

# NYSUT UNITED

A UNION OF PROFESSIONALS

[www.nysut.org](http://www.nysut.org) | January / February 2018

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local union attracts  
new teachers | 16-17

I'm in!

I'm in!

I'm in!

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**It's BACK!!!**  
**Member Appreciation Month --**  
**February 2018**

NYSUT Member Benefits and their endorsed program providers will once again be teaming up for a special month-long event this February in celebration of the *NYSUT* membership and in recognition of all you do to make our union strong.

To be eligible for all of the drawings, you simply need to be a member of our voluntary MAP Alert email service. Sign up any time through the end of February 2018 to be eligible to win prizes... but **if you join MAP by January 31, 2018, you'll have the most chances to win!** MAP Alerts are a convenient way to learn about new endorsed programs, program updates and special offers unique to MAP Alert participants.

**Prize drawings will be held each day, with the winners announced exclusively on the Member Benefits website throughout the month of February. Best of luck!**

For more details about this exciting event and to join our MAP Alert service, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.



## Free Black History Month poster

NYSUT celebrates Black History Month in February with a poster highlighting the work of Ralph Johnson Bunche (1904-1971), an American political scientist, academic and diplomat who received the 1950 Nobel Peace Prize for mediating a cease-fire between Israeli and Arab forces in the Palestinian region in the late 1940s. He was the first African-American to receive the prize.



Bunche was involved in the formation and administration of the United Nations. He actively supported Rev. Dr. Martin Luther King Jr.'s non-violent tactics, participating in the 1963 March on Washington and the Selma-to-Montgomery Voting Rights March in 1965. Marking a lifetime of distinguished accomplishments, Bunche received 69 honorary doctorates. In 1963, President John F. Kennedy awarded him the Presidential Medal of Freedom.

Printable posters can be downloaded or ordered at [www.nysut.org/poster](http://www.nysut.org/poster).

## Teachers, remember to take your tax deduction

Almost half of New York State teachers are missing out on a helpful federal income tax deduction, according to the Internal Revenue Service.

Teachers can deduct up to \$250 for their out-of-pocket classroom expenses — which can average about \$485 every year. The federal Educator Expense Tax Deduction was implemented in 2015, yet, according to IRS data, only 52 percent of New York teachers have taken advantage of the savings. Two married teachers filing jointly can each take the deduction, which

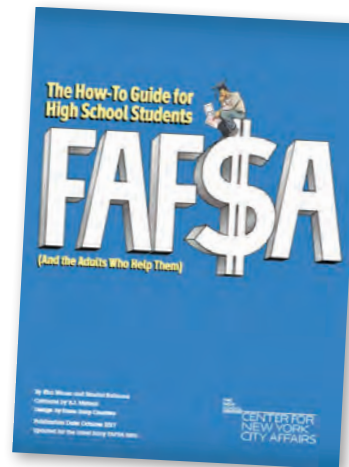


is limited to teachers who worked at least 900 hours at a state-certified public school in grades K-12. Be sure to take the deduction while you still can. As *NYSUT United* went to press, Congress had not finalized a tax reform package. The deduction still applies for 2017 tax filings.

## Financial aid resources for educators, students

Federal Student Aid, an office of the U.S. Department of Education, offers an online financial aid toolkit for counselors at <https://financialaidtoolkit.ed.gov/tk/>. The site includes information on conferences and curriculum materials, tips on hosting events and even sample messages for social media, emails or newsletters.

Another resource for educators and students is *FAFSA: The How-To Guide for High School Students (And the Adults Who Help Them)*. The guide, published by the Center for New York City Affairs, is particularly useful for students and families filling out the U.S. DOE's Free Application for Federal Student Aid (FAFSA) for the first time. The how-to guide was written in partnership with



New York City guidance counselors and financial aid professionals and made possible thanks to Capital One Bank. It addresses the most common questions of students and families.

To download the guide in English or Spanish, visit [www.understandingfafsa.org](http://www.understandingfafsa.org). Limited numbers of free print copies are also available while supplies last at [www.freefafsaguide.com](http://www.freefafsaguide.com).

## Share strategies at summer STEM Institute

The New York State STEM Education Collaborative Summer Institute is putting out the call for presentations and/or poster sessions for K-20 activities that integrate problem-solving learning. "Innovate to Integrate: Cultivating Tomorrow's Problem Solvers" is the theme for the conference that will be July 29-31 at SUNY Alfred College of Technology.

To submit presentation proposals for the 2018 conference, visit [www.nysstemeducation.org](http://www.nysstemeducation.org) through March 23. To attend, look for online registration and housing links to open April 14. Attendees can earn up to 15 Continuing Teacher and Leader Education professional development hours.



## COMING UP

**Jan. 3**

2018 state legislative session begins.

**Jan. 5-6**

NYSUT Higher Ed Council meets, Fashion Institute of Technology



**Jan. 15**

Martin Luther King Jr. Day. For lessons on Dr. King and the civil rights movement, visit [www.sharemylesson.com](http://www.sharemylesson.com).

**Jan. 16**

Governor's budget plan due

**Jan. 22-23**

Board of Regents meets, Albany

**Jan. 26-27**

NYSUT Subject Area Committee meetings, Colonie

**Jan. 28-29**

UUP Winter Delegate Assembly, Saratoga

**Feb. 9-10**

NYSUT Board of Directors meets, Latham

**Feb. 16-18**

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

**Feb. 28**

BOCES Lobby Day, Albany  
Higher Ed Lobby Day, Albany

**March 5-6**

NYSUT Committee of 100 legislative meetings, Albany

## On the cover

From left: Bethany Gizzi, Monroe Community College FA; Kim Chesko, Pittsford District TA; and Aisha Cook, New Rochelle Federation of United School Employees

Photo credit: El-Wise Noisette



EL-WISE NOISSETTE



# NYSUT Women

## Setting NYSUT priorities is women's work

By Kara Smith  
ksmith@nysutmail.org

Following the success of the inaugural NYSUT Women's Conference last March, delegates to the 2017 Representative Assembly made the Ad Hoc Women's Steering Committee a permanent standing committee. NYSUT Executive Vice President Jolene T. DiBrango vowed to continue the work begun at that conference.

Participants write notes on butcher paper to share ideas as they rotated tables from topic to topic.

Judging by the enthusiastic participation and comments at the first meeting of the NYSUT Women's Committee in December, DiBrango is well on her way.

The Women's Committee seeks to educate members about the work of the union — whose membership is

76 percent female — and to highlight women-specific issues, including inequities in pay, health care and education. Getting more female unionists involved in member retention and organizing in light of the *Janus v. AFSCME* case looming before the U.S. Supreme Court, is also a goal.

"We're living through a very real, very painful but transformative moment for women in this country," said DiBrango, noting the #MeToo campaign highlighting sexual harassment and national women's marches. "I'm hoping this movement becomes a revolution where women, particularly labor women, lead the way."

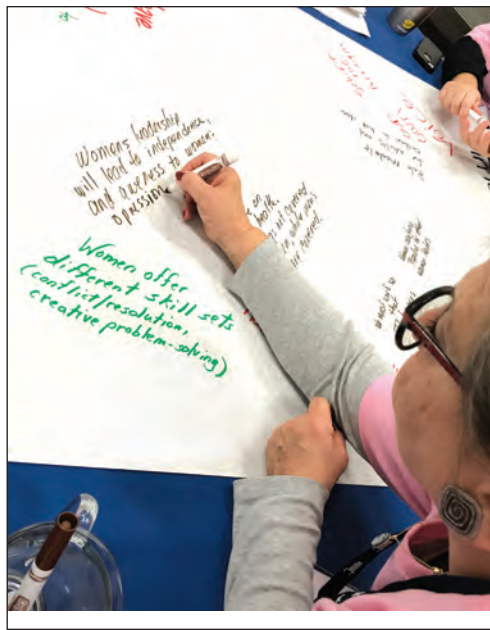
### I'm a NYSUT woman

One member suggestion launched an impromptu photo op, with each woman penning why she

is "a NYSUT woman" and posing with her placard. Answers included, "because our voice is heard," "I'm a proud feminist activist" and "I believe in fairness."

The meeting event used a "world café" meeting format to foster dialogue, encourage active listening and break down barriers to large-group communication. Participants broke into eight small-group "nations," representing the four best and four worst countries for women's rights, and rotated as a unit brainstorming ideas, and penning thoughts on sheets of butcher paper covering each table. Notes were compiled to determine committee goals.

Recurring themes at the December meeting included helping women find their voices and better support one another, preparing



# Subject Area Committees are the union's 'eyes and ears in the field'

By **Sylvia Saunders**  
ssaunder@nysutmail.org

**T**eachers on NYSUT's English Language Learners Committee identified so many pressing issues that they want to work on, they had a tough time narrowing it down to three top priorities. Ever the visual communicators, they put it to a good old fashioned vote — with brightly colored sticky dots.

The ELL Committee was one of several NYSUT Subject Area Committees that came together to kick off a new three-year term and identify priorities for their specialty areas. About 125 teachers from around the state attended the groups' joint meeting Dec. 1–2. Other SACs will meet in January.

"You are the leaders in your curriculum areas and will be our eyes and ears in the field," said NYSUT Executive Vice President Jolene T. DiBrango. "You are our first line of defense, an early warning system ... We rely on your expertise and perspective."

DiBrango said the SAC members will be asked to provide NYSUT with ongoing feedback, such as sharing

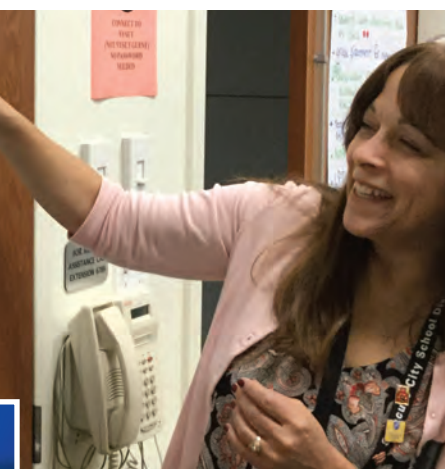
concerns over standards implementation or providing a reality check for how state policies are playing out in the classroom. SAC members, who are recommended by NYSUT's Board of Directors, will be among the first recommended to serve on various State Education Department workgroups.

The 11 SACs are: Arts; Music, Dance, Theater & Visual Arts; Career and Technical Education; Early Childhood Education; English Language Arts; ELLs; Health Education, Physical Education and Family & Consumer Sciences; Languages Other Than English; Math, Science & Technology; Social Studies; Special Education; and Teacher Centers.

Many of the committee discussions revolved around the state's roll-out of the Next Generation Learning Standards, emphasizing that educators must be involved in professional development planning. Talks also focused on students.

The ELL group, for example, talked about how students are identified and too often are denied the services they need because districts want to

all levels  
scheduling and equity  
resources/time to make  
Co-teaching work  
all teachers should use progressions  
standards + progressions as I document  
intake not utilizing qualified  
personnel → incorrect placement  
services on paper, not  
students & teacher



PHOTOS: SYLVIA SAUNDERS

■ Above: Syracuse TA's Areli Schermerhorn casts her votes for the priorities of the ELL Committee.

■ Left: Bayport-Blue Point TA's Rochelle Petre shares a model lesson that incorporates instructional shifts under the state's new science standards.

save money or lack adequate staffing. Career and Technical Education teachers talked about ways to recruit more students to explore CTE options. Special Education Committee members shared concerns about the state's policy of granting variances for districts to exceed class size and other regulations governing special education services. Jo James of Saratoga Adirondack BOCES Educators Association said her union always requests a list of state-approved variances. "I didn't know you could do that," said another member of the committee. "It's helpful information

and we're entitled to it," James said. "I think parents should be notified when there's a variance. It has a direct impact on their children's education."

In a show-and-tell lesson, Bayport-Blue Point TA's Rochelle Petre offered colleagues a look at how to incorporate instructional shifts under the state's new science standards.

"I have to be more of a facilitator," Petre said. "The questions come from the students, not me. There's more hands-on work and problem-solving for the kids. When they have ownership, the students are definitely more engaged."



more women to seek elected office and combatting sexual harassment.

Juliet Benaquisto, president of the Schenectady Federation of Teachers, recalled feeling intimidated at faculty meetings as a young teacher. "We need to help young women learn how to empower themselves," she said. "From becoming better self advocates, to learning how to handle unwanted sexual advances."

The group adopted four

committee goals for the months ahead: developing a mentoring toolkit for young female members; preparing a Why in Five card, for women and men, about sexual harassment; highlighting stories about female union members; and having a Women's Committee booth at the NYSUT RA in April.

The meeting also offered

an opportunity to help others. Committee members raised \$478 for WomenOne, a non-profit helping women and girls worldwide have access to education. Members also practiced self care at a designated "zen den" relaxation space.

For resources, including posters, handouts and photos, visit [www.nysut.org/women](http://www.nysut.org/women).



PROVIDED

Members of the union’s Civil and Human Rights Committee meet in December to establish priorities for the months ahead. Speaking, far right, is NYSUT First Vice President J. Philippe Abraham, who oversees the union’s social justice agenda. The 44 committee members in attendance discussed ways to continue the initiatives already in place and how to make more resources available for educators to use in the classroom. Topics included racial justice, immigration, Fair Trade and human rights.

### Notice of Vacancy SPECIAL ELECTION, BOARD OF DIRECTORS NYSUT Secretary-Treasurer

A vacancy exists for the position of NYSUT Secretary-Treasurer, which was created by the resignation of Martin Messner, effective Nov. 18, 2017.

Pursuant to NYSUT Constitution, Article IX §6(o), “the NYSUT Board of Directors is empowered to fill Officer and At-Large Director vacancies that may occur between election year Representative Assemblies.”

Notice is hereby given that a special election to fill the NYSUT Secretary-Treasurer vacancy will be conducted by the NYSUT Board of Directors on Feb. 9, 2018, at 7:30 p.m., at NYSUT Headquarters, 800 Troy-Schenectady Road, Latham, NY 12110.

The election will be by roll call vote of the members of the NYSUT Board of Directors. A majority vote is required for election. Should a second balloting be necessary to determine the results of an election, the two nominees with the highest number of votes in the first election will be nominees. In the event that there is a tie for the second highest number of votes, the candidate with the highest number of votes and all candidates tied for second shall be placed on the second ballot. The meeting

must remain in session until there are no more than two candidates on the ballot, and one candidate is elected by the Board.

Nominations to fill this vacancy will be accepted in accordance with the Campaign and Election Procedures approved by the NYSUT Board of Directors for the 2017 Representative Assembly. In order to qualify for the special election, a Nominating Petition must be fully completed and then signed by at least fifty (50) NYSUT members. The completed and signed Nominating Petition must then be received by the NYSUT Elections Committee by the close of business (5 p.m.) on Friday, Jan. 26, 2018. Any NYSUT member in good standing may be a candidate. Nominating Petitions are available by contacting the NYSUT Elections Committee at [elections@nysutmail.org](mailto:elections@nysutmail.org) or by contacting the NYSUT Office of the President at 518-213-6090, ext. 6662.

The candidate elected will serve as successor NYSUT Secretary-Treasurer immediately upon being elected and continue to serve as NYSUT Secretary-Treasurer to the conclusion of the 2020 Representative Assembly.

## Unionists fight to preserve promise of community colleges



PHOTOS: ANDREW WATSON

Left: At a workshop on how to introduce colleagues to what a union does, Melissa Adeyeye (left), a member of the Faculty Association of Suffolk Community College, practices one-on-one techniques with Steven Shaw of Orange County CCFA.

Whether it’s fighting for funding, or respect for faculty and staff, unionists must keep advocating for community colleges because they represent opportunity and hope for so many students.

That was the underlying message delivered by speaker after speaker at NYSUT’s 39th annual Community College Conference this fall.

NYSUT President Andy Pallotta assured participants the statewide union would continue to push for greater higher education funding. At a luncheon held prior to the conference, community college presidents and union leaders committed to work together for increased state resources, including a joint lobbying day to make the case for a new funding formula.

Photo top left: NYSUT’s Higher Education Members of the Year, Eileen Landy of United University Professions, third from left; and Andy Sako, president of the Faculty Federation of Erie CC, second from right; are congratulated by NYSUT leaders Jolene T. DiBrango, Pallotta, J. Philippe Abraham and Kevin Peterman, president of the FA of Suffolk Community College.



# Sticking with the union!

NYSUT is listening, and fighting for your future.



Nancy



Dave



Nicole



Stephen



Patti

By Ned Hoskin  
nhoskin@nysutmail.org

Only one thing sustains a union: solidarity. Solidarity is unity of purpose based on common interests, objectives, standards and sympathies. It binds people together as one. And there's only one way to measure it: One member at a time.

Are you in?

Since last spring, with anti-union storm clouds darkening the skies, NYSUT has intensified efforts to organize our membership. Local leaders and members are engaged in campaigns to illuminate the value of the union. If you haven't seen their smiling faces yet, you will soon.

The door-knocking campaign known as the Member Organizing Institute sends members to visit members at home. NYSUT's One-to-One project (1-2-1) reaches local union members in the workplace. Both make personal connections and develop strong relationships. It's union work!

"This was probably the best experience I've had as the president of my union," said John Mannion, who leads the West Genesee Teachers Association, near Syracuse.

The MOI saw grassroots members knock on more than 48,000 doors last summer and fall, reaching out

## When the union knocks, open the door to your sisters and brothers



From left, member organizer Anthony Patricola, Hempstead Classroom TA; Marilyn Case, Cohoes TA; organizer LaDank Boley, American Federation of Teachers; and member organizer Marissa Mims, Syracuse TA.

to more than 12 percent of NYSUT's in-service members. The effort helped defeat the ConCon referendum in November, flipping public opinion to protect retirement security, public education and bargaining rights.

Mannion participated in both campaigns. In the 1-2-1, his union reached its entire membership this year, gaining new signatures and new commitments to support the union.

In the MOI, he was buoyed by the spirit of his members and those from other area locals, encouraged by "how much they appreciated seeing a union member at their door. ... Once the word NYSUT came out of my mouth and we had a chance to have a conversation, they were very appreciative."

In light of constitutional and legislative threats to the rights of working Americans, this will continue to be the

No. 1 focus of the labor movement, said NYSUT President Andy Pallotta.

"We want members to have the opportunity to say: 'I'm sticking with the union!'" Pallotta said. "This is where our voice is, where our power is, where we win fair compensation and improved working conditions. ... Solidarity is our central pillar. We're asking every NYSUT member to commit to his or her association and sign a new union card," he said.

Dave Michalak, president of the SUNY Broome Faculty Association, said the local has been organizing and listening to its community college members for more than two years. In one-on-ones, colleagues say they are most concerned about "the consequences [of] losing our union," he said, and bargaining protections. "Unions are the last bastion of hope for all workers in this country."

**"Oh, you can't scare me,  
I'm sticking to the union,  
I'm sticking to the union,  
I'm sticking to the union.**

**Oh, you can't scare me,  
I'm sticking to the union,  
I'm sticking to the union  
'til the day I die."**

— *Union Maid*  
by Woody Guthrie, folk  
singer, union activist

## Janus on the horizon

This year, the U.S. Supreme Court will hear *Janus v. AFSCME*. The case questions the decades-old precedent that if you are represented by a union, it is fair and reasonable to expect you to pay a fair share to the union for protecting your rights and your future.

Recent polling showed that one out of five union members would drop their membership if they were not required to pay dues. But the survey also found that two out of three of those people would change their mind if they thought it would weaken their union's ability to fight for them. Face to face, members share the intrinsic value of sticking together.

"The best predictor of membership loss or retention is whether you have had a one-to-one conversation with every member," Pallotta said. "It is a new style of unionism, and this can never end. As the song says, we're 'sticking to the union, until the day I die.'"

## NYSUT leads collection drive for residents in Puerto Rico, U.S. Virgin Islands

By **Sylvia Saunders**  
ssaunder@nysutmail.org

**A**s massive recovery efforts continue in hurricane-ravaged areas, NYSUT spearheaded a collection drive that amassed more than 2,000 pounds of hygiene products, diapers, wipes, formula, batteries, flashlights, and other essential emergency supplies for residents still struggling in Puerto Rico and the U.S. Virgin Islands.

"Millions of residents remain without power, running water and other basic necessities," said NYSUT President Andy Pallotta. "We put out the call and the response was incredible."

The much-needed supplies came from NYSUT members and staff, the



EL-WISE NOISSETTE

■ NYSUT President Andy Pallotta and First Vice President J. Philippe Abraham prepare to load supplies donated for disaster relief.

Saranac Lake Teachers Association, the Civil Service Employees Association and Girls Inc. of the Greater Capital Region. Items collected were shipped to the islands as

part of Gov. Cuomo's Relief and Recovery Effort.

A special dress-down event initiated by the Professional Staff Association at NYSUT raised \$3,370 for NYSUT's Disaster Relief Fund. The staff union also raised nearly \$5,000 for relief efforts via a basket raffle.

As of December, NYSUT's Disaster Relief Fund, fueled by donations from members across the state, had earmarked more than \$50,000 to Puerto Rico, \$5,000 to the American Federation of Teachers Operation Agua fund, and

made donations to the American Red Cross and Americares.

Local leaders and unions have also led a variety of relief efforts. Mohonasen TA, led by NYSUT Board member Maria Pacheco, collected donations from members, students and the community to purchase 200 solar chargers. AFT President Randi Weingarten recently led a delegation, which included Evelyn DeJesus of the United Federation of Teachers and the NYSUT Board, to deliver water filters to Puerto Rico.

The need is still great. Visit [www.nysut.org/disasterrelief](http://www.nysut.org/disasterrelief) 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.

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A veteran teacher is accused by a student of inappropriate behavior. The DOE wants the teacher terminated.

could  
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ever  
HAPPEN to  
YOU?

**A**s a member of a NYSUT local union, you are entitled to free legal representation should you ever face discipline or discharge. NYSUT attorneys stand ready to fight for any in-service member and their local in these situations. Here's how one member was helped. The story you are about to read is real. Any identifying information has been changed to protect the NYSUT member's identity.

### The background

In full view of two other adults and 20 students, veteran teacher John Smith approached a visibly distraught student and gave her a hug across the shoulders to reassure her. He then told her to "kiss and make up" with her friend with whom she had been arguing. As another teacher present in the computer lab who witnessed the incident, put it, Smith gave the student a "reassuring" touch on the shoulder, one she herself had done on countless occasions to calm and reassure distraught students.

### The accusation

The then-10-year old student made a complaint against Smith, alleging he hugged and kissed her on the cheek. The New York City Department of Education initiated an investigation into the incident and subsequently lodged Education Law § 3020-a charges against Smith, seeking his termination.

### Due process

A staff attorney in NYSUT's Office of General Counsel represented Smith in the 3020-a hearing. After hearing testimony from seven witnesses, the hearing officer dismissed all charges against Smith finding that "an innocent man was charged and prosecuted over innocent conduct that occurred in full view of two colleagues and a classroom of students."

The hearing officer explicitly found that the DOE's investigation that substantiated the allegation against Smith was so woefully inadequate "as to have been itself a denial of due process." The hearing officer held that "the investigation was, in essence, an effort to find supportive evidence, not to find objective facts."

The hearing officer found that far from attempting to unearth the truth about what actually happened in the computer lab, the DOE's investigator merely attempted to search for evidence to corroborate the allegations.

Furthermore, the hearing officer found it "outrageous" that the investigator concluded that Smith was not to be believed because he asserted his Cadet right to not be questioned by the investigator. Smith "made a privileged choice to remain silent and that fact should not have been relied on by the investigator ... or the [DOE] to his detriment," the hearing officer stated.

Unhappy with the decision that explicitly found that an innocent man was charged based on a deeply flawed investigation, the DOE filed a court proceeding seeking to vacate the hearing officer's decision.

Another attorney in NYSUT's Office of General Counsel represented Smith in court. The essence of the DOE's argument was that the veteran hearing officer was somehow biased against the DOE during the under-



lying 3020-a proceeding, and the decision was a result of that bias.

The court rejected the DOE's argument and sustained the original decision, holding that the hearing officer remained neutral and professional throughout the hearing, and in no way exhibited any bias for or against either party.

Quoting the hearing officer, the court found that "the DOE did not merely fail to meet its burden of proof, the evidence taken as a whole plainly establishes innocence on the part of" Smith.

After the court issued its decision, Smith was finally returned to the classroom, much to the delight of his students, colleagues and administrators.

# Three wishes

The snow swirling outside the classroom window seemed to be affirming the children's belief that the winter holiday season is the time for anything but schoolwork.

Talk about conspiracies, thought Terry Hastings, the first-year third-grade teacher; even the weather's against me. The last day of school before the winter holiday vacation is tough enough without that constant reminder brushing against the windows.

"Thomas, please pay attention up here. There are no math facts written in the snow," she said.

Terry had to admit there was more action outside, but she was troubled. Tommy had been a problem all year. He was in class, but his thoughts weren't. Today he was more distracted than ever.

After a home visit with Mrs. Casey, Tommy's mother, Terry understood the meaning of "impoverished." She had seen a house that was certainly clean, but one that had only the barest of furnishings. She remembered a color television, or rather color on the television.

The colors on the set in no way represented the real world. The half-green faces and flesh-colored grass had given a surrealistic appearance to the "ring around the collar" commercial blaring on the television.

What kind of holiday will Tommy have, Terry thought. I wonder if he's upset because he knows he won't be getting many of the things he is hoping for.

The morning passed (as did Tommy's attention). Now back from

lunch, the children were barely able to contain their excitement. Not so for Tommy. As the children readied their presents and snacks, Terry had a private talk with Tommy that proved useless.

After the snacks were passed out, the children decided to exchange holiday gifts. They had written notes home asking if they could either make a gift or spend a dollar for one. Each parent had been agreeable.



They had drawn names, and now the big moment had arrived.

Terry sat down and proceeded to let groups exchange their gifts. By the time Charles, the boy who was to exchange gifts with Tommy, reached Tommy's desk, tears were streaming down Tommy's cheeks.

"My mother didn't come home last night ..." he cried, almost unable to speak. "... and she forgot to leave any money." Poor Charles was almost crying himself.

"And my brother wouldn't give me any. I'm sorry Charles. I don't have anything for you."

By this time, Tommy was almost hysterical. He could say no more even if he wanted to.

Charles finally spoke up. "Tommy don't be sad, you don't have to give me anything." There was what seemed like a suspension of time for a few seconds.

"Remember when you gave me some of your lunch when mine got knocked down?" Charles blurted.

"And how Miss Hastings tells us stories about sharing ... and about

how we're friends?"

Tommy looked up from his desk. On his face were the paths left by the tears streaming down his cheeks.

Charles apprehensively handed Tommy a red construction paper card, which he had obviously spent much time making. It was beautifully colored, with sparkles, evergreen needles and tinsel pasted on the front.

"Please take my present," Charles implored.

Just how tears of sadness could at once be transformed to tears of joy

was a mystery only a child's understanding could have solved.

Terry cleaned up her room that holiday season. She knew the warmth and feeling of togetherness felt by the class as Tommy's eyes lit up, overjoyed with his gift, would be remembered by them all. Nor would she forget the radiance of his face as he left for home.

Finally, just a few pieces of wrapping paper remained on her desk before she could call it a day. And one last gift ... wrapped in school writing paper no less.

"To Miss Hastings." She opened the paper ... "From Tommy." In her hand Terry held the red card that meant so much to him.

Now in the warmth of a June day, 30 years later, Mrs. Teresa Powell removed the red construction paper card from her desk drawer. It was her last day before retirement.

She thought about how the everyday realities of teaching sometimes displaced her belief in the rewards of teaching. Tommy, Charles and the card had been a reminder of that belief for the last 30 years. She was happy. She had been right.

As she walked to the office to turn in her keys for the last time, she thought to herself.

Thank you, Charles.

Thank you, Tommy.

I'll never forget.

And she never did.

Phil Rumore is president of the Buffalo Teachers Federation. He began a tradition of writing a holiday story nearly 20 years ago. This story was first published in *The Advocate* in 2004.



## QUESTIONS for ... **Melanie Cunningham** Salmon River Teachers Association



**M**elanie Cunningham is a school nurse and member of the NYSUT Health Care Professionals Council.

### 1. You used to work for General Motors before the plant closed. What was it like working a union factory job?

When I was hired in 1997 I felt like I was set for life. I was so happy and honored — I was the third generation to work for GM and be part of the United Auto Workers. My grandfather worked for GM in the 1940s; then my father worked there for 36 years.

I was hired as a lost foam technician, I then became a team leader for my area. I was also our union benefit representative. I took care of medical and life insurance, workers' compensation and unemployment claims for all active and retired union members.

We learned about the plant closing at my cousin's wedding in 2007. It was in the local paper on the front page. The company did not tell us. Our union held many meetings and gave information as it went along. We had politicians from all over the state, including the governor, offer help.

People had to make decisions: transfer to a plant in another state, take a lump sum buyout or work as long as you could and see what happened.

My husband and I chose to stay and work. We were part of the union and we were there to see that everyone was taken care of first. My boss walked in on a Wednesday and said: "Friday is your last day to be out of here. You have till 3:30." I had 12 years in. My husband, who was the shop steward, was let go on the same day. We had five children to support.

It's a night I'll never forget.

### 2. What was it like moving forward and how did your union help?

I cried for days and felt like doom and gloom. I thought I was too old to start over. My union was there to help. I was put back on payroll from Oct. 1 until Dec. 31 to help members with their benefits. In December, with one pay day left, I went to SUNY Canton and enrolled. I was nervous, but knew I needed a career. I never wanted to go through another plant closing. I wanted to be a nurse and I challenged myself to succeed.

My union fought and negotiated for us and we were given benefits via the Trade Act to go back to school. I took full advantage of this. Going back to school was the hardest thing I did but it was well worth it.

### 3. Why did you choose to go into nursing?

I always liked caring for and helping people. I remember taking care of my grandfather when he was sick, and seeing how you can make a difference when someone is in pain.

I also have two amazing sisters-in-law who are nurses and they inspire me. They told me I was a natural with people. I wanted a career that my children and my family would be proud of. Best thing I ever did.

### 4. Hospital nurses can make more money. Why did you choose to work in a school district?

The school where I work is the one I graduated from, so it has a special place in my heart. I love being a

school nurse. It's like running a mini ER and I am challenged every day. I advocate for students on many issues. I feel that I make a positive impact on students and educate them on healthy choices.

Sometimes they need someone to show them some kindness and make them feel good about themselves. A school nurse is not just about stomachaches. Children have so many issues and I like to help them and their families out as much as I can. School nurses are often the first ones to see that something is going on. We facilitate with other agencies to make sure students receive other services if needed. I also work with a great staff. Getting up in the morning and being excited to go to work is priceless.

### 5. How did you get involved in the NYSUT Health Care Professionals Council?

I was asked to be part of the council by my local union. I was honored. You need to use your voice to stand up for the safety and well-being of health care professionals, people in society and children.

It's important to educate yourself about what is going on, to reach out to politicians and talk about the issues we are facing. We need to educate those who are not part of the union about why it is important to be part of the union so positive change can happen. Collective bargaining is the heart and passion of the union and I am proud to be part of it.

## It's an honor

**Greg Perles**, North Shore Schools Federated Employees, along with his family has raised more than \$10,000 for the Northport Food Pantry. His family has hosted fundraising bake sales since 2005 to support the food pantry.

**Barbara Wersten**, Saratoga Springs Teachers Association, was recognized by the American Red Cross of Northeastern New York as the 2017 Blood Hero. Wersten holds an annual blood drive in memory of her son, Ryan. In 11 years, the blood drive has collected nearly 700 units and benefitted 2,000 lives.

**Chris Widmaier**, Rochester TA, is one of five teachers to receive the "Teaching Tolerance" award from the Southern Poverty Law Center. The award is given biennially to K-12 teachers who "excel at promoting respect and a passion for justice among students." Widmaier is the only honoree from New York State.

## In print

**Bill Altman**, SUNY Broome Faculty Association, has published a series of e-books on the teaching of psychology. *Teaching Tips: A Compendium of Conference Presentations on Teaching*, gathers and indexes information from presentations at major psychology conferences to make research available about best practices. Visit <http://teachpsych.org/ebooks/teachingtips>.

**Damian Schofield**, United University Professions SUNY Oswego chapter; **Kimberly McLain**, SUNY Broome FA; Erin O'Hara-Leslie and Oswego grad student Francisco Ovalle published "Assessing Interactive Video Systems Used as a Training Tool for Medical Assistants" in the *International Journal of Information Technology*. The article describes virtual reality training modules for medical students facing drug-seeking behavior and managing a medical emergency. Visit [www.ijitjournal.org/volume-3/issue-5/IJIT-V3I5P1.pdf](http://www.ijitjournal.org/volume-3/issue-5/IJIT-V3I5P1.pdf).

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

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# Getting to know ... Lisa Jackson

Lisa Jackson is a youth assistant at the Alternative High School in Rush-Henrietta. She was interviewed by Karen Lee Arthmann, president of the paraprofessionals chapter of the Rush-Henrietta Employees Association who is also a NYSUT SRP at-large director. Says Arthmann, "Lisa is an invaluable asset to our district and I'm so proud to call her my friend and colleague."

## Tell us about your job as a youth assistant and why you love what you do.

I am a school security guard who wears many hats. I make sure the students have a safe and secure place to receive their education. My co-workers depend on me to maintain a safe and secure place in which to work. I do it every day, with a smile.

Working within an alternative setting can be difficult for others, but this is my calling. I am a natural at it. I love working with students who are "a little different" from others with their learning capabilities. It's definitely not the pay that's keeping me here, but I have good benefits. I represent stability and a positive force in the students' lives, not to mention, I AM classroom management. Just my presence alone speaks volumes.

## How are you involved with your union?

My union involvement includes attending meetings where I ask questions. I vote in our union elections for our district officials. I am blessed with a wonderful representative, Karen,



who gets the job done. She makes my involvement easy because she helps us take care of everything.

## Tell us how you make a difference.

I make a difference just by coming to work every day. Most of the students I work with come from low-income, broken homes, abusive backgrounds and with a history of drug involvement. My being there gives them stability. I lead by example

with good grooming and a positive outlook on every situation. The students look up to me as their role model, so I have to be on my best behavior because they are watching.

## How are you involved in your community? Any hobbies?

My father owns a barbershop in a crime- and poverty-infested area in the City of Rochester. As a family, we maintain a positive atmosphere, upstanding citizenship and give our customers a reasonable, affordable price. Showing compassion for people with a few kind words of encouragement goes a long way.

My favorite hobby right now is catering to my 3-year-old granddaughter. Going to parks, Chuck E. Cheese and bouncing on trampolines is so much fun. I'm just enjoying life with her every chance I get. I believe in being accepting of whatever comes your way and making the best of it always, whether it's at home, work or play.

## NYSUT celebrates School-Related Professionals



NYSUT Executive Vice President Jolene T. DiBrango (third from left) surrounded by NYSUT SRP at-large directors, (from left), Karen Lee Arthmann, Deborah Paulin, Sandie Carner-Shafran, Shelvy Young Abrams and Angie Rivera at the 2017 SRP Leadership Conference.



PHOTOS: LESLIE DUNCAN FOTTBRELL

Albany Public School United Employees members at an SRP recognition event, from left: (first row) Agnes Jackson, Nancy Smith, Bridget Dolan, Leah Maynard and Anita Jones; (second row) Sonya Flowers, Jennifer Carabis, Racheal LeBarron and Cheryl Abdellaoui.



### Wonderstruck

By Brian Selznick, author and illustrator

#### Recommended by:

Rose Reissman, United Federation of Teachers, director of Writing Institute, Ditmas IS 62

**Suitable for:** Grades 4-8

**Why I chose it:** Two storylines, one set in 1977 in Minnesota and the other in 1927 in New Jersey, converge in New York City. It is a journey of two children, both deaf and searching for their parents. Selznick's beautiful pencil drawings offer rich historically researched insight into their journeys.

**What I like best:** The book offers insight into deaf culture and American technology history. The entire work is informed by values of family connections despite separation and adversity, the capacity of children to be resilient in the face of health crises and personal losses, and being wonderstruck by art and nature. The story uses drawings of wolves to tap into the nightmares many suffer in life. The animals sometimes appear to malign and, at other times, are wise guides. The book focuses pictorially and positively on how journeys can end with desired friendship, family and love.

**How teachers can use this book:** Students can research the time periods and develop PowerPoints with actual images of New York City, New Jersey and Minnesota scenes. The work uses several key quotes and references to "Space Oddity" by David Bowie; students can identify the sources and reflect on why they fit the story. Older middle school students can compare and contrast this book with E.L. Konigsberg's *From the Mixed Up Files of Mrs. Basil E. Frankweiler* and the "Night at the Museum" movie series. Students can also investigate the sources Selznick uses to learn about the ways deaf education and culture have evolved.

**About the author:** Selznick is the 2008 Caldecott recipient for *The Invention of Hugo Cabret*. He illustrated *The Dinosaurs of Waterhouse Hawkins*.

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

## Teachers serve up homework help, food and fun at café

By Liza Frenette

[lfrenett@nysutmail.org](mailto:lfrenett@nysutmail.org)

**G**lass jam jars are clustered with crayons, and the tops of cafeteria-style tables are crammed with Legos, Play-Doh, board games, and a lot of elbows.

This is the new home of the South End Children's Café, a place where about 30 children gather each day to get help with homework, some with the assistance of teacher volunteers, including Cindy MacCallum and Sandra Munella Olson.

Kids also come here to get a healthy meal. About half of the kids who come are homeless. Some are foster children. Most of them are at or below the poverty line, said café founder Tracie Killar.

They are all beautiful.

Many of the volunteers who keep the rhythm of the place in motion come once a week; a few, every day. Among them are a host of reliable teachers. MacCallum, a math teacher and member of the Bethlehem Central Teachers Association, shares her talents every Tuesday. Olson previously taught

in Jamestown and then worked as a permanent substitute in Saratoga County. She volunteers, helping kids four afternoons a week.

MacCallum's duties begin each week with time spent in the homework room. "I love working with kids," she said. "Giving time and effort is important."

MacCallum comes directly from Slingerlands Elementary, where she teaches Response to Intervention, remedial math K-5 and third-grade challenge.

Olson read about the café in the paper and has been volunteering there since it opened.

At the café, children are fed a hot meal each day; sometimes a parent joins them. Meals are made from scratch, with health at the top of the recipe. Chicken, for example, is baked not fried.

"The main mission is to impact food security and food equality and justice by offering a free, healthy



LIZA FRENETTE

■ An army of volunteers keep the South End Children's Café running, including, from left, Bethlehem teacher Cindy MacCallum, volunteer Sandra Munella Olson and café founder, Tracie Killar.

meal," said Killar. "We feed mind and body." In the two years since the café opened, she said they have served 14,600 dinners.

Active and retired NYSUT teacher volunteers include Karen Smith, Mohonasen TA; Barb Riegel, Diane McNiven and Mignonne Phillips, Bethlehem CTA; and Sue Hacker, Albany PSTA.

"It's amazing that teachers teach all day then come here and teach," Killar marvels.

To read more about the café, visit [www.nysut.org](http://www.nysut.org).

## NYSUT wins grant to raise awareness on education justice

**N**YSUT and three local unions will use a three-year \$322,000 grant to assist early career teachers to better recognize and proactively address racial and social injustice.

The grant from the National Education Association's Great Public Schools Fund will enable NYSUT to work with local unions in Kingston, Schenectady and one other district to help redesign and expand their mentoring programs for teachers just beginning their careers.

Working collaboratively with school boards, superintendents and administrators, the union-backed initiative will assist early career educators to better understand issues like racial inequality, diversity, fair wages, equitable funding, women's rights and environmental justice. The program aims to empower teachers, students and their school communities to develop student-centered

strategies to address inequality and injustice.

Faculty at the University at Albany's School of Education will help direct the pilot program, including evaluating its effectiveness. Alex Pieterse, a professor in educational and counseling psychology, and Kathryn Schiller, a research expert, are both members of United University Professions, the union representing faculty and academic staff at SUNY. In addition, experienced trainers from NYSUT's Education & Learning Trust and programs such as the New York City-based Border Crossers will present professional development sessions.

"The goal is to help early career educators see themselves as change agents," said NYSUT Executive Vice President Jolene T. DiBrango. "Once we learn what works best, we'd hope to replicate some of the most successful components in other districts across the state."

# Feeling stressed? You're not alone.



**E**ducators are feeling considerably more pressured, disrespected and unsupported, according to a survey of nearly 5,000 educators by the American Federation of Teachers and the Badass Teachers Association.

While that's not exactly surprising, the numbers certainly are: Nearly two-thirds of educators reported they "always" or "often" feel stressed out — that's twice the level felt by workers in the general population.

"The majority of stress for teachers comes NOT from students, but from things outside the classroom like district bureaucracy, changing state mandates and the constant flux in testing and other requirements," said one respondent.

Why is this important? Districts that ignore the importance of educators' well-being may be faced with higher turnover, more staff health issues, and greater burnout — all of which lead to higher costs, less stability for kids and, ultimately, lower student achievement.

Interestingly, the survey found

encouraging news in an oversampling of educators in two Central New York districts that are known for strong support programs and ongoing collaboration among educators, administrators, parents and the community. Educators from Solway and North Syracuse reported significantly less stress and were less likely to leave the profession.

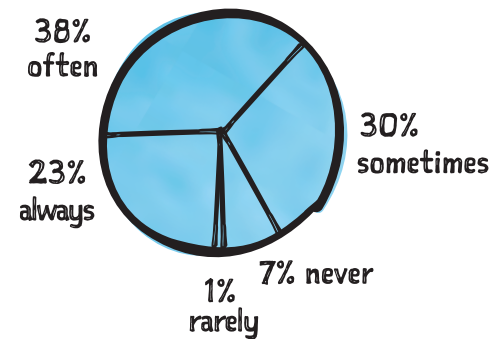
The polling found overwhelming support for labor unions: Ninety-five percent agreed that educators need strong unions to protect their interests.

The "2017 Educator Quality of Work Life Survey" included a random sample of 850 AFT members, plus 4,000 educators who responded to a public online survey.

## Need help?

NYSUT Social Services is a confidential benefit offered to all NYSUT members. We can provide supportive phone consultation and referrals for services in your community. Call 800-342-9810, ext. 6206, or email us at [socsvcs@nysutmail.org](mailto:socsvcs@nysutmail.org).

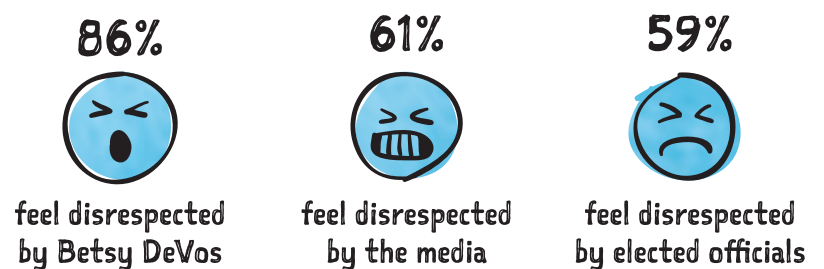
## How often is work stressful for educators?



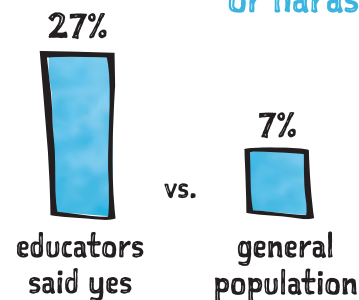
## What's causing the stress?



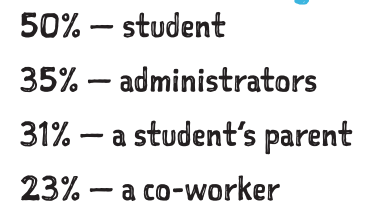
## Who disrespects educators?



## In the last 12 months, were you bullied, threatened or harassed at work?



## Who was the bully?



For the full report, visit <http://bit.ly/2ik6V70>



# Taking on the teacher shortage

## In Copenhagen, a small district with a big heart aims to attract new teachers to its 'family'

By Matt Smith  
msmith@nysutmail.org

**A**cross the road from a clapboard home on Mechanic Street, off Route 12 in Jefferson County, a few miles north of the Kraft foods plant in Lowville, amid the seemingly endless fields of corn, past mammoth windmills towering over verdant fields and just around the corner from where, possibly, the best goulash and mac and cheese in northern New York is served, you see a large, singular building that makes up the entire school district in Copenhagen.

That it sits, essentially, smack dab in the center of town is, perhaps, serendipitous.

But in this community of roughly 800 people south of Watertown, where Amish buggies travel on the same roads as pickup trucks, farm tractors and the occasional Army vehicle from Fort Drum, the center of town is exactly where this K-12 school belongs.

"The district is the heart and soul of this community," says John

Cain, president of the Copenhagen Teachers Association. "There is a real sense of family here that extends deep" into the village.

Visit the Copenhagen Central School on any given day and that sense of family is evident: The tight-knit staff has forged a far-reaching support network for both young teachers and students, who often talk of their "community."

But, as is often the case with family, the district now faces a struggle — a concept not exactly foreign to an economically disadvantaged region such as this. As baby-boomer teachers retire, and more educators leave the profession for other reasons, enrollments in teacher education programs have plummeted in New York State and nationwide. Copenhagen has been impacted particularly hard. In the past, the district would receive upward of 200 applications each summer from those hoping to land a teaching position. Today, the number of applicants has nose-dived into the single digits.

"Young students have been pushed away from the profession.

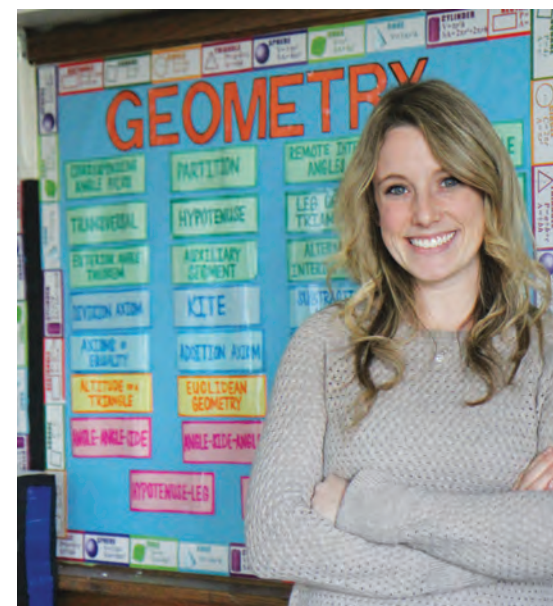
There are fewer and fewer students choosing to pursue education as a career," Cain says. "We're a small, rural district and we can't possibly compete with larger districts when it comes to salaries. But we can offer a lot that large districts can't. Teachers here are not just a number.

"Every single one of us works with kids in grades K-12 daily. And our impact on them extends well beyond the classroom. We know which kids need to be fed or clothed. We have a direct impact on kids' lives. We leave here tired each day, but we leave here satisfied, knowing that we made a difference."

NYSUT Executive Vice President Jolene T. DiBrango, who oversees the statewide union's Research and Educational Services Department, says the teacher shortage is the result of "a perfect storm" of contributing factors. Chief among them is the fact that, while the average age of teachers in the state is 48, enrollment in teacher education programs in New York since 2009-10 has decreased 49 percent — from more than 79,000 students to about 40,000 students

two years ago, based on latest figures.

In response to the shortage, state Education Commissioner MaryEllen Elia has said finding ways to recruit and retain teachers must be a priority. But rather than wait for the state to take action, the Copenhagen TA — working with NYSUT, its parent union



First-year Copenhagen teacher Marissa Kerins said she was drawn to the district by its support for new teachers and its



## [ TEACHING & LEARNING ]

— has decided to act on its own, with members from the CTA's Local Action Project taking the lead.

Over the summer, LAP team members gathered at the school to shoot a series of videos highlighting what's great about teaching in Copenhagen — the first step in what will become an ongoing communications effort to boost recruitment in the district.

"We are being proactive," Cain says. "We can accept things the way they are, or we can fight to make things better."

Lori Griffin, a Copenhagen English teacher who sparked the LAP team's teacher-recruitment effort, says the school is too important to the community to give in or give up.

"We really mean it when we say that this school is the heart and soul of the community," she says. "We are not going to close (as a result of the teacher shortage). We are not going to merge or become part of some conglomerate. And we don't ever want to be mediocre. We are a diamond in the rough and we want people to see that."

Marissa Kerins is a new teacher who joined the district at the



PHOTOS: AMANDA BOESPFLUG

- **NYSUT Executive Vice President Jolene T. DiBrango speaks with Copenhagen teacher Cynthia Graves while visiting with students.**

beginning of this year. She sensed the "close-knit and supportive family" environment at Copenhagen during her interview.

"I was immediately blown away. I could tell there were support systems in place that would set me up for success," Kerins says. "I've never felt so welcomed in a place ... The community nature of the district really drew me to it."

On a muggy morning in August, that support system to which Kerins refers is on full display. Though the start of the new school year is more than two weeks away, the Copenhagen school is bustling with activity as young teachers work with veteran educators as part of the district's mentoring program.

"We work really hard to make people feel welcome," says Nicole Lee, a special education teacher who heads the district's mentoring program. "This is your home, your family ... and we work really hard in school and out of school to build that relationship."

Griffin, who also serves as the CTA secretary and regional political action coordinator, says the small district makes a conscious effort to think big when it comes to educating its students. School officials, for example, aggressively pursue grants that provide students with technological resources unheard of in most districts of its size.

"Our technology program is among the top in northern New York," says Griffin. "We pride ourselves on going above and beyond the core subjects. And we see our kids as global citizens. We work very hard to help them recognize there is no limit to what they can be."

That philosophy is what brought librarian and technology teacher Krisha Green back to Copenhagen after leaving for a job in another district.

"I think our students fare better than most because we work hard here to provide them with not just technology but the ideas to pursue whatever dreams they have," says Green. She spent three years teaching at a high school elsewhere before returning to Copenhagen where she can interact with kindergartners to graduating seniors.

"I missed the community at Copenhagen," she says. "It's where I want to be. It's where I feel the greatest impact. I get to have my hands in a lot of places."

### FOR MORE INFO

To view Copenhagen recruitment videos, go to [nysut.org/copenhagen](http://nysut.org/copenhagen).



- **Copenhagen Teachers Association President and history teacher John Cain said the local decided it needed to be "proactive" in addressing the teacher shortage.**



- **Copenhagen English teacher Lori Griffin, who serves as a regional political action coordinator, discusses her local's decision to confront the teacher shortage head-on.**



ANDREW WATSON

Marissa Kerins said she was drawn to Copenhagen and its "community nature."

# RA 2018: Make your voice heard

**N**YSUT President Andy Pallotta has one request for this year's Representative Assembly.

"Our goal is 100 percent participation," Pallotta said. "We want to see every member represented and hear every voice as we plan for our union's future." Members make their voices heard by electing local delegates who represent them at the RA.

The union is facing challenges at the state and federal level, and the annual policymaking convention, April 27-28 in Buffalo, is not only an opportunity to set the course for the year, but also for delegates to organize, strategize and share ideas to take back to their locals.

"The RA focuses on the

business of the union — the business that matters most to our local leaders and to our members," Pallotta said. The *Janus v. AFSCME* case has been an ongoing topic of discussion and delegates will hear the latest on the case and NYSUT's preparations.

RA delegates this year will elect two NEA State Directors, two NEA Alternate State Directors and delegates and alternates to the NEA Representative Assembly.

Participation is open to all

locals. A constitutional amendment adopted by the 2000 RA created a more economical path for smaller locals to participate in the annual convention. Locals with fewer than 125 members may choose to form a council of locals with another local or locals in their area to elect common delegates. Local leaders should visit [www.nysut.org/ra](http://www.nysut.org/ra) for all the details for forming a council of locals. Also, heed the deadlines: by Jan. 12 locals must adopt an identical resolution to

establish the council and by Jan. 16 the NYSUT Board must receive, in writing, the request to be recognized as a council.

The RA web page has all of the other important deadlines as well, including those for submitting resolutions, and amendments to the NYSUT Constitution and Bylaws.

RA veterans may notice a few changes at the convention this year. The union is continuing with a more streamlined schedule and keeping the focus on the business of the union. The RA will also honor the winners of the union constituency awards as well as the Sandy Feldman award and grant, the Ken Kurzweil social justice award and community service awards and lifeline honor roll.



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## **POSITIONS TO BE FILLED AT THE NYSUT RA**

NOTICE IS HEREBY GIVEN THAT AN ELECTION FOR THE FOLLOWING POSITIONS WILL BE CONDUCTED ON FRIDAY, APRIL 27, 2018, AT 9:30 P.M. DURING THE 2018 NYSUT REPRESENTATIVE ASSEMBLY AT THE BUFFALO-NIAGARA CONVENTION CENTER, BUFFALO, NY IN ACCORDANCE WITH THE PROCEDURES SPECIFIED BELOW. NOTICE IS HEREBY FURTHER GIVEN THAT NOMINATING PETITIONS FOR EACH OF THE FOLLOWING POSITIONS WILL BE ACCEPTED THROUGH 5 P.M., MONDAY, FEB. 12, 2018, IN ACCORDANCE WITH THE CRITERIA AND PROCESSES OUTLINED BELOW.

### **I. NEA STATE DIRECTORS AND ALTERNATE STATE DIRECTORS**

**(To be elected by all in-service delegates<sup>1</sup> from NYSUT locals representing NEA Active members)**

- Elect one (1) NEA State Director to the NEA Board of Directors, three-year term.
- Elect one (1) Alternate NEA State Director to the NEA Board of Directors, three-year term.
- Elect one (1) NEA State Director to the NEA Board of Directors to fill the remainder of the unexpired 2016-19 term created by the 2017 resignation of NEA Director, Joseph Cantafio.
- Elect one (1) Alternate NEA State Director to the NEA Board of Directors for the unexpired 2016-19 term.

#### **A. Term of Office:**

Three (3) year term commencing Sept. 1, 2018, and concluding Aug. 31, 2021.

Unexpired 2016-19 term commencing April 28, 2018, and concluding Aug. 31, 2019.

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

#### **Important Notice**

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

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

<sup>1</sup> "In-service delegates" are delegates who were nominated by, and elected by the in-service NYSUT members of a NYSUT local. "Retiree delegates" are delegates who were nominated by, elected by and from the NYSUT Retiree Councils (NYSUT Bylaw C (2)(c)).

**C. Elector Qualifications:** Each 2018 NYSUT RA in-service delegate who represents NEA Active members shall be eligible to cast a ballot for NEA Director and Alternate NEA Director.

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

### **II. NEA RA STATE DELEGATES (To be elected by all in-service delegates from NYSUT locals representing NEA Active members)**

- Elect approximately 35 NEA RA State delegates

The exact number of NEA State delegates to which NYSUT is entitled has not yet been officially determined by the NEA. NYSUT's NEA State delegate entitlement will be set by the NEA in late January 2018. The above estimate is subject to modification once the official State delegate entitlement for NYSUT is announced by the NEA.

**A. Term of Office:** The term of office shall commence as of the close of the 2018 NYSUT Representative Assembly and conclude as of the close of the 2021 NYSUT RA.

**B. Eligibility Requirements for Nomination and Candidacy:** All members of NYSUT who hold Active membership in the NEA may nominate a candidate and be a candidate for NYSUT State delegate to the NEA Representative Assembly.

**C. Elector Qualifications:** Each 2018 NYSUT RA in-service delegate who represents NEA Active members shall be eligible to cast a ballot for NYSUT State delegates to the NEA Representative Assembly.

**D. Tabulation:** NYSUT State delegates to the NEA Representative Assembly shall be elected by a secret ballot vote of the eligible electors, pursuant to NYSUT *Constitution* Article VIII §§1(c) and (1)(d) and Bylaw C(1)(b). The number of candidates receiving the highest number of votes, corresponding to the number of delegate positions necessary to fill NYSUT's entire NEA RA State delegate entitlement, shall be declared elected to the position of NYSUT State Delegate to the NEA Representative Assembly.

## **POSITIONS TO BE FILLED OUTSIDE OF THE NYSUT RA**

NOTICE IS HEREBY FURTHER GIVEN THAT THE TALLY OF A MAIL BALLOT ELECTION FOR THE FOLLOWING POSITIONS WILL BE CONDUCTED ON APRIL 9, 2018, AT 10 A.M. AT NYSUT HEADQUARTERS, LATHAM, NY, IN ACCORDANCE WITH THE PROCEDURES SPECIFIED BELOW. NOTICE IS HEREBY FURTHER GIVEN THAT NOMINATIONS FOR EACH OF THE FOLLOWING POSITIONS WILL BE ACCEPTED BY THE NYSUT ELECTIONS COMMITTEE THROUGH 5 P.M. MONDAY, FEB. 12, 2018, IN ACCORDANCE WITH THE CRITERIA OUTLINED BELOW.

### **III. NEA RA RETIRED DELEGATES (To be elected by NEA Retired members<sup>2</sup>)**

**A. Positions to be filled:** Elect NYSUT's five (5) NEA Retired delegates to the NEA Representative Assembly (subject to notification from NEA of any change in NYSUT's final NEA Retired Delegate entitlement).

**B. Eligibility Requirements for Nomination and Candidacy:** Each NEA Retired member included in the NEA retiree membership roster, as provided to NYSUT and which resulted in NYSUT's NEA Retired delegate entitlement, shall be eligible to nominate a candidate and serve as a candidate for NEA Retired delegate to the NEA Representative Assembly.

**C. Term of Office:** The term of office shall commence as of the close of the 2018 NYSUT Representative Assembly and conclude as of the close of the 2021 NYSUT RA.

**D. Elector Qualifications:** Each NEA Retired member included in the NEA retiree membership roster as of March 9, 2018, as provided to NYSUT and which resulted in NYSUT's NEA Retired delegate entitlement, shall be eligible to cast a ballot for NYSUT's NEA Retired delegates to the NEA Representative Assembly.

**E. Mailing of Ballots:** The ballots for the NEA Retired delegate election will be mailed on or about March 26, 2018, to the eligible electors at their address of record (as of March 9, 2018, at 5 p.m.).

**F. Tabulation:** NYSUT's NEA Retired delegates to the NEA Representative Assembly shall be elected by a secret ballot mail vote of the electors.

The number of candidates receiving the highest number of votes corresponding to the number of delegate positions necessary to fill NYSUT's entire NEA Retired delegate entitlement shall be declared elected to the position of NEA Retired

<sup>2</sup> Inasmuch as the vast majority of the electors eligible to cast ballots in the NEA Retired delegate election (*i.e.* NEA Retired members) are not delegates to the NYSUT RA, a mail secret ballot will be conducted by the NYSUT Elections Committee for the election of NEA Retired delegates.

delegate. Alternate NEA Retired delegates shall be the remaining candidates and shall be ranked in the order (highest to lowest) of the number of votes received.

## **IV. OTHER CAMPAIGN AND ELECTION PROCEDURES**

### **A. General Candidate Qualification & Nomination Procedures for all Offices**

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

**2. Availability of Nominating Petitions:** Nominating Petitions for all positions may be obtained from the Elections Committee commencing Jan. 2, 2018, by contacting the NYSUT Elections Committee at NYSUT Headquarters either in writing (800 Troy-Schenectady Road, Latham, NY 12110-2455); by telephone (800-342-9810, ext. 6662); or by email to [elections@nysutmail.org](mailto:elections@nysutmail.org).

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

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

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

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

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

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

*Continued on page 20*

Continued from page 19

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

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

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

Nominating Petitions:

NEA Board of Directors and NEA Alternate Director Candidates: A Nominating Petition, signed by fifty (50) Active NEA members must be submitted to the NYSUT Elections Committee by 5 p.m. on Monday, Feb. 12, 2018.

State Delegate Candidates to the NEA Representative Assembly: A Nominating Petition, signed by fifty (50) Active NEA members must be received by the NYSUT Elections Committee by 5 p.m. on Monday, Feb. 12, 2018.

NEA Retired Delegate Candidates to the Representative Assembly: A Nominating Petition, signed by twenty-five (25) NEA Retired members from the NEA retiree membership roster, which was used by the NEA as the basis for NYSUT's NEA Retired delegate allocation, must be received by the NYSUT Elections Committee by 5 p.m. on Monday, Feb. 12, 2018.

**2. Uncontested Election:** An election may be waived by the Elections Committee for any position if, following the period of open nominations, the number of candidates is equal to or less than the number of positions to be filled.<sup>3</sup> In such instance, the NYSUT Secretary-Treasurer or designee shall cast a single vote for the candidate and the candidate shall then be deemed elected by the Elections Committee.

**V. Publication of Notice of Nomination and Election and Campaign and Election Procedures**

This Notice of Nomination and Election and Campaign & Election Procedures will appear in the **January/February 2018** issue of *NYSUT United*.

As a reminder, this Notice of Nomination and Election and Campaign & Election Procedures shall also be published in the January issues and the Feb. 2 and Feb. 9 issues of the *NYSUT Leader Briefing*.

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

Any candidate who completes and submits a valid Nominating Petition to the NYSUT Elections Committee by no later than 5 p.m. on Monday, Feb. 12, 2018, shall be eligible: (a) to access and affix the mailing labels of eligible electors for campaign purposes at

the NYSUT regional office designated by the candidate, and/or (b) to promote his/her candidacy by submitting a campaign statement for publication in the March/April 2018 *NYSUT United* "Election Issue."

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

**A. Elector Mailing Labels**

Candidates for NEA RA Retired Delegate are eligible to use mailing labels of eligible electors provided the candidates so indicated on the Nominating Petition. The mailing labels will be available in the regional office designated by the candidate during the week of March 5, 2018. Candidates will be notified by the regional office when the labels are available.

Candidates for State Director, Alternate State Director and NEA RA State Delegate are eligible to use mailing labels of the eligible electors provided the candidates so indicated on the Nominating Petition. The applicable delegate mailing labels will be available in the NYSUT regional office designated by the candidate during the week of March 19, 2018. Candidates will be notified by the regional office when the labels are available.

All mailing labels are confidential and privileged information and shall not be taken from the regional office, reproduced or shared with anyone. Candidates should contact the committee at [elections@nysutmail.org](mailto:elections@nysutmail.org) if they have not been contacted by the regional office regarding mailing labels, during the week of March 5, 2018, (candidates for NEA RA Retired Delegate), or March 19, 2018, (candidates for all other offices).

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

- (1) Such candidate shall notify the NYSUT Elections Committee of the name and contact information for the outside mailing service by listing that information on his or her Nominating Petition; and
- (2) Within 48 hours of receipt of the Nominating Petition or as soon thereafter as practicable, the NYSUT

Elections Committee shall contact the candidate, and the outside mailing service using the contact information provided by the candidate, to obtain any written assurance the Committee may require in order to prevent the reproduction or unauthorized distribution of member data.

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

**B. NYSUT United "Election Issue"**

The March/April 2018 issue of *NYSUT United* shall be the "Election Issue" which may be used by a candidate to promote his/her candidacy, provided the qualified candidate submits his/her Campaign statement and their Nominating Petition, both of which are to be validated by the Elections Committee, by no later than 5 p.m. on Monday, Feb. 12, 2018.

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

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

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

Space in the March/April 2018 "Election Issue" of *NYSUT United* for campaign statements shall be allocated as follows:

Position	Photos Space	Published	Order of Statement
NEA State Director	50 Words	Yes	Candidates will be listed alphabetically
NEA Alternate State Director	50 Words	Yes	Candidates will be listed alphabetically
NEA State Delegate	50 Words	Yes	Candidates will be listed alphabetically
NEA Retired Delegate	50 Words	Yes	Candidates will be listed alphabetically
Complete Caucus Slate	1,600 Words	Yes	Candidates will be listed alphabetically
Incomplete Caucus Slate	Proportionate Space (not to exceed the space allocated to the candidates as individuals)	Yes	Candidates will be listed alphabetically

*\* Photos taken with cellphones or cameras will be accepted. Photos copied from the Internet will not.*

In addition to the uncharged space provided above, a full listing of candidates for the positions of NEA State Director, NEA Alternate State Director, NEA State Del-

egate and NEA Retired State Delegate will also be published in the "Election Issue" of *NYSUT United*.

**C. Caucus Slate Campaign Statements**

Organizations wishing to be identified by the Elections Committee as a caucus under the Campaign and Election Procedures and thereby be eligible to have a caucus identified campaign statement published in the March/April 2018 "Election Issue" of the *NYSUT United* shall request, properly complete and timely return a Caucus Notification Form to the Elections Committee. That form is available from the NYSUT Elections Committee. The deadline for the submission to the Elections Committee of a completed Caucus Notification Form as well as the caucus identified campaign statement, which are to be validated by the Elections Committee, is 5 p.m. on Monday, Feb. 12, 2018.

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

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

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

In addition to a candidate being allocated uncharged space in the *NYSUT United* "Election Issue" under the above criteria (either individually or as a part of a caucus statement), a candidate who has submitted a validated Nominating Petition by no later than 5 p.m. on Monday, Feb. 12, 2018, may purchase additional space in the *NYSUT United* "Election Issue." This space will be charged as an advertisement and printed in the advertisement portion of *NYSUT United*, separate and apart from the uncharged space provided in Subdivision B above. The cost of that purchased space will be based upon the *NYSUT United's* standard advertisement house rates and policy.

The cost of that purchased space will be based upon the *NYSUT United's* standard advertisement house rates and policy.

Please note that candidates may NOT purchase additional space as part of the uncharged space provided for in Subdivision B above. Any candidate interested in pur-

<sup>3</sup> See, NEA Bylaw 5-1.a

chasing additional space must provide the copy to be published in the March/April 2018 NYSUT *United* "Election Issue" to NYSUT *United* Editor ([united@nysutmail.org](mailto:united@nysutmail.org)) by no later than 5 p.m. on Monday, Feb. 12, 2018. Additional information regarding the NYSUT *United*'s standard advertising house rates and policy may be obtained by telephoning the NYSUT *United* at 518-213-6090 ext. 6268.

## VII. Nominees' Forum

### Statewide Offices Nominees' Forum

Nominees for NEA Director, NEA Alternate Director and NEA State Delegates ("statewide offices") shall be given the opportunity to speak to the RA during the Nominees' Forum which, if necessary, is to be held at approximately 4 p.m. on April 27, 2018. In order to be eligible to participate in a Nominees' Forum for any of the statewide offices, a candidate must complete and return the Statewide Offices Nominees' Forum Participant Request Form to the Elections Committee by no later than 5 p.m. on April 23, 2018. The Elections Committee will have available at the Elections Committee Table the final Statewide Offices Nominees' Forum participant roster (and locations) on April 27, 2018, from 9:30 a.m. to noon. The time allocated shall be divided equally among the nominees for the same position. The order of speaking shall be determined by lot. Groups of nominees may pool their time. The NYSUT Elections Committee will announce during the General Session, to be held on April 27, 2018, at or about 1 p.m. whether there will be any Statewide Offices Nominees' Forum conducted at approximately 4 p.m. and, if so, the time and location of the Nominees' Forum(s).

### VIII. Campaigning at the Representative Assembly

Campaign material shall not be distributed on the Representative Assembly Convention Floor or as otherwise limited by the Rules of Procedure for the 2018 Representative Assembly, as approved by the Board of Directors and as adopted by the delegates at the 2018 Representative Assembly.

Campaigning at the NYSUT Representative Assembly shall end on April 27, 2018, at 9:15 p.m.

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

### IX. Staff Restrictions, Campaign Contributions & Limited Candidate Services

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

No portion of dues money at the local, state or national level shall be used, directly or indirectly, to promote the candidacy of any person for any elected office.

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

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

NYSUT through its Elections Committee will (subject to availability, *i.e.* NYSUT is not obliged to purchase equipment if not otherwise available) make limited services equally accessible to all candidates and caucuses (the cost of which incurred by NYSUT is to be paid to NYSUT). The exclusive limited services which will be made equally available by the Elections Committee to candidates and caucuses are as follows: (a) use of a table with chairs, and easels, in the vicinity of the convention hall for campaigning; (b) meeting space totaling not more than three (3) hours during the entire period of the Representative Assembly (Friday-Saturday); and (c) photocopying; *provided that* NYSUT is fully compensated for all cost incurred by NYSUT (as determined, in writing, by NYSUT) for the limited services utilized, and *provided further that* such services are available. All candidates and caucuses shall have equal access to receive all such limited services, and all reasonable requests will be honored, subject to the above qualifications. No alcohol, food or refreshments will be permitted in any meeting space made available to candidates by the Elections Committee. Any candidate who is endorsed by a caucus shall be ineligible to receive individual candidate services under these provisions whenever the caucus receives such services. Should either a candidate or a caucus wish to utilize any of these limited services, the Services Request Form (and additionally, in the case of a caucus, a proper Caucus Notification Form) shall be completed, signed, received and validated by the NYSUT Elections Committee, all by not later than 5 p.m. on April 23, 2018.

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

are incurred by NYSUT in making alternate arrangements available, such are to be borne by the requesting candidate(s) and/or caucus(es).

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

### X. Role and Authority of Elections Committee

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

### XI. Conducting Election

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

#### A. Time And Date Of Elections

In order to be eligible to vote at the NYSUT Representative Assembly a delegate must be registered by 7 p.m. on April 27, 2018, and must be present at her/his assigned voting locations on April 27, 2018, by 9:30 p.m. (or 15 minutes after the close of the session). Instructions on voting and distribution of ballots will be announced by the NYSUT Elections Committee Chair before the close of General Session #2 on April 27, 2018.

#### B. Voting Tabulation & Elections Reporting

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

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

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

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

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

#### C. Runoff Procedure

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

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

In the event that a run-off election or run-off elections need to be held for a statewide office, the run-off election or run-off elections will be held Saturday, April 28, 2018, at a time to be announced by the Elections Committee Chair at the beginning of General Session #3.

#### D. Observers

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

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

Each candidate must register the name of each observer with the NYSUT Elections Committee before 5:45 p.m. on April 27, 2018. Observers are required to show photo identification to a representative of the NYSUT Elections Committee and each observer will be issued a special observer badge that must be displayed at all times during the voting and tabulation process. No observer will be allowed to observe voting or enter the tabulation room without the special observer badge.

### XII. Forms & Information

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

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

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

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

## [ RETIREES IN ACTION ]

### Regional conferences

- **RC 43: Feb. 5, 2018, Hilton Garden Inn, Palm Gardens, Fla.** *Retiree Services Consultant: Judy Kalb*
- **RC 12: May 8, 2018, Glen Sanders Mansion, Scotia.** *Retiree Services Consultant: Jennifer Shaad-Derby*
- **RC 4, 46: May 15, 2018, Seneca Allegany Event & Conference Center, Salamanca.** *Retiree Services Consultant: Louise Ortman*
- **RC 1, 2, 3, 44: May 16, 2018, The Millenium Buffalo.** *Retiree Services Consultant: Tracy Beatty*
- **RC 7, 8: May 21, 2018, Doubletree, East Syracuse.** *Retiree Services Consultant: Anne Marie Voutsinas*
- **RC 11, 45: May 23, 2018 TBA.** *Retiree Services Consultant: Mark Padgett*

■ NYSUT Board member Anthony McCann, RC 10, joins NYSUT President Andy Pallotta and other activists in boycotting and picketing outside the Albany Hilton, whose new owners refuse to agree to a fair contract.



PROVIDED

■ Molly Larson and Marcia Meyer, RC 10, spearheaded collecting and assembling 210 bags of food and other donations for needy Albany-area families. The pair have volunteered at the Focus Interfaith Food Pantry in Albany for nearly a decade.



PROVIDED

■ Maryelisa Blundell, RC 15, works with in-service members of the Red Hook Faculty Association to distribute free bags and books at a community event.



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



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## [ LOCAL UNIONS IN ACTION ]



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### Carmel Teachers Association

For nearly three decades the Carmel Teachers Association, led by Lisa Jackson, has hosted a Thanksgiving luncheon for senior citizens in the community. This year, more than 100 guests dined at four schools in the district.

Carmel cafeteria staff (led by unit President Siobhan Trippodo) cooked a full Thanksgiving meal with all the trimmings. CTA members organize entertainment in all of the buildings. "It is such a wonderful way to kick off the holiday season," Jackson said. "We have made good friends with our guests and look forward to seeing them each year." The 1,100-member local, a 2000 graduate of NYSUT's Local Action Project, also gives seniors a gift each year. This year a CTA member hand painted holiday ornaments for each guest.

### North Warren Teachers Association

North Warren Teachers Association members supported their school's 16th community dinner in November cooking and serving 400 free meals, said president Deanne Peters. The event was created by high school principal Theresa Andrew.

In the spring, the TA's 114 members host a pancake breakfast, which the union instituted after participating in NYSUT's Local Action Project 10



PROVIDED

- ▣ Prepping the meal are, from left, teacher Eric Bott, community member Dorothy Nevins, educators Frank DeCrescenzo and David Parisi, North Warren resident Susan Therio, students Cristina Becerra and Manon Stevens, and teacher Rick Mahlstedt.



FACEBOOK.COM/NEWHARTFORDTA

- ▣ School nurses and New Hartford TA members, from left, Brittany Casale and Lynn Moretz wear red in support of a fair contract. Their local, led by President Debbie Dowling, has been without a contract since July 1, 2017. All 250 NHTA members reported to the first day of school wearing red and have worn red every Friday since.

years ago. Organized by TA member Lori Korniak, teachers donate money, purchase food, and cook and cleanup. Attendees donate an item to help local food pantries replenish their stocks.

Share news about your local's union or community events at [united@nysutmail.org](mailto:united@nysutmail.org); include "LIA" in the subject line.

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## [ PASSINGS ]

**Lois Abramson** | July 3, 2017  
Capital Region BOCES Faculty Association

**Katherine "Kay" Dyer** | Oct. 20, 2017  
Kenmore Teachers Association

**Betty Ann Engstrom** | Aug. 29, 2017  
Wappingers Congress of Teachers

**Marion F. Gleason** | Dec. 9, 2017  
Shelter Island Faculty Association

**Faith Greenfield** | Oct. 21, 2017  
Kenmore Teachers Association

**Bonita "Bonnie" Laettner** |  
Nov. 26, 2017  
Lake Shore Central Teachers Association

**Sue Ann McCabe** | Dec. 5, 2017  
United Teachers of Northport

**Edward Murray** | Sept. 29, 2017  
Smithtown Teachers Association

**Shinpei Ohki** | Nov. 16, 2017  
United University Professions, Buffalo, Heath and Sciences Chapter

**Ronald Parnella** | Nov. 1, 2017  
Retiree Council 3

**Keith Trask** | June 19, 2017  
Capital Region BOCES Faculty Association

**David J. Zimmerman** | Oct. 31, 2017  
Kenmore Teachers Association

*Full obituaries, if provided, are available at [www.nysut.org](http://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 Andrew Watson, NYSUT United, 800 Troy-Schenectady Road, Latham, NY 12110-2455; or email [awatson@nysutmail.org](mailto:awatson@nysutmail.org).*

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

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## [ CLASSIFIEDS ]

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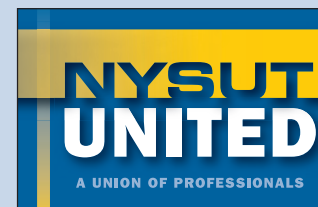
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Student Leadership Center





# First things first: SRPs learn first aid best practices

By Leslie Duncan Fottrell  
lfottrel@nysutmail.org

Preparing to clean a grill in the school cafeteria's kitchen, Cheryl Rockhill shook the bottle of industrial cleaner vigorously. When its cap popped off and cold liquid splashed in her face, surprise instantly turned to pain as her eyes began to burn. The cap had not been put on tightly by its previous user.

Rockhill is a school and bus monitor and president of the Brushton-Moira Support Staff Association. She spoke at a workshop on first aid for transportation staff during the recent School-Related Professionals Leadership Conference in Albany. Participants shared stories of first aid experiences as well as the myriad unexpected issues SRPs may encounter during their workday. SRPs work with students, educators and other staff in multiple locations and in dozens of job titles within a school setting, so the list of participant concerns was extensive: allergies, asthma, choking, diabetes, exposure, feeding tubes,



LESLIE DUNCAN FOTTRRELL

■ Frank Snyder of Brushton-Moira Support Staff Association experiences the Heimlich Maneuver, performed by Cheryl Rockhill, president of his local.



LORI DIVEGLIA

■ Barbara Cusher, Linda Shea and Brandon Lundberg of Rondout Valley Federation of Teachers and School-Related Personnel practice proper glove removal.

strokes and seizures.

"I worry about heat exhaustion," said Christopher Hortsman, who has been a school bus driver for seven years. "Our buses can get up to 110-115 degrees." Hortsman knows how hot his bus can get: the drivers in his district put clocks with thermometers on their buses. "We're advocating for air conditioners."

Hortsman is president of the Ithaca City School District Employees Association. He and Rockhill serve on the NYSUT SRP Advisory Committee. His district is making strides in lowering temperatures via the purchase of buses with tinted windows and white tops, which reflect heat, he said. He and other drivers still carry cold bottled water on their buses during the hot months of the school year. "We don't want students to get dehydrated."

Prevention is key, noted Michael Lohman, assistant director for the American Federation of Teachers health and safety program, who led the first aid workshop. "The first thing you need to do is protect yourself."

Lohman led the SRPs through the paces of many basic first aid treatments, including how to safely

remove gloves. "Before you respond to a first aid situation, protect yourself from possible contamination," Lohman reiterated.

Participants learned how to use an EpiPen, recognize signs of a stroke, handle choking and chemical burns, how and when to perform the Heimlich Maneuver, how to handle seizures, stop bleeding and treat heat exhaustion, as well as procedures for handling many other situations.

Rockhill's experience was almost 10 years ago when she worked in a school cafeteria, but she remembers the details vividly. Fortunately, there were two school employees nearby who were also Emergency Medical Technicians. After 20 minutes of on-site flushing Rockhill went to the hospital to continue treatment.

An emergency situation may also come at an emotional cost for those involved, as Rockhill can attest. "The healing process was excruciating," and took several weeks, eye drops and medication.

"It is not unusual to have a latent reaction to trauma," said NYSUT Social Services Specialist Ani Shahinian. NYSUT Social Services provides personal consultations

and referrals to members and their families for times when someone is struggling through a personal crisis or trauma. For assistance, call 800-342-9810, ext. 6206.

"When it first happened, I thought 'no biggie.' But it was a biggie," said Rockhill. "If not for the help of my two friends and co-workers, I could have lost an eye," she said.

## First Aid tips

- Protect yourself before helping others. Have non-latex gloves available, check frequently to ensure they are still in good condition, and practice donning and doffing methods. Visit [www.nysut.org/healthandsafety](http://www.nysut.org/healthandsafety) to see a video on proper technique. The disposable gloves should fit — too small and they can break, too large and they may slip off, leaving you open to contamination. If gloves are not available use another barrier, such as "a plastic bag," Lohman advised. Finally, wash your hands after removing gloves.
- Never try to do more than what you were taught. Remember, you are only there to assist someone until medical personnel arrive.
- Put the phone number for Poison Control (800-222-1222) in your mobile phone contacts and write the number next to your landline phone.
- If you have been trained in first aid, be sure to introduce yourself to the person you are helping and let them know you have been trained.

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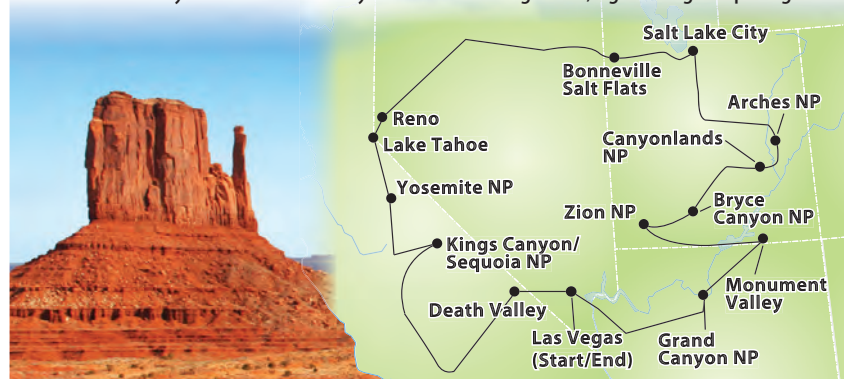
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## Buck, Gross elected to NYSTRS Board

**N**ew York State Teachers' Retirement

System delegates elected Sheila Sullivan Buck and Ronald Gross to the state Teachers' Retirement System Board in November.

Buck is a music teacher in the Rush-Henrietta Central School District near Rochester; Gross teaches social studies in the William Floyd School District, Suffolk County, Long Island.

A National Board Certified Teacher and past NYSUT Representative Assembly delegate, Buck is president of the Rush-Henrietta Employees Association. She is also a 2016 NYSUT Leadership Institute graduate and attends the New York State AFL-CIO Cornell Union Leadership



Sheila Sullivan Buck



Ronald Gross

Institute. Gross heads the William Floyd United Teachers local and is a longtime delegate to the NYSUT RA and the American Federation of Teachers convention.

The pair replace outgoing TRS representatives Jolene T. DiBrango, who was elected NYSUT executive vice president in April, and Tim Southerton, who retired at the end of the 2016-17 school year.

Paul Faraglia, a teacher with the Jordan-Elbridge School District in Central New York and vice president of the Jordan-Elbridge Teachers Association, was re-elected to a fourth term on the board. David Keefe, a retired member of the Hempstead Classroom TA, is the board's retiree representative.

## Bipartisan concern for retirement security

A report published by the National Institute on Retirement Security (NIRS) identified one area where Democrats and Republicans find common ground: economic security in retirement.

"Retirement Security 2017: Americans' View of the Retirement Crisis and Solutions" found 78 percent of Democrats and 76 percent of Republicans are concerned about their ability to achieve a secure retirement. Some 88 percent of Americans agree that the nation faces a retirement crisis. The findings are based on a poll of 800 Americans age 25 or older conducted by Greenwald & Associates.

"Seventy-seven percent of Americans say that the disappearance of pensions is killing the American dream, and they are strongly opposed to cutting Social Security for current and future retirees," said Diane Oakley, NIRS executive director.

The study also found Americans:

- Strongly support pensions for public sector workers and see these plans as a strong recruitment and retention tool;
- Regard pensions as a route to economic security in retirement, and see these retirement plans as better than 401(k) accounts; and
- Believe protecting Social Security remains important.

NIRS is a non-profit, non-partisan organization established to contribute to informed policymaking by fostering a deep understanding of the value of retirement security to employees, employers, and the economy as a whole.

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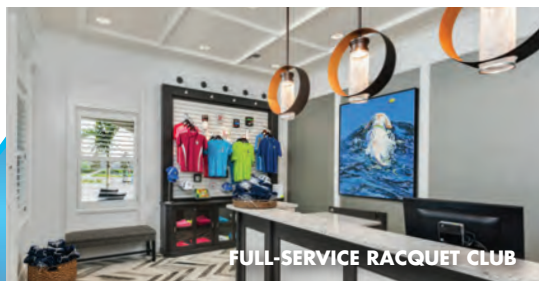
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## Helpful tips when filing for retirement

**Y**ou've reviewed your finances, have a good idea of your monthly pension amount and have even picked a retirement date. What's next?

You need to file your retirement application with the Office of the State Comptroller to make it official. Most employees must file between 15 and 90 days before their retirement date. Be sure to list all of your public employment. If you've ever been a member of another public retirement system in New York State, note that as well. Your application is a legal document; you must sign it in the presence of a notary public and have it notarized. When you are ready, mail us your application (we recommend certified mail, return receipt requested), or drop it off at one of our consultation sites. Do not give it to your employer.

When we receive your application, we will inform your employer and begin the process of verifying your salary information. We will also send you an acknowledgment letter and a list of any documents we need to process your application. If you have not received a retirement estimate within 18 months before your retirement date, we will send you one to help you choose your pension payment option. You should also file a W-4P form, which lets us know how much federal tax to withhold.

Finalizing your retirement benefit amount can take some time. You



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](mailto: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.

may be eligible to receive partial payments until we establish your benefit amount. When we finalize your pension amount, you'll receive any money you are owed back to your date of retirement (the difference between any partial payments and your finalized retirement benefit amount). Be sure to take advantage of our direct deposit program, which allows us to safely deposit your monthly benefit directly into your bank account.

Retirement applications are available online at [www.osc.state.ny.us/retire/forms/index.php](http://www.osc.state.ny.us/retire/forms/index.php). We have many resources on our website to help guide you through the retirement process, including, *How Do I Prepare to Retire?* ([www.osc.state.ny.us/retire/publications/vo1709.php](http://www.osc.state.ny.us/retire/publications/vo1709.php)). Another good resource is our blog, [nyretirementnews.com](http://nyretirementnews.com), where we highlight retirement planning information.

Be sure to sign up for Retirement Online, our self-service tool that gives you direct access to your retirement account. Register at [www.osc.state.ny.us/retire/retirement\\_online/customers.php](http://www.osc.state.ny.us/retire/retirement_online/customers.php).

### 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.

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[troers@nysutmail.org](mailto:troers@nysutmail.org)

Kathy Hine • 585-454-5550, ext. 144  
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Patti Lennon • 516-496-2035, ext. 324  
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\*Note: Certified teaching assistants belong to the state Teachers' Retirement System (TRS).

## Your privacy is safe with TRS

**Q:** I'd like to attend one of the Pension and Retirement Education Programs offered by the New York State Teachers' Retirement System, but I'm afraid that afterward I'll get loads of spam and junk mail. Will NYSTRS keep my contact information confidential if I attend?

**A:** Your personal information is safe. The sole purpose of PREP seminars is to inform you about your retirement options through NYSTRS, not to sell you something. No salespeople are present, no investment products are offered for you to buy and your personal contact information won't be sold to marketers. Additionally, your attendance at a PREP seminar



### 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](mailto:pfarfagl@nysutmail.org)

Sheila Sullivan Buck  
585-454-5550  
[sbuck@nysutmail.org](mailto:sbuck@nysutmail.org)

Ronald Gross • 631-273-8822  
[rgross@nysutmail.org](mailto:rgross@nysutmail.org)



### Did you know?

Sheila Buck and Ronald Gross are the newest teacher-members on the New York State Teachers' Retirement System Board of Trustees. See page 27 to learn more about them.

won't be shared with your school district. So don't allow privacy concerns to keep you from scheduling a PREP seminar. It's never too early to start planning for your retirement.

**Q:** Can I attend a PREP seminar on a school day?

**A:** Since every school district is unique, that's a question best answered by your local union president. PREP seminars are offered year-round, including school days, weekends and vacation periods. If

attending a seminar during school hours doesn't work for you, you should be able to find a meeting time that meets your needs and schedule.

Contacting NYSTRS is the first step. PREP seminars are free, but must be scheduled in advance. Presenters explain critical benefit-related decisions and review financial and legal considerations. You can stay for an entire seminar, or select modules that address your concerns. A PREP video, poster and brochure are available at [www.nystrs.org](http://www.nystrs.org). Contact NYSTRS at 800-782-0289, ext. 6180, or use your MyNYSTRS account, to reserve a PREP seminar seat.

## Enjoy convenience, savings with payroll/pension deduction

**N**YSUT Member Benefits offers the convenience of payroll or pension deduction for many of its endorsed programs and services. NYSUT members who use these payment options do not need to worry about writing checks or dealing with unintentionally canceled policies. You can also view the programs you participate in at any time with the My Program Participation service available at [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

Paying premiums through payroll or pension deduction is easier to budget — payments are divided into smaller amounts deducted from paychecks or monthly pension benefits. Because the deduction eliminates the cost of printing and mailing bills, the savings are passed on to NYSUT

members through reduced premiums, elimination of service fees or additional coverage at no cost for many endorsed programs. For a list of the programs and discounts available for payroll or pension deduction, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and click on “Payroll and Pension Deduction” in the Quick Links box.

### Getting started

Select your preferred payment option at the time of application for any of the eligible plans. Complete the appropriate authorization card and return it with your application.

If you already participate in any of these programs and pay the premiums directly by personal check, you can convert your payment to payroll or pension deduction when your

premium is up for renewal if the payment options are available.

When you receive your premium renewal notice, mail it along with a signed Payroll or Pension Deduction Authorization Card (included in your notice) to the address indicated on the form; if the card is not included, contact Member Benefits and ask for the appropriate card.

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

### Am I eligible?

Payroll deduction is available to eligible members of any local association that has made arrangements with its employer. Pension deduction

is available to retirees who maintain NYSUT membership and collect a monthly pension benefit from the New York State Teachers’ Retirement System, New York City Teachers’ Retirement System, New York State Employees’ Retirement System, or New York City Board of Education Retirement System. It’s also an option for retirees who receive income from a monthly lifetime annuity from TIAA.

For more info, contact NYSUT Member Benefits at 800-626-8101 or visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

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.

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To enroll or learn more, visit [nysutmbteinsurance.com](https://nysutmbteinsurance.com) today.

The MetLife Term Insurance Plan is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 7.61% of gross premiums for this program. The MetLife Disability Plan is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5% of gross 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. The Insurer pools the premiums of Member Benefits participants who are insured for the purposes of determining premium rates and accounting. Coverage outside of this plan may have rates and terms that are not the same as those obtainable through Member Benefits. The Insurer or Member Benefits may hold premium reserves that may be used to offset rate increases and/or fund such other expenses related to the plan as determined appropriate by Member Benefits. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

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