

NYSUT UNITED

A UNION OF PROFESSIONALS

www.nysut.org | March/April 2018

STICKING WITH OUR UNION

WNY locals say: We're
100 percent all in!
Are you?



100% all in
NEW FANE
TEACHERS!
OUR VOICE, OUR VALUES
UNION

I'M STICKING
WITH OUR
UNION
nysut
A Union of Professionals

I'M STICKING
WITH OUR
UNION
nysut
A Union of Professionals

THIS ISSUE OF NYSUT UNITED CONTAINS IMPORTANT INFORMATION REGARDING CHANGES TO THE MEMBER BENEFITS PROGRAMS. YOU SHOULD READ AND RETAIN THIS ISSUE FOR FUTURE REFERENCE.

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
First Vice President/Secretary-Treasurer:
J. Philippe Abraham
Second Vice President/Acting Executive Director:
Paul Pecorale

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 DeLutro (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, Frederick Kowal, Martin Messner, Michael Mulgrew, Andy Pallotta, Paul Pecorale, Adam Urbanski

NEA DIRECTORS:

Andrew Sako, Serena Kotch (interim)
Alternate Director: Sue Raichilson

Executive Committee members are underlined.

Director of Communications:

Damien LaVera

Editor-in-Chief: Mary Fran Gleason

Copy Desk Chief: Clarisse Butler Banks

Assistant Editors/Writers:

Leslie Duncan Fottrell, Liza Frenette, Ned Hoskin, Sylvia Saunders, Kara E. Smith, Matt Smith, Andrew Watson

Photo Editor: J. El-Wise Noisette

Lead Designer: Dana Fournier

Art and Production: Nicole Clayton

Advertising: Lori DiVeglia

Online Communications

Coordinator: Bryan Thomas

Editorial Support: Julie Bull, Julie Malec

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 United* 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: For questions about advertising, email Lori DiVeglia at ldivegli@nysutmail.org or call 518-213-6000, ext. 6264 or 800-448-4ADS.

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:



Breakfast After the Bell: Start smart. Finish smarter.



The first generation of Breakfast After the Bell students have successfully navigated from kindergarten through 12th grade.

Bring Breakfast After the Bell to your school today!

Her future looks bright!

breakfasteveryday.org



AMERICAN DAIRY ASSOCIATION NORTH EAST



Diploma

Look at these facts:

- 46% increase in attentiveness
- 87% participating principals recommend the program
- 1.5 fewer absences per student
- 20% increase in graduation rates
- 17.5% higher math test scores
- 33% reduction in tardiness

©2017 ADANE



Meet School Me, NEA's new online tool for educators

School Me — neatoday.org/schoolme — is a new web-based resource from the National Education Association, one of NYSUT's national affiliates, to help new and early educators grow into seasoned professionals.

Blogs and podcasts feature real stories from educators, derived from their own unique experiences, and NEA resources provide advice on how to navigate this dynamic profession. School Me's DIY, social-friendly videos offer step-by-step visuals of how to create fun and quick classroom activities for students. Monthly webinars are designed to share resources and training on a variety of education topics.

School Me content is available via NEA Today's Facebook, Twitter, Instagram and Pinterest, as well as on www.neatoday.org. You can also subscribe to the School Me podcast on iTunes.

If you or someone you know would like to become a contributor, encourage them to submit ideas to newedsubmissions@nea.org.

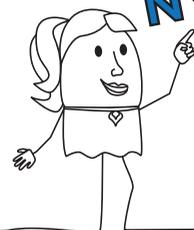
Online seminar on disability awareness tailored to SRPs

NYSUT's Education & Learning Trust offers a new online seminar for School-Related Professionals who have important roles with students with disabilities and who might work closely with one student with severe disabilities or multiple students with less severe disabilities.



"Disability Awareness," ELT's three-hour online seminar, will help SRPs gain a general understanding of the Individuals with Disabilities Education Act (IDEA), characteristics of disabilities and key concepts related to the education of students with disabilities. The seminar is relevant whether an SRP works with students in the special education classroom, on the bus, in the cafeteria, on the playground, etc. Participants will refine their skills and knowledge by experiencing what it is like to have a disability and then apply this information as they identify strategies to improve student learning and behavior specific to the students they support.

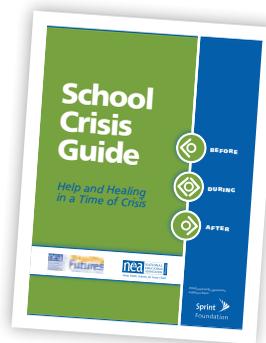
The course is \$25. Register online today at www.nysut.org/elt.



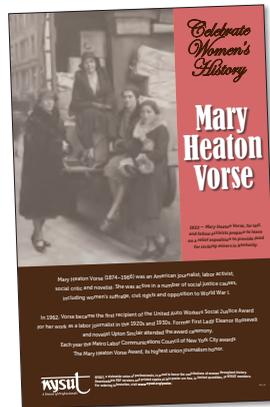
FREE STUFF ON
NYSUT.ORG

Helping students, educators heal after violence, tragedy strikes

The National Association of School Psychologists offers a variety of free resources to help students cope with traumatic events and national tragedies. They contain methods to help students who are continually hearing about senseless gun violence in or near schools and are scared about their safety. Visit www.nasponline.org.



The National Education Association also has resources available for help and healing during times of crisis. The Healthy Futures School Crisis Guide is a step-by-step resource, created by educators for educators, that can make it easier for union leaders, school district administrators and principals to keep schools safe — before, during and after a crisis. Download the guide at <http://healthyfutures.nea.org/wpcproduct/school-crisis-guide/>.



Women's history poster features Mary Heaton Vorse

NYSUT celebrates Women's History Month in March — with a free poster highlighting Mary Heaton Vorse (1874–1966) an American journalist, labor activist, social critic and novelist. She was active in a number of social justice causes, including women's suffrage, civil rights and opposition to World War I.

In 1962, Vorse became the first recipient of the United Auto Workers Social Justice Award for her work as a labor journalist in the 1920s and 1930s. Former First

Lady Eleanor Roosevelt and novelist Upton Sinclair attended the award ceremony.

Each year the Metro Labor Communications Council of

New York City awards *The Mary Heaton Vorse Award*, its highest honor for union journalism.

For print and downloadable PDF versions of this poster, and others, visit www.nysut.org/posters.



COMING UP

March 5–6

NYSUT Committee of 100 advocacy, state Capitol

March 6

NYSUT Board Executive Committee meets, Albany

March 9–11

Somos el Futuro Conference, Albany

April 1

State budget due

April 20

National Day of Action Against Gun Violence in Schools

April 21

Professional Issues Forum on Health Care meets, Latham

April 25

NYSUT Board Executive Committee meets, Buffalo

April 25

NYSUT Board of Directors meets, Buffalo

April 26

NYSUT Local & Retiree Council Presidents Conference, Buffalo



April 27–28

NYSUT Representative Assembly, Buffalo

On the cover

From left, Lisa Gretz, Nicole Dopp and Rebecca Seelbinder, members of the Newfane TA.

Cover photo by Dennis Stierer.

Cover design by Dana Fournier.



DENNIS STIERER

When '1-2-1' equals 100

Members across the state say 'I'm sticking with our union'

By NED HOSKIN
nhoskin@nysutmail.org

With *Janus v. AFSCME* — the largest threat to working people — now in the hands of nine U.S. Supreme Court justices, the growing voice of union members is undeniable — no matter the legal outcome, they're

sticking with our union.

The commitment to defy the relentless assault by anti-union agendas is evident in every corner of the state — from the thousands of union members who rallied in New York City and Buffalo for a Day of Action in late February to the union “ambassadors” who continue to engage their colleagues in meaningful conversations about union solidarity.

“Brothers and sisters we are at a crossroads where the billionaires are trying to tell us what to think and what to do,” NYSUT President Andy Pallotta told the crowd at the Day of Action in Mahattan’s Foley Square. “They think they are going to silence us. They are so wrong!”

The ambassadors’ “1-2-1” — one-to-one — conversations with members to build engage-



EL-WISE NOISETTE

■ NYSUT President Andy Pallotta, above, and Executive VP Jolene T. DiBrango, right, energize the crowd of unionists with messages of strength and solidarity at a Day of Action in Manhattan.



EL-WISE NOISETTE



DANA FOURNIER

■ Above: Proving that “1-2-1” conversations really work, every member of the Newfane Teachers Association in Western New York recommitted to their union.

ment are certainly proof.

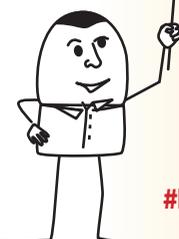
In Western New York, all 134 members of the Newfane Teachers Association signed a new union membership card, renewing their commitment to their local, to NYSUT and to the labor movement.

“Here in Newfane, we have a strong union history, and our members know and value what the union does for them,” said Newfane TA President Henri Kursten.

The ambassadors quickly learned that “when you speak with members one-to-one, they want to take the time and they appreciate the chance to share their views,” he said.

Newfane’s neighbors and crosstown sports rivals in Wilson have done it, too. The 116-member Wilson TA, led by President Meg

■ From left: Faculty Association of Suffolk Community College’s Cynthia Eaton, left, joins NYSUT members, right, in Manhattan to mark the Working People’s Day of Action.



NYSUT’s Janus Action Page has many tools to help you spread the word. Visit www.nysut.org/janus and share on social media with the hashtag [#ImStickingWithOurUnion](https://twitter.com/ImStickingWithOurUnion)

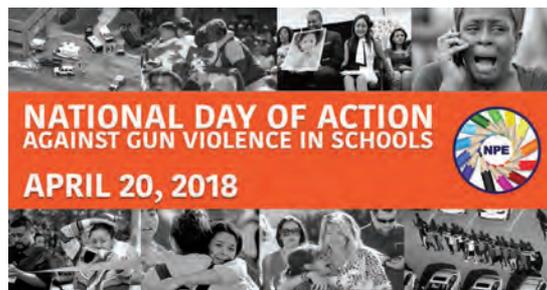
Take action! Keep our schools safe

The time to act is now.

NYSUT is joining its national affiliates — the American Federation of Teachers and National Education Association — and the Network for Public Education for a National Day of Action Against Gun Violence in Schools on April 20 — the anniversary of the shootings at Columbine High School in 1999.

“We are united in our commitment to ensuring that every school is a sanctuary for teaching and learning, and is a safe, nurturing environment for all,” said NYSUT President Andy Pallotta.

Since Columbine, 136 students and educators have been killed in shootings at schools, including the 17 students and educators who were victims of the mass shooting in February at the Marjory Stoneman Douglas High School in Parkland, Fla.



Students, parents, educators and their supporters are wasting no time in making their feelings clear: schools must be safe learning environments. Candlelight vigils, rallies and school walk-ins are being planned for the Day of Action to send a strong message to state and federal lawmakers that their failure to enact rational gun laws is inexcusable.

Educators are also encouraged to wear orange on March 14 — the Women’s March has announced a National School Walkout. Students plan to walk out of their schools for 17 minutes to honor the lives lost in Parkland.

Students from around the country will converge on Washington, D.C. on March 24 to call for an end to gun violence against our students and educators on school campuses. NEA and AFT plan to provide support for the students.

You can also help the students, families, educators and staff at Stoneman Douglas High School and the surrounding school community by donating to AFT’s Disaster Relief Fund — www.aft.org/broward-relief. Your contribution will go directly to providing resources and support for the those affected by this recent tragedy in Florida.



DENNIS STIERER

■ The Wilson TA is “100 percent all in” after all 116 members recommitted to their union and signed their membership cards.

Thompson, is 100 percent all in.

“The Western New York region has met the task of re-carding our membership with a swift and serious effort,” said Joe Najuch of Newfane, a member of the NYSUT Board of Directors. “There is no doubt that the training and workshops offered by the regional office, promoting the one-to-one conversations, have helped the Newfane and Wilson TAs achieve and preserve 100 percent membership.”

Their success is being repeated in every corner of the state. The Laurens TA and the South Kortright SRP unit in the Southern Tier recently reached 100 percent, as did the Little Flower

TA in Suffolk County on Long Island. Is your local at 100 percent? Are you sticking with our union?

In addition to the efforts of the ambassadors, hundreds of union members stepped up last summer, in the fall, and this winter to join NYSUT’s Member Organizing Institute (MOI), a massive door-to-door, union-building activity that reaches members at home. Regional MOI trainings have drawn overflow crowds in Central New York, the North Country, the Hudson Valley and every borough of New York City.

“This is crucial work that connects members with the union in a very personal way,” said NYSUT Second

Vice President Paul Pecorale.

Janus v. AFSCME “is the latest in a series of attacks on our voice, our values and our union,” he said.

Essentially, the *Janus* case argues that people who personally benefit from union representation should not have to pay for it. As the transcripts of oral arguments confirm, the billionaires and corporate interests that are bankrolling the case are plotting to erode good wages, health benefits, employment and retirement security.

“What they are not counting on, however, is the strength of NYSUT members and union members everywhere,” Pecorale said. “We have the will and the power to defend and

protect what’s ours.”

Busloads of unionists from the United University Professions and Professional Staff Congress, NYSUT’s higher ed affiliates, traveled through the night to demonstrate outside the U.S. Supreme Court in Washington, D.C., on Feb. 26 when oral arguments in *Janus* were heard.

And a “thunderclap” of epic proportions reverberated throughout cyberspace at noon. The social media blitz generated thousands of tweets and messages simultaneously to millions of social media users. NYSUT connections alone reached more than *one million* friends and followers — an amazing demonstration of the power of our collective voice.

“This is the new reality for our movement, and it must continue,” Pallotta said. “We’re mobilizing to defend our rights. Unions are like a family and we stick together! ... Together, we have the power!”

VOTE-COPE 2018: Continue our momentum

By Ned Hoskin
nhoskin@nysutmail.org

In the spring of 2017, polls showed that many likely voters knew very little about the referendum mandated for that November on whether the state should hold a constitutional convention to rewrite its guiding document.

But the polls also showed that voters, by a 2-to-1 ratio, tended to say, “Sure, why not!?”

Only a massive grassroots education campaign by NYSUT members and what can only be described as a broad-spectrum coalition of unionists and social activists illuminated the dangers such a convention would pose.

Supported by VOTE-COPE, NYSUT’s voluntary political action fund, the momentum grew, the tide turned and the referendum was soundly defeated



when we all work together,” said NYSUT President Andy Pallotta. “We

by more than a 4-to-1 ratio.

“It just shows what we can do

know that everyone in state government knows the labor movement made this happen, and we also know that NYSUT’s VOTE-COPE was key to this success story.”

The 2018 VOTE-COPE campaign calls on NYSUT members to carry on



our tradition of strength. Our future, like never before, is on the line.

In Washington, D.C., and in Albany, we face serious threats — to collective bargaining rights, to tenure, to pensions, and to Social Security and Medicare.

“Last year, you helped defeat a constitutional convention that threatened our futures,” Pallotta said. “You showed that when we stand together, we win.”

VOTE-COPE set a record, again, collecting more than \$10.7 million in voluntary donations in 2017, a 6.4 percent increase.

All eyes are on crucial midterm Congressional elections and state elections in November. And they are laser-focused on the U.S. Supreme Court as it weighs the fate of public sector unions in *Janus v. AFSCME*.

This year, our activism must be bold and decisive. We need to keep our tradition of strength, and the way to do that is through political action.

Let’s keep our tradition going.

NYSUT endorses five in special state votes

NYSUT is backing five candidates in the upcoming April 24 special elections to fill vacancies in the state Legislature: Assembly members Shelley Mayer and Luis Sepúlveda for state Senate seats and Patrick Burke, Harvey Epstein and Ari Espinal for open Assembly seats.

NYSUT President Andy Pallotta praised Assemblyman Sepúlveda, who is seeking the 32nd Senate District seat in the Bronx, as a “friend of public education and labor.” Mayer, who currently represents Yonkers in the state Assembly, is the clear choice to fill the 37th Senate District seat vacated by George Latimer, he said.

“Shelley Mayer knows how to get things done in Albany. She combines a tremendous intellect with the ability to listen and act in the best interests of her community and the entire state,” Pallotta said. “Shelley has been a tireless advocate for public schools and colleges in Westchester County and a lifelong champion of working people.”

Burke, an adjunct professor at Buffalo State and a NYSUT member, is running for the 142nd Assembly District, which covers West Seneca, Orchard Park and slivers of Lackawanna and Buffalo.

“As a county legislator and community activist, Patrick Burke has

been a fighter for the working people in his district. We see him carrying to Albany that same passion and dedication for doing what’s right,” Pallotta said.

Epstein is a tenants’ rights attorney and community activist running for the 74th AD seat on the Lower East Side of Manhattan vacated by the election of Brian Kavanaugh to the state Senate. Espinal, a top aide to former Assemblyman Francisco Moya, is seeking Moya’s open 39th AD seat in Central Queens.

NYSUT’s endorsement carries significant weight. The union makes financial contributions from voluntary

donations to help candidates defray the cost of campaigns. Its extensive phone bank operation — staffed by volunteer political activists — will make tens of thousands of calls between now and the April 24 special election on behalf of endorsed candidates. NYSUT volunteers will also hand out campaign literature, attend rallies and lead a get-out-the-vote effort at the grassroots level, Pallotta added.

“Our members work for — and vote for — those candidates who support the issues they care about, including maintaining quality public schools, colleges and hospitals.”

Our priorities

A state's budget is more than an annual spending plan: it's a statement of our values and priorities. Nothing is more important than to provide New Yorkers with the tools they need to thrive and succeed. That's why it is important for lawmakers to use the budget to declare decisively that education and health care are top priorities.

That's where we come in. We must make our voice and our values loud and clear. Go to NYSUT's Member Action Center – mac.nysut.org – NOW and add your voice. Let's make sure lawmakers hear us and do the right thing.



MAC.NYSUT.ORG



APPR

With changes in state standards and testing on the horizon, now is the time to make significant changes to New York State's teacher evaluation system. Teacher evaluations should be returned to local control with no state mandates. The overemphasis on testing has placed an unfair burden on students. Furthermore, changes in the federal Every Student Succeeds Act eliminates the mandate for testing in teacher evaluations. Teacher evaluations should be used for teacher support and development so students have the best teachers possible.

Special education services

NYSUT opposes any proposal that would allow school districts, BOCES and private schools to petition the State Education Department for flexibility in complying with certain special education requirements. Such action would erode the quality of special ed and diminish the protections these critical resources provide in educating students with disabilities.



Community schools

Community schools are closing the achievement gap; reducing chronic absenteeism, especially due to inadequate health care; reducing grade retention; reducing dropout rates; increasing graduation rates; and increasing student participation in after-school and summer programs. NYSUT urges the Legislature to maintain the \$150 million in existing community school funding and allocate the proposed new \$50 million in Categorical Aid. We also call for the continuation of \$75 million exclusively for struggling and persistently struggling schools.



Specialty schools

Special Act, 853, 4201 and 4410 Schools provide unique and valuable services for students with all forms of disabilities. Additional funding for these schools is needed to maintain and expand services for students, and they should receive funding in keeping with surrounding traditional public school districts. **To learn more, watch our videos at www.nysut.org/specialact.**



SUNY and CUNY

PSC President Barbara Bowen, far left, and UUP President Fred Kowal, representing CUNY and SUNY faculty, respectively, tell lawmakers during a budget hearing that public higher education needs state investment to cover all mandatory costs, estimated to be \$300 million. The Legislature should reimburse campuses for tuition credits (\$65 million at SUNY; \$58 million at CUNY) to help free up funds for reinvestment in the classroom and for new classroom faculty.



School aid

NYSUT President Andy Pallotta, left, during a state budget hearing on K-12 school aid, strongly urges the Legislature to provide an increase of \$1.5 billion to schools to maintain current academic programs and services for students. An additional \$500 million in funding would support struggling schools, meet the needs of ELL students, ensure high-quality professional development, expanded access for college and career pathways and assist districts with growing enrollment. Public schools remain the best investment our state can make and the state must continue to provide the necessary funding to build on the progress that has been made, Pallotta said.

Repeal receivership law

NYSUT calls for a repeal of the Receivership Law, and urges the state to support proven policies to increase student achievement by allowing struggling schools to use realistic, research-based tools, time frames and solutions to properly turn around these schools.



Community colleges

NYSUT urges lawmakers to enact an increase of \$253 per full-time equivalent student. This would move the state closer to fulfilling its statutory obligation to provide 40 percent of operating costs to community colleges. The state should implement a multi-year plan to meet this funding obligation.



SUNY hospitals

As New York braces for draconian changes and cuts to federal health care reimbursement, SUNY's hospitals must be supported and positioned to continue to provide care to all, regardless of a patient's ability to pay. NYSUT urges lawmakers to maintain the state subsidy to these teaching hospitals and keep them open as state public hospitals staffed by unionized public employees.

Charter schools

NYSUT calls for the elimination of school districts' obligation to fund charter schools. This funding should be provided directly by the state. Districts should not be required to fund charter schools first and then wait for reimbursement by the state the following year. NYSUT also calls for critical reforms to make charter management operators more accountable.



Student opportunity programs

NYSUT urges the Legislature to make a strong investment in student financial aid and opportunity programs. This includes updating the Tuition Assistance Program and enacting the DREAM Act.

Increase revenue

NYSUT urges the Legislature to pass a progressive tax plan for the state's highest earners and on corporations, which would raise billions of dollars in new revenue annually to support public education, health care and infrastructure improvements. NYSUT also supports the proposal to treat carried interest, a tax loophole for hedge fund managers and private equity investors, as ordinary income for state tax purposes.



Supports for educators

NYSUT strongly urges lawmakers to allocate \$40 million for teacher centers, the only state-funded vehicle that provides comprehensive, ongoing professional development and support services to educators and School-Related Professionals in all school districts. NYSUT requests funding for the Mentor Teacher Intern Program (MTIP) be increased to \$10 million to provide additional opportunities and support services for new educators. Likewise, funding to support National Board Certification, the highest credential in the teaching profession, should be increased to \$1 million to develop, retain and recognize accomplished educators.



Career and Technical Education

The state should support and expand access to critical CTE programs in BOCES, component districts and the Big 5 school districts. NYSUT fully supports increasing the aidable salary for all CTE programs, including Special Services Aid in the Big 5 school districts since these districts have no ability to raise local revenue and therefore rely heavily on state funds.



Advance your degree in education.

100% online. NYS approved.

Canisius College is the smart move for New York State teachers who want to advance their careers with a new professional certification. Our NYS-approved, CAEP-accredited programs are offered fully online so you can complete your degree on your schedule from anywhere.

Programs include:

- > TESOL (MS & Advanced Certificate)
- > Education Technologies (MS & Advanced Certificate)
- > Educational Leadership (SBL/SDL)
- > Bilingual Education Extension
- > Physical Education
- > Literacy (B-6 & 5-12)

Fall, spring & summer start dates available. Apply today.
canisius.edu/GRADED



Launch or Advance Your Career in Education

Explore graduate programs ranked among the best in the nation by *U.S. News and World Report*.

Initial and professional certification in:

- M.S. Early Childhood Education (Birth-2) with Bilingual Education Extension Option (initial, professional)
- M.S. Childhood Education (1-6) with (initial, professional) Bilingual Education Extension Option
- Middle School Extension (7-9, Math, Science, English)
- M.S. Adolescence Education Professional Certification (7-12, Math and Science)
- M.A.T., Adolescence Education, initial (7-12, Biology, Chemistry, Physics, Math, English, Social Studies)
- M.S. School Counseling with Bilingual Education Extension
- Adv Diploma, School Leadership and Technology (Building and District Level Certificate)
- M.S. Instructional Technology
- School Counseling
- School Leadership and Technology (Building/District)
- STEM Education (Advanced Certificate)

Call 516.686.7777 or visit nyit.edu/education



School of Interdisciplinary Studies & Education

THE FUTURE IS OURS™

SHAPE THE FUTURE OF EDUCATION

with a Master of Education in Teaching and Learning

Professional educators, this is your chance to advance. Learn the latest educational theories and practices so you can create innovative learning communities for a diverse array of learners.

36-credit program

- Offered completely online
- In partnership with NYSUT's Education and Learning Trust (ELT)

apply by
JUNE 1, 2018
 for fall term 2018

learn more:
 877-285-0360
esc.edu/MEDTL2



SUNY EMPIRE STATE COLLEGE



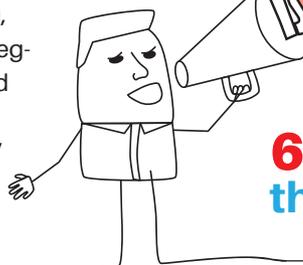
Time to make voting in NYS easier, simpler

By **Matt Smith**
msmith@nysutmail.org

NYSUT is urging the state Legislature to implement early voting and other initiatives that would make voting easier and increase turnout.

Let NY Vote — a campaign backed by labor unions, good-government, nonprofit, civil- and immigrant-rights, and clergy groups — wants lawmakers to adopt early voting and other poll-access initiatives as part of the 2018-19 state budget. More than three dozen states and the District of Columbia already have some form of early voting. The coalition says the state's outdated election rules are, at least in part, why only 29 percent of New York State's eligible population voted in the last statewide election.

"It's long past time for the state to make voting more convenient for New Yorkers through early voting, automatic registration and electronic poll books," said NYSUT



President Andy Pallotta. "New York should join the 37 other states that have already taken these steps — and others — to make the actual voting process simpler and easier."

So far the coalition has been successful — the nearly 20,000 petition signatures and editorial board support from the *New York Times* convinced Cuomo to add \$7 million in funding to his executive budget proposal. The aid would support the plan and help counties pay for opening polls early.

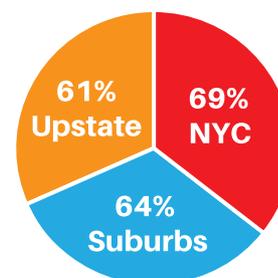
More than 100 activists holding signs that read "No One Should Have to Choose Between their Job and Their Vote" and "Vote Early — Save Democracy" recently rallied at the state Capitol in support of early voting, same-day registration and other measures to increase voter participation.

65% of all New Yorkers NO MATTER WHERE THEY LIVE think New York State should have early voting



MATT SMITH

Advocates swarm the Million Dollar Staircase at the state Capitol to call on lawmakers to update the state's voter laws to allow early voting, among other reforms.



— Siena Research Institute poll, 2018

Abraham elected Secretary-Treasurer

J. Philippe Abraham, NYSUT's first vice president, was elected to the office of secretary-treasurer on Feb. 9 in a special election held by the NYSUT Board of Directors to fill the vacancy left by Martin Messner. Messner resigned from the position in November.

As secretary-treasurer, Abraham will oversee the union's financial management. He will continue to lead NYSUT's social justice initiatives

as well as serve on the board of the NYSUT Member Benefits Trust.

Installed as first vice president in April 2017, Abraham is NYSUT's first higher education member to serve as a statewide officer. Abraham is an at-large representative for higher education on the National Education Association's Board of Directors and a vice president of the American Federation of Teachers. He came to NYSUT after serving for six years as the elected statewide vice president for professionals of United University Professions, which represents SUNY faculty and staff.

Fraternity honors NYSUT officers



EL-WISE NOISETTE

NYSUT President Andy Pallotta, left, and First Vice President/Secretary-Treasurer J. Philippe Abraham are honored by Alpha Phi Alpha during the NYS Association of Black and Puerto Rican Legislators caucus this winter.

Advance Your Teaching Career With A Graduate Program From The School of Education At St. Thomas Aquinas College

The School of Education Graduate Programs

MSEd Programs

The Master of Science in Education programs are designed for practicing teachers.

Literacy; Special Education;
Special Education with Autism (hybrid).

MST Programs

The Master of Science in Teaching Programs are designed for career changers or graduates who have earned their degrees in areas other than education.

Childhood Education; Childhood and Special Education;
Adolescence Education; Adolescence and Students with Disabilities;
Art Education; Art Education and Students with Disabilities.

Certificate Programs

Autism (online); Literacy; Special Education.



NCATE
The Standard of Excellence
in Teacher Preparation

Anne Marie Gwizdak, BSEd/MSEd
St. Thomas Aquinas College
Middle School Teacher
(Bergen County, NJ)

GRADUATE INFORMATION SESSION

Thursday, March 22, 2018 at 5:30pm

REGISTER ONLINE at
www.stac.edu/graded

 **ST. THOMAS AQUINAS COLLEGE**

NYC METROPOLITAN AREA | 845.398.4100 | www.stac.edu
A U.S. News & World Report Top-Tier Institution

WNY charter school union joins NYSUT

Educators at the Global Concepts Charter School in Lackawanna, seeking better pay and a voice in the day-to-day decisions that affect students and staff, have voted to unionize and affiliate with NYSUT.

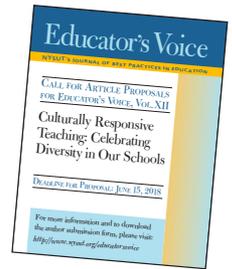
The 99 teachers and other professionals at Global Concepts voted overwhelmingly last year to organize and form a union — the Global Concepts Charter School Teachers Association. The NYSUT Board approved the affiliation request in February.

“Like so many workers, educators at this charter see the value in joining together in a union to collectively seek higher wages, better health insurance and improved working conditions,” said NYSUT President Andy Pallotta. “NYSUT is looking forward to being a partner with Global Concepts’ educators — and the charter board — in improving conditions for teaching and learning, while also helping to stabilize operations at the school.”

Global Concepts is the ninth charter school in Western New York to be affiliated with NYSUT, which represents about three dozen charters statewide. Negotiations for a first contract are already underway.

Educator’s Voice seeks proposals

Do you have a project or practice that works well in your classroom? Here’s an opportunity to write about it, and to become published in our member journal.



Educator’s Voice

is NYSUT’s Journal of Best Practices in Education. Published annually, it is created by our members for our members. We are currently seeking article proposals for the 2019 edition, “Culturally Responsive Teaching: Celebrating Diversity in Our Schools.” Go to www.nysut.org/educatorsvoice for information on how to submit a proposal.

To view past editions and watch videos featuring published members, visit www.nysut.org/resources/special-resources-sites/educators-voice. Watch upcoming issues of *NYSUT United* for information on the 2018 edition, “Family Engagement and Community Partnerships.”



JENNA SCHUH
Touro Graduate School of Education, '08 & '16
Associate Principal | ASHAR, New City, NY

A graduate degree in education from Touro College is a lesson plan for success.

At Touro’s Graduate School of Education, we focus on one career path—yours. Enroll in one of our graduate programs* and we’ll prepare you for what comes next: your success.
Education and Special Education • Teaching Literacy • Mathematics Education • School Leadership
Instructional Technology • TESOL and Bilingual Education • School Counseling

➔ Visit gse.touro.edu for our Open House schedule
For more information or to apply, contact 212.463.0400 ext. 5837 or info.gse@touro.edu

 **TOURO COLLEGE
GRADUATE SCHOOL OF EDUCATION**
Where Knowledge and Values Meet

Touro is an equal opportunity institution. For Touro’s complete Non-Discrimination Statement, please visit: www.touro.edu

A co-worker with a grudge lodges abuse complaints against an experienced special education teacher. Administrators want the teacher fired.

could
THIS
ever
HAPPEN to
YOU?



As a member of a NYSUT local union, you are entitled to free legal representation from a NYSUT attorney should you ever face discipline or discharge. Here's how one member was helped. Any identifying information has been changed to protect the NYSUT member's identity.

The background

Within a four-month period, education administrators brought two discipline cases against special education teacher Jane Smith. Though a co-worker was found to be an unreliable witness in the first case, administrators pursued a second case based on the same co-worker's complaint.

The accusation — first case

For more than 20 years, Smith taught special education classes effectively at an elementary school. She never had any disciplinary issues. Then in 2016-17 Smith was assigned to work with a less-experienced teacher aide, who immediately exhibited a disrespectful attitude toward Smith and her proven ways of teaching.

The aide lodged a complaint against Smith, alleging she caused a crying student to hyperventilate and made abusive comments to the aide. Based on this complaint, administrators initiated Education Law § 3020-a charges against Smith seeking her termination.

Due process — first case

A staff attorney in NYSUT's Office of General Counsel represented Smith in the 3020-a hearing. After hearing testimony from five witnesses, the hearing officer dismissed all charges against Smith.

One staff member who testified on Smith's behalf corroborated that Smith appropriately addressed the student's conduct. The hearing officer determined that this testimony refuted the aide's assertion that Smith

mishandled the situation. The hearing officer credited the testimony of Smith and her supporting witness — two trained educators with a history of interacting with the student — in concluding that they would not have subjected the student to an unsafe environment. Further, the hearing officer recognized that Smith followed written protocols for addressing this type of situation.

The hearing officer also found that a verbal exchange between Smith and the aide did not justify discipline. The hearing officer noted that the conversation did not disrupt the classroom environment and did not negatively impact any students.

The second case

Four weeks after the first case was dismissed, administrators brought a second 3020-a case against Smith, seeking her termination for an alleged incident in the same school year. These charges alleged that Smith placed her hand over a student's mouth during an exam.

Another attorney in NYSUT's Office of General Counsel represented Smith at the second 3020-a hearing. A co-worker, who had testified in the first 3020-a case, claimed that Smith put her hand over the student's mouth when the student failed to respond to staff requests to read the exam silently in his head. The hearing officer found that the co-worker was not credible, based on her inconsistent statements and bias toward Smith. In comparison, the hearing officer found Smith to be extremely credible.

Smith testified that she first demonstrated the quiet sign on her lips and then used her pointer finger to demonstrate the sign on the student's lips. Smith explained that she used a visual sign because the student was a visual learner. Smith's account was corroborated by the student, who told investigators that Smith had put only one finger on his mouth to demonstrate a quiet sign.

Because of her rights as a union member, and her access to legal representation from NYSUT's legal team, Smith was completely exonerated and a terrible injustice was prevented.

Post script

As a longtime leader in her union, Ms. Smith was aware of the possibility of disciplinary action, but it wasn't until she got a new principal did she begin to realize that the possibility was becoming a reality for her. She knew tenure meant due process and found her NYSUT attorneys to "be very knowledgeable and competent." In fact, she "felt confident that the union had chosen the best people to represent its members."

Celebrating 20 Years of Online Education

Ranked #6 of Best Online Graduate Education Programs in the Nation

U.S. News & World Report 2017



Online programs available in:

- TESOL
- Secondary Special Education
- Reading
- Instructional Technology
- Curriculum
- Computing Education
- Early Childhood Education



UNIVERSITY
AT ALBANY
State University of New York

www.albany.edu/education/online.php

School of
Education

The **POWER** of NIAGARA

21st-century Degree • Mentors for the Mind and Heart
Beyond the Ridge • World Ready • Purple Pride

Advance Your Career Today
Master's Degrees and Advanced Certificates
Available 100% Online

Flexible full- or part-time scheduling for working teachers, with reduced tuition.

Special Education

- Special Education 1-6 (Master's Degree or Advanced Certificate)
- Special Education 7-12 (Master's Degree or Advanced Certificate)

Educational Leadership

- Master of Science in Educational Leadership (SBL and SDL)
- School Building Leader (Advanced Certificate)
- School District Leader (Advanced Certificate)
- School District Business Leader (Advanced Certificate)

Develop your leadership potential
and expand your skills with Niagara
University's fully online programs!



NIAGARA
UNIVERSITY

www.niagara.edu/advance
800.462.2111 • grad-ed@niagara.edu

Because **pets are family, too.**

Get a quote on **Nationwide® pet insurance** in the month of April for your chance to win a **\$25 Amazon.com gift card.***



Endorsed by:



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

*One winner of a \$25 Amazon.com Gift Card will be randomly selected each week during the month of April 2018. Four chances to win. Amazon.com is not a sponsor of this promotion. Except as required by law, Amazon.com Gift Cards ("GCs") cannot be transferred for value or redeemed for cash. GCs may be used only for purchases of eligible goods at Amazon.com or certain of its affiliated websites. For complete terms and conditions, see www.amazon.com/gc-legal. GCs are issued by ACI Gift Cards, Inc., a Washington corporation. All Amazon, TM & © are IP of Amazon.com, Inc. or its affiliates. No expiration date or service fees. Offer begins April 1, 2018 and ends April 30, 2018 at 11:59 p.m. Pacific Time. No purchase necessary. Limit one (1) Gift Card per member randomly selected per week. Total of 4 Amazon.com Gift Cards will be sent via electronic mail. This promotion is only valid for members who are eligible for voluntary benefits with the partnered company. Winners will be announced at the end of the promotional period. All prize details will be determined by Sponsor in its discretion. All expenses and costs associated with the acceptance or use of the prize are the responsibility of the winner.

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 (2016); National Casualty Company (all other states), Columbus, OH, an A.M. Best A+ rated company (2016). 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. ©2018 Nationwide. 18GRP5348A



Nationwide®
is on your side

Recovery efforts continue in Puerto Rico, U.S. Virgin Islands

Locals, schools step up to answer the call

By Liza Frenette and Sylvia Saunders
lfrenett@nysutmail.org

Local union members around the state are dreaming up creative ways to raise funds and send support to students, educators and families in hurricane-ravaged Puerto Rico and the U.S. Virgin Islands.

At Washington-Saratoga-Warren-Hamilton-Essex BOCES, teacher Jane Amorosi and teaching assistant Mary Moyles organized a fun “Pennies for Puerto Rico” event. The Saratoga Adirondack BOCES Employees Association recruited eight staff members and a student to grow beards during the month of January.

Students and staff voted for different beard styles by dropping loose change into jars labeled with photos depicting bearded faces. Whichever jar had the most money determined which beard style these men would get — mutton chops won.

Local barber Mike Rabbit of Main Street Barber donated his time — and students and staff paid \$1 each to watch the razor-sharp trimming. The effort raised nearly \$600 for the NYSUT Disaster Relief Fund.

“This experience was a great community activity within our BOCES as well as a collaborative effort with NYSUT,” said Amorosi, a science teacher at the F. Donald Myers Education Center. “It reinforced social skills that students work on regularly, such as communicating appropriately, giving of their own time and demonstrating empathy and compassion for others.”

NYSUT First Vice President/Secretary-Treasurer J. Philippe Abraham, who oversees the



PHOTOS: MARIBETH MACICA

□ Jane Amorosi, a Saratoga Adirondack BOCES EA member, recruited staffers to grow beards for a “Pennies for Puerto Rico” fundraiser. At right, barber Mike Rabbit gives art teacher John Vandenberg mutton chops.

statewide union’s social justice efforts, said SABEA’s effort is one of many creative fundraisers organized by local unions around the state to help families and communities still reeling from last fall’s Hurricane Maria.

As of mid-February, NYSUT’s Disaster Relief Fund received more than \$122,000 in donations and disbursed funding to the American Red Cross, Americares and Operation Agua. Future funding will include solar chargers.

In the North Country, each of the 18 districts in St. Lawrence County — home of the NYSUT- and AFT-backed People Project — is developing ideas to help Puerto Rico, said Erin Covell, president of the Massena Federation of Teachers. She is working with former student Carlie Leary on projects to raise funds and spirits. One district plans a letter-writing effort for students to send warm wishes to their peers on the island.

The Massena FT will host dress down days through the end of the school year with proceeds going to Operation Agua, a program that brings water purification systems to Puerto Rican families and

communities. Several other local unions, including the United Federation of Teachers, Rochester TA and Wayland-Cohocton TA, are raising funds for the program.

Wayland-Cohocton TA President Lesley Doupe



said her district got involved after foreign language teachers started an International Club to help students learn more about different cultures.

“We are in a rural district so this helps students broaden their knowledge outside their small world,” Doupe said. After the devastating hurricane, students researched ways to help and decided to raise funds for Operation Agua. The union was happy to make a contribution to help the club reach its goal, Doupe said.

In Saranac Lake, Spanish teacher Lisa Kollmer, a building representative for the SLTA, put a fun — and educational — twist on an emergency supply collection drive. Her middle school students made a video — in Spanish

— explaining the most-needed items, from toothpaste to baby wipes. After the students recorded in front of a green screen, the video was finished with scenes of the devastated island. To see the video, visit <http://bit.ly/2ozysEP>. Other fundraising efforts around the state included a lip-sync battle between teams of teachers at PS 170 in Bay Ridge, Brooklyn, that raised several thousand dollars, and an effort in the Bronx that received a thumbs-up retweet from award-winning playwright and actor Lin-Manuel Miranda.

Marybeth Whitehouse, a teacher at JHS 98, attracted Miranda’s attention when she posted a photo of her students who collected hundreds of dollars in mostly pennies, nickels, dimes and quarters.

Whitehouse, a UFT member, has made community service projects a major part of enrichment periods. Students did extensive research on Puerto Rico, creating a fact sheet and decorating buckets with the Puerto Rican flag.

Students also wrote about the experience, including one who wrote, “even when the government does nothing, we the people can still do something.”

HOW YOU CAN HELP

The need is great, with thousands in Puerto Rico still without electricity, water and basic necessities. Visit www.nysut.org/disaster-relief to donate online, or make your check payable to NYSUT Disaster Relief Fund and mail to NYSUT Headquarters, Attn. Disaster Relief, 800 Troy-Schenectady Road, Latham, NY 12110.



Where's the truth?

Amid a torrent of fake news, educators guide students on a quest for accuracy



PHOTOS: LIZA FRENETTE

By Liza Frenette
lfrenett@nysutmail.org

Fake news is designed to steer political opinion, foster dissent, incite racism, sell products and leave tawdry calling cards. These disguised nasty grams can change the course of elections, decisions impacting schools and government — even how you view your neighbor.

It's planted on social media and "news" sites, sometimes in subtle ways, or with the flourish of click-baiting headlines. It comes as advertorials in the guise of news-sponsored content, or links embedded in other stories to take the reader on a fact-starved ride.

"It's a tsunami of disinformation and propoganda," says Howard Schneider, the pioneering dean of the State University of New York at Stony Brook's School of Journalism.

Schneider, the former editor of *Newsday*, established the journalism school in 2006. While developing plans for the program, he was teaching an Ethics and Values of the American Press course. He soon

discovered the students were confused about the news.

One-third of his students tended to believe anything that said "news" on it. A third were cynical and didn't believe anything they read, and the other third was "totally confused" about the role of a true journalist.

"I was haunted by this class," Schneider says, concluding that news literacy needed to be a vital mainstay of the journalism program. "Transmitting, creating and consuming news had so profoundly been altered that we had to take on the second mission to train the audience."

Thus, Stony Brook's Center for News Literacy was born in 2007.

Learning how to examine news has payoffs beyond just establishing what is real and true, says Jonathan Anzalone, CNL's assistant director and a member of United University Professions, NYSUT's higher education affiliate representing SUNY faculty and staff.

"One of the collateral benefits is evidence-based critical thinking ... Judgments lead to actions," he says, noting that the decisions we make

Janis Schachter, a United Teachers of Northport member, left, teaches high school seniors how to examine news for verification, independence and accuracy.

and our ability to identify reliable information affects our own lives, and society as a whole.

"We rely on the news for everything, from 'Should I bring an umbrella today?' to 'Who should I vote for?'" he says.

Anzalone suggests his students — and everyone, for that matter — consume a "mixed news diet" of radio, print, online, video and TV. While students say the news is "bouncing off them," his tactic is to embolden them to pay attention to what they choose to watch or listen to, and why.

"We can't slow down the news cycle, we can slow down the way we think," Anzalone says. "The responsibility is on all of us to be critical, active citizens."

He introduces students to indirect evidence that can taint news: second-hand accounts; inferences; comments from a lawyer or press secretary. Direct evidence is video, audio or a photo; documents; records; journalistic and observer eyewitness accounts.

Janis Schachter, a United Teachers of Northport member who teaches news literacy to high school seniors, calls the fake news era a crisis for citizens of democracy. "To make decisions we need to find reliable information," she says.

Schachter's students answer questions about articles they've examined for verification, independence and accountability.

"We look at stories that turned out to be false, or partially false. We go

Free classroom resources



The Center for News Literacy offers workshops for educators, including a summer literacy academy. For information, visit www.centerfornewsliteracy.org.

Free resources for teaching about news literacy are also available via the American Federation of Teachers at sharemylesson.com.

back and see what we should've noticed," Schachter says. Red flags include single-source stories, the reader's own bias or an unreliable author. Students learn how social media plays into their own biases, sending them "news" based on other items they have clicked on.

A former news reporter and copy editor, Schachter learned the craft of teaching news literacy at CNL.

"I just love it!" she says. "I'm putting my journalism and teaching together. Students are curious about the world and they want to understand it better."

Lesley Battaglia, a Williamsville Teachers Association member, uses materials from C-SPAN Classroom to educate AP Government students about news literacy. News bias had always been part of the class, but after the 2016 presidential election she decided to develop full lesson plans on news literacy.

"Suddenly 'fake media' was a term students were asking about," Battaglia says. Videos and lesson plans from C-SPAN Classroom examine topics such as satire, the effect of fake news on democracy, and the role of news organizations and social media. The site even has a lesson on media and the current administration, which often calls

unflattering, yet legitimate, news "fake."

"A main concern is that students just think they can Google a topic and the first thing they find is news-worthy," Battaglia says. She also has students examine the sources of the

There are scores of websites pretending to be something they are not.
— Stanford University study, 2016

Twitter posts they commonly rely on.

The concerns teachers are uncovering are not unusual. A 2016 Stanford University study of students in middle school, high school and college concluded that "Overall, young people's ability to reason about information on the Internet can be summed up in one word: Bleak."

Many students failed to notice the difference between ads and news; and did not pursue the source providing the information, according to the study, *From History Assessments to Assessments of News Literacy*.

Many students were distracted and confused by ads and opinions.

"For every challenge facing this nation, there are scores of websites pretending to be something they are not," the Stanford study says.

Students in the study had to consider information on websites, home page analysis, news on Facebook, Twitter news, articles, comment sections, native advertising and news searches including opinion news. Student assessment skills often focused only on a strength or weakness of the news, but not both.

Both Schachter and Anzalone, at the start of their school years, require their students to undergo a complete news blackout.

The students soon realize it's impossible to totally escape the news. Schachter says the goal is to get them to understand how much news is pushed at them, and then learn to seek news that is reliable.

"If it's something you care about, you have to do a little work," she says. She teaches them to click on the "about" link to learn about the organization presenting information.

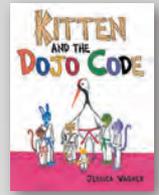
"I'm much more critical of what I'm reading," says Northport student Kaitlyn Cunningham, the editor of her school newspaper.

Educators hope many more students are exposed to that way of thinking, too. Schneider, the CNL's director, met with the state Board of Regents in mid-February to propose working with Regents to define the scope of the problem; make an inventory of existing programs underway by individual teachers around the state; consider regional workshops; and work together to fund demonstration projects for curriculum for students in grades as early as middle school.

The CNL says 10 states already have bills in their legislatures to mandate media literacy education.

Kitten and the Dojo Code

Written and Illustrated by Jessica Wagner



Recommended by: Tina Klar, instructional support specialist, New Hartford Teachers Association

Suitable for: grades K–5

Why I chose it: This book is a poetic narrative about a shy kitten who begins to learn karate, yet is doubtful about her ability to master it. The book explains the principles of karate, the dojo code: modesty, courtesy, integrity, self-control, perseverance and indomitable spirit.

What I like best: A main theme of the book is grit and perseverance. With the help of her teacher, the sensei, Kitten sees that through hard work, practice and determination she will master karate. Since we have all faced difficult situations, adults and children alike can connect with Kitten. The book also reinforces a sense of community as Kitten watches different animals at varying levels working to improve their skills. Wagner chose the animal characters carefully and used color themes to match the belt levels as the animals progress.

How teachers can use this book: This book is an excellent resource for teaching about growth mindset and determination. Students can reflect on how Kitten's feelings change from the beginning of the story to the end, and how the other animals help her see that she can achieve her goal. Students can share times when they felt nervous or unsure but were able to overcome their worries. Teachers can also use this book to teach poetry and writing traits, and work with students on how word choice affects meaning and voice.

About the author: Jessica Wagner has taught first grade in Williamsville for 15 years, and is a member of the Williamsville TA. She is a brown belt in Isshin-ryu Karate. Visit www.jessicawagnerbooks.com/.

"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 lfrenet@nysutmail.org.



Jonathan Anzalone, a UUP member and assistant director of SUNY Stony Brook's Center for News Literacy, shows students the elements of fake news and ways they can identify direct evidence of fact-based information.

[OUR NEW NBCTs]

*ALBANY PUBLIC SCHOOL TA

Christine Rizzo
Literacy: Reading-Language Arts/
EMC
Kelly Toomey
Literacy: Reading-Language Arts/
EMC

*ARLINGTON TA

Allison Lauchaire
English as a New Language/EMC
Kathleen Spinelli
Exceptional Needs Specialist/ECYA

BELLMORE-MERRICK UNITED SECONDARY TEACHERS

Christy Rochford
English Language Arts/AYA

*BREWSTER TA

Jason Fidler
Science/EA
Jessica McCann
School Counseling/ECYA
Kate Simmons
School Counseling/ECYA

*BRIGHTON TA

Craig Smith
Mathematics/AYA

*BROADALBIN-PERTH TA

Mariah Duell
Literacy: Reading-Language Arts/
EMC

BROCKPORT TA

Rachel Jarmusz
Art/EMC

*BURNT HILLS BALLSTON LAKE TA

Sabine Erickson
Mathematics/AYA
Lisa Saccocio
Science/AYA

*COBLESKILL-RICHMONDVILLE TA

Mary Jane Lynd
Art/EAYA
Tracy Smith
Mathematics/AYA

*CROTON TA

Susan Ardolino
English Language Arts/AYA
Wendy Armstrong
Art/EAYA

Marisa Gendron

Exceptional Needs Specialist/ECYA
Dawn Giordano
Literacy: Reading-Language Arts/
EMC

Jennifer Rescigno

Generalist/MC
Lauren Scollins
Generalist/MC

*DRYDEN FA

Kristin Kashuba
Exceptional Needs Specialist/ECYA

*FAIRPORT EA

Maureen Aguglia

Mathematics/EA

Joseph Ahl
Mathematics/AYA

Kristen Crofoot
Mathematics/AYA

Elissa DeChick
Art/EAYA

Virginia Donahue
Science/AYA

Christina Evans
Generalist/EC

Jessica Hegedorn
Social Studies-History/AYA

Jean Hensel
Science/EA

Julie Marshall
Science/AYA

Matthew Riccione
Generalist/EC

Jessica Tennant
Exceptional Needs Specialist/ECYA

Maura Whitman
Exceptional Needs Specialist/ECYA

*FAYETTEVILLE-MANLIUS TA

Christine Cioppa
World Languages/EAYA

Elaina Hajduk
Mathematics/AYA

GENEVA TA

Rachel Gillotte
Mathematics/AYA

*GLENS FALLS TA

Maureen Sara
English Language Arts/AYA

GREAT NECK TA

Matthew Blackstone
English Language Arts/AYA

Theresa Walter
English Language Arts/EA

GREECE TA

Donna Timmons
Science/AYA

Helen Kennedy
English as a New Language/EMC

HADLEY LUZERNE TA

Kathleen Maguire
Literacy: Reading-Language Arts/
EMC

*HAMBURG TA

Sheri Green
World Languages/EAYA

David Mancuso
Science/AYA

JoAnn Thomasson
World Languages/EAYA

HASTINGS TA

Katherine Magnatta
Generalist/MC

*HUDSON FALLS TA

Jody Suprenant
Science/AYA

*ITHACA TA

Jane Koestler
Generalist/MC

*JAMESVILLE-DEWITT FA

Amy Bissetta
Social Studies-History/EA
Wendy Newman
Literacy: Reading-Language Arts/
EMC

*JOHNSTOWN TA

Katrina Bevington
Exceptional Needs Specialist/ECYA

Melissa Livingstone
Generalist/EC

*LIVONIA TA

Jenna Marcellus
English Language Arts/AYA

*MANHASSET EA

Diana DiPaolo-Caputi
English Language Arts/AYA

Loretta Schuellein-McGovern
English Language Arts/AYA

Elizabeth Watts
Literacy: Reading-Language Arts/
EMC

*MIDDLEBURGH CTA

Melinda Narzynski
Exceptional Needs Specialist/ECYA

MOUNT VERNON TA

Audrey Rome
Music/EAYA

*NISKAYUNA TA

Christine Mathews
Generalist/EC

Cindy Yetto
World Languages/EAYA

*NORTH SYRACUSE EA

Zina Felt
Science/AYA

*OCEANSIDE FT

Karen Flynn
Generalist/MC

Amy Gigliobianco
Generalist/MC

Jaclyn Goldstein
Generalist/MC

*PENN YAN EA

Jeanette Simpson
Generalist/EC

*PITTSFORD DISTRICT TA

Leslie Hanellin
Science/AYA

*PUTNAM VALLEY FT

Robert Lathrop III
English Language Arts/AYA

ROOSEVELT TA

Ana Burgio
English as a New Language/EAYA

Helen Hatem
Generalist/EC

SARANAC TA

Rebecca Shuman
Science/EA

*SCHENECTADY FT

Alyssa Sabbatino
English Language Arts/EA

*SHENENDEHOWA TA

Sarah Halbig
Science/AYA

*SOLVAY TA

Richard Gratien
Career and Technical Education/
EAYA

Amanda Phillips
Physical Education/EMC

*STILLWATER TA

Amy Carpenter
Library Media/ECYA

Julia Chesney
English Language Arts/AYA

*SYRACUSE TA

Renee Valerino
Exceptional Needs Specialist/ECYA

Suzanne Furcinito-Edwards
Exceptional Needs Specialist/ECYA

Elizabeth Neeves
English Language Arts/EA

TOMPKINS-SENECA-TIOGA BOCES

Patricia Peterson
Exceptional Needs Specialist/ECYA

UNIONDALE TA

Salamah Adjoua-Mullen
Library Media/ECYA

*UNITED FEDERATION OF TEACHERS

Angeline Anderton
Generalist/MC

Nessa Arnold
Exceptional Needs Specialist/ECYA

Meredith Byers
Social Studies-History/EA

Matthew Campbell
English Language Arts/EA

Chad Cinquegrana
Health Education/EAYA

Emma Clerihew
Generalist/MC

Alphonso Dance
English Language Arts/AYA

William Deadwyler
Mathematics/EA

Kimberly Elicker
Mathematics/AYA

Nicole Feliciano
Social Studies-History/EA

Sarah Fishstrom
Exceptional Needs Specialist/ECYA

Masani Grayson
Science/EA

Emn Haddad-Friedman
English Language Arts/AYA

Joy Hines
Literacy: Reading-Language Arts/

EMC

Lindsay Horgan
World Languages/EAYA

Jessica Kuhl
Science/EA

Molly Layton
Social Studies-History/AYA

Erica Lim
Social Studies-History/AYA

Lindsey Mack
Exceptional Needs Specialist/ECYA

Diana McGuigan
Exceptional Needs Specialist/ECYA

Isis Monteza
English as a New Language/EAYA

Robin Norwich
Mathematics/EA

Ariel Prato
Mathematics/EA

Karen Seylar Monaco
Mathematics/EA

Millicent Starks
Generalist/MC

Eleanor Vierling
Mathematics/AYA

Jodi Wasserman
Exceptional Needs Specialist/ECYA

UTICA TA

Gregory Brockway
Music/EMC

Melissa Williams
Generalist/EC

*VICTOR TA

Lisa Whipple
Literacy: Reading-Language Arts/
EMC

*WAPPINGERS CT

Jennifer Garrison
Exceptional Needs Specialist/ECYA

WILLIAM FLOYD UT

Gina Fumai
Exceptional Needs Specialist/ECYA

*WILLIAMSVILLE TA

Todd Mitchell
English as a New Language/EAYA

Unknown school district, subject

Andrew Kempe
Social Studies-History/AYA

Michael Pershan
Mathematics/AYA

Teresita Velez

AYA: Adolescence and Young
Adulthood

EA: Early Adolescence

EAYA: Early Adolescence through
Young Adulthood

EC: Early Childhood

ECYA: Early Childhood through
Young Adulthood

EMC: Early and Middle Childhood

MC: Middle Childhood

*NYSUT locals that have reported
negotiated incentives for NBCTs

NYSUT congratulates the state's 118 new National Board Certified Teachers

By Sylvia Saunders
ssaunder@nysutmail.org

For Uniondale school librarian Salamah Adjoua-Mullen, seeking National Board Certification was a journey that forced her to slow down and reflect on her practice.

"In education, everything is so rush, rush — often there's not even time to go to the bathroom," Adjoua-Mullen said. Working her way through the three-year national board process, Adjoua-Mullen said she learned to take a hard look at what she was doing, why she was doing it and how her practice was helping her students grow.

"It's a lot of questioning," she said. "At first, it drove me crazy ... But now I can't think any other way as I plan lessons and activities." Now in her 10th year as a school librarian, Adjoua-Mullen sees her work revolving around two core goals: "How do I get children to love reading? And how can we make learning fun?"

Adjoua-Mullen, who proudly brought her husband and daughter to a celebration of Long Island NBCTs, is one of 118 teachers statewide who earned National Board Certification in December 2017, plus an additional 31 educators who successfully renewed.

Created by teachers, for teachers, National Board Certification is the nation's highest credential for the teaching profession. It is a voluntary, rigorous, peer-reviewed process that includes a portfolio, student work samples and videos of classroom

teaching. Nationwide, the Class of 2017 included 5,470 new NBCTs, bringing the total to more than 118,000.

Looking back on the hundreds of hours she devoted to complete the four-component process, Adjoua-Mullen called her journey the ultimate professional development. "Instead of traditional P.D., where somebody is telling you how to do it, it's professional development that centers around you," she said. "You're learning for yourself the best ways to approach your teaching."

Pursuing National Board Certification is definitely introspective, but Adjoua-Mullen noted she didn't do it alone. Aside from having a supportive family, an NBCT candidate support group at nearby Roosevelt School District kept her on track. "We met once a month and the group really supported me anytime I had a question or felt stressed out. I had many mentors."

New York State now has nearly 2,000 NBCTs, with hundreds of districts offering a salary step increase, release time or a stipend for achievement. NYSUT Executive Vice President Jolene



PHOTOS: ADELPHI UNIVERSITY

Uniondale TA's Salamah Adjoua-Mullen, above, is proudly pinned an NBCT. Below, from left: Great Neck TA's Theresa Walter is with her mentors Sarah Duke and Gigi Marasco, both Manhasset NBCTs, and Great Neck retiree Eileen Kurinskas, who started a teacher center program to help NBC candidates.



DiBrango said the union strongly supports national board candidates by offering awareness 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 Grant which covers costs for National Board Certification. The 2017 funding was exhausted in just 12 weeks, prompting both NYSUT and the State Education Department

to lobby for additional Shanker funding in the coming year.

Achieving National Board Certification can also be used to satisfy the state's new Continuing Teacher and Leader Education requirements, DiBrango noted. Through NYSUT's Education & Learning Trust and Empire State College, candidates can earn three graduate credits for each completed component for a total of 12 graduate credits. Each national board component will be one three-credit graduate course, costing only \$300 for members.

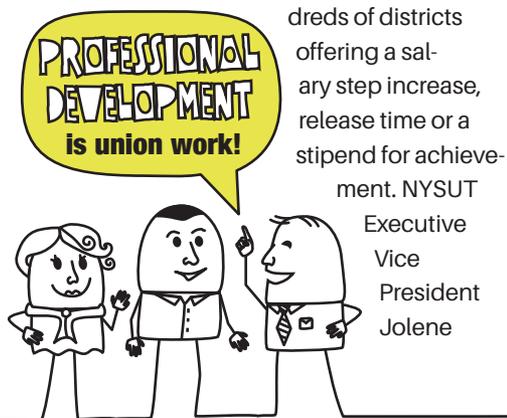
Now that the process is more flexible and allows more time, candidate numbers are dramatically increasing. Currently, nearly 700 candidates in New York State are in the NBCT pipeline, with the most in New York City, Yonkers, Schenectady, Manhasset and Croton-Harmon school districts.

After more than 20 years as a high school English teacher, Great Neck TA's Theresa Walter took on the national board challenge because she was looking to push herself. "I'm hoping it will open opportunities for me to take on teacher leadership roles and still stay in the classroom," she said.

Regent Roger Tilles, who attended the Long Island event at Adelphi University, congratulated the NBCTs. "I know how hard you've worked and how high the standards are," he said.

Want to know more?

Teachers interested in pursuing National Board Certification can find resources online, including a support program, tips and a list of districts that offer incentives. Visit www.nbcny.org or www.nysut.org.



2018 List of Candidates

NEA State Director —

Three-year term

Serena Kotch

NEA Alternate State Director —

Three-year term

Lynn Garcia
Sue Raichilson

NEA State Director —

Unexpired, two-year term

Thomas McMahon
Melinda MacPherson-Sullivan

NEA Alternate State Director —

Unexpired, two-year term

Dora Leland

NEA State Delegates/Alternate State Delegates

J. Philippe Abraham
Lisa Beckerink
Rowena Blackman-Stroud
Desiree Breckenridge-Barnes
Rachel Binda-Lis
Gweldolyn M. Brown
Thomas Brown
Jolene DiBrango

Selina Durio
Lynn M. Garcia
Anne Goldman
Sophia Howard-Johnson
Dora Leland
Melinda MacPherson-Sullivan
Andrea McCue
Jeriluanne O'Bryan-Losee
Christine O'Callaghan
Paul Pecorale
Debra Poulos
Sue Raichilson
Kathleen E. Roach
Andy Sako
Chris Salamone
Howard Schoor
Cathy Stearns
Jo Ann Sweat
Ruyvette Townsend

NEA Retired Delegates

Lynn N. Diagostino
Carol J. (Brancato) Marshall
Christine E. Nowak
Stanley J. Nowak
Art Parks
Sara Rodland

2018 Candidate Statements

CANDIDATES FOR ELECTED POSITIONS HAVE THE OPTION TO SUBMIT STATEMENTS.

NEA STATE DIRECTOR — Three-year term

SERENA KOTCH Cleveland Hill Education Association



I have 14-plus years of experience in lobbying, political action and NYSUT leadership. I have enthusiastically served a year as an NEA Alternate Director and as an Interim Director since May of 2017. I am fully trained and ready to continue serving NYSUT/NEA in the position of NEA State Director.

NEA STATE DIRECTOR — Unexpired, two-year term

MELINDA MacPHERSON-SULLIVAN Buffalo Teachers Federation

I have been a member of NEA for 25-plus years. The battles go on. I have served as Delegate to the NEA, AFT, member of the merged Board of Directors, Delegate NYSUT, Teacher Center Director, Secretary Buffalo Teachers Federation. I thank you in advance for your support. Vote Melinda MacPherson-Sullivan.

NEA STATE DELEGATES

MELINDA MacPHERSON-SULLIVAN Buffalo Teachers Federation

* See statement above

ANDREA McCUE Haldane Faculty Association



Andrea McCue is a Special Education teacher and Department Chair in the Haldane Central School District, Putnam County. A member organizer for NYSUT's Education Autumn, McCue is the President of the Haldane Faculty Association and is a 2016 NYSUT Leadership Institute graduate. She also attended the NEA's 2018 Leadership Summit.

NEA RETIRED DELEGATES CAROL J. (BRANCATO) MARSHALL Retiree Council 44



I want to thank all those who have voted for me throughout the years enabling me to represent you at the NEA/RA before and after my retirement.

Your vote this year will ensure my joining NEA-R's fight for the rights of both retired and active teachers.

CHRISTINE E. NOWAK Retiree Council 44



+ Secretary and Board Member to NYSUT Retiree Council 44
+ Member of RC 44 By-Law Committee
+ NEA Educators for Life

Caucus National Chairperson
+ Member of the Buffalo Teachers Federation Executive Committee for 18 years
+ NEA RA delegate and Retiree delegate for 43 years
+ NEA member

STANLEY J. NOWAK Retiree Council 44

+ Past President of NYSUT Retiree Council No. 44
+ Member of the NYSUT Retiree Advisory Committee
+ Retiree member of the NYSUT Board of Directors

ART PARKS Retiree Council 44



As an insightful leader of Retirees recently warned: "Retirees be vigilant!" An I.O.U. is not a good replacement for actual retiree monies invested in healthy portfolios and local contract negotiations that protect retiree pensions! Watchdogging is a crucial obligation of your elected retiree representative! Art Parks is that watchdog.

SARA RODLAND Retiree Council 44

I am an experienced, active and committed leader who would be privileged to continue representing YOU at the NEA Representative Assembly. I am committed to working together with you to preserve and improve benefits for retirees. VOTE FOR SARA RODLAND.

How ID Watchdog Helps You

With ID Watchdog, you get identity theft protection experts committed around the clock to helping you better safeguard your financial and personal information.

- ✔ Monitor for signs of fraud across credit cards, bank accounts, loans, billions of public records, the Dark Web, and more.
- ✔ Take immediate action by receiving alerts you customize.
- ✔ Rely on our Dedicated Resolution Advocates to help you with identity theft problems.

Enroll in Award-Winning Identity Theft Protection
memberbenefits.nysut.org | 1.866.513.0823

idwatchdog

ID Watchdog is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 10% of gross revenue collected 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. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Endorsed By:
**MEMBER
BENEFITS**
nysut

Proposed Constitutional Amendments

PROPOSED CONSTITUTIONAL AMENDMENT #1

SUBMITTED BY THE NYSUT BOARD OF DIRECTORS

NOTE: Strike-throughs indicate deletions.

Applicable Constitution or Bylaws Article and Section numbers: Article VII, Section 1 and Section 4

Article VII: Officers

Lines 208-210

1. The officers of NYSUT shall be a President, Executive Vice President, ~~First and~~ Second Vice Presidents and a Secretary-Treasurer.

Lines 280-286

4. The duties of the Vice Presidents, in order of rank as follows: Executive Vice President, ~~First Vice President~~, Second Vice President, shall be to assume the duties and responsibilities of the President in his/her absence and to perform such duties as the President may designate.

PROPOSED CONSTITUTIONAL AMENDMENT #2

SUBMITTED BY THE NYSUT BOARD OF DIRECTORS

NOTE: Strike-throughs indicate deletions. Red indicates additions.

Article VI – Dues

1. The dues for inservice members on a monthly⁺ basis shall be the following, plus the current AFT/NEA per capita for inservice membership in accordance with the NEAFT national affiliate dues agreement. Equivalent agency fee amounts should be collected on the same schedule.

⁺ Locals paid on a 10-month basis shall follow the 10-month salary schedule. Locals paid on a 12-month basis may follow the 12-month salary schedule. Unless otherwise specified, all dues changes commence on September 1.

LOCALS ON 10-MONTH SCHEDULE

Annual Salary	2015-16	2016-17	2017-18	
\$8,499	\$4.60	\$4.73	\$4.73	\$4.73
\$8,500 to \$16,999	\$9.20	\$9.45	\$9.45	\$9.45
\$17,000 to \$25,499	\$18.40	\$18.90	\$18.90	\$18.90
\$25,500 to \$33,999	\$27.60	\$28.35	\$28.35	\$28.35
\$34,000 up	\$36.80	\$37.80	\$37.80	\$37.80

LOCALS ON 12-MONTH SCHEDULE

Annual Salary	2015-16	2016-17	2017-18	
\$8,499	\$3.83	\$3.94	\$3.94	\$3.94
\$8,500 to \$16,999	\$7.67	\$7.88	\$7.88	\$7.88
\$17,000 to \$25,499	\$15.33	\$15.75	\$15.75	\$15.75
\$25,500 to \$33,999	\$23.00	\$23.63	\$23.63	\$23.63
\$34,000 up	\$30.67	\$31.50	\$31.50	\$31.50

2. Dues for Retired Members, Employees on Unpaid Leave, Laid-off Employees, NYSUT Staff, and Students shall be determined by the Board of Directors with the approval of the Representative Assembly.

3. All locals of NYSUT are obligated to transmit per capita dues and equivalent agency fee amount to NYSUT as long as NYSUT is obligated to pay the dues and equivalent agency fee amount to any national affiliate.

4. At-large members and affiliated locals within units where the bargaining rights have been won by other member organizations and where such other organizations have obtained an agency shop clause in the contract, shall pay per capita at one-fourth the regular rate whenever those at-large members of a local's members are required to pay agency fees to another organization.

5. The Board of Directors may set alternative dues and service structures which can be used for unique constituency groups which are organized by the union. Such structures may be reviewed at the following Representative Assembly.

RA delegates to weigh critical issues to preserve union's voice, values

More than 1,500 delegates representing NYSUT members throughout New York State will gather in Buffalo to set the course of the union's future and strengthen its vibrant role in the labor movement.

"We are facing unprecedented threats from wealthy special interests fighting to destroy our unions and the things we value. They've funded *Janus v. AFSCME*, a case before the U.S. Supreme Court that poses a direct threat to our voice, our values and our union," NYSUT President Andy Pallotta writes in a letter to delegates to the 2018 Representative Assembly.

Delegates will consider more than 40 resolutions that will direct the union to take actions that "will help preserve the strength of our union and the labor movement in New York," Pallotta says.

NYSUT's goal is to have 100 percent representation at the RA so every member's voice is heard. Delegates will also elect delegates and alternates to the National Education Association RA, and two NEA State Directors and two Alternate NEA State Directors.

Guest speakers so far include Attorney General Eric Schneiderman, state Comptroller Thomas DiNapoli, NYS AFL-CIO President Mario Cilento and American Federation of Teachers President Randi Weingarten. NYSUT officers will also address delegates.

Delegates, too, will recognize NYSUT members for excellence in their professions. This year's honorees are:

■ Christopher Albrecht, Brockport Teachers Association, 2018 NYS Teacher of the Year.

■ Margaret Dalton-Diakite,

United Federation of Teachers and Stephen Rechner, Union of Clerical, Administrative & Technical Staff (UCATS), School-Related Professionals Members of the Year.

■ Mildred Glaberman, UFT, and Mel Stern, Retiree Council 20, Retiree Members of the Year.

■ Alicia Schwartz, UFT, Health Care Professional Member of the Year.

■ Bethany Gizzi, Faculty Association of Monroe County Community College, and Cynthia Eaton Tvelia,

Faculty Association of Suffolk County Community College, Higher Education Members of the Year.

"Not for Ourselves Alone:" The Sandy Feldman Outstanding Leadership Award, recognizing lifetime achievement, will be presented to Anne Goldman, UFT, and Nadia Resnikoff, Middle Country Teachers Association, Inc.

Lori Griffin, Copenhagen TA, will receive the Sandy Feldman Leadership Grant. Additionally, the Ken Kurzweil Social Justice Recognition Awards and the Community Service Award recipients will also be honored.

RA elections

The 2018 NYSUT Notice of Nomination and Election Campaign and Elections Procedures was published in the January/February issue of *NYSUT United* (pages 19-21).

Certified candidates can issue statements for publication, at no cost, in *NYSUT United* (see page 18). *NYSUT United* does not alter or edit the statements in any way. However, statements are subject to strict word limits depending on the office or position.

Voting takes place on April 27 at the RA. Check www.nysut.org/RA for results and other updates.



55+ FLORIDA

LIFESTYLE AT ITS BEST



MODELS
OPEN DAILY



100's OF CLUBS & ACTIVITIES



TENNIS, PICKLEBALL & PRO-SHOP



SHOWS & ENTERTAINMENT

At Valencia, your gorgeous new home includes a world-class lifestyle all year-round! Enjoy a magnificent 33,000 sq. ft. clubhouse, featuring a grand ballroom, resort-style swimming pool, tennis courts, pickleball, basketball, fitness center, card rooms, indoor/outdoor cafe, arts & crafts, billiards, and so much more. call today!



BOYNTON
BEACH

VALENCIA BAY

Call Today • (866) 936-9090 • GLHOMES.COM
Single-Family Homes from the \$500's - \$1 Million

**MULTI-MILLION DOLLAR CLUBHOUSE and
OUTDOOR RECREATION CENTER INCLUDED!**



Valencia Bay is being developed and sold by Boynton Beach Associates XXII, L.L.P. 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 1-19-18

5

QUESTIONS for ...

Cathy McKeown

United Center Employees Association

Cathy McKeown is an occupational therapist at the Children's Center at UCP (United Cerebral Palsy), a special education school in Commack for children from birth to age 21.

1. The Children's Center at UCP in Commack, and other 853 Schools across the state, play a special role in New York's educational landscape. Why are 853 Schools so important?

These schools serve students with disabilities. Many of the students in my school have complex physical and medical needs and cannot have their educational needs met in a mainstream school environment. Schools like UCP play an important role in caring for students with complex and intense needs because we have the staff, equipment and expertise to help these students thrive.

When visitors come to our school, whether it's someone from the child's home school district, a community member looking to volunteer, or even a politician, they are often surprised at how we work with these children. For the parents of our students, it might be the only time they are around children who may have the same challenges as their own child. I believe that breaks the barriers of isolation they may feel. We provide support and understanding to the parents of the children who come to our school.

2. Employees at 853 Schools confront unique challenges. How has your union helped its members meet those challenges?

Most 853 Schools are part of nonprofit organizations that depend heavily on federal and state funding.

The employees in 853 Schools do not enjoy pensions, or the salaries those working in a school district would receive. These schools also tend to be smaller. The union advocates for higher salaries. NYSUT also holds special workshops on safety and political advocacy that have helped increase awareness of when our agencies get their funding so we can negotiate for our fair share. Many 853 Schools receive only small increases in funding that often do not keep up with the high cost of programs. This affects what we can do for these special children, and impacts our salaries. I am not sure our state legislators fully understand what we do, and that is why it's important to have NYSUT advocate for our schools.

3. Not all educators at 853 Schools are organized. What would union representation bring to those workers?

Being organized, you have a voice. Having a union on your side is essential when advocating for a living wage. Also, there are unique safety issues that stem from the type of physical work that is done, and there are safety issues that can stem from being short-staffed, too. The union can hold the agency accountable. For example, I went to one NYSUT workshop on making sure the physical environment of my school is on par, and learned what can be done if someone gets hurt.

4. What was the evolution of your own unionism and increased involvement?

I was really growing weary of working



short-staffed, and working with an unrealistically large caseload. I wanted to improve my wages. I wanted to be a part of the process of negotiating the best contract. I think it's important to be involved and let your voice be heard. Just paying union dues and expecting things to happen was not working for me.

5. You've met with state lawmakers and advocated for Special Act and 853 Schools. What must Albany do to ensure that Special Act and 853 Schools are able to fulfill their mission successfully?

When I went to the Committee of 100, I felt the legislators had a good idea of the needs of school districts for "regular" education, but had no idea what schools for students with profound needs do. The state's special education 853 Schools need to be just as well-funded as traditional schools. Kids attending 853 Schools need more specialized care and equipment, and that does not come cheaply. The staffers who work at these schools are dedicated, but they often hold other jobs just to get by. In some cases, 853 Schools can provide support to preschoolers with developmental delays and provide early intervention. That may save the school district money later on. I would say to lawmakers: Don't forget about schools for children with disabilities. We are in your communities.



It's an honor

Melissa Salguero, United Federation of Teachers, was honored as the 2018 GRAMMY Music Educator of the Year. Salguero won a \$10,000 honorarium and a matching \$10,000 grant for her school. For more, visit www.nysut.org/news/2018/january/grammy-winner-remembers-her-favorite-teacher.

Teachers **Tim Evans** and **Alex Bell**, both UFT members, won the Brooklyn Nets Teacher Excellence Award. The monthly award recognizes "exceptional teachers for their commitment toward students and education." Evans, a global studies teacher, was the honoree for the month of November 2017. Bell, a Career and Technical Education teacher, was the December 2017 honoree.

Patricia Summers, a retired member of United Teachers of Northport, started Friends of America's Vet Dogs with a group of friends to raise funds and provide service animals for returning veterans. In three years, the group has raised \$60,000, sponsored 10 puppies, and run dozens of local events. Visit www.nysut.org/itswhatwedo for more info.

In print

Len Martin, Gloversville Teachers Association, and **Jerry Evensky** have published *Economics for NYS High School Students*, a textbook for the 12th grade economics course. Information is available at www.regentsecon.com.

Donald Tedesco, Mamaroneck TA retiree, has written *Actionville*. The title is based on a program he instituted for students involving creative learning, field trips, guest speakers and parent buy-in. Visit <http://dontedesco.com>.

"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.

Book Your 2018 Vacation Now – Call For Limited Time Savings!

Mexican Bliss & Los Angeles Cruise

2 FOR 1 SAVINGS

11 days from ~~\$2,598*~~ **\$1,299***

Departs October 11, 18 & 25, 2018

This luxurious cruise tour sets off from sunny **Los Angeles** through the sparkling waters of the **Mexican Riviera** and back again, all while sailing on a brand new ship with top-of-the-line activities and dining! After two days in **Los Angeles**, board the **Norwegian Bliss** for 7 relaxing nights with port stops in **Puerto Vallarta, Mazatlán, and Cabo San Lucas**, before returning to Los Angeles for a final day of sightseeing at the famous **Santa Monica** pier.



FREE BEVERAGE PACKAGE OR INTERNET

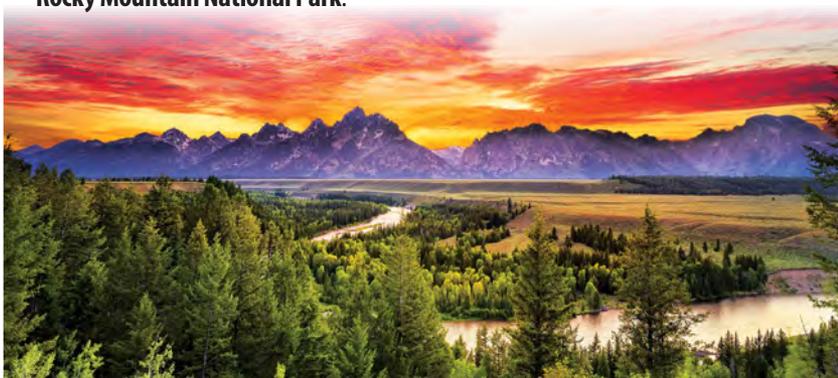
Rocky Mountains & Western Frontiers Tour

Save \$500 per couple

14 days from ~~\$1,949*~~ **\$1,699***

Departs June - September, 2018

Explore the beauty of America's western landscapes. From **Denver**, follow the **Oregon Trail** to **Cheyenne**, the railroad capital of the Old West. Stop at **Fort Laramie**, marvel at **Mount Rushmore** and **Crazy Horse Memorial**. Visit **Deadwood** and **Cody** before entering the awe inspiring **Yellowstone National Park** and the **Grand Tetons**. Complete your journey by visiting **Dinosaur National Monument** and **Rocky Mountain National Park**.



YMT
vacations

ymtvacations.com
Promo code **M6017**

Alaskan Discovery Tour

Save \$700 per couple

10 days from ~~\$2,149*~~ **\$1,799***

Departs May- September 2018

Surround yourself in the natural splendor of Alaska starting in **Fairbanks**. Explore the area and see the restored **Gold Dredge #8**. Travel south to **Denali** and enjoy a **Natural History Tour** in the 6 million acre National Park. Visit the **Iditarod Sled Dog Headquarters** near **Wasilla** en route to **Seward**. Witness marine wildlife on a cruise through **Kenai Fjords National Park**. Continue to the picturesque fishing town of **Homer** and conclude your tour with a final day of sightseeing in **Anchorage**.



Best of England Tour

Save \$500 per couple

10 days from ~~\$1,749*~~ **\$1,499***

Departs June - September, 2018

From **London** to **Windsor**, discover the cosmopolitan cities and rolling countryside of **England**. Visit the ancient city of **York**, historic **Oxford**, mysterious **Stonehenge** and even the birthplace of Shakespeare. Enjoy *The Beatles Story* exhibit in their hometown of **Liverpool** and of course see Big Ben and Buckingham Palace in **London**. Enchanting castles, cobble roads, and Roman ruins await you on this spectacular 10-day tour or enhance your vacation by adding our Sights of Scotland tour for an 18-day UK experience.



CALL 1-877-211-1082

YMT Vacations – the escorted tour experts since 1967!

*Prices are per person, double occupancy and exclude taxes & government fees of up to \$299. Prices shown are after Instant Rebate or 2for1 offers are applied. Cruise prices based on Inside Cabin. Free onboard credit with Ocean View or Balcony cabin purchase. All special offers apply to new bookings only made by 3/31/18 and are subject to availability. Lowest season prices shown; seasonal charges and single supplements may apply. Add-on airfare is available. Additional terms and conditions apply, visit ymtvacations.com or ask your Travel Consultant for details.

The **VIOLENCE** factor

By Liza Frenette
lfrenett@nysutmail.org

A local union member pulls into the parking lot of the Syracuse Teachers Association union headquarters. It is 5 p.m. on a late fall weekday and already darkness is in command. He gets out of his car, takes a few steps, gets back in his car, and waits.

He works as a school sentry. It's his job to maintain order and protect the well-being of students and educators. He didn't expect to be so shaken by the school violence he sees.

He gets out of the car again. Should he go in? Or just go home? He goes in — to the inaugural gathering of a newly minted Work Support Group for STA members who've been affected by student bullying, violence and physical harm. He knows he needs support and he's not alone: 57 percent of Syracuse TA members say they have been threatened by disruptive students; 36 percent say they have been physically assaulted, according to a 2016 survey. Most assaults take place in classrooms. One in five respondents say they experience psychological trauma.

"I knew how bad it was in my building, but I didn't realize it was pervasive in other buildings," says Bill Scott, a social worker who is a vice president of the 3,000-member STA.

A 2018 survey of Buffalo Teachers Federation members shows similar trends of disruptive behavior by students.

More than 30 percent of Buffalo

Unions offer educators support, seek solutions for disruptive student behavior

teachers say disruptive student behavior is out of control, according to the survey (www.btfny.org/press/disruptive_behavior_results_2018.pdf). The 3,800-member BTF has since passed a resolution seeking to establish a standing Teaching and Learning Environment Committee made up of parents, teachers and administrators to find solutions.

BTF President Phil Rumore says the survey "is cause for great concern ... Everyone should be shocked and concerned with the results and teacher statements." He commissioned the survey after asking about 150 building representatives if disruptive behavior is a problem. "Almost every hand went up," he says.

In Syracuse, Scott formed the support group to help educators after the union joined NYSUT's Local Action Project, a three-year program for local unions to improve their internal and external communication and community outreach. The STA survey was completed by NYSUT's Research and Educational Services department.

"There are things we need to do as a union," he says, things like ensuring a safe working environment and addressing the emotional needs of

teachers, who tend to work in isolation within their classrooms.

"Working in a building where there are perpetual crises can

take a toll. Our bodies are not wired for constant stress. Emotional wear and tear is cumulative ... I don't know if there is anyone acknowledging that for teachers," Scott says.

Teachers, he says, are known to take medical leaves because of mental and/or physical impacts of violence. Last year a substitute teacher was stabbed three times while trying to break up a student fight.

Scott's new, no-cost, unionwide group began meeting monthly in October and now convenes every two weeks at members' request. It's a place for members to share grief and pain, and to learn. Topics include getting to know the student population and what it means to work with a traumatized child. Another session focused on how stress causes depression and anxiety and can determine how/why your body responds in

certain situations. Members learn healthy coping mechanisms and strategies for self care and bring up subjects they need to talk about.

Scott believes the district "set the bar really low" in allowing poor behavior to continue in order to avoid reporting suspensions or having certain schools listed as "persistently dangerous" by the state.

Similarly, more than 80 percent of the BTF survey respondents believe disciplinary actions and suspensions are inconsistent and underreported in the city's schools.

Meanwhile, in both cities, disruptive students are not getting the support and intervention they need. Resources are spread thin and schools have too few social workers, counselors and psychologists for students.

"The earlier we start identifying students and families in crisis, the better chance we have of correcting disruptive behavior," Rumore says. "If the problem is not solved soon, the issues will increase in frequency and severity. There is no one answer to this."



PROVIDED

□ Syracuse social worker Bill Scott leads a support group twice a month for members of the Syracuse Teachers Association affected by student violence in schools. The support is provided as a free union service to members.





Alma Cormican, 2017 NYSUT Retiree Member of the Year and past president of the White Plains Teachers

Association, died Feb. 2.

Cormican, who taught for nearly four decades, served the White Plains TA in a number of capacities, including president and chief negotiator. She remained a union activist after retiring in 1999. She edited her retiree local's award-winning newsletter; organized pre-retirement seminars for in-service teachers; and raised more than \$15,000 for local scholarships and to help schools and children in need.

"Alma meant so much to so many people. She led our retiree council to unprecedented levels of participation through political, social and humanitarian campaigns," said NYSUT At-Large ED 51-53 Director Florence McCue. "Any time the union needed something, she was the first one to step forward not only to help, but to lead us to join her."

Julie M. Bowe | Nov. 9, 2017
Retiree Council 9

Irene B. Dunlap | Dec. 23, 2017
Retiree Council 18

Mary Paddock | Dec. 27, 2017
Retiree Council 7

Shelia M. Sorge | Dec. 23, 2017
Gateway Teachers Association

Full obituaries, if provided, are available at www.nysut.org. Submissions must include decedent's full name, union affiliation and date of death, and contact information for the person submitting the notice. Fax notices to 518-213-6415; send to Julie Bull, NYSUT United, 800 Troy-Schenectady Road, Latham, NY 12110-2455; or email jbull@nysutmail.org.

SERVICES

TEACHERS TAX SPECIALIST! Skillful CPA, understands teachers, cuts taxes, increases refunds! 30 years experience produces results. Ulster, Columbia, Dutchess, Putnam. Small costs/large benefits. Best financial decision — ever! Bookmark www.TeacherTaxes.org.

REAL ESTATE SALES

FLORIDA — HEATH ULLMAN of Option One Realty, Inc. has helped UFT members buy & sell homes in Palm Beach and Broward counties. Specializing in family, country club, golf and 55 plus active adult communities. Call Heath to help find your new home. Everyone has an option ... make yours Option One! Heath Ullman 561-573-8098; heath@optiononerealty.net.

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, Fla. 561-302-9374.

ORANGE LAKE, KISSIMMEE, Florida — Two-bedroom timeshare. Presidents' week. www.orangelake.com. \$5,000. 518-892-9252.

FLORIDA — PALM BEACH and North Broward Counties. New construction specialist. 55+, all ages, home, condo and villa communities, including resales. From luxurious to modest, convenient to all. Call Karen today for your new home in Florida. 516-524-3953. Email: karala620@gmail.com.

FOR RENT

YONKERS EAST — TWO-bedroom apartment, two-family house. \$1,650/month. 914-237-2329.

SUMMER RENTALS

CAPE COD, WELLFLEET — Two-bedroom cottage, Oceanside. \$935 - \$985. 973-492-1405.

SOUTHERN NEW HAMPSHIRE lake-front cabin. Great fishing, swimming. Sleeps four. \$900 weekly. No pets. 352-683-2726 or wiwczar@earthlink.net. Call 603-478-3437 after May 15. <http://cprentals.weebly.com>.

VACATION RENTALS

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

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.

SECLUDED ADIRONDACK WATERFRONT camp — Screened porch, scenic view. \$875/week. September - November. No pets. www.adirondacktracycamp.us. 518-582-4851.

VERO BEACH CONDO — Attractively furnished two-bedroom, two-bathroom, full kitchen, washer/dryer, parking, pool. East of A1A, by beautiful South Beach, 17th St. Bridge. Available May - December, possibly sooner. \$1,450, includes \$150 utilities. Phone 416-925-4112; avivamay@hotmail.com.

HELP WANTED

RETIRED TEACHERS NEEDED to score NYS tests. We are seeking retired teachers to score NYS English and math tests, grades 3-8, on Long Island (Suffolk County) in May 2018. For complete information or to sign up, respond to drbedford@aol.com.

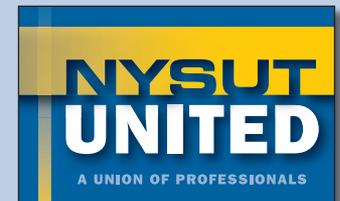
TEACH IN COOPERSTOWN! Join our team of educators. Hiring passionate, innovative professionals to work in a supportive community. Teaching positions: Technology (STEAM), physical education, elementary classroom, literacy. Speech/language pathologist, network administrator, bus drivers. Position details at www.cooperstowncs.org. Interested candidates apply online at www.olasjobs.org/southern. For more information, 607-547-5364.

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.

2018 NY TEACHERS EDUCATIONAL Asia tours — Midwinter recess: Thailand Tour, spring recess, China & Japan tours. Price from \$1,950 all inclusive. Airfare, meals, 4-star hotels, admissions. DOE Vendor #CHI944107. www.nyteacherstour.org. 551-587-3297.

TRAVEL TO ITALY, Spain & Portugal — Experience the unparalleled beauty, culture, food and wine of Italy with a native son. Retired Italian professor Francesco Lindia plans every detail of your excursion using his Italian heritage as the driving force to create a trip like no other. Francesco Lindia Tours, 917-447-5273 or francescomlindia@gmail.com.



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

NYSUT audit notice

NYSUT continues its practice of providing members with access to the union's certified audit for their review. The annual audit for the fiscal year ending Aug. 31, 2017, is available and can be found on the NYSUT Member Center at www.nysut.org/ **audit**. Members may request a hard copy by contacting the NYSUT Accounting Department at 518-213-6000, ext. 6252, or by sending an email to finance@nysutmail.org.

Getting to know ... Bruce Zeller

Bruce Zeller is a microcomputer repair technician at the Kenmore-Town of Tonawanda Union Free School District. He was interviewed by Jill Ackerman, acting president of the Kenmore-Tonawanda School Employees Association and a member of NYSUT's SRP Advisory Committee.

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

I enjoy the daily challenges of being a computer repair tech and the satisfaction when all systems function correctly. Each day is something different and a new set of challenges. I handle anything, from installing backbone infrastructure to end user equipment, including desktops and projection and sound equipment. I enjoy the contact with all levels, from the staff, students and administration to solve problems.

How are you involved with your union?

I feel it is important to make people aware of the

issues that involve our daily work lives. The union is the best way to contact people with similar interests and concerns. It is very special to be able to discuss these issues to get various points of view that pertain to the many and varied groups that make up our union and then be able to come to a consensus decision that benefits us all.

How do you make a difference?

No matter what the situation, I feel that I am a positive influence on everyone I contact each day. I am able to solve problems and leave people with a smile on their face.

Tell us about your community engagement, hobbies.

I enjoy farming, spending time with my family and friends as well as working on home repairs and projects. I am the president of our church congregation and a former fireman.



PROVIDED

NYSUT celebrates School-Related Professionals Day winner



PROVIDED

The Peekskill Faculty Association, led by Jose Fernandez, celebrates the district's School-Related Professionals with displays and breakfast pastries on SRP Recognition Day in November. The effort earned the FA first place in NYSUT's SRP Recognition Day contest. Two members can now attend NYSUT's 2018 SRP Conference for the price of one.



EL-WISE NOISETTE

■ NYSUT Second Vice President Paul Pecorale meets recently with members of the union's School-Related Professionals Advisory Committee at NYSUT headquarters in Latham. The committee advises NYSUT about the issues important to the statewide union's 91,000 SRP members, including professional development, communications, political action and workplace safety. Committee members are appointed by the NYSUT president based on recommendations made by election district directors. They serve three-year terms.

Regional conferences

- **RC 12: May 8, Glen Sanders Mansion, Scotia.**
Retiree Services Consultant: Jennifer Shaad-Derby
- **RC 4, 46: May 15, Seneca Allegany Event & Conference Center, Salamanca.**
Retiree Services Consultant: Louise Ortman
- **RC 1, 2, 3, 44: May 16, Millenium Buffalo.**
Retiree Services Consultant: Tracy Beatty
- **RC 7, 8: May 21, Doubletree, East Syracuse.**
Retiree Services Consultant: Anne Marie Voutsinas
- **RC 11, 45: May 23, TBA.**
Retiree Services Consultant: Mark Padgett



PROVIDED

■ NYSUT First Vice President/ Secretary-Treasurer J. Philippe Abraham; Florence McCue, NYSUT at-large ED 51-53 director; and Terrence Melvin, NYS AFL-CIO secretary-treasurer, at the NYS AFL-CIO holiday reception in New York City.

■ Joan Perrini, RC 21; Deb Peterson, RC 43 president; and Jeanette Stapley, RC 9, show their union pride during the NYSUT Women's Committee meeting in December.

Tell us your union story

Are you a NYSUT retiree who was active in your profession before you became a union member?

If so, we want to hear your story.

With the Janus case looming in the U.S. Supreme Court, our union rights are under attack like never before. What was your work-place experience like before the union?

Share your thoughts at the Janus Action Center. Visit www.nysut.org/janus and click on "Tell it."



PROVIDED

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

TBD, 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

synchrony BANK

WHY BE AVERAGE? STAND OUT.

Go way beyond average with this preferred rate for NYSUT members.

High Yield Savings Account

1.50% APY*

no minimum balance

Endorsed By: MEMBER BENEFITS **nysut** Working to Benefit You

Visit us at synchronybank.com/members or call 800-901-2965 to get started using code **SYNCHRONY40**.

*Annual Percentage Yield (APY) is accurate as of 1/4/18 and subject to change at any time without notice. Rates are variable and subject to change any time without notice after the account is opened. No minimum opening deposit required. Fees may reduce earnings. Visit synchronybank.com/members for current rates, terms and account requirements. Offer applies to personal accounts only.

Member FDIC

Expand Your Knowledge and Travel With Perillo's Learning Journeys

Learning Journeys offers transformative interactive travel experiences powered by Perillo's 73 years of expertise. More than a traditional vacation, travelers of all ages will acquire or improve upon your areas of interest such as health and wellness, cooking, language, handicrafts and art, photography, history, wildlife and more!

Receive **NYSUT Members 15% Savings** When you sign up for our newsletter

PERILLO'S LEARNING JOURNEYS™

(888) 884-8259 | LEARNINGJOURNEYS.COM



PHOTOS PROVIDED

East Irondequoit Teachers Association

Members of the East Irondequoit TA, led by Kimberly Messmer and Timothy Scheg, raised more than \$3,200 for the Irondequoit Community Cupboard, an organization that helps hundreds of families in East Irondequoit.

The local sponsored a charity basketball game between union

members and the Irondequoit Police Department. The event also featured a silent auction with baskets and items donated by East Irondequoit TA members, members from other staff

members and the Irondequoit Police Department. The event also featured a silent auction with baskets and items donated by East Irondequoit TA members, members from other staff



unions and administrators in the district. The successful event was a team effort with students, staff and the community chipping in throughout the day. Students sang the national anthem, cheered on the basketball players and provided half-time entertainment.

North Rockland Teachers Association

Each year, the North Rockland TA presents 12 graduating seniors with \$1,000 scholarships. This year, the local hopes to raise enough money to award 15 scholarships. Seniors write an essay describing an NRTA member who has made an impact on their life. Scholarships are presented at an NRTA Scholarship Tea and each senior invites the union member who inspired them to the event. The North Rockland TA, led by Debra Brennan, also hosts events throughout the year to support the community.

Sayville Teachers Association

The Sayville TA, led by Michael

Pace, kicked off the new year with a challenge to help members keep their resolutions. During the month of January, the union sponsored a three-week "Step Challenge" for all district employees to "work off those holiday indulgences."

The local enticed participants with the chance to win one of two \$50 gift cards, one for those who finished in the top 10 for total steps, and one for competitors who logged at least 10,000 steps for each of the 21 days.

Pembroke Teachers Federation

The seventh annual Pembroke Shooting For A Cure! was a massive success, thanks in part to volunteers including members of the Pembroke TF. The event, hosted by the Pembroke girls' basketball team, raised more than \$23,000 to raise awareness and money for cancer research in conjunction with the Roswell Park Cancer Institute in Buffalo.

Pembroke TF members sold raffle tickets and apparel, worked the concession stand and helped organize the event.



PROVIDED

From left, Pembroke Teachers Federation members Ron Funke, President Greg Kinal, Mike Wilson and Arron K. Brown help raise funds for cancer research.

BE READY FOR SUMMER VACATION!

SPECIAL DISCOUNTS FOR NYS TEACHERS

- ★ Breast Reduction
- ★ Tummy Tuck
- ★ Breast Augmentation

Surgical Excellence. Minimal Downtime.

PLUS

- ★ Ultherapy
- ★ Coolsculpting
- ★ Botox / Fillers

179 Belle Meade Rd., E. Setauket, NY 11733
631-364-0333
suffolkplasticsurgeons.org

Spa Belle Meade
The Medical Spa

SHARE YOUR NEWS
UNITED@NYSUTMAIL.ORG

2018 Summary of Material Modifications

NYSUT Member Benefits Trust Summary of Material Modifications And Notice to Participants (Plan No: 503; I.D. No.: 22-2480854)

Dated: March 2018

Dear Participant:

The following is a summary of important changes made to endorsed benefit programs since the publication of the New York State United Teachers Member Benefits Trust Summary Plan Description in March 2016 and the subsequent NYSUT Member Benefits Trust Summary of Material Modifications and Notice to Participants dated March 2017. It is important that you retain this information until a new Summary Plan Description is issued to you.

Trustees News

J. Philippe Abraham was appointed as the new Chairperson of the NYSUT Member Benefits Trust at the May 2017 NYSUT Board of Trustees meeting; Angelina Rivera was also appointed as a new Trustee of the Member Benefits Trust at that meeting.

The current list of Trustees of the Member Benefits Trust includes Chairperson Abraham, Secretary Roderick P. Sherman, Loretta Donlon, Jeffrey Hartnett, Matthew Hill, Thomas McMahon, Arthur Pepper, Kevin Peterman, Ms. Rivera and Thomas Tucker.

Term Life, Level Term Life & Senior Term Life Insurance Plans

As a result of their regular review process of all endorsed programs, the Trustees of the Member Benefits Trust voted to name Metropolitan Life Insurance Company (MetLife) the new Plan Underwriter for the endorsed Voluntary Term Life, Level Term Life and grandfathered Senior Term Life Insurance Plans (previously underwritten by The United States Life Insurance Company in the City of New York) as of March 1, 2018.

Coverage terms, benefit levels, beneficiary designations and rates for these programs will not be changed as a result of the Plan Underwriter change. MetLife's address is 200 Park Avenue, New York, NY 10166.

Mercer Consumer will remain the Plan Administrator for these programs. Mercer's toll-free phone number is 888-386-9788.

Member Benefits has an endorsement arrangement of 7.61% of earned premiums for these programs.

Disability & Disability II Insurance Plans

As a result of their regular review process of all endorsed programs, the Trustees of the Member Benefits Trust also voted to name Metropolitan Life Insurance Company (MetLife) the new Plan Underwriter for the endorsed Disability Insurance Plan

(previously underwritten by Unimerica Life Insurance Company) as of January 1, 2018. Coverage terms, benefit amounts and rates will not be changed as a result of the Plan Underwriter change. NYSUT in-service members and agency fee payers who are under age 65 and work 20 or more hours per week are eligible to apply for this program.

In addition, the grandfathered Disability Insurance Plan II was terminated on December 31, 2017, with program participants transferred to the MetLife Disability Insurance Plan.

MetLife's address is 200 Park Avenue, New York, NY 10166.

Mercer Consumer will remain the Plan Administrator for the Disability Insurance Plan. Mercer's toll-free phone number is 888-386-9788.

Member Benefits has an endorsement arrangement of 5% of gross premiums for this program.

Accidental Death & Dismemberment Insurance

The Member Benefits Trust is now providing NYSUT members and agency fee payers with up to \$1,500 Accidental Death & Dismemberment (AD&D) Insurance, including a travel assistance component. This coverage was previously provided by NYSUT.

The \$1,500 AD&D insurance is offered

through Chubb Group Insurance Companies, and includes Travel Assistance Services provided by Europ Assistance.

Name/Address for USI Affinity
Effective May 2016, Unifers/USI Affinity was purchased by AON and renamed to Aon Voluntary Benefits & Enrollment Solutions. Their mailing address is 1060 Maitland Center Commons, Suite 210, Maitland, FL 32751 and toll-free phone number is 866-697-8897.

Aon Voluntary Benefits & Enrollment Solutions administers the WrapPlan® II Universal Life Insurance Plan and grandfathered WrapPlan® Term Life Coordination Program.

Financial Arrangements

Financial arrangements between the NYSUT Member Benefits Trust and the providers of the following endorsed programs have changed:

Member Benefits has an endorsement arrangement of 12.57% of paid premiums for the Davis Vision Group Vision & Group Voluntary Vision Plans.

Member Benefits has an endorsement arrangement of 8% of premium for the Davis Vision Voluntary Vision Plan.

Sincerely,

Board of Trustees
NYSUT Member Benefits Trust

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 REVISION OF UNFAVORABLE RESULTS AFTER PRIOR
BREAST RECONSTRUCTION OR LUMPECTOMY FOR BREAST CANCER**

REVISIONAL SURGERY IS COVERED BY INSURANCE MONTHS OR YEARS
AFTER PRIMARY SURGERY

SURGERY OF THE OPPOSITE BREAST FOR IMPROVEMENT OF SYMMETRY
CAN BE PERFORMED AND IS COVERED

STATE OF THE ART TECHNIQUES FOR CORRECTION OF DEFORMITIES FROM
BREAST CONSERVATION SURGERY AND RADIATION INCLUDING FAT
GRAFTING ARE PERFORMED

PLEASE CALL OUR OFFICE TO SCHEDULE A CONSULTATION



500 Montauk Highway-Suite H-West Islip NY

631-422-9100

www.harrisplasticsurgery.com



Before you book, check out our vacation deals

Whether your next vacation takes you to a sandy beach or to the excitement of Disney World, let Member Benefits help you get the most out of your hard-earned money.

Your union membership gives you the advantage of participating in more than 40 programs and services endorsed by NYSUT Member Benefits.

Visit memberbenefits.nysut.org and explore how Member Benefits can help you save money before you book a hotel, rent a car or buy admission tickets.

Save with Abenity

With the endorsed Abenity Discounts program, NYSUT members and their families have access to

290,000 member discounts across 10,000 U.S. cities. Save on tickets to awesome theme parks, museums and attractions, movies and theater events, concert and sporting events, zoos and aquariums, restaurants and much more.

Download the Abenity app for your iPhone or Android for easy access to these exclusive discounts.

Off-peak travel

If you're someone who prefers to travel during off-peak times, we've got just the program for you. Save up to 40 percent off the "Best Available Rate" along with \$399 select weekly stays (and sometimes even cheaper) at more than 2,400 resort condo properties in 90 countries with TripBeat by Endless Vacation.

Choose from condo-style suites with all the comforts of home, including fully equipped kitchens, living/dining rooms, washers and dryers, and enough space for the whole family.

Orlando deals

The Orlando Employee Discounts program offers savings of 30 percent on tickets to Disney World, Universal Studios, Sea World, Discovery Bay, Aquatica and other Orlando area attractions; up to 60 percent off at select Orlando hotels; and a variety of hotel and theme park ticket travel packages that are certain to provide lasting memories.

Visit the Member Benefits website — memberbenefits.nysut.org — to learn more about these endorsed programs along with many other



savings opportunities.

Or, call 800-626-8101 to connect with a live Member Benefits staff member.

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

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



CONTACT US

FOR ALL YOUR HOME FINANCING NEEDS

Daniel Moschetti NMLS #420643
Branch Manager/MLO NY LIC #420643
Call (845) 269-3700
dmoschetti@loanDepot.com

Ann Marie Manfredi NMLS #58811
Mortgage Loan Originator NY LIC #58811
Call (845) 406-5218
amanfredi@loanDepot.com

Proud supporter of the NEW YORK STATE UNITED TEACHERS

Conforming Loans	Renovation Loans	SONYMA
Jumbo Loans	FHA & VA	Condos/ Co-Ops

loanDepot.com, LLC. All rights reserved. NMLS ID 174457 (www.nmlsconsumeraccess.org) NY: Licensed Mortgage Banker - NYS Department of Financial Services. For more licensing, please visit www.loandepot.com/licensing.

MORE THAN 75%

of caregiving support in the U.S. is provided by unpaid family members – find out how your plan can include **PAYING FOR FAMILY.**

NYSUT members & their eligible family members can receive a **5% DISCOUNT** on various plans with the NYSUT Member Benefits Trust-endorsed Long-Term Care Program.



Endorsed By:
MEMBER BENEFITS


FOR MORE INFORMATION:
Contact New York Long-Term Care Brokers
888-884-0077 | memberbenefits.nysut.org

The New York Long-Term Care Brokers Insurance Program is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 2.5% of first-year premium and 1% of renewal premium received in years 2-10. 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. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



Call today to learn about the special savings and discounts you may be eligible for.

1-866-NYSUT-22

MetLife Auto & Home can give you more protection for your vehicle and save you money. Get the coverage you need for one of your most important possessions with special member discounts that can save you up to 12%. You can choose from a wide variety of coverages, including auto, home, boat, renter's and more.

To see how these discounts could really add up; call us toll-free at 1-866-NYSUT-22 (1-866-697-8822). You have the option to speak with a local agent for a free insurance review and no obligation quote. To find a local agent in your area, visit www.MetLife.com/NYSUT.



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.

MetLife Auto & Home is a brand of Metropolitan Property and Casualty Insurance Company and its affiliates: 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. Met P&C®, MetCasSM, and MetGenSM are licensed in the state of Minnesota. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs. L0117488350[exp0119][All States][DC]



“A year ago I couldn’t think about teaching math. Now after minimally invasive brain surgery, my pain and dizziness are gone. I’m introducing algebra to my eighth-graders again...THANKS TO NSPC.”

Nancy’s road to recovery began with a call to Neurological Surgery, P.C. (NSPC) and a same-day appointment with a member of NSPC’s team of world-renowned brain and spine surgeons. She received a personalized treatment plan that ensured the best possible outcome. Nancy’s journey ended with minimally invasive surgery that restored her normal life, including a return to the classroom.

Make the right call.

Visit us at the
UFT Spring Educational Conference
May 19, 2018
7:30am to 3:00pm
NY Hilton



1-844-NSPC-DOC • NSPC.com

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

Have all the service credit you deserve?

School employees in non-teaching titles are eligible to become members of the New York State and Local Employees' Retirement System (ERS). If you're an ERS member, service credit is one of the main factors that will determine your retirement benefit. Many school employees work for 10 months out of the year or work a part-time schedule. Have you ever wondered how this affects your service credit?

If you're a school employee who works full-time, you receive one year of service credit per school year. Generally, a full-time, 10-month school year requires at least 180 days worked in any school year. However, depending on your employer, your full-time academic schedule could require a minimum of 200 or 170 days.

Part-time school employees earn service credit based on the number of days they work. Part-time credit is calculated by dividing the number of days worked by the number of days in a full-time year. Let's say a school employee works 135 days in a year, and 180 is considered full-time: 135 days worked/180 days in a year = 0.75 years of service credit, or 75 percent of a full-time year.

The most convenient way to find out how much service you've earned with ERS is through Retirement Online, our self-service tool that gives you access to your retirement account information. You can register or sign in at www.osc.state.ny.us/retire/.



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.

state.ny.us/retire/index.php.

You can also check your Member Annual Statement, which is provided to you every summer. Statements are sent out from May to July, and school employees usually receive their statements first. For most members, your next statement will show how much service credit you've earned for the past state fiscal year (April 1, 2017 - March 31, 2018). It will also show your total service credit as of March 31, 2018.

If you think you are missing service credit that you may be entitled to, please read our publication, *Service Credit for Tiers 2-6* (www.osc.state.ny.us/retire/publications/vo1854.php), to find out what types of service are creditable and how to apply. You may also be able to receive credit for military service. It is very important that you claim — as early as possible — all the service credit you are entitled to receive because records documenting your previous service may be lost or destroyed with the passage of time.

If you have questions specific to your account, please contact us at www.contactNYSLRs.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).



Fill out your retirement application online

Q: Can I complete my retirement application online? Filling out all that paperwork is a chore.

A: You can now. An online retirement application is the latest addition to MyNYSTRS, the New York State Teachers' Retirement System's secure, self-service member portal. Although the traditional eight-page paper application is still available, the online format is a welcome addition. It cuts out snail mail and features built-in logic to ensure you don't make the type of mistake that would cause a paper application to be rejected.

Unfortunately, if you're filing for disability retirement, are not at least

54, requesting a non-standard payment option, or can meet certain other criteria, you can't use the online application. Remember, the earliest you can apply is 90 days prior to your effective date of retirement, so you'll be unable to submit the application any sooner. Contact NYSTRS at 800-348-7298, ext. 6250, or visit www.nystrs.org for further information.

Q: An online application sounds great. Can I save my work over several sessions, or do I have to complete the entire retirement application in one sitting?

A: You can complete your application over several sessions since the system automatically saves and stores your answers as you go. A big plus is that when you do return, you can quickly see the application sections you've already completed, and the sections that still need filling in. You can also modify previously answered parts. A "review & submit my application" button will appear only when the form has been fully completed. After you submit your application, check your inbox for an email confirming that NYSTRS received it.

Did you know?

For MyNYSTRS account holders, 2017 tax statements (1099-R) are available online.

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



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.



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.



Register:

<http://elt.nysut.org> • 800.528.6208

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

NYSUT Member Benefits. More than discounts...

memberbenefits.nysut.org • 800-626-8101

As an additional value to NYSUT members and their families, your union membership allows you to enjoy the benefits of more than 40 programs & services endorsed by NYSUT Member Benefits. Participation in Member Benefits-endorsed programs also gives you a trusted advocate ready to assist you with any issues or concerns with these programs.

*You count on your union to be there for you when you need it...
count on NYSUT Member Benefits to be there for you too!*

NYSUT Member Benefits offers something for everyone:

Life, Auto & Homeowners Ins.
Competitive Savings Rates
Wills/Trusts/Estate Planning
Financial Counseling
Hotel & Vacation Discounts
Office Supply Discounts

Theme Park Discounts
Car & Truck Rentals
Sporting Events
Concert Tickets
Retail Store Discounts
Electronics Discounts

Medical Alert Services
Vision & Dental Plans
Identity Theft Protection
Heating Oil & Propane
Car Buying Service
Member Shopping Program

SAVE WITH
PAYROLL &
PENSION
DEDUCTION!

An Added Bonus Exclusively for NYSUT Members - Payroll & Pension Deduction

Membership in NYSUT also allows you to enjoy the convenience, additional coverage and/or discounted premiums of using Payroll or Pension Deduction as your payment method to purchase Member Benefits-endorsed programs & services.

MEMBER
BENEFITS
nysut
Working to Benefit You



Call or visit us at:
800-626-8101

memberbenefits.nysut.org