

# THE UNITED NEWSLETTER

LOCAL 15-175 NYSUT LOCAL 3072 AFT

March 2018

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## From the Desk of the President

Good Day Members,

You may be aware that the United States Supreme Court is hearing a case, Janus v. AFSCME (American Federation of State, County, and Municipal Employees). Janus v. AFSCME information <https://www.nysut.org/resources/special-resources/sites/janus-action>

The subject of this case revolves around whether public employees can be required to pay “Agency Fees” to a union they do not wish to join. The larger issue relates to does that impact the First Amendment Right of Free Speech of public employees?

In 1977, the US Supreme Court heard a similar case in Abood v. Detroit and affirmed in a unanimous decision that unions in the public sector can charge “Agency Fees” to employees who do not wish to join the union. Agency fees were charged for collective bargaining and other costs not associated with lobbying or political activities.

This unanimous decision has been the law of the land for decades now. Unfortunately, there are powerful forces in the private sector that wish to see the “Agency Fees” rule overturned. Why do they want to do this? The simple answer is money. If you can diminish the power of public sector unions, you can then open the door to for-profit charter schools paid for with your tax dollars. Employees of these charter schools would be non-union and would be paid substandard wages and benefits. With more charter

schools in New York, our student enrollments would decrease, there would be layoffs and reductions in the services we currently provide.

A year ago, the US Supreme Court heard the Friedrichs v. California Teachers Association case. The US Supreme Court’s decision was divided four-to-four, due to the death of Justice Antonin Scalia, and as a result, unions were given a year’s reprieve. Presently, Justice Neil Gorsuch holds the deciding vote. This case was recently heard by the US Supreme Court on February 26, 2018, and a decision will be handed down in June 2018. We must be prepared for the possibility that the US Supreme Court may rule against public sector unions.

What makes a union strong and gives us a voice in Congress and State Legislatures? **Membership!** There are 600,000 Union Members in NYSUT and 1,591,140 Union Members in The American Federation of Teachers Union!

**We will prevail against all odds, if we can remember one simple truth, our strength and our voice is due to our Membership.**

We appreciate everyone’s continued support to help us spread the word, “I’m Sticking With Our Union”

In Solidarity,  
Douglas Andreotti



FAQs

**Janus v. AFSCME, Member Re-Enrollment & Importance of the Union**

There is much at stake as we await the US Supreme Court’s decision (June 2018) regarding the Janus v. AFSCME case.

(Information for the JANUS v. AFSCME at NYSUT <https://www.nysut.org/resources/special-resources-sites/janus-action>)

- The right to bargain collectively for a living wage
- Health coverage for you and your loved ones
- Your right to a secure and dignified retirement
- A voice on the job to ensure safe conditions, and prevent abuse and exploration of workers
- A respectable standard of living for all working families.

Don’t be fooled. The Janus case is about the rich getting richer at the expense of the working class. [www.nysut.org](http://www.nysut.org)

**What Would Happen?**

We’ve already seen what happens to union strength in states like, Wisconsin, Michigan and Indiana, three states that lost the right to collective bargaining in the past several years. Compared to union workers in neighboring Illinois, Minnesota and Ohio, the workers in the right-to-work states earn 8 percent less annually, salaries go down, benefits evaporate, jobs disappear and the economy stagnates.

**What Does My Union Do for Me?**

Your Union gives you access to member benefits, discounts, professional development, help with certification and licensing, a contract that protects your salary, benefits, and working conditions and a strong voice in determining what those are.

**How Does My Union Protect Me?**

NYSUT has the largest labor team in the country with unmatched expertise. It represents hundreds of NYSUT members every year, protecting their rights to due process and ensuring enforcement of the provisions in their hard-earned contracts. NYSUT has litigated, and won, on historic issues such as equitable school funding, unfair evaluation and testing schemes, threats to struggling schools, the education departments “gag order” on educators and much more.

**Bottom Line: Why Should I Stay with the Union?**

Our local union negotiates for competitive pay and better benefits and makes sure our contract is honored. NYSUT, our state affiliate, fights to protect our labor rights, retirements security and our professions.

**Member Re-Enrollment Forms:**

At the request of NYSUT, we need to re-enroll our USA Union Members, as we need updated contact information and enrollment status.

**In the coming weeks, a designated USA Union Representative will be stopping by your classroom with a Re-Enrollment Form for you to complete, sign and return at that time.**

**Signing a re-enrollment form is the best way to defend our voice, our values and our union.**

Together, we have the power to exercise and protect our rights, to defend the things we value and to give our members a voice.

For additional information, contact your Program Representative, or Stephanie Buckhout (extension 830 or [sbuckhout@pnwboces.org](mailto:sbuckhout@pnwboces.org)).



# Snow Day Memo




Putnam | Northern Westchester  
 BOARD OF COOPERATIVE EDUCATIONAL SERVICES  
 200 BOCES Drive  
 Yorktown Heights, NY 10598-4399  
 (914)248-2306 FAX (914)248-3626  
 E-MAIL: [mskerritt@pnwboces.org](mailto:mskerritt@pnwboces.org)

*Michael Skerritt*

*Director of Human Resources & Professional Development*

## MEMORANDUM

**TO:** All 10-month salaried staff  
**FROM:** Mike Skerritt   
**DATE:** October 17, 2017  
**SUBJECT:** Building Closure Procedures - Inclement Weather

As the weather months approach, I'd like to reiterate our building closure procedures during inclement weather and other potentially unanticipated circumstances. The following information applies to salaried staff members who report to our 200 BOCES Drive, Fox Meadow, or Madden Campuses. District-based staff will follow the opening and closing schedules of their host school.

**A. Communication of Delayed Openings or Closures:**

Information regarding delayed openings or closures will be communicated via the following sources –

- An automated telephone call from Blackboard Connect\*
- An automated text message from Blackboard Connect for those with a cell phone number on file (those who have not opted out of this service)
- An automated message from our mobile app (to download, please go to the following link: <https://www.pnwboces.org/site/BOCES-Mobile-App.aspx>)\*
- Public radio announcements (WHUD 100.7 FM)
- The P/NW BOCES website: <http://www.pnwboces.org/>
- A taped message on the main BOCES phone number (914.245.2700)

\*On days when classes are not in session, staff will not receive an automated call, text or mobile app message. Please listen to WHUD, check the BOCES website, or call the main number for information.

**B. Delayed Openings Reporting Requirements:**

BOCES may have a need to employ a 1, 2, or 3-hour delay. Staff should adjust their reporting time accordingly (i.e. an employee that typically reports at 7:45 AM would report to work by 8:45 AM if there was a 1-hour delay).

**C. Early Dismissals:**

The authorization to dismiss staff early can only come from the Office of the Superintendent or designee. Once this determination is made, a representative of your Department will notify you.

BEDFORD BREWSTER BRIARCLIFF CARMEL CHAPPAQUA CROTON-HARMON GARRISON HALDANE HENDRICK HUDSON  
 KATONAH-LEWISBORO LAKELAND MAHOPAC NORTH SALEM OSSINING PEEKSKILL PUTNAM VALLEY SOMERS YORKTOWN



# Snow Day Memo continued



**Putnam | Northern Westchester**  
BOARD OF COOPERATIVE EDUCATIONAL SERVICES  
200 BOCES Drive  
Yorktown Heights, NY 10598-4399  
(914)248-2306 FAX (914)248-3626  
E-MAIL: [mskerritt@pnwboces.org](mailto:mskerritt@pnwboces.org)

*Michael Skerritt*

*Director of Human Resources & Professional Development*

**D. Pre-Approved Absences during Inclement Weather:**

On a day when BOCES closes for a full day, and an employee already had a pre-approved day off, leave time will be returned to their balance.

On a day when BOCES employs a delayed opening or early dismissal, an employee will not have the difference in time reinstated in their balance.

**E. Use of a Personal Day:**

An employee may request the use of a Personal day should extraordinary weather conditions prevent them from being able to make it to work (i.e. vehicle trouble, blocked driveways, etc.). An employee that does so may be asked to provide supporting information upon their return to work.

Should you have any questions, please do not hesitate to be in touch with Lisa Perrone. We appreciate everyone's attention to this and hope you all have a safe winter ahead.

### What this means:

For instance, when BOCES is on a 2 hour delay the employee is expected to work at 10 am. If they are not able to come in then for various reasons they will be charged personal leave from the start of their work day to the time they arrive. If they arrive a few minutes after, 30 minutes or less, they are not charged personal leave.

Beyond that they will be charged. Across the board in BOCES any absence 30 minutes or less is not to be entered into AESOP. The employee should work that out with their supervisor.



# USA Welfare Fund Information

## IMPORTANT WELFARE FUND INFORMATION To All Active Members of the United Staff Association

All members of the United Staff Association Welfare Fund who work over 15 hours per week are eligible for life insurance coverage on the first day of the first month following Board appointment. The benefit is 100% of your salary rounded to the next higher \$1,000. The minimum coverage is \$5,000 and maximum coverage is \$150,000.

Any questions or concerns, contact our Customer Service Rep - Nicole Werner, at the Fund Office (914)250-0700 extension 231.

Attached is detailed information on the life insurance benefit and a beneficiary designation form if needed. If you are updating your beneficiaries, mail completed form to :

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

Nicole Werner at Daniel H. Cook Associates is the client representative specific to the United Staff Association Welfare Fund for dental and optical claims. She is the point of contact for active, retired, and COBRA members. Should any issues arise pertaining to your claims, eligibility and/or COBRA/Retiree payments, please send an email to Nicole at [nwerner@dhcook.com](mailto:nwerner@dhcook.com) or you can reach her at 914-250-0700 extension 231.







# USA Welfare Fund Term Life Insurance



*Term Life Insurance and AD&D  
Coverage Highlights*

United Staff Association Welfare Fund  
Policy # 118668-015

Please read carefully the following description of your Unum Term Life and AD&D insurance plan.

Your Plan

*Eligibility*

All Members of the Participating Group in active employment in the United States with the Putnam Northern Westchester BOCES; working over 15 hours per week.

*Coverage Amounts*

Your Term Life and AD&D coverage is:

1 times your annual earnings to a maximum of \$150,000.

AD&D Benefit Schedule: The full benefit amount is paid for loss of:

- Life
- Both hands or both feet or sight of both eyes
- One hand and one foot
- One hand and the sight of one eye
- One foot and the sight of one eye
- Speech and hearing

Other losses may be covered as well. Please see your Plan Administrator.

Coverage amount(s) will reduce according to the following schedule:

Age:	Insurance Amount Reduces to:
70	65% of original amount
75	50% of original amount

Coverage may not be increased after a reduction.

*Additional Benefits*

*Portability/Conversion*

If you retire, reduce your hours or leave your employer, you can take this coverage with you according to the terms outlined in the contract. You may also have the option to convert your Term life coverage to an individual life insurance policy.

*Accelerated Benefit*

If you become terminally ill and are not expected to live beyond a certain time period as stated in your certificate booklet, you may request up to 100% of your life insurance amount up to \$250,000, without fees or present value adjustments. A doctor must certify your condition in order to qualify for this benefit. Upon your death, the remaining benefit will be paid to your designated beneficiary(ies).

ADR1879-2001



# USA Welfare Fund Term Life Insurance (continued)

## *Term Life Insurance and AD&D Coverage Highlights (Continued)*

### **Additional AD&D Benefits**

**Education Benefit:** If you or your insured spouse die within 365 days of an accident, an additional benefit is paid to your dependent child(ren). Your child(ren) must be a full-time student beyond grade 12. (Not available in Illinois or New York.)

**Seat Belt/Air Bag Benefit:** If you or your insured dependent(s) die in a car accident and are wearing a properly fastened seat belt and/or are in a seat with an air bag, an amount will be paid in addition to the AD&D benefit.

### **Limitations/Exclusions/ Termination of Coverage**

#### **Suicide Exclusion**

Life benefits will not be paid for deaths caused by suicide in the first twenty-four months after your effective date of coverage.

No increased or additional benefits will be payable for deaths caused by suicide occurring within 24 months after the day such increased or additional insurance is effective.

#### **AD&D Benefit Exclusions**

AD&D benefits will not be paid for losses caused by, contributed to by, or resulting from:

- Disease of the body or diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders;
- Suicide and intentionally self-inflicted injury;
- War, declared or undeclared, or any act of war;
- Active participation in a riot;
- Participation in a felony
- Drug addiction.

#### **Termination of Coverage**

Your coverage under the Summary of Benefits ends on the earliest of:

- The date the policy or plan is cancelled;
- The date you no longer are in an eligible group;
- The date your eligible group is no longer covered;
- The last day of the period for which you made any required contributions;
- The last day you are in active employment unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the certificate of coverage;

Unum will provide coverage for a payable claim which occurs while you are covered under the policy or plan.

#### **Questions**

If you should have any questions about your coverage or how to enroll, please contact your Plan Administrator.





# New York State Teachers Retirement System

Information provided by NYS Retirement Representative, Larry Marino  
(extension 480 or [lmarino@pnwboces.org](mailto:lmarino@pnwboces.org))

## Some common questions members have about retirement.

For more information about your specific situation log onto [NYSTRS.org](http://NYSTRS.org)

### 1. Does retirement begin automatically when I stop working? No. You must file a retirement application with the System.

If you are age 55 or older, you may complete the service retirement application online in MyNYSTRS. Your effective date of retirement can be the same day you file, but you cannot apply any sooner than 90 days prior to your retirement date.

### 2. Does the final average salary (FAS) used in the calculation of a retirement benefit have to be the average of the last three years (Tiers 2-5) or five years (Tier 6)

No. Although in most cases this will be true, it will be the average of the highest three or five consecutive years whenever they occurred in the salary history. (Note: Tier 1 members are eligible for either a three-year or five-year FAS, whichever provides the better benefit.)

### 3. Can I retire at age 55 without a reduction to my pension, or do I have to wait until I am age 62?

If you are a Tier 1 member, you may retire at any age with 35 years of service, or at age 55 with five or more years of service. Retirement may also occur at age 55 with less than five years of service, if two years are credited since age 53.

If you are a Tier 2, 3, or 4 member who is at least age 55, you can retire without a pension reduction as long as you have 30 years of service credit. If you have less than 30 years of service credit when you retire, your pension will be reduced unless you are at least age 62.

If you are a Tier 5 member, you may retire at age 55 with 10 years of service credit. If you retire prior to age 57 (regardless of how much service you have), or if you retire between ages 57-62 and have less than 30 years of service, the pension factor is reduced based on your age.

If you are a Tier 6 member, you may retire at age 55 with 10 years of service credit. If you retire prior to age 63 (regardless of your total service), the pension factor is reduced based on your age.

### 4. What is the difference between the date of resignation I provided my employer and my date of retirement with NYSTRS?

For NYSTRS purposes, the effective date of retirement that you enter on your retirement application must be at least one day beyond the last date you earned salary under contract.

### 5. What should I do when a retiree receiving a NYSTRS benefit dies?

Call NYSTRS at (800) 348-7298, Ext. 6140. Also see "When a Loved One Passes", a checklist for reporting the death of a retiree on the NYSTRS web site.



# USA Welfare Fund Retiree Option Plan

## United Staff Association Information for June Retirees

### RETIREES OPTION PLAN USA Welfare Fund Benefits

Welfare Fund Benefits which are otherwise available to active members may be continued into retirement for those individuals who have been a member of the United Staff Association, Local 3072 prior to retirement and who continue to maintain their membership as a retiree, and who remit the self-pay cost of continuing Welfare Fund benefits, to the Fund, on a timely basis.

Life Insurance and Long Term Disability Insurance are not available under the retirees' option plan.

Legal Fund benefits may be continued as an additional elective.

- You must maintain your USA membership as a retiree to be eligible for Welfare Fund benefits in retirement.
- USA membership is \$15.00 annually: for questions regarding USA membership in retirement, please contact Sharlene Orlowsky, Treasurer of USA, at her BOCES email: [sorlowsky@pnwboces.org](mailto:sorlowsky@pnwboces.org). – you should receive a notice in December 2018 for your 2019 membership dues.
- USA Welfare Fund self-pay cost is \$60.00 per month for INDIVIDUAL dental benefits (dental/optical/variable) and \$150.00 per month for FAMILY DENTAL in retirement. You can pay however you like; at least 6 months contribution is preferred; however, you can pay each month or once a year.
- To continue the Legal Fund benefit in retirement, the cost is \$90 annually.

Upon receiving notification from BOCES of your retirement, Daniel H. Cook (the Welfare Fund Administrator) will send you a Retirees Option Letter. This letter should be returned to Cook ASAP. You may not receive this letter until late July or August- depending on the notification from BOCES about your retirement. The monthly contributions are payable to the United Staff Association Welfare Fund, 253 West 35<sup>th</sup> Street, 12<sup>th</sup> floor, New York, NY 10001

Nicole Werner at Daniel H. Cook Associates is the client representative specific to the United Staff Association Welfare Fund for dental and optical claims. She is the point of contact for active, retired, and COBRA members. Should any issues arise pertaining to your claims, eligibility and/or COBRA/Retiree payments, please send an email to Nicole at [nwerner@dhcook.com](mailto:nwerner@dhcook.com) or you can reach her at 914-250-0700 extension 231.

The Retiree Liaison for WELFARE FUND questions/concerns is Janine deGrouchy-Hraska. Janine is available by phone or email: (845) 735-4683; [pnwboceswelfarefund@gmail.com](mailto:pnwboceswelfarefund@gmail.com).

If you would like to receive general retiree information or news, please email retired member, Winnie McCarthy, at [wam48@aol.com](mailto:wam48@aol.com) and she will add you to her contact list. The United Staff Association is interested in hearing about your experiences in retirement to post in The United Newsletter. Send your news to Winnie McCarthy at [wam48@aol.com](mailto:wam48@aol.com) or call her at (914) 245-8353.



# Retiree News

Adrienne and Howard Forbes:

Due to the inconsistency of electricity, the lack of many street lights and traffic lights, our usual 4 months in San Juan, Puerto Rico was cancelled. Our apt. did really well with steel hurricane shutters and hurricane windows. We were lucky to sustain no damage, but it has taken time for things to get back to normal. San Juan, because it is a big tourist area and many ships dock there, is quickly coming into its own, but many places have closed, or been destroyed and may not be rebuilt. The Ritz near the airport closed, and many hotels had no business other than putting up workers until the end of December. The other side of the island, sustained much damage, and will take months or maybe a year to rebuild. Many of our friends in San Juan sustained blown out apts, terrible water leaks destroying floors, and expensive damages.

We signed up for a cruise which was supposed to spend 2 days in San Juan, but it was cut to a day. However we were able to visit with friends, and check out how many Puerto Ricans deal with 4 way stops...Well, they don't....it becomes a free for all, and is a little messy most of the time. Frustration and traffic are rampant.

Let's hope they get some money for infrastructure and can continue to repair and grow!!

The Cooperative Scholarship Fund of Ossining will hold its 40th annual Dr. Martin Luther King, Jr. tribute on Saturday, January 13<sup>th</sup>, 2018 at 3 p.m. at Ossining High School. Guest speaker will be Westchester County Executive George Latimer. To be recognized will be SANDRA BLACKWELL, President, Publisher & Editor, Westchester County Press.



Laurie Lake Levin: Arthur just started a new job with the Red Cross at the Coast to Heartland Office. How awesome are these folks...they gave him a welcoming party. This is why we love the Red Cross. Laurie and husband have done days of community service to aid with disaster relief in Florida.



Thank you to these Beautiful Ladies for an awesome Tea Party followed by Wine, Chocolate Cake and Flowers LOVE YOU ALL. You girls have been my rock for 28 years

With Love to Lynda Spring, Monika Biscoglio Ellen Butchalata, Peggy Mullory, Susie Collins, Patty and Susan Novak

## Retiree Sympathy

We extend our Sympathy to the family members and friends of deceased USA member:

Shelagh Ann Clutter Slockbower Bosch, a longtime resident of Chappaqua, NY and recently, Katonah, NY, passed away peacefully in her home on Monday, February 26<sup>th</sup> after a stoic battle with colorectal cancer. Shelagh began her teaching career in Ridgefield, CT and then onto Ossining, NY where she developed a Readiness Program for pre-first graders which continues to this day. After a sabbatical, she joined BOCES in 1971 teaching Communication Disorders at the elementary level. Her last years in teaching were spent running the resource room.

Retirees enjoy cooking lessons with Adult Ed instructor and USA member Christine Holic at the Tilly Forster Carmel classroom



We try to include as much as possible from the retirees.

If you have news to share, please send it:

Wynnie McCarthy  
36 Cheshire Lane  
Yorktown, NY 10598  
wam48@aol.com



## Union Representatives

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

### Executive Board:

President	Doug Andreotti
1st Vice President (Special Education)	Elisa Longo
2nd Vice President (CTE)	Stephanie Buckhout
Secretary	Judy Gillet
Treasurer	Sharlene Orlowsky
Membership Chairperson	Stacey Chiarella
Grievance Co-Chairperson (Special Education)	Lisa Giacomini-Essell
Grievance Co-Chairperson (CTE)	Larry Marino
Negotiations Chairperson	Al Cotoia
Program Rep Chairperson	Magaly Almonte

### Program Representatives

#### Administrator

Jim Bellucci  
Michael Sowul  
Steve Lowery  
Nicole Murphy  
Csilla Mate/Michael Sowul  
Csilla Mate/Pinesbridge  
Csilla Mate/Pinesbridge  
Lisa Hammel  
RSE/TASC/Patti Slobogin

#### Representative

Lisa Tobin  
  
Marie Russo  
Nate Ball  
Danielle Iammatteo (CLASS Transitions)  
  
Deirdre Toolan  
Margo Schepart  
John Boniello

## United Staff Association Welfare Fund

c/o Daniel H. Cook Associates  
253 West 35th Street, 12th Floor  
New York, New York 10001

Chairperson:	Dawn Galvin
Secretary:	Nancy Finsmith
Treasurer:	Doreen Trani
Trustees:	Jenn Guiffre Doug Andreotti
Alternate Trustee:	Deirdre Toolan Maria Pontbriand
Retiree Liaison:	Janine deGrouchy-Hraska Janine is available by phone/email: (845) 735-4683 pnwboCESwelfarefund@gmail.com
Consultant:	Flo Laicher
Administrator:	Daniel Cook Associates www.dhcook.com
Contact for USA members:	Nicole Werner <a href="mailto:nwerner@dhcook.com">nwerner@dhcook.com</a> (914) 250-0700, EXT 231 (914) 997-1576 <a href="http://www.teacherslegalfund.com">www.teacherslegalfund.com</a>
Legal Fund:	



## Upcoming Meetings

### Upcoming Executive Board Meeting

Tuesday, April 3, 2018

3:00 P.M.  
Pinesbridge Conference Room

### Upcoming General Membership Meeting

June 2018

Date TBD

3:00 P.M.

Walden Dining Room  
Refreshments will be available.





# A Bouquet from Us

## Our Deepest Sympathy ...

Family of RoseMary Impieri - Tech Center Principal on her passing  
Jessica Fytros - Teacher- Pines Bridge - loss of grandfather  
Theresa Bittal - Teacher aide - district - loss of father

## Congratulations to...

Phil Nouvion - Custodian Pines Bridge - birth of baby girl  
Jenna Longobardi - PT - Pines Bridge -birth of baby boy

## In our thoughts...

Nicole Riche-Tech -speedy recovery



Send items for A Bouquet from Us to  
Karen Carey at [kcarey@pnwboces.org](mailto:kcarey@pnwboces.org)



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

## IMPORTANT:

Grievance Co-Chairpersons are:  
Larry Marino (CTE)

[lmario@pnwboces.org](mailto:lmario@pnwboces.org) (914) 248-2480 (ext.480).

Lisa Giacomini-Essell (Special Education)

[ligiacomini-essell@pnwboces.org](mailto:ligiacomini-essell@pnwboces.org) (914)248-2264 (ext. 264)

## We are on the Web!



[pnwb.ny.aft.org](http://pnwb.ny.aft.org)



## 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](mailto: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](mailto:mmarkolovic@pnwboces.org).

