

NYSUT UNITED

A UNION OF PROFESSIONALS

INSIDE

We remembered in November

APPR is job one for
new Legislature | **5**

Take a Look at Teaching

Summits focus on
elevating the profession | **16**

Students agree:

These pups make the grade | **12**



CONTENTS

4: Colleges, hospitals reeling from years of state aid cuts

7: Why NYSUT is challenging SED's power grab

9: Our SRPs — Anne Raymond, BOCES ESPA

11: Lifesavers make headlines and heartlines

18: School security upgrades prompt mental health reminders

20: RA 2019 Campaign and Election procedures

26: 5 questions for substitute teacher Terence Virga

NYSUT UNITED [January/February 2019, Vol. 9, No. 3]

Director of Communications: Damien LaVera
Lead Editor/Copy Desk Chief: Clarisse Butler Banks
Assistant Editors/Writers: Liza Frenette, Ned Hoskin, Sylvia Saunders, Kara E. Smith, Matt Smith, Andrew Watson
Photo Editor: J. El-Wise Noisette
Lead Designer: Nicole Clayton
Art and Production: Dana Fournier
Advertising: Lori DiVeglia
Online Communications Coordinator: Bryan Thomas
Editorial Support: Julie Malec
Contributor: Matthew E. Bergeron

NYSUT United is a member publication of the AFT Communicators Network, International Labor Communications Association, Metro New York Labor Communications Council, State Education Association Communicators.

Editorial and Production Department: 518-213-6000 and 800-342-9810 (toll-free)

Annual subscription: \$15. NYSUT members receive a copy of **NYSUT United** as part of their dues benefit. Households with multiple members will receive only one copy. If you do wish to receive more than one copy, please call 518-213-6000, ext. 6234.

Address Changes: POSTMASTER:

Member Records Department
 800 Troy-Schenectady Road, Latham, NY 12110
 PERIODICALS POSTAGE PAID AT LATHAM, NY
 ADDITIONAL ENTRY OFFICE
 WILLIAMSPORT, PA 17701

NYSUT United (ISSN 21587914) and www.nysut.org are official publications of New York State United Teachers. **NYSUT United** is published from September to June.

Advertising: Email Lori DiVeglia at ldiveglia@nysutmail.org or call 518-213-6000, ext. 6264 or 800-448-4ADS.

NYSUT Affiliated with AFT ■ NEA ■ AFL-CIO

NEW YORK STATE UNITED TEACHERS

800 Troy-Schenectady Road, Latham, NY 12110
 518-213-6000 ■ 800-342-9810

OFFICERS:

President: Andy Pallotta
Executive Vice President: Jolene T. DiBrango
Second Vice President/Acting Executive Director: Paul Pecorale
Secretary-Treasurer: J. Philippe Abraham

ELECTION DISTRICT DIRECTORS:

Peter Stuhlmiller, Michelle Licht, Joseph J. Najuch, Eric Talbot, Adam Urbanski, Andrew Jordan, Michael Emmi, David Derouchie, Jeanette Stapley, Anthony McCann, Joseph Herringshaw, Stacey Caruso-Sharpe, Kathleen Taylor, Sparrow Tobin, Sean Kennedy, Jeffrey Yonkers, Tomia Smith, Barbara Hafner, Christine Vasilev, John Mansfield, Kevin Coyne, Nancy Sanders, Laura Spencer, Karen Blackwell Alford, Dwayne Clark, Evelyn DeJesus, Amy Arundell, Arthur Pepper, Mary Atkinson, Anthony Harmon, Michael Mulgrew, Elizabeth Perez, Paul Egan, Richard Mantell, LeRoy Barr, Iris DeLuro (City & Private Higher Ed), Steven London (City & Private Higher Ed), Kevin Peterman (Community Colleges), Jamie Dangler (State Higher Ed, UUP), Rowena Blackman-Stroud (State Higher Ed, UUP), Thomas Tucker (State Higher Ed, UUP), Philip Rumore, Paul Davis, Matt Hill, Loretta Donlon (Retiree), Rosemary Catanzariti (Retiree), Thomas Murphy (Retiree)

AT-LARGE DIRECTORS:

Cheryl Hughes, Joseph Cantafio, Rick Gallant, John Kozlowski, Kevin Ahern, Don Carlisto, Maria Pacheco, Raymond Hodges, Pat Puleo, Selina Durio, Ronald Verderber, Wayne White, Debra Penny, Howard Schoor, Carmen Alvarez-Scaglione, Thomas Brown, Janella Hinds, Sterling Roberson, Barbara Bowen, Frederick Kowal, Florence McCue, Shelvy Y. Abrams (SRPs), Sandra Carner-Shafran (SRPs), Karen Lee Arthmann (SRPs), Deborah Paulin (SRPs), Angie Rivera (SRPs), Anne Goldman (Health Care), Stephen Rechner (Private Sector Higher Ed), Andrew Sako (Community Colleges), Pamela Malone (Higher Education) and Michael Fabricant (Higher Education)

HONORARY BOARD MEMBERS:

Antonia Cortese (Emerita), Thomas Y. Hobart Jr. (President Emeritus), Alan B. Lubin (Executive Vice President Emeritus)

AFT VICE PRESIDENTS:

J. Philippe Abraham, Shelvy Y. Abrams, Barbara Bowen, Don Carlisto, Evelyn DeJesus, Jolene T. DiBrango, Anthony M. Harmon, Frederick Kowal, Michael Mulgrew, Andy Pallotta, Paul Pecorale, Adam Urbanski

NEA DIRECTORS:

Serena Kotch, Thomas McMahon
 Alternate Directors: Sue Raichilson, Dora Leland
Executive Committee members are underlined.

Season's Greetings!
BEST WISHES IN THE NEW YEAR,
New York State United Teachers

Andrew Pallotta
Andrew Pallotta
 President

Jolene DiBrango
Jolene T. DiBrango
 Executive Vice President

Paul Pecorale
Paul Pecorale
 Second Vice President

J. Philippe Abraham
J. Philippe Abraham
 Secretary-Treasurer

We told you we would remember

By Matt Smith
msmith@nysutmail.org

Don't mess with NYSUT.

If you run for office and call dedicated, hard-working educators and health care workers “forces of evil” — as Republican Senate Majority Leader John Flanagan did a month before Election Day — our members will remember.

If you refuse to address the state's broken and unfair teacher evaluation and standardized testing system, our members will remember.

And if you insist on catering to the billionaire-backed charter industry at the expense of New York's students, our members will remember.

“If there is one takeaway from this election, it's that NYSUT members pay attention — and they vote,” NYSUT President Andy Pallotta said.

In the same way NYSUT members remembered who didn't stand by students and educators, they also remembered those who did — staffing phone banks and working tirelessly on behalf of those candidates. In the end, the union's motivated membership was instrumental in flipping control of the state Senate, and electing a majority of pro-public education candidates. Consider:

- 95 percent of the union's endorsed candidates for Assembly won (137 endorsements, 130 wins — including NYSUT's own Monica Wallace and Patrick Burke).

- 88 percent of NYSUT's endorsed candidates for state Senate won (40 endorsements, 35 wins — including former member Monica Martinez).

- 81 percent of NYSUT's endorsed candidates for Congress won (26 endorsements, 21 wins).

The show of force by NYSUT members — proving they are a “force of good” — continues the trend of teacher activism nationwide. This past spring, fed-up educators in West Virginia, Arizona and Oklahoma

walked off the job, leading successful strikes to force lawmakers in their respective states to raise their pay and invest more in public schools.

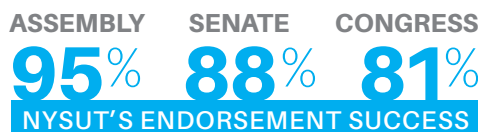
You'd think Sen. Flanagan would have remembered what happened to his fellow Long Islander, U.S. Sen. Alfonse D'Amato. More than 20 years earlier he attacked teacher tenure and was bounced from office by educators who had enough.

Flanagan didn't remember. NYSUT members never forget.

THE VALUE OF ENDORSEMENT



Concentrating on more than 30 races, 2,000 volunteers handed out literature door-to-door and made nearly 250,000 phone calls from NYSUT's massive phone-bank operation. VOTE-COPE spent more than \$4 million in support of endorsed candidates, money raised through voluntary contributions to the VOTE-COPE political action fund. These individual donations, added together, help us to compete against the \$500,000 and \$1 million checks being written by billionaires.



Kudos to New York's 98 new NBCTs

NYSUT congratulates the state's Class of 2018 National Board Certified Teachers, with 98 New York teachers recently notified they have achieved the prestigious national credential.

New York State now leads the northeast, with a total of 2,016 NBCTs. In addition to the new NBCTs, 52 teachers successfully renewed their certification.

Created by teachers for teachers, National Board Certification is the profession's mark of accomplished teaching. It is a voluntary, rigorous, peer-reviewed process that takes hundreds of hours.

NYSUT Executive Vice President Jolene DiBrango said the union strongly supports national board candidates

by offering informational programs, support and advice through online discussion forums, writing retreats and professional development through its Education & Learning Trust. The union also works with teacher centers to support candidates.

In addition, NYSUT was instrumental in gaining the state's Albert Shanker Grants that cover individual costs for National Board Certification. Local unions have negotiated numerous benefits for NBCTs, including salary step increases, release time or stipends for achievement.

For a list of the newest NBCTs, go to www.nysut.org/nbct and watch for more detailed coverage in the next issue of *NYSUT United*.

COMING UP

Jan. 9

2019 state legislative session begins; Governor's budget plan due

Jan. 11-12

NYSUT Board of Directors meet, Latham

Jan. 14-15

Board of Regents meets, Albany

Jan. 21

Martin Luther King Jr. Day.

Feb. 4-5

UUP Winter Delegate Assembly, Albany

Feb. 8-9

NYSUT Subject Area Committee meetings, Latham

Feb. 12

Higher Ed Lobby Day, Albany
Special Act School Lobby Day, Albany

Feb. 15-17

NYS Association of Black and Puerto Rican Legislators annual legislative conference, Albany

Feb. 27

BOCES Lobby Day

March 1-2

NYSUT Health and Safety Conference, Saratoga

March 4-5

NYSUT Committee of 100 legislative meetings, Albany

ON THE COVER

Students from Shell Bank Intermediate School in Brooklyn receive a helping paw from school comfort dog Shelby.

Cover photo by Denise Atwood.

From study halls and ivied walls to the halls of power

Educators ride union support to election victories

By **Ned Hoskin**
nhoskin@nysutmail.org

NYSUT members know like nobody else knows: Educators get stuff done!

So when making endorsements for the 2018 general elections, it's no coincidence that many of the candidates the union backed — and elected — are actually members of Our Union.

Letitia James, the attorney general elect, is an adjunct lecturer at Empire State College and a member of United University Professions, which represents academic and professional faculty on state-operated SUNY campuses.

Assemblymember Monica Wallace won a second term representing the 143rd Assembly District. She is an adjunct instructor at the University of Buffalo School of Law and a UUP member. Patrick Burke who pulled an upset win to take the 142nd state Assembly District seat, was a UUP member until last January when he



Attorney General
Letitia James



State Senator
Monica Martinez



Assemblymember
Monica Wallace



Assemblymember
Patrick Burke

PHOTOS PROVIDED

in District 3. "NYSUT's pipeline project is building a record of winners," said President Andy Pallotta, "winners who share our values."

The project provides training and resources for NYSUT members who want to run for local or

state offices. Contact your local president if you are interested.

Check out these other winners from November.

■ **Michelle Roman**, a member of the Holley Central Schools TA and a graduate of NYSUT's Member Organizing Institute, was elected mayor of Lockport.

■ **Nicole Terminelli**, Massena Federation of Teachers, was elected to the St. Lawrence County Legislature.

■ **Francesca Hagadus**, a retiree from the Chappaqua Congress of Teachers, earned a seat on the Mount Pleasant Town Board.

■ **Brian Lavine**, a member of NYSUT Retiree Council 12, was elected to the Cobleskill Town Council.



Lockport Mayor
Michelle Roman



St. Lawrence Co. Legislator
Nicole Terminelli



Mount Pleasant Town Board Member
Francesca Hagadus

left his position as an adjunct lecturer of political science at SUNY Buffalo to run for the Assembly.

"We couldn't be happier for Team UUP — three dedicated, hard-working unionists who recognize the relevance of organized labor and

public higher education," said UUP President Fred Kowal.

Also successful in November was Monica Martinez, a former teacher and member of the Brentwood Teachers Association on Long Island, who was elected to the state Senate

Enhanced MOE would ease financial burdens for campuses

By **Ned Hoskin**
nhoskin@nysutmail.org

In a December public hearing before the Assembly Higher Education Committee, the union called on state legislators to invest more in its public higher education systems in 2019 and to cover costs

that are now being absorbed by its four-year campuses.

"Strong, well-funded SUNY and CUNY systems benefit all New Yorkers and are the pathway to the middle class for so many students and families," said NYSUT President Andy Pallotta. "When the state drives more funding to these institutions

— and covers mandatory costs that are now swallowing up tuition dollars — SUNY and CUNY four-year campuses can better meet students' educational needs."

Pallotta urged swift enactment of legislation to require the state to support its SUNY Health Science Centers and fund more of the system's

required costs, such as utilities, building rentals, faculty pay and benefits, and the so-called TAP Gap.

Pallotta was joined in testimony by Fred Kowal, president of United University Professions, NYSUT's affiliate at State University of New

Continued on page 5...

Pallotta: APPR is job one for new Legislature

By Ned Hoskin
nhoskin@nysutmail.org

In April, it looked like a slam dunk. NYSUT-backed legislation to fix the broken test-and-punish teacher evaluation system had strong bipartisan support in both houses.

By the end of June, thanks to the cynical Republican leadership in the Senate, it rolled to a stop like a deflated basketball.

As we prepare for the 2019 legislative session in New York, the game has changed.

Thanks in large part to the union's support, Democrats won enough state Senate races in November's general elections to secure a majority for the first time since 2010, and in the process gained control of the New York State Legislature. It's time for a reset.

"Now that we have a new Senate, we would hope that their first order of business would be to fix this broken testing and evaluation system," President Andy Pallotta told *Newsday*. The Annual Professional Performance Review law that was passed almost unanimously by the Assembly and blocked by the Republican leadership in the Senate

last spring should be reintroduced when the 2019 session opens in January, he said.

Pallotta promised NYSUT will work with the Assembly and the Senate, now led by Democrats who owe their powerful majority to support from our union members, to pass a bill again.

"Our bill was derailed by senators who voted to enrich their anti-union, anti-public-education donors at the expense of students, parents and educators," Pallotta said. "We need to complete that legislative commitment to local control and collective bargaining."

What else does the change of power mean in the new legislative session?

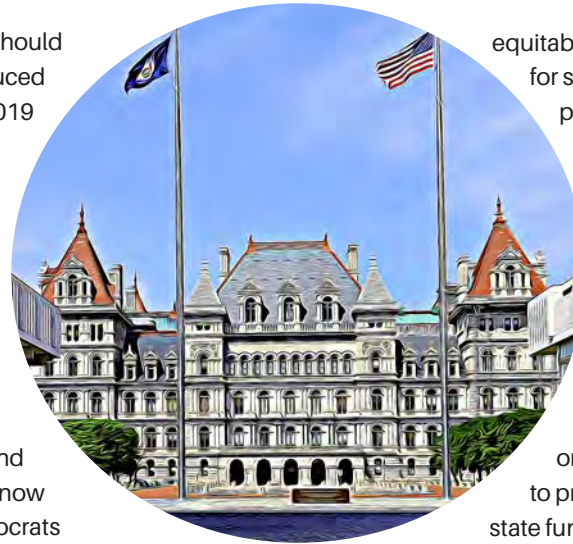
Funding

For years, NYSUT has worked with Assembly Democrats to seek more

shuttering departments to close deficits in their budgets."

Bowen testified, "In the absence of a full MOE, CUNY is being forced to cannibalize its own inadequate budget to cover costs that should be automatically funded by New York State."

You can find links to NYSUT's full testimony, as well as that of UUP and PSC, at www.nysut.org.



equitable state aid for schools and public higher education.

Virtually every progressive Democrat who ran for office campaigned on the need to provide more state funding for local districts. Advocates say the state's 2003 Foundation Aid Formula, which was supposed to ensure fairer, more predictable distribution of aid, has never been implemented and the state owes billions to districts.

NYSUT also will continue to work with the Assembly and the new Senate leadership to ensure adequate and equitable funding for our chronically underfunded public higher education systems.

Tax cap

NYSUT has advocated many common-sense changes to the ill-conceived tax cap law that could make it

more equitable and affordable for local institutions, including exemptions for certain capital expenses, mandatory costs and security investments. The union also seeks to eliminate the undemocratic 60 percent supermajority requirement to pass a local budget that exceeds the cap. NYSUT maintains the new Senate could remove many of the obstacles to these common-sense proposals.

Charter schools

Thanks to campaign donations from wealthy, private supporters of the charter school industry, the publicly funded but privately operated schools have enjoyed benevolent backing from Senate Republicans. NYSUT supported numerous progressive Democrats who want to increase oversight, transparency and accountability of the schools. Proposals to regulate them more closely routinely failed in the GOP-controlled Senate.

The state recently approved more charter school openings in New York City, moving closer to a legal limit on how many charters can operate in the state. The industry will be lobbying to raise that limit, and NYSUT will be working to cap it.

York state-operated campuses, and Barbara Bowen, president of the Professional Staff Congress, the affiliate at City University of New York.

Kowal called for an "enhanced" Maintenance of Effort that "would provide much-needed operational support for financially beleaguered SUNY campuses, several of which are facing the grim possibility of curtailing or cutting programs and

From left, PSC President Barbara Bowen, UUP President Fred Kowal and NYSUT President Andy Pallotta call on lawmakers to invest more in its public higher education systems.



EL-WISE NOISSETTE



EL-WISE NOISETTE

Activism, capacity building focus of NYSUT Women's Committee

By Kara Smith

ksmith@nysutmail.org

Aisha Cook is a woman of action. So when members of the NYSUT Women's Committee were called on to form women's groups back in their communities, Cook went to work.

Using the 10-step guide the committee developed to help members organize women's committees locally, Cook posted a sign up sheet and background information at a "sticking with our union" party her local hosted in November. "About 10 women signed up that day," said Cook, vice president of the New Rochelle Federation of United School Employees. She hopes to grow the committee to 30. "I also wrote about it in our newsletter and got some more sign-ups from that."

At a late November organizing meeting, the fledgling New Rochelle committee discussed plans for the women's march in January and made posters for the event. "We're



EL-WISE NOISETTE



REBECCA MILLER

Clockwise from top: Members of the NYSUT Women's Committee met in November to plan for the year ahead. Aisha Cook, New Rochelle Federation of United School Employees, has already started a women's committee in her local. NYSUT Executive Vice President Jolene DiBrango addresses Women's Committee members.

deciding whether we want to stay local or travel to the Washington, D.C., march," said Cook noting that future plans include a Women's History Month commemoration in March, and hosting speakers from a local domestic violence prevention organization.

Be the change

Forming local committees isn't the only charge from the NYSUT committee meeting. NYSUT Executive Vice

President Jolene DiBrango, committee chair, encouraged members to keep standing strong.

"While it has been an incredible year of resistance, persistence, solidarity and sisterhood, it has also been an incredibly painful year for so many of us," said DiBrango citing attacks on women's rights and voter suppression. "We can't look away and stop engaging and advocating — we must be the change we want and deserve."

DiBrango called on members to grow the number of women in leadership roles in their locals and to prepare for the statewide network of women's marches in January. The meeting featured committee sub-groups on women's health, sexual harassment, coalition building, mentoring and women in leadership.

With 70 members, the group has raised more than \$2,800 for the NYSUT Disaster Relief Fund, hosted a booth at the 2018 NYSUT Representative Assembly and highlighted stories of inspiring NYSUT women using a 'HERstory' article template. To see examples, visit nysut.org/women and click "HERstories."

The NYSUT Women's Committee aims to educate female members about the work of the union, and highlight issues important to women, including inequalities in pay, health care and education for women. Follow the committee on Facebook or Instagram at [NYSUTwomen](https://www.facebook.com/NYSUTwomen), or on Twitter [@NYSUTWomensComm](https://twitter.com/NYSUTWomensComm) — be sure to use [#NYSUTWomen](https://twitter.com/NYSUTWomensComm).

Beat back the union busters

By Ned Hoskin
nhoskin@nysutmail.org

Union busters from NewChoiceNY, funded by billionaires like Betsy DeVos, have sent paid canvassers to spend the holiday season knocking on doors and dropping anti-union literature at homes of union members. They even paid people to dress up like elves and wander the Empire State Plaza harassing public employees.

So far, the doorknockers have gone to the homes of members in the Capital Region and Western New York. If they darken your door, here's what you can do to stand strong:

Go to nysut.org/unionbusters to download and print signs to display on your front door: "Anti-union solicitors aren't welcome here. I'm sticking with our union!"

Read and share the handy FAQ guide. It explains that the canvassers are working to limit the voices of teachers and working people so that NewChoiceNY can push its anti-union, anti-public services agenda.

At our web page you'll also find a video to view and share that urges members to "Say No to Betsy" and her union-busting buddies. Share the link nysut.org/saynotobetsy.

Finally, report any union busters who knock on your door to our Member Relations Teams at unionbusters@nysutmail.org.



TEACH Grant loan relief available

By Kara Smith
ksmith@nysutmail.org

If you're an educator who had your federal TEACH Grant converted into an interest-bearing loan, you may be eligible for debt relief. The U.S. Education Department announced a plan in December to give teachers a chance to have their loans converted back into grants.

"What a relief," said Morgan Jackson, Medina Teachers Association, in response to a NYSUT Facebook post announcing the decision. "Thank you to everyone who spoke up and fought this battle. I'm forever grateful."

Since it began in 2008, the Teacher Education Assistance for College and Higher Education Grant program has recruited talented educators into hard-to-fill jobs in lower-income school districts. But

improperly filed paperwork resulted in some grants being converted into loans, leaving many participants deep in debt. A DOE audit found that these errors by the company hired to manage the program affected more than 12,000 educators — one in three program participants.

TEACH Grants require educators to submit paperwork annually for four years certifying that they teach in a low-income school. However, the paperwork is notoriously confusing and the deadlines varied.

For more info, visit www.studentaid.gov/teach-reconsideration.

LET US KNOW

We want to hear from you. Were you caught in the TEACH Grant net and will now go through the reconsideration process? Please share your stories at united@nysutmail.org.



Why NYSUT is challenging SED's power grab

By Matthew E. Bergeron
NYSUT's Office of General Counsel

New York's Taylor Law gives workers the right to form unions to act as their voice on the job and negotiate their terms and conditions of employment. The process of collective bargaining is tantamount to a blank canvas, and unless the State Legislature says otherwise, the possibilities of what can be put on that canvas are nearly endless. Collective bargaining is about give and take. It is a back-and-forth process and while each side must bargain in "good faith," the Taylor

Law clearly says that "such an obligation does not compel either party to agree to a proposal or require the making of a concession."

NYSUT's Office of General Counsel filed a lawsuit in state court — with the union, NYSUT President Andy Pallotta, the Syracuse Teachers Association and the Rochester TA as plaintiffs — challenging the Board of Regents' adoption of certain regulations it claims are necessary to implement the recently adopted federal Every Student Succeeds Act.

Specifically, the challenged regulations do two things:

- The regulations require districts with schools that have been

designated as "comprehensive support and improvement," or CSI schools, to change their collective bargaining agreements to limit teachers who can transfer into CSI schools to those only with either "effective" or "highly effective" APPR ratings; and

- Where a school has either been phased out or closed under the new regulations and the district opens a new school in its place, teachers transferring into that school must also be rated either "effective" or "highly effective."

These regulations were adopted irrespective of the fact that many locals, including the Syracuse TA, led by Megan Root, and the Rochester

TA, led by Adam Urbanski, have already negotiated contract provisions that outline very specific teacher transfer rights. What these regulations do is require unions to throw out their pre-existing, collectively bargained transfer rights. The problem is, under the current state of the law, the Board of Regents cannot order unions to change their contracts; only the State Legislature can do that. And, in fact, ESSA itself says that it was not intended to interfere with rights under existing contracts or the Taylor Law.

We hope to receive a decision sometime in the Spring of 2019.

Free Black History Month poster

NYSUT celebrates Black History Month in February with a poster highlighting Fannie Lou Hamer (1917-1977), an American civil rights, voting and women's rights activist, Hamer co-founded and vice-chaired the Mississippi Freedom Democratic Party, which challenged the all-white Mississippi delegation's efforts to block African American participation at the 1964 Democratic National Convention.



In 1963, Hamer was arrested for sitting in a “whites-only” restaurant in Charleston, South Carolina. Brutally beaten while jailed, she suffered lifelong injuries, a blood clot in her eye and kidney and leg damage.

Hamer announced her candidacy for the Mississippi House of Representatives in 1964, but was

blocked from the ballot. In 1970, she led legal action against Sunflower County, Mississippi, for continued illegal segregation. Hamer was posthumously inducted into the National Women's Hall of Fame in 1993.

Printable posters can be downloaded or ordered at www.nysut.org/poster. You will need your member ID to place orders.

Hamer also worked with the Student Nonviolent Coordinating Committee to organize Mississippi's Freedom Summer, and co-founded the National Women's Political Caucus, an organization that recruited, trained and supported women of all races who sought elected office.

STEM Institute seeks presenters

The New York State STEM Collaborative Summer Institute is set for July 28-30 at Alfred State, SUNY College of Technology. Interested in presenting? The Institute is accepting presentations and poster presentations that address learning levels K-20 and demonstrate how to integrate two or more STEM/STEAM learning disciplines.



“STEM Connects ALL: Never Too Early — Never Too Late” is the theme for the 2019 conference.

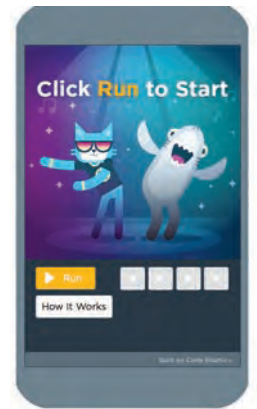
To submit presentation proposals, visit www.nysstemeducation.org. Online housing and registration links open April

15. Attendees can earn up to 18 Continuing Teacher and Leader Education professional development hours.

Coding 101

Code.org, a nonprofit organization dedicated to expanding access to computer science in schools and increasing participation by women and under-represented minorities, offers free coding for students in grades K-12. Free courses for educators are also available.

The organization, which sponsors the annual Hour of Code campaign, offers courses in more than 50 languages. Visit <https://code.org> to set up an account and start taking free courses.



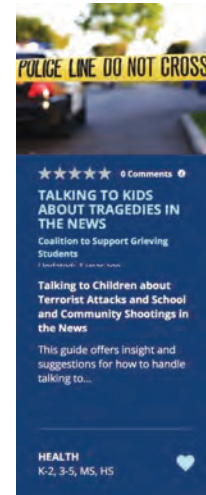
Teaching through times of crisis

“Student dies after shooting at North Carolina high school”

“Democrats targeted in wave of mail bomb deliveries”

When America grapples with tragedy and crisis, educators grapple with how to help their students understand, process and cope. And with crises coming fast and furious, it can be hard to keep up and find appropriate, vetted materials to guide students through these important discussions.

The American Federation of Teachers' Share My Lesson offers “Today's News, Tomorrow's Lesson” — education resources designed to help teachers and students identify the who, what, where and why-it-matters of the



major national and international news stories.

SML partners with “PBS NewsHour Extra” and other education organizations. Each resource features a video, discussion questions and extension activities, as well as links to related classroom resources.

Recent topics include suicide prevention; immigrant family separations; gun violence and mass shootings; voter suppression;

and the Pittsburgh synagogue shooting. For the full topic list, visit <https://sharemylesson.com/todays-news-tomorrows-lesson>.

A.C. Moore teacher rewards

A.C. Moore, a retailer of arts and crafts supplies, offers a free rewards program with special discounts for educators, students and members of the military.

The teacher program includes discounts of 15

percent on almost every item in the store. The program also includes a \$10 certificate for every \$200 spent in a 12-month period.

For more information, visit www.acmoore.com/loyaltyprogram.



Getting to know ... Anne Raymond

Anne Raymond is an educational materials aide at "The Barn" BOCES Center in Olean and co-president of the BOCES Educational Support Personnel Association. She was interviewed by Claudia Leone, a member of the Brocton TA and NYSUT's SRP Advisory Committee.

Tell us about your job and why you love what you do.

I was a special education teacher aide for 16 years. I needed a change and when my current position opened up, I jumped at the chance to work in another division. I love my job because it's teaching me that BOCES is more than special education and Career and Technical Education.

How did you get involved in your union?

I come from a pro-union household

and my first union meeting ever was as an infant in my car seat with my mom! She would take me to pickets of all kinds. My mom, Mary Raymond, modeled unionism for me, and she still does. As a NYSUT retiree my mom is president of Retiree Council 4, a retiree delegate to the NYSUT Representative Assembly and a member of the NYSUT Member Organizing Institute.

In my own union, I was "voluntold" by the then president that I should be treasurer. Currently, I am co-president with Deanne Steffenhagen. I also serve as the VOTE-COPE and PAC chair, and RA delegate.

How do you make a difference?

I help guide my executive board toward a member engagement focused agenda. My local has

members working in 22 component schools spread across two counties, Cattaraugus and Allegany. It's difficult to get union news to every member so our executive board has come up with a plan to have building reps reach out to our members. We hope that this quick dissemination of information will aid in member engagement. Prior to and since *Janus*, I have had many, many conversations with members helping them understand the value of their union.

Tell me about your community engagement, hobbies.

I organized a weekly picket at my current congressional representative's office in Olean, NY (Tom Reed). All members of the community were invited to join the picket line. I also became involved in local politics in 2017 when I ran for Allegany



Town Justice. As a first time candidate, I received almost 40 percent of the votes. I am the treasurer for the Democratic Committee in Cattaraugus County. Political action is my hobby because despite how you may feel about politics, politics are very interested in you. On a lighter side I enjoy classic literature, and music of all kinds.

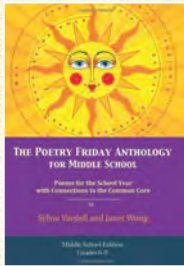
2018 SRP Recognition Day

The collage features several photos from the 2018 SRP Recognition Day event. On the left, a photo shows a woman in front of a 'SRPs Rock!' sign with the caption '@CuseTeachers'. Next to it is a photo of two men in white shirts and red ties with the caption 'South Country Guard Association'. In the center, a group of women stands in front of a 'UFT' sign with the caption '@UFTParas'. To the right, a woman holds a 'THANK YOU!' sign with the caption '@GreeceTeachers'. Further right, a group of women holds large 'SRP' balloons with the caption 'Valhalla TA'. Below these are a photo of a cake with the message 'Happy SRP Day! Thank You For All You Do Everyday from The VCTA Family' and the caption 'Valley Central TA', and a photo of 'THANK YOU' cookies with the caption 'Albany Public School United Employees'. A central circular logo reads 'PROUD UNION SRP Essential to Education' with the NYSUT logo. Social media icons for Twitter and Facebook are also present.

PHOTOS: PROVIDED

The Poetry Friday Anthology for Middle School

Compiled by:
Sylvia Vardell and
Janet Wong



Recommended by: Jennifer Groff, librarian, Lincoln Middle School, Syracuse Teachers Association

Suitable for: Middle school students, teachers, librarians

Why I chose this book: Educators can easily use this book to integrate poetry into classroom curriculum or school-wide practice. The book provides strategies and tips on how to teach about each poem, which scaffolds success for teachers who may be hesitant when it comes to introducing poetry.

What I like best: The book is divided by grade level and provides a poem and subject for each week, and includes poems by diverse, contemporary voices. Poets include Cynthia Cotten, who is also a children's book author; Jacqueline Jules, picture book author; Debbie Levy, a children's author who has written books about Ruth Bader Ginsberg and Martin Luther King; and Mary Quattlebaum, who writes fiction for children.

How teachers can use this book: As a starting point, teachers can follow the "Take 5" suggestions that are given for each poem. They can also use the poems to build a classroom collection that can be used to connect to content area, to provide free reading choice, or as another resource for creating posters and other activities.

About the author: Visit www.janetwong.org to learn about this children's book author and poet; or www.sylviavardell.com to learn about Vardell, who is a professor of children's and young adult literature who has published five books on literature.

"Check it Out" features books recommended to teachers and parents by school librarians and other educators. Have a recommendation? Send suggestions, along with your name and local union, to lfrenett@nysutmail.org.

BOCES union leaders voice concerns on staff shortages, increased violence

By Sylvia Saunders
ssaunders@nysutmail.org

Concerned with the violent conditions in too many BOCES classrooms, union leaders say a critical shortage of staff exacerbates an already challenging learning environment.

"We're losing staff and we're burning (people) out," said Tracie Clark, president of Onondaga-Cortland-Madison BOCES Federation of Teachers.

There were knowing nods around the room as about 30 local union leaders gathered in December for NYSUT's BOCES Leadership Council. One upstate leader noted her staff has already had 10 serious injuries — more than they usually experience in an entire school year.

Leaders of BOCES around the state reported an uptick in staff injuries and tremendous difficulty hiring — and keeping — teaching assistants and aides. They also expressed

frustration that administrators accept students with disabilities who need 1:1 supervision before the necessary staff person is hired.

"It's just expected we'll fill in the gaps when a classroom is out of compliance," said one BOCES leader. "It's a huge frustration."

Leaders shared ideas on contract language that could help. Douglas Andreotti of United Staff Association of Putnam and Northern Westchester BOCES said the union pushed for a plan on how to appropriately move staff when colleagues are sick.

Some unions have won contract provisions that ensure injured staffers out on worker's compensation do not lose pay. Another leader shared how a successful grievance forced the district to provide bite guards and protective gloves.

United BOCES TA President John Dedrick said his Cattaraugus-Allegany-Erie-Wyoming BOCES is having good success with a new model that increased the number of

counselors to work with teachers.

NYSUT's David Rothfuss, an expert on special education services, urged leaders to pay close attention to documentation — filing incident reports, keeping copies of communication with administration and parents, and participating in districtwide school safety teams.

NYSUT Executive Vice President Jolene DiBrango discussed the union's "Take a Look at Teaching" initiative and urged BOCES leaders to consider hosting events to explore ways to recruit and retain high-need special education and Career and Technical Education staffers.

NYSUT Legislative staffer Jackie Paredes said the union will be advocating for, among other things, a workplace violence safety bill at BOCES Lobby Day on Feb. 27.

"It makes a real impression to have the students with you" at lobby day, said Jim Beck of BOCES Educators of Eastern Suffolk. "It changes the whole dynamic."

Union social justice initiatives support causes near and far

NYSUT members looking to support efforts to create a more just economy in developing nations, while boosting their statewide union's disaster relief efforts, can now do both at once — thanks to a new partnership with Fair Trade coffee distributor Dean's Beans.

Under the agreement, members and others can purchase special NYSUT-branded coffee — with \$2 from each bag of coffee being rebated by Massachusetts-based Dean's Beans to NYSUT's Disaster Relief Fund. NYSUT's Civil and Human Rights Committee, working with Secretary-Treasurer Philippe Abraham, right, is spearheading the project. The committee works tirelessly on Fair Trade and other social justice issues. To learn more — and order coffee — visit nysut.org/deansbeans.



EL-WISE NOISETTE

Lifesavers make headlines and heartlines

By Liza Frenette
lfrenett@nysutmail.org

Oneida teacher Shannon Weaver pulled into the parking lot for her last Saturday morning class in a graduate course, spotting a car on the grass and a classmate standing nearby. She jumped out of her car and saw their course instructor, Fred Haag, out cold in the driver's seat of his car.

"Fred was lying back in his seat, his eyes closed. He was not responding," she said.

After quickly assessing the situation she opened the car door, lowered the seat back, and began chest compressions.

A volleyball coach certified in CPR and defibrillator use, Weaver had practiced on a mannequin, but never on an actual person. She pushed on his lifeless chest, while her Oneida Teachers Association colleague Kathy Zangrilli ran into the NYSUT Central New York regional office for an Automated External Defibrillator. Teacher Cristi Spinelli relayed information from the 911 operator she had on the phone.

Weaver worked.

Chest compressions, rescue breaths. Chest compressions, rescue breaths.

"It was instinctual," Weaver said. "You recall everything you learned but you don't realize you're recalling it as you're doing it. It was a very stressful moment. Emotions were high."

Finally, she heard Haag breathe. "He gasped for air as he came back. I could feel his pulse again."

The AED wasn't needed, and the ambulance arrived within minutes.



PHOTOS: MARK WARNER

North Syracuse Education Association retiree and NYSUT ELT instructor Fred Haag reunites with his rescuer, Shannon Weaver, Oneida Teachers Association. Weaver performed lifesaving CPR on Haag.

"The EMTs said if I hadn't started compressions, he would've died," Weaver said.

Once Haag started breathing, the 911 operator gave instructions to stop CPR, but he had Spinelli tell him each time Haag took a breath.

"I've never called 911 for a medical emergency before and it was very hard to stay calm, but I tried my best," said Spinelli, a third-grade teacher and member of the Fayetteville-Manlius TA.

Haag, a retiree from the North Syracuse Education Association, recalls feeling unwell and sweaty when he woke up that morning. He decided he would go into class to drop off paperwork and instructions, then come home and rest.

He has taught for NYSUT's Education & Learning Trust for decades.

Early to class, Beth Robinson, a member of the Fayetteville-Manlius TA, noticed that Haag looked gray

and said he'd had some pain across his chest and back.

"We couldn't convince him to go to Urgent Care or the emergency room," Robinson said. But she insisted on following him home.

The trip was brief.

"We weren't on the main highway yet and he pulled his car off the road."

Haag only recalls that he was driving and "things began to ... swirl around in my head, and I said, 'I can't be driving like this.'" He pulled over.

When he woke up at the hospital, several of his students were there and had

contacted his daughter Elizabeth.

Weaver and the crew of hero teachers gathered at St. Joseph's Hospital that October morning to await the outcome of Haag's surgery. He had one artery that was 100 percent blocked, and another that was partially blocked. Doctors put stents in.

Robinson said that when doctors wheeled him out of surgery, Haag looked around at his students and said, "I hope everybody picked up their homework."

The support from Haag's students didn't end at his rescue. Robinson helped set up an online meal scheduler and teachers signed up to bring Haag three weeks worth of healthy meals.

Robinson has taken many ELT courses with Haag, a very popular regional instructor. This graduate course was "Making Thinking Visible," which included discussions on the laws of attraction — drawing people to you that you need.

Weaver finds that surreal.



From left, Fred Haag's rescue team included fellow educators Shannon Weaver, Christi Spinelli and Beth Robinson.



These schools have gone to the dogs

By Liza Frenette
lfrenett@nysutmail.org

Olive has a black button nose so shiny it would make a snowman jealous. Shelby was rescued from a shelter. Brody gets called to the principal's office every day — but it's no big deal because that's where he works now.

Who let these dogs out? Mutts and pedigrees are sniffing and pawing their way into the textured lexicon of social-emotional learning (SEL). Ask the little boy from a distressing home life who now lights up when he comes into school, wrapping himself

in the fur of unconditional love; or the third-graders learning self control by watching a dog model behavioral instructions. Dogs are used for counseling, speech therapy, reading, trauma response, social-emotional learning and test anxiety.

The New York City Department of Education announced it will expand its comfort dog program from 45 to 60 schools by the end of this school year. That leap follows an increase in 2017 from seven schools to 30.

The DOE works with each school to adopt a rescue animal that has been evaluated by North Shore Animal League America. Schools can

also receive training in the Mutt-i-grees curriculum.

The comfort dog program kicked off at Shell Bank Intermediate School in Brooklyn. The school began using the Mutt-i-grees program to focus on respect and empathy.

"I was looking for something different for SEL," said Terri Ahearn, school principal and former special education teacher. When shelter dogs were invited to the school so students could interact with the animals, United Federation of Teachers member Denise Atwood fell for a soft gray-and-white border collie rescue. She adopted the dog, named her

Shelby (after the school), and started bringing her to work.

Banksy, Bruno and Molly then joined the lineup, working as therapy dogs, hall monitors and calming canines with teachers, school counselors and social workers.

Brody is joined in the principal's office by Laney, a four-legged pal who assists school secretary and UFT member Kieran O'Sullivan.

A trainer works with all the dogs. Ahearn said seven families have also adopted shelter dogs after parents saw the positive effects on their children.

"Molly is used to minimize shutting down and withdrawing for a child with autism. It used to take this student 30-40 minutes to speak up, but with the dog, she pets it, and she starts talking openly," said counselor Michael Hanna. "To get a student to open up and communicate is important."

Typically, a teacher, school health care professional or staff

member becomes a dog's owner. They make sure students who have a fear of dogs are not in contact with the animal unless they choose.

Students help train the dogs, learning patience. They attend classes in animal behavior. They discuss feelings and emotions. They are given tasks to help care for the dog, learning responsibility.

Studies have shown students who help with duties for the dog dramatically improve their attendance. One child at Shell Bank went from 47 percent to 89 percent and is now in a veterinary studies program in high school.

"We have kids with all different types of needs," said Atwood, who retired but still works at Shell Bank in after-school programs and as a substitute teacher. "We had a kid who wouldn't get off the bus. They put Shelby on the bus and he walked him off."

The Guilderland Central School District in the Capital Region is a study in the success of using dogs in schools.

Kate Tymeson has been an elementary teacher for 19 years, but only became the owner of a school dog this year. Olive lopes around her classroom with 40 pounds of labradoodle love.

"After enough years in the district, seeing the needs that kids come to school with, I thought it would relieve some of their stress," said Tymeson, a member of the Guilderland Central Teachers Association. Olive also works with school counselor Jenny Riley and her students twice a week.

Olive is kept on leash, and she is hypoallergenic, as are all of the dogs used in Guilderland schools.



EL-WISE NOISETTE

This school year is the first with a therapy dog for Kate Tymeson, an elementary teacher and member of the Guilderland Central Teachers Association. Olive, an 8-month-old labradoodle, works with several classes in the building.

Continued on page 13



Shelby, a therapy dog at Shell Bank Intermediate School in Brooklyn is one of several dogs in the Comfort Dog Program in New York City schools.

“They look out for her. It gets them thinking about someone else. That’s not easy when you’re 5,” said kindergarten teacher Christina Ryan.

GCTA member Catherine Ricchetti is a school social worker who first began the use of therapy dogs in her district, which authorized seven more therapy dogs in

2016. Ricchetti was honored for her work with animal-assisted education as New York’s School Social Worker of the Year in 2018 by the National Association of School Social Workers.

Brain research shows that dogs can improve behavioral and physical health in humans due to a brain chemical called oxytocin, which is linked to a desire to be more socially connected, Ricchetti said.

“Looking into a dog’s eyes increases the oxytocin in a person’s brain. When we think of a child who is struggling to connect socially, who is sad, anxious, depressed, new to the school — we give them access to a dog so we can increase their desire to connect socially.”



Culturally responsive teaching: Celebrating diversity in our schools

NYSUT is soliciting authors for an upcoming installment of *Educator’s Voice*, its journal of best practices. Volume XII will explore culturally responsive teaching. The deadline for proposals is Jan. 22.

Culturally responsive teaching encourages all students to share their own perspectives, experiences and differences to foster a community of learning that nurtures these characteristics and incorporates them into the fabric of the school.

Editors are seeking articles that document CRT practices across K–12 or in partnership with higher education. For more info, or to download the call for proposals, visit www.nysut.org/educatorsvoice.

NYSUT members save on the #1 pet insurance

Visit memberbenefits.nysut.org
and click on “Insurance”
or call toll-free 866-838-3461.



The pet insurance program from Nationwide® is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5% of net base premium for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

Underwritten by Veterinary Pet Insurance Company (CA), Columbus, OH, an A.M. Best A+ rated company (2017); National Casualty Company (all other states), Columbus, OH, an A.M. Best A+ rated company (2017). Agency of Record: DVM Insurance Agency. Nationwide, the Nationwide N and Eagle, and Nationwide is on your side are service marks of Nationwide Mutual Insurance Company. Third party marks are the property of their respective owners. ©2018 Nationwide. 18GRP5762



Nationwide®
is on your side

WrapPlan® II Flexible Premium Adjustable Universal Life Insurance

HELP PROTECT YOUR FAMILY, FINANCES AND FUTURE

**MAKE SURE YOU HAVE THE LIFE INSURANCE YOU NEED
AT A RATE YOU CAN AFFORD!**

Prepare now with **WrapPlan® II** Universal Life Insurance endorsed by the **NYSUT Member Benefits Trust**. Flexible benefits supplement your term life coverage today and increase to fill the gap when your term life insurance plan decreases or terminates.

- ✓ Apply for up to \$300,000 of coverage
- ✓ Tax-deferred growth - Minimum guaranteed rate of 4.00%
- ✓ Apply through age 70
- ✓ No medical exam or blood tests*
- ✓ Retirees are eligible for a maximum benefit amount of \$100,000
- ✓ Protection up to age 95

WrapPlan II is available to you as a NYSUT member. This innovative Universal Life Insurance policy allows you to purchase life insurance coverage that increases when your existing term life insurance decreases or terminates.

* Acceptance will be based upon answers to questions on your application.

LOCK IN THE LOW RATE FOR YOUR AGE TODAY.

Call now toll-free to learn more!

866-697-8897

or visit www.nywrapplan.com



Underwritten by Transamerica Financial Life Insurance Company, Harrison, NY. Policy Form number FPWRAPUL and FCWRAPUL. Limitations and exclusions may apply. Refer to the policy, certificate and riders for complete details.

Transamerica Financial Life Insurance Company's Flexible Premium Adjustable Life Insurance (WrapPlan® II) is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 6.5% of first year premium and 0.195% of renewal premium, with a guaranteed annual minimum amount of \$100,000 for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

This material was prepared for general distribution. It is being provided for informational purposes only and should not be viewed as an investment recommendation. If you need advice regarding your particular investment needs, please contact a financial professional.

EBD ECNYSUTAD 1117



Endorsed By:



Teacher of the Year finalist shares his award with a special former teacher

By Sylvia Saunders
ssaunder@nysutmail.org

When Teacher of the Year finalists are formally recognized by the Board of Regents, they typically bring their parents, spouse or a special student to join them for the big honor.

For Bronx science teacher William Green, the choice was unconventional but simple: He brought Jane Kehoe-Higgins, a former teacher who literally saved his life.

The moment was not lost on Regents Chancellor Betty Rosa, who invited Higgins to the front of the room to join Green for the emotional presentation.

three days of Green's relentless interruptions, Higgins kicked him out.

"This is not a mandatory program," Higgins said. "You may leave. Now."

That summer Green did a lot of soul searching and wanted to start his high school career with a better attitude. But when he walked into first period class at his new school, he was shocked to see Higgins standing in front of his ninth-grade English class.

"Imagine out of 350 high schools in New York City, we ended up together again," Green said. "I couldn't believe it."

Looking back now, he believes their second chance together was meant to be.

"Jane was not only an amazing English teacher, she was relentless in terms of fighting for her students — both inside and outside the classroom," Green said.

Aside from pushing him academically, Higgins made sure he had a winter coat and food since she knew he was living in shelters and squatting in buildings. She guided him toward books that helped him come to terms with his identity as a gay teenager. When his appendix ruptured, she met his mother, who struggled with heroin addiction, at the hospital and the two stayed in close touch.

"His mom made a great sacrifice by knowing she needed others to help as she battled the disease of addiction," Higgins said. "Without her intelligence and love, Billy's success and his place in this world wouldn't have happened."

Higgins later met with his mother at jail and the two "conspired" to get him out of the city for college.

"We knew that if I stayed in the city, I would have ended up a drug dealer



2019 Teacher of the Year finalist William Green, a member of the United Federation of Teachers, celebrates the recognition with his former teacher and mentor, Jane Kehoe-Higgins, left, a member of the Professional Staff Congress at CUNY, and Regents Chancellor Betty Rosa.

or dead," he said.

The day after high school graduation, Higgins packed up her car and drove Green to Williams College for his six-week summer science program. She left him with some cash, a phone card and hope.

"He was entering pre-med, and I was glad," she said. "I told him to be powerful, make money, dream big!"

When he went to South Africa on a medical mission, Green discovered his true love was being an educator.

He also couldn't forget the last words that his mom left for him on a voicemail message, shortly before she passed away. "I know you think I want you to be a doctor," she said. "Follow your heart. Go with teaching."

"It really was a calling," he said. "I knew I had to go back to Spanish Harlem and *teach It forward*."

After serving as a science teacher at the East River Academy at the Rikers Island Correctional Facility, Green is now a chemistry teacher, the science department chair and new teacher instructional coach at Frederick Douglass Academy III High School in the South Bronx.

He is involved with a wide range of community-based programs, including an LGBTQ support group serving more than 150 kids.

Higgins, who is now director of the NYC Writing Project at CUNY Lehman College, is glad Green didn't listen to her and became a teacher.

"He chose the right path ... I'm thrilled that Billy teaches and will move on to a PhD program and help us make change in our education system," Higgins said. "He may not be rich, but he is powerful."



"Billy just shared with me that this is the ninth grade teacher who saved him from the streets," Rosa said. "Billy spent much of his childhood living on the streets and in shelters."

They posed for a photo and Rosa and Higgins dabbed away tears.

Truth be told, there have been a lot of tears — both sad and joyful — along Green's journey to becoming one of two finalists for 2019 New York State Teacher of the Year.

He got off to a rough start with Higgins. The two met in an eighth grade summer school bridge program. Green said he was totally disrespectful and cursed Higgins out, telling her he didn't need "some great white savior" like Michelle Pfeiffer in the movie "Dangerous Minds." After

Union summits focus on how to grow and diversify the profession

By Sylvia Saunders
ssaunder@nysutmail.org

When Angel Baines talks about teaching with his students in Syracuse's Urban Teacher Preparation Program, he tells them the most rewarding moments don't always happen in the classroom.

"It's when I'm walking down the street in my neighborhood and I run into one of my students (who) makes me feel like I'm the most important person in their life," he said. "They depend on me. They count on me. They need me."

It's those emails he gets where students tell him, "You remind me of my father," or "You made my day." It's that sense of purpose he feels every morning when he heads to school.

"Young people are just not seeing education as a great career path," Baines said. "We need to instill a sense of community — to explain how it's a way to give back to the community and really make a difference."

Baines, who is part of a "grow your own" teacher prep program at Corcoran High, was one of about two dozen participants at NYSUT's first "Take a Look at Teaching" summit hosted

this fall by the Syracuse Teachers Association.

The regional meeting, the first of several planned around the state, featured students, teachers, administrators, college faculty and lawmakers, as well as Regent Beverly Ouder Kirk, discussing ways to encourage more people to enter — and stay — in the profession.

"We don't have the one perfect answer," said NYSUT Executive Vice President Jolene DiBrango, who moderated the Central New York forum along with STA President Megan Root. "We're here to foster conversations and start talking about creative solutions."

Participants agreed the nationwide teacher shortage is already hitting New York in difficult-to-staff subject areas and high-needs districts — both urban and rural schools. "We need to get the word out that the need is real," DiBrango said. She noted three key statistics fueling the shortage:

- Enrollment in New York State's teacher education programs has declined by 47 percent in the last decade.

NYSUT's "Take a Look at Teaching" initiative includes www.nysut.org/lookatteaching and a Facebook

The web area can help people navigate the process of becoming a teacher and get the facts on teacher education programs and student loan forgiveness. There's also an inspirational blog where educators share what teaching means to them.

Syracuse teacher Angel Baines works with students like ninth-grader Jazmen Robinson in the district's Urban Teacher Preparation Program. With job shadowing, professional workshops, internships and college visits, the Career and Technical Education program prepares high schoolers for a possible career as a teacher or teaching assistant.

■ Retirements are up; the NYS Teachers' Retirement System projects that one-third of the state's teachers could retire in the next five years.

■ The U.S. Department of Education has identified 16 teacher shortage areas throughout New York, up from only two recognized shortage areas a decade ago.

Of the many suggestions offered by participants, several resonated, including: support for "grow your own" and career exploration programs in both middle and high schools; reducing New York's many bureaucratic certification hurdles; the need for a smoother transfer of earned credits between community college and four-year teaching programs; support for meaningful mentoring programs to help teachers early in their careers; and sustainable funding that will improve teaching and learning conditions and help change the narrative about a career in education.

In addition, DiBrango said NYSUT is working hard to change the state's disastrous Annual Professional Performance Review teacher evaluation system, which has focused too much on standardized testing and further discouraged people from entering or staying in the profession.

Syracuse TA member Jessica Terry Elliot, a high school social studies teacher, highlighted the need to improve working conditions and give teachers more autonomy. "If you want to solve the retention issue, let teachers teach," she said. "Take the reins off — that's how you're going to get, and keep, the best teachers."

"We need to do a much better job at mentoring," said Amy Hysick, a North Syracuse science teacher and 2017 state Teacher of the

... includes a new website at ... a Facebook group. ... the process of becoming a ... tion programs, certification ... n inspirational section where ... m.



PHOTOS: EL-WISE NOISSETTE

Syracuse TA President Megan Root helped facilitate the first of several "Take a Look at Teaching" forums to be held across the state.



At left, Nichole Brown of SUNY Oswego said the state funds 16 Teacher Opportunity Corps programs aimed at increasing the numbers of historically underrepresented individuals entering the teaching field. At right, Syracuse TA's Jesus Ortiz shows a student's heartfelt letter to explain why he loves teaching.



Year. "We're bleeding new teachers. We need to find a way to better support them and help them want to stay."

There was also widespread support for programs to increase diversity within the education ranks. DiBrango noted 43 percent of students statewide are African-American and Hispanic/Latino, compared to 16 percent of the teacher population.

Nichole Brown, who heads SUNY Oswego's Teacher Opportunity Corps program, said it's important for students of color to have teachers who look like them. "You can't be

who you don't see."

Syracuse teacher Elliot agreed. She wanted to return to her high school because throughout her school years, she had only one teacher of color. "I wanted to help fix that problem," said Elliot, who developed an African-American history course for her district.

DiBrango noted studies have shown that having diverse teachers benefits all students.

Jesus Ortiz, who teaches at Seymour Dual Language Academy in Syracuse, explained his long journey to becoming a teacher after spending

14 years as a teaching assistant.

"The career ladder program and all the mentors along the way made it possible," he said. "There were people who believed in me and pushed me to keep going."

Despite all the challenges, Ortiz said there is no more rewarding career than education. He brought along a touching letter from a former student who was returning to Puerto Rico after being in his class.

"I wish you and the other kids could come with me," she wrote.

"You all are in my heart. You are my family."

"There's no better feeling than getting a letter like this," Ortiz said. "That's what teaching is all about."

COMING SOON



NYSUT's next "Take a Look at Teaching" summit will be 1-3 p.m., Thursday, Jan. 24, at Kenmore Middle School, 155 Delaware Road, Kenmore. For more information, contact Jeannine Badgley at jbadgley@nysutmail.org or call 800-342-9810, ext. 6249.

School security upgrades prompt reminders about mental health awareness

By Liza Frenette
lfrenett@nysutmail.org

Smart Schools Bond Act money continues to fund school projects, including high-tech security, a priority for many districts in the wake of fatal school shootings.

Michelle Greenough, vice president of the Fredonia Teachers Association, told NYSUT's Small and Rural Locals Committee that her district has approved plans to install two sets of doors at check in, move offices away from the entrance, and install more cameras. Windows in the high school cafeteria will have screens that allow students to see out, but prevent anyone from seeing in.

"Smart Bond money will help us secure our campus better," said Bob Ladouceur, education technology coordinator and president of the Ogdensburg Education Association. The district is waiting for approval to

install more cameras, and the safety committee has been evaluating doors.

John Cain, Copenhagen TA president, said the school has labeled every door in each building with vinyl numbers, for more specific location and response.

Although the bond act was approved by voters in 2014, response to approved projects for technology, pre-K space, high-tech security, and instructional space to replace temporary classrooms has been slow, according to Peter Applebee, NYSUT manager of education finance. It has taken some districts more than a year to get approval for projects.

Six school districts in Niagara County will also be getting new security equipment through a \$215,000 federal Department of Justice grant.

Wendy Hord, NYSUT health and safety specialist, urged committee members to remember that school climate and culture, coupled with mental health supports, are "as important as equipment and security."

Training should include all



EL-WISE NOISETTE

Members of the NYSUT Small and Rural Locals Committee met this fall. Above, from left, Michelle Greenough, Fredonia Teachers Association; Bob Ladouceur, Ogdensburg EA; and John Cain, Copenhagen TA, share updates being made in their districts to improve safety.

education professionals who interact with students and are likely to notice when a student is struggling, including cafeteria workers and bus drivers — and they should have an established protocol to share that information. Schools should also have a student reporting system, where students can anonymously share if they believe another student is planning harm. Interventions would help the distressed student and encourage friends to report.

"If students are going to report their friends they want to know they can get help," Hord said.

Hord recommended the National Association of School Psychologists site for resources on responding to threats of violence, available online at www.nasponline.org.

Providing mental health supports at school and collaborating with community mental health organizations is an important tool in preventing harm, Hord added.



HEALTH BRIEFS

Be prepared

Emergency response planning encompasses a wide range of concerns. Each district is required to have a school safety team, in addition to building level emergency response teams. School safety plans must be reviewed by the district safety team at least annually, and posted on the district website. Emergency response outlines can be found at <http://nysut.org/safeschools>.

Response teams need to be prepared for utility outages that impact water and food supply; weather emergencies; communicable disease outbreaks; toxic material spills; fires; and flooding, a concern especially for schools located in flood plains.



EL-WISE NOISETTE

Health Care Professionals Council members honor one of their own

NYSUT Vice President Paul Pecorale shares good news with the Health Care Professionals Council that chair Anne Goldman, pictured left, was awarded the Living the Legacy Award from the American Federation of Teachers for more than 30 years of service as a nurse and union leader.

Goldman is vice-president for non-Department of Education employees for the United Federation of Teachers, which is affiliated with NYSUT.



My Subject is Math. My Back Pain is History.

"A year ago I couldn't think about standing in front of my classroom. Now after minimally invasive back surgery, my pain is gone and I'm introducing algebra to my eighth-graders... THANKS TO NSPC."

Make the right call.



NSPC
Brain & Spine
Surgery

Where Patients Come First

1-844-NSPC-DOC • NSPC.com

A Proudly Independent Private Practice.
Six Convenient Long Island Locations.

HARRIS PLASTIC SURGERY COSMETIC & RECONSTRUCTIVE PLASTIC SURGERY

"Creating Beautiful Natural Results"



STEPHEN U. HARRIS, M.D., FACS

Board Certified Plastic Surgeon

Chief of Plastic Surgery

Good Samaritan Hospital Medical Center

BREAST SURGERY Center OF EXCELLENCE

SPECIALIZING IN BREAST REDUCTION SURGERY

WE OFFER MINIMAL INCISION BREAST REDUCTION PROCEDURES

RAPID ONE WEEK RECOVERY

EXPERTISE IN OBTAINING INSURANCE AUTHORIZATIONS

SURGERY CAN BE PERFORMED OVER HOLIDAYS/VACATIONS/SUMMER BREAKS

PLEASE CALL OUR OFFICE TO SCHEDULE A CONSULTATION

SPECIAL PRICING FOR BODY CONTOURING PERFORMED AT THE TIME OF BREAST REDUCTION



500 Montauk Highway-Suite H-West Islip NY

631-422-9100

www.harrisplasticsurgery.com



RA 2019 heads to State Capitol

It's been more than 30 years, but the NYSUT Representative Assembly is finally coming home. "We are excited that NYSUT delegates and their families will be coming to Albany to do the union's business," said NYSUT President Andy Pallotta.

The 2019 NYSUT RA and Local & Retiree Council Presidents Conference will take place May 3-4 at the Nelson A. Rockefeller Empire State Plaza and the Albany Capital Center in the heart of downtown Albany. Last spring, the statewide union inked a five-year contract to hold its annual policy-making conventions in Albany through 2023.

NYSUT's RA has not met in Albany since 1987, when the union outgrew available hotel and meeting space. The opening of the Albany Capital

Center in 2017, as well as the construction of new downtown hotels, means that Albany now has enough meeting space, restaurants and hotel rooms to accommodate the union's convention.

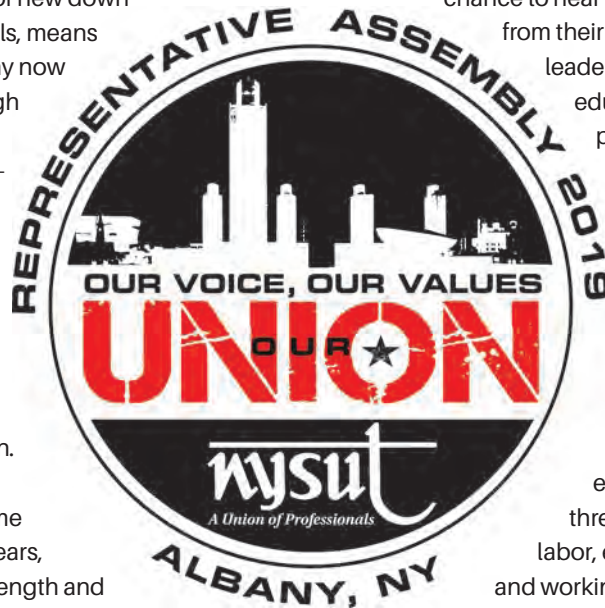
"For the first time in many years, the full strength and energy of our union and our labor movement will be on display in our State Capitol," Pallotta said. "This

location will give NYSUT members a chance to hear first-hand from their elected leaders and state education policymakers." That proximity to the seat of power is more important than ever as the threats to labor, education and working people continue to grow. "We are emerging from this moment in time a stronger, more unified and more

modern union," Pallotta said. "For that to continue, we must never lose touch with the democratic process that makes this union strong."

RA delegates will have a heavy to-do list. In addition to setting union policy for the coming year, delegates this year will elect an NEA State Director and an NEA Alternate State Director. Delegates will also honor the winners of the union constituency awards, the Sandy Feldman award and grant, the Ken Kurzweil social justice award, community service awards and the lifeline honor roll.

Local leaders should visit www.nysut.org/ra for a list of upcoming RA deadlines, including deadlines for forming a council of locals, and submitting resolutions and amendments to the NYSUT Constitution and Bylaws.



[RA 2019 CAMPAIGN & ELECTIONS PROCEDURES]

POSITIONS TO BE FILLED AT THE NYSUT RA

NOTICE IS HEREBY GIVEN THAT AN ELECTION FOR THE FOLLOWING POSITIONS WILL BE CONDUCTED ON FRIDAY, MAY 3, 2019, AT 8 P.M., DURING THE 2019 NYSUT REPRESENTATIVE ASSEMBLY AT THE NELSON A. ROCKEFELLER EMPIRE STATE PLAZA, ALBANY, NY, IN ACCORDANCE WITH THE PROCEDURES SPECIFIED BELOW.

NOTICE IS HEREBY FURTHER GIVEN THAT NOMINATING PETITIONS FOR EACH OF THE FOLLOWING POSITIONS WILL BE ACCEPTED THROUGH 5 P.M., MONDAY, FEB. 11, 2018, IN ACCORDANCE WITH THE CRITERIA AND PROCESSES OUTLINED BELOW.

I. NEA STATE DIRECTOR AND ALTERNATE STATE DIRECTOR

(To be elected by all in-service delegates¹ from NYSUT locals representing NEA Active members)

- Elect one (1) NEA State Director to the
- ¹ "In-service delegates" are delegates who were nominated by, and elected by the in-service NYSUT members of a NYSUT local. (NYSUT Bylaw C (2)(c)).

NEA Board of Directors, three-year term.

- Elect one (1) Alternate NEA State Director to the NEA Board of Directors, three-year term.

A. Term of Office:

Three (3) year term commencing Sept. 1, 2019, and concluding Aug. 31, 2022.

(Note: NEA Bylaw 5-1(c) requires that the terms of office of NEA Directors are to be staggered).

Important Notice

The NEA's governance documents provide that the successful candidate for NEA State Director will serve as an *ex-officio* delegate to the NEA Representative Assembly for all purposes, except nominating candidates for office and voting in elections for NEA officers.

B. Eligibility Requirements for Nomination and Candidacy:

All members of NYSUT who hold Active membership in the NEA may nominate a candidate and be a candidate for NEA Director or Alternate Director. To be eligible, candidates must also have two (2) years of Active membership in the NEA by the date of the election.

C. Elector Qualifications:

Each 2019

NYSUT RA in-service delegate who represents NEA Active members shall be eligible to cast a ballot for NEA Director and Alternate NEA Director.

D. Tabulation: The NEA Director and Alternate Director shall be elected by a secret ballot vote of the qualified electors, pursuant to NYSUT Constitution Article VIII §§ 1(c), 1(d) and 4(e) and Bylaw C(1) (b). The candidate for the NEA Director position with the highest vote total shall be declared elected to the NEA Board of Directors. The candidate for the NEA Alternate Director position with the highest vote total shall be declared elected to the NEA Board of Directors Alternate Director position.

II. OTHER CAMPAIGN AND ELECTION PROCEDURES

A. General Candidate Qualification & Nomination Procedures for all Offices

1. Candidate Qualifications: A candidate is any member in good standing who meets the above candidate eligibility criteria, the nomination requirements for the position and fulfills the require-

ments listed below.

2. Availability of Nominating Petitions: Nominating Petitions for all positions may be obtained from the Elections Committee commencing Jan. 2, 2019, by contacting the NYSUT Elections Committee at NYSUT Headquarters either in writing (800 Troy-Schenectady Road, Latham, NY 12110-2455); by telephone (800-342-9810, ext. 6662); or by email to elections@nysutmail.org.

3. Acceptance of Candidacy/Candidate Name Verification/Candidate Contact Information:

Acceptance of Nomination: In order to qualify as a candidate for any position, the candidate must signify his/her acceptance of the nomination by signing the Acceptance of Candidacy portion of the Nominating Petition.

Name Verification: Each candidate is also requested to indicate on the Nominating Petition the manner in which his/her name should be printed on the election ballot.

Contact Information: All candidates are requested to provide on the Nominating Petition both their personal (*i.e.* non-employer) email address (if available) and cell telephone number (or home telephone number, if there is no cell telephone) to

enable the NYSUT Elections Committee to readily contact them.

4. Candidates' Ability to Verify Election Committee's Receipt of Nominating Petition: The Elections Committee will notify nominees either by email (if available), or by telephone, that their Petition has been received and validated by the Committee. Nominees for any position who wish to verify the Election Committee's receipt of their nominating petition may contact the NYSUT Elections Committee at NYSUT Headquarters either in writing (800 Troy-Schenectady Road, Latham, New York 12110-2455); by telephone (800-342-9810, ext. 6662); or by email request to elections@nysutmail.org.

5. Multiple Candidacies: In addition to serving as an elected NEA State Delegate, no member may be a nominee for more than one elected NYSUT position, except candidates for AFT State Delegate and AFT Alternate State Delegate may be a candidate for one additional elected NYSUT position.

6. Observers: All candidates shall have the right to be present or to have an observer at each polling location at the Representative Assembly and at the tabulation of ballots.

B. Candidate Qualification, Nomination & Election Procedure for each Office

1. Nomination Procedure: A nominee is any member who meets the above candidate eligibility requirements for the position and fulfills the requirements for nomination listed below.

Nominating Petitions:

NEA Board of Directors and NEA Alternate Director Candidates: A Nominating Petition, signed by fifty (50) Active NEA members must be submitted to the NYSUT Elections Committee by **5 p.m. on Monday, Feb. 11, 2019.**

2. Uncontested Election: An election may be waived by the Elections Committee for any position if, following the period of open nominations, the number of candidates is equal to or less than the number of positions to be filled.² In such instance, the NYSUT Secretary-Treasurer or designee shall cast a single vote for the candidate and the candidate shall then be deemed elected by the Elections Committee.

III. Publication of Notice of Nomination and Election and Campaign and Election Procedures

This Notice of Nomination and Election and Campaign & Election Procedures will appear in the **January/February 2019** issue of *NYSUT United*.

As a reminder, this Notice of Nomination and Election and Campaign & Election Procedures shall also be published in the January issues and the Feb. 1 and Feb. 8 issues of the *NYSUT Leader Briefing*.

IV. Candidates' Access to Mailing Labels and the Submission of Campaign Statements for the "Election Issue" of NYSUT United

Any candidate who completes and submits a valid Nominating Petition to the NYSUT Elections Committee by no later than 5 p.m. on Monday, Feb. 11, 2019, shall be eligible: (a) to access and affix the mailing labels of eligible electors for campaign purposes at the NYSUT regional office designated by the candidate, and/or (b) to promote his/her candidacy by submitting a campaign statement for publication in the March/April 2019 *NYSUT United* "Election Issue."

In order to be eligible to access the mailing labels, candidates must sign the appropriate portion of the Nominating Petition, along with designating the desired Regional Office for accessing the labels.

Mailing labels and appropriate office space in a common area will be provided to any candidate at the NYSUT regional office designated by the candidate on his or her Nominating Petition, to affix the mailing labels of eligible electors on materials for campaign purposes. It shall be the sole responsibility of individual candidates to produce their campaign material, supply adequate postage and meet any other requirements of the U.S. Postal Service or other delivery service selected by the candidate, regarding the delivery of such materials. The designated NYSUT regional office shall take all reasonable steps to mail the material or to deliver it to such other delivery service selected by the candidate. Mailing labels shall not be taken from the regional office, reproduced or otherwise distributed.

A. Elector Mailing Labels

Candidates for State Director and Alternate State Director are eligible to use mailing labels of the eligible electors provided the candidates so indicated on the Nominating Petition. Mailing labels will be available in the NYSUT regional office designated by the candidate during the week of April 1, 2019. Candidates will be notified by the regional office when the labels are available.

All mailing labels are confidential and privileged information and shall not be taken from the regional office, reproduced or shared with anyone. Candidates should contact the committee at elections@nysutmail.org if they have not been contacted by the regional office regarding mailing labels, during the week of April 1, 2019.

Provided, however, that in lieu of accessing and affixing mailing labels at a NYSUT regional office, a candidate may use a bona fide outside mailing service to deliver campaign material to eligible electors, pursuant to the following procedures:

- (1) Such candidate shall notify the NYSUT Elections Committee of the name and contact information for the outside mailing service by listing

that information on his or her Nominating Petition; and

- (2) Within 48 hours of receipt of the Nominating Petition or as soon thereafter as practicable, the NYSUT Elections Committee shall contact the candidate, and the outside mailing service using the contact information provided by the candidate, to obtain any written assurance the Committee may require in order to prevent the reproduction or unauthorized distribution of member data.

After the receipt of such written assurances as the NYSUT Elections Committee shall require, the Committee shall arrange for the electronic delivery of data directly to the mailing service.

B. NYSUT United "Election Issue"

The March/April 2019 issue of *NYSUT United* shall be the "Election Issue" which may be used by a candidate to promote his/her candidacy, provided the qualified candidate submits his/her Campaign statement and Nominating Petition, both of which are to be validated by the Elections Committee, by no later than 5 p.m. on Monday, Feb. 11, 2019.

Candidate statements, along with a photo, if desired, shall be submitted to the Elections Committee. Electronic submissions are preferred and shall be sent to the Elections Committee at elections@nysutmail.org. Candidate statements and photos may also be sent to the Elections Committee by fax (518-213-6411) or in hard copy (photos) (NYSUT Elections Committee, C/O Office of the President, 800 Troy-Schenectady Road, Latham, N.Y. 12110-2455).

Any words that extend beyond the allowable space will be deleted and not published as part of the candidate statement. The Editor of *NYSUT United* maintains the right to alter the format, font, print style or any other formatting to ensure uniformity in the presentation of all candidate statements. Reasonable efforts shall be made to afford candidates an opportunity to review their statements prior to publication and to submit changes to their statements prior to final publication.

Please note that candidates are solely responsible for the grammar and content of their statements.

Space in the March/April 2019 "Election Issue" of *NYSUT United* for campaign statements shall be allocated as follows:

Position	Space	Photos Published	Order of Statement
NEA State Director	50 Words	Yes	Candidates will be listed alphabetically
NEA Alternate State Director	50 Words	Yes	Candidates will be listed alphabetically
* Photos taken with cellphones or cameras will be accepted. Photos copied from the Internet will not.			

In addition to the uncharged space provided above, a full listing of candidates for the positions of NEA State Director and NEA Alternate State Director will also be published in the "Election Issue" of *NYSUT United*.

C. Caucus Slate Campaign Statements

Organizations wishing to be identified by the Elections Committee as a caucus under the Campaign and Election Procedures and thereby be eligible to have a caucus identified campaign statement published in the March/April 2019 "Election Issue" of the *NYSUT United* shall request, properly complete and timely return a Caucus Notification Form to the Elections Committee. That form is available from the NYSUT Elections Committee. The deadline for the submission to the Elections Committee of a completed Caucus Notification Form as well as the caucus identified campaign statement, which are to be validated by the Elections Committee, is 5 p.m. on Monday, Feb. 11, 2019.

Caucus-identified campaign page(s) or a portion of a page (if partial slate) will be assigned on the basis of a drawing by the Elections Committee; independent announced candidates will follow and will be arranged alphabetically for each position, and separately listed as described below.

Note: Any candidate whose name is included in a published (uncharged) caucus-identified campaign statement shall be ineligible to have an individual (uncharged) campaign statement also published.

D. Option to Purchase Space in NYSUT United "Election Issue"

In addition to a candidate being allocated uncharged space in the *NYSUT United* "Election Issue" under the above criteria (either individually or as a part of a caucus statement), a candidate who has submitted a validated Nominating Petition by no later than 5 p.m. on Monday, Feb. 11, 2019, may purchase additional space in the *NYSUT United* "Election Issue." This space will be charged as an advertisement and printed in the advertisement portion of *NYSUT United*, separate and apart from the uncharged space provided in Subdivision B above. The cost of that purchased space will be based upon the *NYSUT United's* standard advertisement house rates and policy.

Please note that candidates may NOT

² See, NEA Bylaw 5-1.a

Continued from page 21

purchase additional space as part of the uncharged space provided for in Subdivision B above. Any candidate interested in purchasing additional space must provide the copy to be published in the March/April 2019 NYSUT *United* "Election Issue" to NYSUT *United* Editor (united@nysutmail.org) by no later than 5 p.m. on Monday, Feb. 11, 2019. Additional information regarding the NYSUT *United*'s standard advertising house rates and policy may be obtained by telephoning the NYSUT *United* at 518-213-6090 ext. 6268.

V. Nominees' Forum

Statewide Offices Nominees' Forum

Nominees for NEA Director and NEA Alternate Director shall be given the opportunity to speak to the RA during the Nominees' Forum which, if necessary, is to be held at approximately 7 p.m. on May 3, 2019. In order to be eligible to participate in a Nominees' Forum for any of the statewide offices, a candidate must complete and return the Statewide Offices Nominees' Forum Participant Request Form to the Elections Committee by no later than 5 p.m. on April 29, 2019. The Elections Committee will have available at the Elections Committee Table the final Statewide Offices Nominees' Forum participant roster (and locations) on May 3, 2019, from noon to 1:30 p.m. The time allocated shall be divided equally among the nominees for the same position. The order of speaking shall be determined by lot. Groups of nominees may pool their time. The NYSUT Elections Committee will announce during the General Session, to be held on May 3, 2019, at or about 6 p.m. whether there will be any Statewide Offices Nominees' Forum conducted at approximately 7 p.m. and, if so, the time and location of the Nominees' Forum(s).

VI. Campaigning at the Representative Assembly

Campaign material shall not be distributed on the Representative Assembly Convention Floor or as otherwise limited by the Rules of Procedure for the 2019 Representative Assembly, as approved by the Board of Directors and as adopted by the delegates at the 2019 Representative Assembly.

Campaigning at the NYSUT Representative Assembly shall end on May 3, 2019, at 7:45 p.m.

Pursuant to Article VIII (1)(f) of the NYSUT Constitution, the NYSUT Elections Committee shall have the authority to resolve any and all issues or disputes involving any election.

VII. Staff Restrictions, Campaign Contributions & Limited Candidate Services

NYSUT staff members are prohibited by law from campaigning for any candidate. Therefore, no candidate should request any campaign assistance from any NYSUT staff member.

No portion of dues money at the local, state

or national level shall be used, directly or indirectly, to promote the candidacy of any person for any elected office.

Contributions may be received by a candidate only from individual persons or groups of individuals. No employer whatsoever (including, but not limited to, other unions, commercial firms, non-profit organizations, law firms, and businesses) may contribute money, goods, services, or anything of value, to promote directly or indirectly, the candidacy of any person for any elected office.

In conducting their election campaign no candidate or anyone acting on behalf of a candidate shall utilize any funds, facilities, equipment, stationery, supplies or resources (including, but not limited to, computers, email systems, computer networks, electronic media, telephones, supplies, photocopiers or fax machines) which are financed by, owned or leased by NYSUT (except as provided below), or any of its national or local affiliates.

NYSUT through its Elections Committee will (subject to availability, *i.e.*, NYSUT is not obliged to purchase equipment if not otherwise available) make limited services equally accessible to all candidates and caucuses (the cost of which incurred by NYSUT is to be paid to NYSUT). The exclusive limited services which will be made equally available by the Elections Committee to candidates and caucuses are as follows: (a) use of a table with chairs, and easels, in the vicinity of the convention hall for campaigning; and (b) meeting space totaling not more than three (3) hours during the entire period of the Representative Assembly (Friday-Saturday). All candidates and caucuses shall have equal access to receive all such limited services, and all reasonable requests will be honored, subject to the above qualifications. No alcohol, food or refreshments will be permitted in any meeting space made available to candidates by the Elections Committee. Any candidate who is endorsed by a caucus shall be ineligible to receive individual candidate services under these provisions whenever the caucus receives such services. Should either a candidate or a caucus wish to utilize any of these limited services, the Services Request Form (and additionally, in the case of a caucus, a proper Caucus Notification Form) shall be completed, signed, received and validated by the NYSUT Elections Committee, all by not later than 5 p.m. on April 29, 2019.

If due to unforeseen circumstances (*e.g.*, scheduling, equipment limitations or unavailability), the Elections Committee determines that any of the above described limited services need to be revised or modified, all eligible candidates and caucuses that have timely submitted the Services Request Form shall be promptly notified by the Elections Committee of the change. In such event, the Elections Committee will take reasonable means and measures to arrange comparable services so that there is no disparate treatment among any of the candidates, recognizing that if any costs are incurred by NYSUT in making alter-

nate arrangements available, such are to be borne by the requesting candidate(s) and/or caucus(es).

The cost of all services received by every candidate and every caucus shall be reimbursed to NYSUT within thirty (30) days of the candidate's or caucus's receipt of NYSUT's written statement of services.

VIII. Role and Authority of Elections Committee

The NYSUT Elections Committee shall have the authority to interpret and apply these Campaign and Election Procedures. The NYSUT Elections Committee shall be empowered to modify the procedures and timelines in the event of extenuating or unforeseen circumstances, or pursuant to the requirements of either law or NYSUT's affiliates. Notification shall be provided in the event there is a material change in these procedures or timelines.

IX. Conducting Election

All elections shall be conducted in accordance with the following instructions, and those provided by the NYSUT Elections Committee.

A. Time And Date Of Elections

In order to be eligible to vote at the NYSUT Representative Assembly a delegate must be registered by 6 p.m. on May 3, 2019. Delegates must be at the voting location no earlier than 8 p.m. and no later than 9:30 p.m. Ballot distribution will end at 9:30 p.m. Instructions on voting and distribution of ballots will be announced by the NYSUT Elections Committee Chair before the close of the General Session on May 3, 2019.

B. Voting Tabulation & Elections Reporting

Write-in votes will not be counted nor be part of any tabulation.

The Elections Committee will use all reasonable efforts to make the certified election results available to candidates requesting such information, before any results are announced during the following General Session, provided the candidate has provided to the Elections Committee, in advance, their cell telephone number, another telephone number, or an email address.

To the maximum extent practicable, certified election results will be announced during the General Session held following the tabulation of votes by the Elections Committee.

All candidates will receive official notification of the certified election results from the Elections Committee as soon as practicable. The certified election results and vote total per candidate will be reported in the next available NYSUT *United* and posted at nysut.org. However, roll call voting by delegates will not be released for any secret ballot elections.

Observers of the tabulation process shall be afforded the opportunity to receive the results either electronically or in writing after the candidates have been notified of the results.

C. Runoff Procedure

In the event of a tie vote in an election to fill a vacancy in the position of NEA State Di-

rector and/or NEA Alternate State Director, a run-off election or run-off elections will be held until such time as a candidate or candidates receive the highest number of votes for each vacant position as prescribed herein.

In the event that a run-off election or run-off elections need to be held for a statewide office, the run-off election or run-off elections will be held Saturday, May 4, 2019, at a time to be announced by the Elections Committee Chair at the beginning of General Session #2.

D. Observers

Candidates may observe or designate an observer or observers to observe the voting and tabulation process. Observers need not be elected delegates or alternates to the Representative Assembly. Observers may observe the voting and/or tabulation process subject to the following conditions:

- (1) Voting: Any candidate may observe or designate an observer or observers to observe the voting process at each polling location.
- (2) Tabulation: Any candidate may observe or designate an observer for the tabulation process. The Chair of the NYSUT Elections Committee retains the right due to logistical concerns to limit the number of observers in the tabulation room, however, every candidate for election shall have the right to have at least one observer in the tabulation room.

Each candidate must register the name of each observer with the NYSUT Elections Committee before 5:30 p.m. on May 3, 2019. Observers are required to show photo identification to a representative of the NYSUT Elections Committee and each observer will be issued a special observer badge that must be displayed at all times during the voting and tabulation process. No observer will be allowed to observe voting or enter the tabulation room without the special observer badge.

X. Forms & Information

Forms and information are available from: NYSUT Elections Committee, 800 Troy-Schenectady Road, Latham, NY 12110-2455; Phone 800-342-9810, ext. 6557; 518-213-6000, ext. 6557, or by email request to elections@nysutmail.org.

Items available as specified within the Campaign and Election Procedures from the NYSUT Elections Committee are listed below. (This is not an order form.)

- Nominating Petition for:
 - NEA Director
 - NEA Alternate Director
- Nominees' Forum Participant Request Form
- Candidate and Caucus Services Request Form
- Caucus Notification Form

Completed forms must be returned to the NYSUT Elections Committee as specified above.

FOR SALE

BETH DAVID CEMETERY — Elmont, NY. Six graves, \$21,000. Negotiable, 516-840-4756.

UFSD 71 A School Novel, Joseph E. Scalia. "Darkly funny. Best teacher novel in decades. Catch 22 meets Up the Down Staircase!" Signed copies http://josephescalia.com/UFSD_71.html. Also available on Amazon.com.

REAL ESTATE SALES

FLORIDA — BUY, SELL, rent. Specializing in country club, active adult communities and beach areas from Ft. Lauderdale to Jupiter. Call Elly and Ed Lepselter. RE/MAX Advantage Plus, Boca Raton, FL. 561-302-9374.

ONEONTA, NY — METICULOUSLY renovated, fully updated 1890 Victorian home for sale. Five bedrooms, five bathrooms, 4,570 square feet, 0.3 acres on Elm Street. Gourmet kitchen, formal dining room, living room, library, music room. Private backyard, two-car garage. \$699,900. www.catskilldreamteam.com — click search & enter ID #114988 or call Alex for info. 917-496-6866.

OCEAN CITY, MARYLAND — Timeshare at Boardwalk One for sale. Week 15, mid-April. Large studio with terrace sleeps four. This week can be exchanged for vacations elsewhere. \$500. Contact Marsha at icomserve@aol.com or 914-423-7458.

CONDO FOR SALE — Immaculate, updated two-bedroom, two-bathroom condo in active Boynton Beach 55+ community. Beautiful lake view from glass enclosed lanai. Many upgrades. For information, call 201-791-3724.

VACATION RENTALS

BEAUTIFUL PARIS PROPERTIES — (Notre Dame, Marias, Louvre) www.rentals-paris.com. Beautiful Portugal properties (Lisbon, Algarve) www.rentals-lisbon.com. coopergl@gmail.com; 516-874-0474.

SAINT AUGUSTINE BEACH — Three-bedroom, two-bath condominium. NYSUT discount. rj@jobers.com. 716-830-4635.

RETIREES — DISCOUNTED WINTER rates. Five-star Kiawah Island Resort, waterfront, two-bedroom condo. Thirty minutes from Charleston. \$860/week; \$2,400/month. For pictures, contact owner 305-491-4155; bjhanji@aol.com.

SERVICES

PROFESSIONAL NURSE/CAREGIVER for private hire home healthcare. 20 years experience with excellent references. 518-477-3310.

HELP WANTED

TEACHERS — HOME INSTRUCTION, Nassau, Suffolk, Westchester, Rockland, Brooklyn, Queens. English, social studies, math, science, special education, Spanish, Italian, French, art. Please email resume to creativetutor@optonline.net or apply at creativetutoring.com.

LOVE PARIS IN the fall? We are looking for enthusiastic unemployed or retired teachers who would like to share their knowledge and expertise in exchange for a free one-bedroom fully furnished apartment in central Paris. We are starting a new program to teach Art and French Civilization to international students in English beginning fall of 2019. Classes are small and the students are between high school and college age. If you are a teacher of French, the arts, history, a lover of French cuisine, a fashionista or an architectural enthusiast — look no further. Here is your opportunity. Design your own curriculum and arrange field trips related to your subject area. We are open to your suggestions. So if you are interested in an exciting new adventure in one of the greatest cities in the world and would like more information, please send CV to Bernard@sarahomestay.com.

LOOKING FOR PART-TIME billing assistant, New York City area. Experience with Catastrophic Major Medical (CMM) and Long Term Home Care Program (LTHCP) required. Please contact denise16781678@hotmail.com.

EDUCATION

SECONDARY TEACHING TECHNIQUES & stories, computer instruction, quit smoking; Paul Rallion. com.com.

TRAVEL

DISCOUNT TRAVEL/SPECIAL amenities exclusively for UFT, NYSUT and AFT members, families and friends. Visit our website www.teachergrouptravel.com or call 800-919-1168.

TEACHERS, STUDY ABROAD — Spain, Costa Rica, Italy & France. Four-12 graduate/undergraduate credits in language, culture, literature, linguistics. Full scholarships available. From \$1,985. www.mlsa.com; info@mlsa.com; 815-464-1800.

WONDERFUL NYC TEACHERS — Midwinter Recess. Thailand tour & spring break China tour, Japan tours. Price starting \$1,990. All inclusive: airfare, 4-star hotels & meals. www.nyteacherstour.org 551-587-3297.

**NYSUT
UNITED**
A UNION OF PROFESSIONALS

**For information
about
advertising,
please call
800-448-4237**

Francine R. Brewer | Oct. 17, 2018
Professional Staff Congress
Retirees Chapter

Michael L. Boraczek | Aug. 11, 2018
Yonkers Federation of Teachers

Cheryl Borden | Oct. 7, 2018
Smithtown Teachers Association

Margaret C. Debo | Oct. 21, 2018
Orchard Park Teachers
Association

Timothy R. Greer | Nov. 18, 2018
Syracuse Teachers Association

Kenneth S. Lynn | Sept. 17, 2018
Wappingers Congress of Retired
Teachers

Barry Paul Platow | June 14, 2018
Somers Faculty Association

Constance Padgett | July 18, 2018
Yonkers Federation of Teachers

Julie Ann Trainham | May 13, 2018
Syracuse Teachers Association

Obituary submissions must include decedent's full name, union affiliation, date of death, and contact information for the person submitting the notice. Fax notices to 518-213-6415; send to Julie Malec, NYSUT United, 800 Troy-Schenectady Road, Latham, NY 12110-2455; or email jmalec@nysutmail.org.

NYSUT United reserves the right to reject any advertising. However, the acceptance of advertising by **NYSUT United** does not signify that the product or service has, in any way, been endorsed by NYSUT or any of its related entities, including the NYSUT Member Benefits Trust or the NYSUT Member Benefits Corporation. NYSUT Member Benefits Trust and the NYSUT Member Benefits Corporation enter into agreements with some vendors to provide certain products or services for members. Information regarding NYSUT Member Benefits products can be found at www.nysut.org/49.htm.

Only advertisements from vendors who have been endorsed by NYSUT Member Benefits Trust will contain the following logo:



[RETIREES IN ACTION]

DID YOU KNOW?



NYSUT Retiree Services consultants are resources for retired members, retiree councils and in-service locals on NYSUT retiree matters.

Tracy Beatty, RC 1, 2, 3, 44
716-634-7132

Louise Ortman, RC 4, 46
716-664-7425

Peter Randazzo, RC 5, 6
585-454-5550

Anne Marie Voutsinas, RC 7, 8
315-431-4040

Jeanette Stapley, RC 9, 10
518-783-7977

Mark Padgett, RC 11, 45
607-786-5742

Jennifer Shaad-Derby, RC 12, 13
518-783-7977

Ellen Pincus, RC 14, 15-16
914-592-4411

Claire Zatorski, RC 17, 18, 19
516-496-2035

Joan Perrini, RC 20, 21, 22, 23
631-273-8822

Judy D. Kalb, RC 43
561-994-4929, ext. 129



EL-WISE NOISETTE

Hundreds of retiree leaders attended the 2018 Retiree contiguous ED 51-53 at-large meeting at NYSUT headquarters in October.

RC 7 retirees were instrumental in get-out-the-vote and phone banking efforts in the Syracuse region. From left, Anne Marie Voutsinas, RC 7, David Schreiber, NYSUT staffer, and William Spreter, RC 8.



PROVIDED



PROVIDED

Retiree council 15/16 activists take a break from phone banking for Antonio Delgado. From left, back row, Gina Sanchirico, Jacqueline Baker, At-Large Director Florence McCue, Diane Torstrup and Marty Sommer. Seated, from left, Veronica O'Conner and Kaye Staplin.

REGIONAL CONFERENCES

RC 43, Feb. 5, Hilton Garden Inn, Palm Garden Florida

RSC: Judy Kalb

RC 10, May 7, NYSUT HQ

RSC: Jeanette Stapley

RC 4 & 46, May 13, Radisson Inn, Corning

RSC: Louise Ortman

RC 1,2,3 & 44, May 14, Millenium Buffalo, Cheektowaga

RSC: Tracy Beatty

RC 12, May 16, Glen Sanders Mansion

RSC: Jennifer Shaad-Derby

RC 9, May 20, Butcher Block, Plattsburgh

RSC: Jeanette Stapley

RC 11 & 45, May 22, Tinellis Hathaway House, Solon

RSC: Mark Padgett

RC 7 & 8, May 29, Doubletree East Syracuse

RSC: Anne Marie Voutsinas



Maximize your member benefits with special savings from MetLife Auto & Home®

As a NYSUT member, you have access to a special group insurance program, brought to you by MetLife Auto & Home. You can choose from a wide variety of coverages, including auto, home*, boat, renter's and more. This program is not available to the general public and offers you an opportunity for substantial savings on your auto and home insurance including:

- Group discount up to 12%
- Multi-vehicle and multi-policy savings
- And more
- Extra savings with automatic payment options
- Safe Driver Rewards



See how much you could save.

This program offers you the opportunity to save hundreds of dollars on your auto insurance. Switch today, and see how MetLife Auto & Home makes it easier.

Call **1-866-NYSUT-22** now to get a free, no-obligation quote.

When you call MetLife Auto & Home, be sure to mention that you're a NYSUT member and your unique discount: **005**.

To find a local agent in your area, visit www.metlife.com/NYSUT.

Endorsed by



MetLife Auto & Home is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5.5% of total premiums for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

*Home insurance is not part of MetLife Auto & Home's benefit offering in MA or FL.

MetLife Auto & Home is a brand of Metropolitan Property and Casualty Insurance Company and its affiliates: Economy Fire & Casualty Company, Economy Premier Assurance Company, Economy Preferred Insurance Company, Metropolitan Casualty Insurance Company, Metropolitan Direct Property and Casualty Insurance Company, Metropolitan General Insurance Company, Metropolitan Group Property and Casualty Insurance Company, and Metropolitan Lloyds Insurance Company of Texas, all with administrative home offices in Warwick, RI. Coverage, rates, discounts, and policy features vary by state and product, and are available in most states to those who qualify. Policies have exclusions, limitations, and terms under which the policy may be continued in force or discontinued. For costs and complete details of coverage, contact your local MetLife Auto & Home representative or the company. Met P&C®, MetCas™, and MetGen™, are licensed in MN. L0818507797[exp0721][All States][DC] © 2018 MetLife Services and Solutions, LLC



Cobleskill-Richmondville Teachers Association



Cobleskill-Richmondville TA's Danielle Hay coordinates a family shopping night at the high school.

PROVIDED

Members of the Cobleskill-Richmondville Teachers Association and Cobleskill-Richmondville Educational Support Personnel Association wrapped a little holiday cheer for their community.

Union members organized a Family Shopping Night at the high school's ReInvented Store, an upcycled thrift shop that provides students access to items they may need, ranging from clothing to toiletries — all at no cost. Items are donated by staff and community members.

In early December, the store was open to students and their families to shop for the holidays. The local union members helped parents with shopping, gift wrapped their items and provided refreshments.

Copenhagen Teachers Association

The Copenhagen Teachers Association, led by John Cain, continues to support the district's backpack program, which provides food each weekend for 25-30 needy families. The Copenhagen TA Local Action Project team kicks off its periodic food drives on the first superintendent's conference day of the school year. LAP is NYSUT's community outreach/coalition building initiative for local unions. Recognizing that the bulk of the items donated for the program are non-perishables, the Copenhagen team this year focused on also providing fresh fruits and vegetables once a month.

"The response from our members was amazing," Cain said. "The students who take backpacks home every Friday will now have the opportunity to enjoy fresh fruits and veggies the last Friday of every month."

Greece Teachers Association

The 1,100-member Greece Teachers Association, led by Brian Ebertz, has been bustling with winter social justice projects to benefit students and community members.

For its annual Operation Warm project, the local donates between \$7,000 and \$12,000 worth of coats, hats and gloves to people in need in their area. The project kicks off in September with a visit from local firefighters, who collect donations in fire boots.

The Greece TA's social justice committee is so active that the local union formed a 501(c)(3) called Greece Teachers Community Programs, which collects money through payroll withdrawal for charitable projects. The organization provides teacher grants for classroom projects, matches college and career 529 savings programs, and helps fund the purchase of coats.



Members from the Long Beach Classroom Teachers Association hit the lanes to raise money for a great cause. The local's third annual bowling fundraiser takes place Jan. 31.

PROVIDED

Long Beach Classroom Teachers Association

The Long Beach Classroom Teachers Association, led by Keith Harvey, annually donates thousands of dollars to support the community. In 2018, Team LBCTA raised more than \$6,700 through its participation in the Making Strides Against Breast Cancer walk. To date the local has raised more than \$21,000 dollars for cancer research, education and care. The local is now gearing up for its third annual bowling fundraiser for Sunrise Day Camp. This event has raised \$9,000 to provide a free summer day camp experience for children and their siblings who have been affected by cancer or serious illness. The 2019 event is scheduled for Jan. 31.

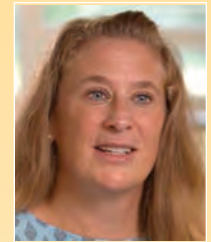
Share news about your local's union or community events at united@nysutmail.org; include LIA in the subject line.

KUDOS!



Two NYSUT members were recognized for their outstanding dedication to their students and their communities.

Jamie Metivier, South Glens Falls Faculty Association, won a \$100,000 grant from Farmers



Insurance — one of five nationwide winners in the "Thank America's Teachers" contest. Metivier started the Kindness Closet at Tanglewood Elementary School, purchasing diapers, toiletries and household items with her own money to help her students — many from families just barely scraping by.

She later secured donations from friends, union colleagues and local businesses and was able to expand the Kindness Closet to all five buildings in her district.

Christine McCartney, Newburgh Teachers Association, was a finalist in the Farmers Insurance



contest. She was honored for her Healing, History and Hope project, an interactive learning space that will help visitors to Newburgh learn about the city's rich history — and its great potential.

Congratulations to them both!

"Kudos!" recognizes the accomplishments of NYSUT members. Have good news you'd like to share? Email united@nysutmail.org; include "Kudos!" in the subject line.

66 Quotable



Phil Cleary

Creepy union-busting toadies try to tell members they can save you money — wrong! <https://www.epi.org/publication/union-decline-lowers-wages-of-nonunion-workers-the-overlooked-reason-why-wages-are-stuck-and-inequality-is-growing/> (@clearypm)

Kyle Lamppa

The difference between the “not-too-distant past” and today is union density. Pensions existed because unions demanded them, not because companies “gave” them. It’s 2018 and I have a pension. #unionstrong (@Lamppa_)

Service Employees International Union

We MUST level the playing field to fix our rigged economy. Too many working people & communities—Black, white & brown—are being left behind. Enough is enough! Those who’ve won the privilege of representing us MUST fight so we all have the right to join in a #union. (@SEIU)

Robyn Brydalski

Happiness is achieving National Board Certification! Grateful for the #ShankerGrant, CandidateSupportFellows, ALL the writing days & encouragement of friends & family. @nysut @NYSUTWNY @NBPTS @nysutEVP (@lilbird77)



5 QUESTIONS FOR...

Terence Virga

School Alliance for Substitutes in Education

1. After 36 years of teaching math at Shenendehowa in Saratoga County, you retired and began substitute teaching. What’s that like?

I still love teaching — this is my 50th year at Shenendehowa. I find that it’s not difficult to sub because you never lose your classroom management skills and all of the other ways of relating to students. I’ve spoken to many retired teachers looking into other part-time jobs. I tell them, “Why would you want to work for minimum wage when you can use all of your skills AND get paid between \$20-30 an hour to do what you love?”

2. You’re the local president of NYSUT’s School Alliance for Substitutes in Education. Tell us about SASIE.

I am proud and honored to remain a part of this profession through the sub union. SASIE was chartered in 1992, with Shenendehowa being the first to establish a union, followed by Burnt Hills/Ballston Lake, Galway, Scotia/Glenville, Schenectady and South Colonie. We have separate contracts with each district.

3. Why should subs belong to a union?

We negotiate improved pay, working conditions and professional opportunities. Our contract allows subs to participate in all professional development classes offered by the district. We also fight all forms of discrimination and represent our members through grievance procedures.

For example, our contract states that a sub must be notified by letter, phone call, or in writing if they are removed from a building or sub list, and that they may be reinstated through union advocacy. This is a win/win for both the district and the substitutes because it promotes, coordinates, and maintains positive communication with everyone involved.

4. Why do you think districts around the state are having more difficulty finding substitute teachers?

There are many reasons. Many part-time jobs over 20 hours provide benefits, but that is not allowed for substitute teaching. Subbing used to be a great entry into the teaching profession, but sadly schools today are so driven by test scores and results that schools hesitate to hire an inexperienced person. There can be (logistical) frustrations.

Sometimes schools mistakenly call subs and they are then sent home, losing a day’s pay and the possibility of another job. Subs also complain about reporting to school after having been requested by a specific teacher, only to be told that their assignment has changed. Some schools take unfair advantage of subs, adding extra class periods to their schedule or requiring them to perform support tasks outside of their job description. SASIE has helped with this through a contract clause that a substitute must be asked if they would like to cover additional classes and, if they do, they are paid for each additional class.

5. What can districts do to improve conditions for subs?

The current shortage is forcing many districts to offer subs more competitive compensation. Overall, school districts that work with our union recognize the need for good substitutes and have been increasing pay schedules, paying extra for extra class periods, and have even decreased the number of days required for subs to qualify for a long-term leave position at a higher pay scale.



BOOK YOUR DREAM VACATION NOW



FROM
\$1,849*
\$1,599*

FREE ONBOARD CREDIT

GRAND ALASKAN CRUISE & TOUR

Seattle • Vancouver • Ketchikan • Juneau • Skagway •
Glacier Bay • Anchorage • Denali • and more

12 days, departs June - September 2019

Enjoy a cruise & tour between Seattle and Alaska including 7 nights aboard Holland America Line's ms *Westerdam* and 4 nights on land. You'll cruise the Gulf of Alaska and the Inside Passage—a sea lane teeming with marine wildlife, where you'll pass glaciers, mountains, and lush forests, with stops in Ketchikan, Skagway and Glacier Bay. On land, you'll go deep into Denali National Park, tour Anchorage, and see the Alaska Wildlife Conservation Center.



FROM
\$1,649*
\$1,399*

BELLA ITALIA TOUR

Rome • The Vatican City • Pisa • Florence • Orvieto •
Bologna • Venice • Verona • Milan • Tuscany • and more

10 days, departs April - September 2019

See Italy's iconic sights! Start in Rome, where you'll see Vatican City, gaze in awe at the Sistine Chapel, walk through St. Peter's Square, and stop at the Trevi Fountain. Ride a funicular in Orvieto and stroll through the spa town of Montecatini Terme. Visit Pisa's leaning tower, Florence, the canals of Venice, and the Romeo and Juliet balcony in Verona, before your final stop in Milan. Enjoy exquisite food, sights, history, and the company of brand-new friends.

ESCORTED TOUR EXPERTS – CALL FOR YOUR FREE BROCHURE



PROMO CODE M6017

CALL 1-877-211-1082

or visit ymtvacations.com

*Prices are per person, based on double occupancy plus \$299 taxes and fees. Prices shown are after Instant Rebate is applied. All special offers apply to new bookings only made by 2/28/19 and are subject to availability. Lowest season prices shown; seasonal charges and single supplements may apply. Add-on airfare is available. Onboard Credit requires purchase of Ocean View or Balcony Cabin. Additional terms and conditions apply, visit ymtvacations.com or ask your Travel Consultant for details.

Special discount for SRP online courses

Attention School-Related Professionals: For a limited time, you can save 20 percent on NYSUT Education & Learning Trust online seminars for seven popular courses.



Advance your career. Refresh your mind.

20% sessions allow participants to register at any time and learn at their own pace during the 30 days they have to complete the work.

Between Dec. 15 and Feb. 28, NYSUT SRP members can enjoy \$5 off the already low price of \$25 for ELT courses needed for certification and to fulfill the state's Continuing Teacher and Leader Education (CTLE) requirements.

With rolling registration, the flexible

The goal of these seminars, offered in collaboration with the NYSUT Program Services department, is to provide SRP members the opportunity to learn new skills and/or enhance current skills to help them in the critical roles they play in our schools.

For more information and seminar descriptions, visit nysut.org/srponline.



LETTERS

The Day PEMDAS Lost

Back in 1962, my first of seven years as a one-person high school math department, my Algebra I textbook introduced me to the order of operations math procedure called PEMDAS. Even though I immediately thought it to be test-taking slowpoke stuff, I put it into my lesson plan. The following week, after covering PEMDAS in class and saying "alternatives are great," I showed my students (using the same examples) the L-R way that I simplified signed number expressions, I called it "termutation."

Below is an expression from a middle school test:

PEMDAS	Termutation
$2^3 - 2 \times 4 + (7-3)$	$2^3 - 2 \times 4 + (7-3)$
$2^3 - 2 \times 4 + 4$	$8 - 8 + 4$
$8 - 2 \times 4 + 4$	$= 4$ (answer)
$8 - 8 + 4$	
$0 + 4$	(scrap) +12
$= 4$ (answer)	- 8

I had the students do the first three or four odd exercises in their textbook using both methods. Before the hour ended, the class voted on which was the better procedure; termutation was the unanimous winner! During the remaining school year, none of those students ever

used PEMDAS on any of the tests I gave them; they had a "choice" and went with termutation.

My purpose is to get PEMDAS teachers everywhere to duplicate everything I did in that 1962 Algebra I class ... so they can see for themselves which order of operations procedure their students would choose if given a choice. And having done what I'm asking each of you to do again and again, I am betting it's termutation!

**Clarence Hanley,
Retiree Council 9, Saranac Lake**

Thank you — 100,000 times

I want to thank you from the bottom of my heart for all of NYSUT's help and support with the Farmers grant. It obviously paid off!

We will be able to help so many families in need with this grant. I truly appreciate everything! Thank you!

**Jamie Metivier, South Glens Falls
Faculty Association**

Editor's note: Jamie Metivier won a \$100,000 grant from Farmers Insurance and its "Thank America's Teachers" contest. See page 25 for more information.

Letters are published at the discretion of the editor, who takes space, relevancy, fairness, legal liability and accuracy into account. To submit a letter, email united@nysutmail.org, or mail to Letter to the Editor, NYSUT Communications, 800 Troy-Schenectady Road, Latham, NY 12110. Please include your name and union.

55+ FLORIDA

LIFESTYLE AT ITS BEST

FROM THE \$500s!



DECORATED MODELS OPEN DAILY



BROADWAY STYLE SHOWS & ENTERTAINMENT!

The ultimate Florida lifestyle you've been dreaming of is at Valencia, where 55+ resort-style living can be yours from the \$500s! Enjoy endless fun in the sun with a magnificent clubhouse, world class amenities including an indoor/outdoor restaurant, tennis, resort-style pool, Broadway-style shows, and much more. Our unbeatable coastal location is close to airports, healthcare, and offers gorgeous homes full of luxury standard features.

Try before you buy, meet the lifestyle director and experience the Valencia life for 3 days and 2 nights with Stay & Play. Call for more details!



VALENCIA

Call Today • (866) 936-9090 • GLHOMES.COM
Luxury Homes & Resort-Style Living from the \$500s - \$1 Million



GL HOMES
STAY & PLAY
3 DAYS/2 NIGHTS \$99

MULTIMILLION-DOLLAR CLUBHOUSE and
OUTDOOR RECREATION CENTER INCLUDED!

GLHOMES®



Valencia Bay is being developed and sold by Boynton Beach Associates XXII, LLLP. THE COMPLETE OFFERING TERMS ARE IN A CPS-12 APPLICATION AVAILABLE FROM THE OFFEROR. FILE NO. CP16-0105. THE COMPLETE OFFERING TERMS ARE IN AN OFFERING PLAN AVAILABLE FROM SPONSOR-FILE NO. H11-0010. Valencia Bay is designed for residents aged 55 & older, and are intended to meet the exemption under the Federal Fair Housing Act. Prices, terms and features are subject to change without notice and do not include optional features or premiums for upgraded homesite. Photographs may be similar but certain specifications may differ. Nothing herein shall constitute an offer to sell, or a solicitation of offers to buy in New York, New Jersey or any other jurisdiction where such offers or solicitations cannot be made. ©2018 1100-760 Jan Feb 11-15-18



Payroll/pension deduction offers convenience, savings, less stress

The craziness and chaos of the holidays have finally passed, and you realize you've misplaced some bills and accidentally forgot to pay a crucial insurance premium. You wouldn't need to worry about this if you joined the 100,000 NYSUT members already using payroll or pension deduction to purchase NYSUT Member Benefits-endorsed programs.

These members are able to enjoy the convenience and/or discounted premiums that come from using these payment options — while no longer needing to worry about writing checks or dealing with unintentionally canceled policies. In addition, NYSUT members can view those programs they participate in at any time with the "My Program Participation" service available on the Member Benefits website.

Paying your premiums through payroll or pension deduction makes them easier to budget. They are divided into smaller payments deducted from paychecks or monthly pension benefits.

The use of payroll or pension deduction also eliminates the cost of printing and mailing out bills; these savings are passed on to NYSUT members through reduced premiums and/or elimination of service fees for a number of endorsed programs.

Payroll or pension deduction is currently available for term life/level term life insurance;

disability insurance (payroll deduction only); auto insurance; homeowners/renters/boatowners insurance; personal excess liability (umbrella) insurance; catastrophe major medical insurance (not available to new applicants); dental plan; vision plan (pension deduction only, no additional discount for this program); financial counseling program; legal service plan; ID Watchdog; Purchasing Power (payroll deduction only); MetLife Long-Term Care Insurance (not available to new applicants); and WrapPlan® II Universal Life Insurance (no additional discount for this program).

How to Get Started

Select your preferred payment option at the time of application for any of the eligible plans. If you select payroll or pension deduction, you will need to complete the appropriate authorization card and return it with your application.

If you already participate in any of these programs and pay the premiums directly by personal check, you can convert your payment to payroll or pension deduction when your premium is up for renewal as long as these payment options are available.

When you receive your premium renewal notice, mail it along with a signed payroll or pension deduction authorization card (included in your notice) to the address indicated on the notice; if the card is not included, contact

Member Benefits and ask for the appropriate card.

Do NOT send any payment! Member Benefits will be notified of the change and advise your employer or retirement system to begin your deductions.

Are You Eligible?

Payroll deduction is available to eligible* members of any local association that has made arrangements with its employer. Pension deduction is available to retirees* collecting a monthly pension benefit from the New York State Teachers' Retirement System, New York City Teachers' Retirement System, New York State Employees' Retirement System, or New York City Board of Education Retirement System. It's also an option for retirees who receive income from a monthly lifetime annuity from TIAA.

For more information about payroll/pension deduction or Member Benefits-endorsed programs, visit **memberbenefits.nysut.org** or call 800-626-8101.

**You must have an active NYSUT membership as an in-service or retiree member in order to participate in payroll or pension deduction of NYSUT Member Benefits-endorsed programs.*

For information about this program or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

IT'S WHAT WE DO

Meaghan Palmer, Morrisville-Eaton Faculty Association

In Central New York, where Route 20 cuts a path through the rolling hills and dairy farms, the winter wind can be fierce and snow banks high.

Not every student has sufficient clothing to keep out the cold. Food insecurity is also a concern — in the Village of Morrisville, there is no longer a grocery store.

But clothes and food for the taking can be found inside the local high school, thanks to the efforts of concerned history teacher Meaghan Palmer. Here in the Morrisville Clothes Closet, students can find donated shirts, pants, coats, new socks and new underwear for themselves and their families. The Clothes Closet is set up like a store with racks by type and size. The students who use the shop for themselves are also asked to bring in a list of sizes and need for family members.

The shop is a direct social justice zipline for adolescents and teenagers.

"When you go home and don't know where your next meal is coming from, or where you're sleeping, global studies is not so important," Palmer said. "The task is to address those issues first."

Daily help is available through the Clothes Closet, and there are boosts for long weekends and holidays.

Palmer began her project seven years ago by gathering boxes of donated clothes in the back of her classroom, which soon overwhelmed the space.

Other educators who contribute to the success of the project include Lisa Lopez, Cadi New and Susan Yancey. All of them belong to the 67-member Morrisville-Eaton Faculty Association.

The faculty union addresses families struggling economically, and other issues affecting the school community, through its union-driven, schoolwide "7 plus 1" initiative. Seven educators, including Palmer, and the superintendent meet once a month to hash out problems and progress.

To identify students in need, Palmer works with Shelly Kempton, a social worker and FA member; school nurse Cathy Navin, a Morrisville-Eaton Educational Support Personnel Organization member; and guidance counselors and FA members Michele Cesta and Janine Anderalli.

"It's really important we all sit down and work together," Palmer said.

To read more about Palmer's story, visit **www.nysut.org/itswhatwedo**.

On the job and in the community, NYSUT members make a difference.



SUBSCRIPTIONS MADE EASY!

As a member of the AFT, you have access to hundreds of popular magazines at exclusive prices, and your subscriptions will be hassle free. Whether shopping for yourself or the perfect gift, you'll never deal with multiple publishers. Orders, renewals, and payments can all be taken care of in one easy place.

SHOP THESE BEST-SELLING MAGAZINES FOR TEACHERS!

ARCHITECTURAL DIGEST	\$29.95
BETTER HOMES & GARDENS	\$14.97
CONSUMER REPORTS	\$30.00
DISCOVER	\$19.95
THE ECONOMIST	\$152.00
GOOD HOUSEKEEPING	\$8.00
HEALTH	\$10.00
NEW YORK	\$49.97
POPULAR SCIENCE	\$15.97
READER'S DIGEST	\$15.00
SMITHSONIAN	\$26.00
VANITY FAIR	\$24.00



YOUR AFT PRICE: \$12
COMPARE AT \$30



NOW JUST \$40 PER YEAR!
COMPETITION'S PRICE: \$121.37



YOUR PRICE: ONLY \$16!
OTHERS PAY: \$39

MORE GREAT TITLES TO CHOOSE FROM!

The Atlantic Monthly	\$24.95	Highlights for Children	\$39.99	Real Simple	\$15.00
Bon Appétit	\$18.00	HGTV Magazine	\$19.99	Redbook	\$10.00
Car & Driver	\$12.00	House Beautiful	\$14.00	Shape Magazine	\$24.00
Condé Nast Traveler	\$12.00	InStyle	\$12.00	Southern Living	\$11.00
Cooking Light	\$11.00	Kiplinger's Personal Finance	\$14.97	Sports Illustrated Kids	\$15.00
Country Living	\$15.00	Marie Claire	\$12.00	Sunset	\$11.00
Elle	\$14.00	Men's Journal	\$14.95	Town & Country	\$15.00
Entertainment Weekly	\$20.00	Money	\$8.00	Travel & Leisure	\$9.00
Family Circle	\$15.00	O, The Oprah Magazine	\$15.00	Us Weekly	\$67.08
Field & Stream	\$10.00	Outdoor Life	\$10.00	Woman's Day	\$12.00
Food & Wine	\$9.00	Outside	\$24.00		
Food Network Magazine	\$18.00	Parents	\$9.97		
Forbes	\$29.95	Popular Mechanics	\$15.00		
Fortune	\$20.00	Rachel Ray Every Day	\$24.00		
Golf Digest	\$15.97	Ranger Rick	\$24.95		
Golf Magazine	\$8.00				
GQ	\$15.00				
Harper's Magazine	\$24.97				



AFT PRICE: JUST \$69.99

3 EASY WAYS TO ORDER:

1. **CALL** 800-877-7238
2. **VISIT** WWW.BUYMAGS.COM/AFT
3. **MAIL** THE FORM BELOW

Publication Name	Price
Total	

START SAVING TODAY!
Mail this form to:
AFT Subscription Services
PO Box 830460
Birmingham, AL 35283

Name _____
Address _____
City _____ State _____ Zip _____
Email _____

- Please bill me**
- Check** enclosed payable to: **AFTSS**
- For a Gift?** Attach recipient's name, address, and a message.

A SUBSCRIPTION IS A GIFT THAT LASTS ALL YEAR!
Subscription prices are for one-year term

Optional retirement system membership

If you work for an employer that participates in the New York State and Local Employees' Retirement System (ERS), you may be required to join ERS (mandatory membership) or you may choose to join (optional membership).

Membership is mandatory for permanent, full-time, 12-month employees earning at least the current New York State minimum wage. If you work part-time, or less than 12 months per year, your membership is optional, and you can speak to your employer about enrolling. School employees who work full-time on a 10-month schedule are optional members. However, if you already have an ERS membership from previous public employment, your participation in ERS is mandatory.

If your membership is optional and you haven't joined yet, you should know that there are many advantages to joining. Eligible members can secure a monthly pension benefit for life and have access to death and disability benefits.

New ERS members belong to Tier 6. As a Tier 6 member, you contribute a specific percentage of your earnings, which help fund your pension. These contributions are not savings or annuities, and do not determine the amount of your pension. You may borrow against your

In every issue, State Comptroller Thomas P. DiNapoli, administrative head of the New York State and Local Employees' Retirement System (ERS) and trustee of the Common Retirement Fund, provides information on the System, which delivers retirement benefits to many NYSUT School-Related Professionals and other support staff. If you are an ERS member with a question of general interest, email united@nysutmail.org.

For immediate assistance, call the ERS Contact Center toll-free at 866-805-0990 or 518-474-7736 in the Capital District.

contributions, but loans must be repaid within five years to avoid tax consequences. If you leave public employment before vesting, you can withdraw your contributions, plus interest, or roll them into another retirement savings plan.

As a Tier 6 member, you'll be eligible for a pension when you reach retirement age and have at least 10 full years of service credit.

ERS offers members an easy self-service account management tool, *Retirement Online*. Learn more at www.osc.state.ny.us/retire/retirement_online/customers.php.

For more information on Tier 6, visit www.osc.state.ny.us/retire/publications/vo1530/index.php. You can learn more about pension benefits and the latest retirement news by subscribing to our blog, *New York Retirement News*, or by following our Facebook and Twitter accounts. If you have any questions about joining, contact us using our secure email form at www.email.NYSLRS.com.

NYSUT ERS consultants

Most NYSUT School-Related Professionals* belong to the New York State and Local Employees' Retirement System (ERS). NYSUT ERS consultants are available to help SRP members navigate the retirement system. Consultants can answer questions, provide forms and help members contact the ERS. Contact any one of our consultants for assistance.

Trudi Davis • 914-592-4411
troers@nysutmail.org

Kathy Hine • 585-454-5550, ext. 144
rochers@nysutmail.org

Patti Lennon • 516-496-2035, ext. 324
nroers@nysutmail.org

*Note: Certified teaching assistants belong to the state Teachers' Retirement System (TRS).

Your NYSTRS benefits profile has shrunk

Q: I received my 2018 New York State Teachers' Retirement System benefit profile in November and noticed it's considerably smaller. Why the change?

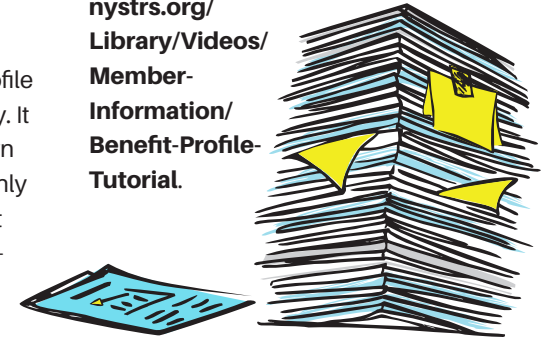
A: The NYSTRS benefit profile has shrunk considerably. It now tops out at four pages, down from 12 or more, and includes only the figures and descriptions that members identified as most critical. If you have a MyNYSTRS account, and elected to receive an electronic version, you can access your benefit profile online.

Issued annually, the benefit profile includes service, salary and beneficiary information. Depending on your membership status and eligibility, it also includes service retirement, disability and death benefit projections, and a summary of contributions and loan information.

It's important to review your profile annually to ensure your service and salary data are reported correctly — both are major components of your retirement benefit calculation.

If you find errors, contact your employer and request they submit a correction to NYSTRS. For an overview of the new benefit profile, visit

<https://www.nystrs.org/Library/Videos/Member-Information/Benefit-Profile-Tutorial>.



Q: Since it's the start of the new year, I'm reviewing my retirement portfolio. What information should I check?

A: To start, make sure your beneficiary information is correct. Check names for misspellings or changes, update any new addresses and ensure your beneficiaries are listed in the proper order. Check your own name and address as well; incorrect listings can cause unnecessary benefit delays. Use your NYSTRS benefit profile to check the accuracy of your service and salary information.

If you haven't already done so, the new year is also a good time to set up a MyNYSTRS account at www.nystrs.org, so you can quickly and easily access your retirement information. Lastly, if you have any prior service credit, the start of the new year is a good time to claim it. Call 800-348-7298, ext. 6030 for information.

NYSUT TRS consultants

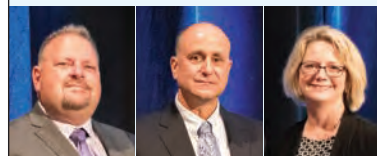
TRS members with questions may call your teacher-members on the New York State Teachers' Retirement System Board of Directors:

David Keefe • 516-741-1241
(Retiree Representative)

Paul Farfaglia • 315-431-4040
pfarfagl@nysutmail.org

Sheila Sullivan Buck
585-454-5550
sbuck@nysutmail.org

Ronald Gross • 631-273-8822
rgross@nysutmail.org



DID YOU KNOW?

Ronald Gross was elected to a three-year term on the New York State Teachers' Retirement System Board of Directors in November.



Advance your career

With NYSUT ELT:

- learn research-based, classroom tested, methods in our seminars and/or graduate courses;
- meet certification requirements; and
- collaborate with fellow educators across New York state — online or site-based!

Your choice. Your professional learning.



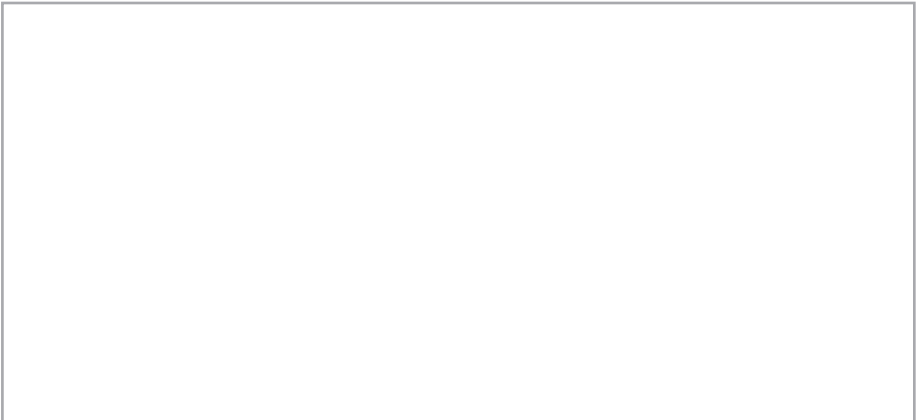
Register:

<http://elt.nysut.org> • 800.528.6208

NYSUT members receive a 33% discount off of tuition for graduate courses. ELT is now a CTLE provider and many courses are applicable for NYSED Certification.



NYSUT represents teachers, school-related professionals, higher education faculty, professionals in education, human services and health care, and retirees.



WE ANSWERED

57,000

member calls last year.

Do YOU have a question for us? We are ready to assist you.

- ✓ Saving you money
- ✓ Protecting your family
- ✓ Helping you plan for the future

The Power of the Union

memberbenefits.nysut.org • 800-626-8101