathleen.

Ed Catapano on the birth of a baby boy, Logan.



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 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 (Tech) at mmarkolovic@pnwboces.org.

