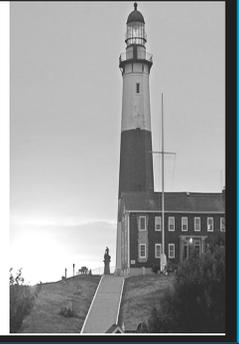


From the Lighthouse in the West to the Lighthouse in the East

THE BEACON

BOCES Educators of Eastern Suffolk

Union Local 3037



President's Report

Thelma Shaw

With the end of yet another school year less than 55 days from now and Spring break/Easter behind us, along with the snow and cabin fever, our thoughts turn toward what the proposed budget cuts and the economy means to us at ESB.

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Inside this issue:

On Thursday, March 4, 2010, I was invited to attend the Media Advisory to reject the governor's \$1.4 billion cut to schools statewide. If these cuts are enacted, it would result in a huge loss of programs, services and jobs in schools. This meeting had representatives from the Alliance for Quality Education, the New York State Council of School Superintendents, the School Administrators Association of New York and of course, the New York State United Teachers Union.

Gary Bixhorn was one of the speakers who spoke about the fallout that these cuts would have on education and services. This membership needs to know that Eastern Suffolk BOCES is trying to "think outside the box" and be creative in all aspects of this agency so that the jobs lost will be as few as possible. Our union is involved in these discussions and in the decision making process.

Notification of staff that have a possibility of being excessed in June has begun. While this initial notification is the "heads up" and not the official letter from Human Resources that members receive prior to going on the board agenda, please be supportive to your coworkers during this stress filled time. Once again, I am going to stress the importance of getting the correct information from the union, not the faculty room guru. Each situation is unique. Factors like certification, seniority and tenure area all play a role in decisions.

On top of this proposed cut to schools statewide, the executive budget is also targeting summer school reimbursements. The governor is looking to shift summer school costs from a flat rate to the Foundation Aid State Sharing Ratio. This becomes a real problem for BOCES as we run extended year programs mandated by a students' individualized educational program. Once more it is the students who are being sliced by the budget knife, and are the losers in all of this.

Whether you have received this BEACON in your mailbox or have chosen to "go green" and are reading it online, please know that we are still awaiting decisions that will have an impact on many of our members before the school year is over.

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President's Report

Summer School

Summer school applications have been out in our buildings since the last week in February. Every year the questions start about who gets hired, where they will be working and the most popular, when is the first payday for summer school staff. The first thing that I want to clear up is that with the exception of summer school salaries, summer school is not covered under either the Blue or Yellow contracts. There is no "has to's" for who the Agency employs during the summer. In the past few years the agency has taken a hard look at attendance and performance during the school year before committing to hiring a person for summer school. This summer will be no exception.

The agency has put an attendance policy in place. If a member has been absent 8 or more sick days they will be asked for information by upper administration. They may not automatically be offered their first choice, full day, or any position at all. In addition, the agency is looking for patterns of absences over a few years.

With more and more staff members applying to work summer school, fewer classes available, especially full day, the agency can and has the right to choose who they would like to be providing the services required. Because of the relationship that your union has with administration, we have been able to work out problems associated with contractual rights during the summer months. I want to stress that this is not mandatory on the agency's part. It is really due to the relationships that have been cultivated and exist at all levels. If you have a summer school question or concern, speak with your building representative. Just remember, unless it deals with your salary it is not a contractual issue.

Summer School will now end on Friday August 13th instead of Monday, August 16th as originally reported. This will mean that summer employees will work and be paid for 29 days this year. Be aware that the first summer school check will be on July 23, 2010. This check will be for 4 days of pay as Monday, July 5th is a holiday. Please plan accordingly.

Now that the rush of ASPs, CSEs and the third marking period has come to an end, our thoughts turn toward our end of the year observations. If you are a non-tenured teacher you could be getting up to 5 formal observations per school year. Tenured teachers could have up to 3 formal observations per year. Here are a few things to keep in mind when reviewing your observation. Observations will take place through the end of the month of May. With the exception of itinerants, administration should meet with the teacher within 5 working days and the teacher should then respond to that process by signing the observation form within 5 working days after that meeting.

If you have any questions about your observation, discuss it with your building rep. before you sign it. If you anticipate any problems with the observation meeting, you do have the right to request that your building rep. go with you to the meeting. If there is a critical comment on your observation that you do not agree with, you have the right to comment on the form or write a separate rebuttal. If you write a separate rebuttal, you should write, "**SEE ATTACHED REBUTTAL**" on the observation form. Remember, rebuttals need to be done in a timely manner.

President's Report

Comments that DO NOT pertain to the lessons, curriculum or ability of the teacher do not belong on the observation. If in doubt, please see your building rep. before you sign your observation and hand it in. If you need help with writing a rebuttal, that is where your elected union officers come into the picture. Reach out to them through your building rep. Keep copies of everything you write and never just dismiss comments on an observation with "what does it matter or it isn't a big deal."

Para Educators evaluations are the same format as last year. You can find the guidelines for those on page 18 of the yellow contract. However, the advice given above for rebuttals is the same.

School Calendar

For only the second time in my recollection, school is starting before Labor Day. The 2010 - 2011 school calendar is unique because Rosh Hashanah falls in the first week of school. School will start for all or our members on Thursday, September 2, 2010. It will be a standard opening day, with BEES members meeting in the morning at the Patchogue Manor before reporting to their buildings. You must go directly to your school building at their regular start time if you do not attend the union meeting. There will be no school on Friday, September 3, 2010. Staff and students will be in session on Tuesday, Sept. 7, 2010.

Due to the uniqueness of the calendar, we were able to collaboratively agree with Agency administration and the BOCES board that we would receive December 23rd as an additional day off for the 2010 – 2011 school year. If a member had already booked a trip prior to January 29th, 2010 that encompasses the September 2nd date, you will need to send a copy of your reservation for the trip and documentation that shows you booked your trip prior to Jan. 29th. This documentation should be sent to Michael Locantore at the Hines building in Patchogue. Please include a personal day with reason form stating that you planned the trip before the school calendar was approved.

In addition, you do not get your allotment of sick days for the new calendar year until you report to work for the 1st day of school. So if you are sick on September 2, 2010 and have no accumulated sick days, you will be docked pay. Please note that if you are out sick on that day you will be asked for documentation that you were sick before a previously earned sick day is given.

On April 28th, 2010, five of your elected NYSUT union delegates will be traveling to Washington DC for the 38th annual Representative Assembly. Ray Stenberg, Pat Copertino, Gail Reissman, Bob Love and I will be voting on NYSUT bylaws and resolutions submitted by locals across the state. The Representative Assembly is our opportunity to directly affect the policies of NYSUT. The RA is always an exceptionally informative and rewarding convention. At the RA last year we were debating the outcome of a historic presidential race, an economy in crisis, and a state budget deficit that was growing in historic leaps and bounds.

With the exception of the presidential race, not much else has changed. In our last BEACON due out around the beginning of June we will let you know the particulars of the Representative Assembly.

President's Report

Congratulations to all of the incumbent union officers who have been elected. The results can be found on page 11. For the next two years the Executive Board of the BEES will remain the same. The efforts that this executive board have put forth the past two years has been never ending. The BEES leadership spends countless hours on "putting things in order" on behalf of the members that we represent. Your union never sleeps, takes vacations or is "off duty". Be proud of your union and once and awhile, say thank you when you see officers who sits on the board. They deserve it.

BEESBEACON.org – Once again our very own website has taken first place at the state level. Nancy Rosati is our webmaster and she is amazing. Our website is amazing, hence the award. If you haven't checked it out, you are missing a valuable tool. It is there as a service for you. To borrow Mr. Love's mantra, "It benefits you to know."

In closing, I would like to personally thank all of the administrative professionals who work at Eastern Suffolk BOCES. Wednesday, April 21, 2010 is the day set aside in their honor. We appreciate all that they do to help us out on a daily basis. If you have an administrative professional in your building, seek them out on that day and thank them for all that they do to keep our union and our programs running smoothly. Teamwork truly does work.

**NEW
BEES
Benefit**

B.J.s Membership Discount for All Active and Retired BEES members

During the open enrollment period of April 15th - May 15th, 2010, our members will be able to **purchase or renew** a membership at BJ's Wholesale clubs for a reduced fee.

The prices for our members are:

Basic membership: \$35.00 + tax = 38.02 for 15 months. Normally this is \$45.00 plus tax for only a 12 month membership

Rewards membership: (2% back on in-store purchases) \$70 + tax = \$76.04 for 15 months (normally \$90.00 plus tax for 12 months)

For renewing members, the renewal does not start until after their current membership period is over, so you lose nothing by renewing your membership now and you are able to take advantage of all of the benefits that are being offered by this BEES promotion.

To take advantage of this, go to our website **BEESBEACON.org** between April 15th, 2010 and May 15th, 2010 and fill out the offsite application form. We are happy to be able to offer this benefit to our members and a special thank you to Lee Schwager from BJ's for working with us.



End of the Year Evaluation

No matter what you think about the **Revised BEES End of the Year Teacher Evaluation**, it has members and administrators talking about looking at our practices and empowering educators to continue to do a great job. When I say “Educators,” I am referring to both the professional instructional staff and the educational leaders who are responsible for completing these evaluations. You got it.....this change in evaluation process asks administrators to reflect on their practices and revisit how they will communicate when instruction is solid and effective, as well as when it is in need of improvement. **Conversation is happening** and I see no downside to that reality.

Your feedback at trainings and through e-mail has provided real concerns, fears and empathy for how the whole process will be completed, along with its effectiveness in yielding instructional improvement. Empathy for principals required to effectively complete the large task and concern for members who already feel the increased challenge to do more with less, document for accountability and meet the needs of their students, parents and the districts we serve. A trepidation often mentioned is asking, “Will an administrator let me know before the end of a year if I am receiving “1s” or “2s?”

If everyone’s goal is as it should be, “TO IMPROVE INSTRUCTION,” evaluators absolutely should indicate a need to improve prior to the end of a year, along with opportunities or a plan to provide assistance with the area of need. It is the agency’s, and should be our own, desire to have “3s” visiting “4s.” The 3s on this rubric describe an excellent effective professional. Some individuals are disturbed when others of us say no one performs at a level of all “4s.” Honest self evaluation and personal reflection is the best measure. Not being afraid to illicit feedback from others whose opinion you value, or skills you admire, show a level of desire to improve beyond the “pat on the back.” As I have said in many of the trainings, although I will appreciate the validation of a positive evaluation, meaning 3s and 4s, I am personally and internally motivated toward self improvement. That is evident with the majority of our members.

What I am sure about through this process, over the next few years of adapting to this evaluation system, it will only be effective in improving instruction if it is done collaboratively at each level and everyone recognizes that evaluation is a year long process. No more “Ss” and “Us” at the end of the year. We all have so much to learn from each other, but mostly together. Randi Weingarten, AFT president, speaks often about teacher evaluation and working together. She is “proposing a new path forward toward a public education system defined by excellence, fairness, shared responsibility and mutual trust.”

One other thing I am sure about is, much like our students, it is essential that each individual involved in this process must be “met where they are” and respectfully guided in a forward direction. Every administrator and BEES member comes to the process with their skill set and deserves respect each and every day. I have set forth many challenges in the pages of past Beacons. I ask you to once again catch yourself when you are about to make a judgment about the practice or method of another and see if you would have a way to proactively engage good conversation about instructional improvement instead of just resting with your conclusion.

Please continue to send your feedback on the BEES teacher evaluation or any other topic to patcop@optonline.net. With tremendous gratitude for you, BEE well!



First Vice President

Ray Stenberg

We are all painfully aware that this is a time when our state and nation are experiencing difficult financial conditions. It is also a time when it is more important than ever to keep the promise of a constitutionally guaranteed right of a sound basic education for each and every child in New York. This will be virtually impossible to guarantee under Governor Paterson's proposed budget which cuts aid to our local school districts by \$1.4 billion dollars. Ultimately, this will result in over 10,000 layoffs across the state, increased class sizes, and the elimination of programs and services to tens of thousands of children. Additionally, the cuts of over \$300 million to higher education will limit access and erode the quality of our universities and community colleges.

NYSUT has characterized these proposed cuts as "the worst in a generation." At a time when we are experiencing increased pressure to raise student achievement, we are basically being asked to do more with less, considerably less! While all this is going on, the governor is asking the state legislature to increase the number of charter schools in the state. At the present time, public school funds being used for charter schools are not subject to the same financial audits of school districts and BOCES. Also there are little, if any, procedures in place to ensure that accountability takes place and that students in charter schools are adhering to the same academic requirements as students in public schools. This is very unfair!

It only gets worse. In terms of health care, the governor seeks to eliminate \$1 billion dollars in health care provider and program funding while implementing over \$240 million dollars in taxes and surcharges upon health care institutions. This so called "sick tax" will most certainly impact the quality of patient care throughout the state. I have witnessed first hand how constant cuts in health care funding impact the lives of the patients as well as the providers. My mother has been a nurse for over 30 years and still works at a local nursing home at the age of 70. The stories she has told me about the quality of patient care are disturbing, to say the least. Is this how we take care of our parents and grandparents who have worked hard and paid their taxes for so many years? Our elected officials are looking to balance the budget on the backs of the students and patients they serve.

What are we doing about it? We are lobbying, and we are lobbying hard! On February 23rd, the BEES sent 19 volunteers to Albany to lobby on behalf of BOCES programs and services. The following people joined me and got up at 4:30AM to begin the long bus ride up to Albany: Fran Nil- sen, Robert Love, James Beck, Mario Faulisi, Asha Shaw, Thomas Rosati, Alan Rios, Nick De- blanco, Geri Depersio, Robin Mealey, Cheryl Rosolie, Jeanne Flieger, Michelle Pristina, Lara Vec- chio, and Andrew Demasi. They all did a wonderful job advocating for us and our students and the union greatly appreciates their efforts.

On March 15th and 16th, I lobbied in Albany with over 700 union leaders from across the state. We mainly focused on the proposed education and health care cuts, but spoke about the urgent need to pass the 55/25 legislation. **This would result in thousands of retirements and will ultimately reduce the number of layoffs statewide.** I personally spoke with the new Executive Vice President of NYSUT, Andrew Pallotta, who was confident that we will soon have this legislation passed. This is so vital so that districts and BOCES can plan accordingly.

First Vice-President's Report

Of course, I want give you a little good news. VOTE-COPE contributions throughout the state have reached \$7.8 million dollars. This is an all time record and NYSUT applauds all of the participating locals. These funds are needed now more than ever and they will be used to ensure that the people we elect to represent us do the right thing and cast the right votes when it comes to education and health care in New York. NYSUT knows which members of the Assembly and Senate are against us and they will put forth an all out effort to make sure that they do not return to office in November.

This was made clear to them, especially to one local Suffolk county assemblywoman who believes that we are overpaid members of a system who should take pay freezes and, in some cases, decreases. According to her, we should be paying much more for our health insurance and when it comes to layoffs, we should excess from the top of the seniority list. She told me that she was sick and tired of us coming up there with our agendas and that her priority is the taxpayers, not the educators. I guess she forgot that we are taxpayers too. We won't forget her in the fall!

As always, when we lobby, we don't just complain about problems; we offer solutions. This year, NYSUT has signed on to the Better Choice Budget Campaign which suggests ways of generating over \$8 billion dollars in revenue to our state. We have offered these ideas to our legislators and many of them seemed interested in looking at the proposals. You can see these in detail at www.betterchoicefornny.org As always, please continue to visit the NYSUT website at www.nysut.org and continue to send those letters. All it takes is a couple of clicks on the computer and your letters are automatically generated and sent. Your support is extremely important.

Enjoy the spring season. Another school year will soon be behind us.

Save the Dates

May 18th

**Annual Budget Vote and School Board Election.
Make Your Vote Count!**

June, 17th

from 4:00 – 8:00 PM.

**For the Retirees Honorarium at
West Lake Inn, Patchogue**



This month I'd like to review the different levels of certification for teacher assistants. Contact me at Sayville Academic Center at 218-0316 with any questions.

Level I Teaching Assistant Certificate

Description	The entry-level certificate for teaching assistant (Permits the holder to provide direct instruction services to students under the general supervision of a licensed teacher)
Validity	Valid for three years, with the possibility of renewal for three additional years to meet the experience requirements for the Level II teaching assistant
Requirements	Application, \$35.00 fee, high school diploma or equivalent, ATAS (Assessment of Teaching Assistant Skills) exam or LAST (Liberal Arts and Science Test), Child Abuse Identification workshop, School Violence Prevention Workshop, Fingerprint clearance
Leads to	Level II Teacher Assistant Certificate

Level II Teaching Assistant Certificate

Description	The second-level certificate for teaching assistants (Permits the holder to provide direct instruction services to students under the general supervision of a licensed teacher)
Validity	Valid for three years and not renewable
Requirements	Application, \$35.00 fee, 9 semester hours toward an associate or baccalaureate degree, 1 year teaching assistant experience
Leads to	Level III Teacher Assistant Certificate

Level III Teaching Assistant Certificate

Description	The third-level certificate for teaching assistants (permits the holder to provide direct instruction services to students under the general supervision of a licensed teacher)
Validity	Continuously valid with the completion of the required 75 hours every five years professional development hours. The five year professional development cycle begins on July 1 following the issuance of the certificate
Requirements	Application, \$35.00 fee, 18 semester hours toward an associate or baccalaureate degree, 1 year teaching assistant experience

Pre-Professional Teaching Assistant Certificate

Description	The advanced-level certificate for teaching assistants (permits the holder to provide direct instruction services to students under the general supervision of a licensed teacher)
Validity	Valid for five years: May be renewed with the matriculation in a teacher preparation program and completion of 30 semester hours of collegiate study
Requirements	Application, \$35.00 fee, 18 semester hours toward an associate or baccalaureate degree and matriculation in a teacher education program or equivalent, 1 year teaching assistant experience



Special Education Report

Jim Beck

As you are reading this article, spring has sprung and the land has started to bloom. Time to shrug off winter and embrace the new. What a great time of year to be on our beautiful island! It is also the time for voting on school budgets. Because it is usually the only budget people get to vote on, taxpayer frustration can sometimes vent itself on our schools. I do not have to tell everyone reading this that we face a difficult and critical year in 2010-2011. How our component district budgets go, so goes Eastern Suffolk BOCES. It has been said that it seems that all years are "critical" and we are under pressure year after year from many directions. Why is this one any different? All I can say my friends is that this year IS different. No one is crying wolf...this year the wolf is at the door.

This is the time to stand together and do whatever we can to promote education in general, help our component districts pass budgets and perhaps most importantly, support each other; teachers and paras, counselors and related service members, all of our school staff, in getting through these challenging times. Patrick Henry once wrote, "If we do not hang together we shall surely hang separately." I ask you to "hang together" my brothers and sisters. I cannot think of a finer group of educators to "hang" with. Unity and strength.



S.A.S. Report

Lisa Reilly

Hello all social workers, psychologists, and guidance counselors, It's coming close to the end of another year. I would like to acknowledge the following retirees from our ranks and thank them for all their years of service: Barbara Curtis, Joseph Fisher, Karen Hagen, Pat Stillman, Mary Morgan, Mary Harris, Gail Caravella and Anna Conry. You have all put in many years of dedication to the ESBOCES staff, students and their families. Thank you and we will miss all of you. Enjoy retirement!

Just a reminder for all the licensed psychologists, speech therapists, and social workers (LCSW). You are all going to be paid \$250 for your license. It is imperative that if your license expired, you will need to renew it in order to continue receiving the stipend. If you renew or update your license, you must submit it to Anna Bilka at the Hines building. A copy of your license must have been submitted to Anna by May 14th for you to receive this payment. The stipend should appear on your June 11th paycheck.

Just a reminder that is imperative for all counselors to review the handbook for counseling services. This handbook does clarify the issues of counseling, the role of the counselor, guidelines about the release of information, and issues on confidentiality. Also, just a reminder, we are all mandated CPS reporters. It is our responsibility to make the call to CPS. We do not determine the validity of the issue. It is up to CPS to investigate and determine if they will take the case. Please work with the principal in your building and follow the procedures that are set in place.

Happy spring!!! Remember, if there are any problems, questions or concerns that need to be answered please contact me at Jefferson Academic Center @Lreilly@esboces.org or 476-0564.



It Benefits You To Know

Bob Love

I hope you all had an enjoyable spring recess. In a few weeks it will be time for your school budget vote. It is important that you register and vote.

Graduating college student

Upon graduation from college, a dependent student is covered for a three month period of time after their graduation date. This applies to medical only. If you have the East End Health Plan, then the student also has vision coverage for those 3 months. The three months does not apply to dental. You must notify BOCES (Marysue DeLeva 289-2200) and the insurance company in writing of the anticipated graduation date of your son/daughter if you want medical health insurance to continue to cover your graduating college student for three months after their graduation. You must stay active and not drop the family plan in June.

Retiring with Health Insurance

If you are currently being covered by your spouse's health insurance, either because you have taken the health insurance sell-back waiver or because you are a paraeducator hired after July 1, 1992, and are retiring this year, you need to contact human resources two months before your retirement date and evaluate switching to health insurance coverage. In other words, YOU have to have health insurance coverage, not the waiver, BEFORE you retire. Once you are retired you can not pick up health insurance through BOCES. Should your spouse lose their health insurance or pass away and you do not have your own health insurance policy you will be with out coverage. Remember the money you get from the health insurance waiver **DOES NOT** count towards your FAS (Final Average Salary).

For retirement consultations members of the NYSERS can call 1-866-805-0990 to set up a consultation appointment. Members of the NYSTRS can call (800) 348-7298, Ext. 6270. Remember, as in everything that is important – **KEEP COPIES OF EVERYTHING** I can be reached at Milliken Technical Center 244-5858 or at beesvpcb@optonline.net.



Social Committee

Rod Diamant

Hello BEES members. This is a friendly reminder to save this date and time. June, 17th from 4:00 – 8:00 PM. We will be celebrating with our fellow members who are retiring at the Retirees Honorarium at the West Lake Inn in Patchogue. Keep an eye out for flyers that will distributed by your building reps. in early May. Please inter-office these RSVPs to me at HB Ward as soon as possible.

The cut off for returning your RSVP is the last week of May. Members (including past retirees), will be free, with a \$40 charge for each guest. For our 2010 retiree's, one guest will be free of charge and each additional guest will be \$40. Please make checks payable to BEES. Be sure to bring your ESB ID card with you, and please only RSVP if you are sure you are coming. We are charged by the amount of people we state are attending, so we need to give an accurate count.

Thank you, and I hope to see you all there!

Election Results

President Thelma Shaw

Executive Vice President Patricia R. Copertino

First Vice President Ray Stenberg

Treasurer Michelle Tinter

Recording Secretary Linda Bufalo

Membership Secretary Marje Strawbridge

Benefits Officer Bob Love

Area Vice President for Para-Educators Gail Reissman

Area Vice President for Special Education Jim Beck

Area Vice President for Career and Technical Education Fran Nilsen

Area Vice President for Itinerant Teachers Rachele Always

Area Vice President for Special Career Education Joseph Postiglione

SAS Lisa Reilly

AFT Delegates

Gail Reissman
Bob Love
Jim Beck
Marje Strawbridge
Evelyn Bricka

Thelma Shaw*
Ray Stenberg*

* Automatic Delegates

NYSUT Delegates

Bob Love
Gail Reissman
Jim Beck
Ray Stenberg
Marje Strawbridge
Evelyn Bricka

Pat Copertino*
Thelma Shaw*

* Automatic Delegates

BEES

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Treasurer..... Michelle Tinter
First Vice President..... Ray Stenberg
Membership Secretary..... Marje Strawbridge
Recording Secretary.....Linda Bufalo
Benefits Officer.....Bob Love

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Itinerants.....Rachele Alwais
Para Educators.....Gail Reissman
SAS.....Lisa Reilly
Special Education.....Jim Beck
Special Career Ed.....Joseph Postiglione

Retiree Chairperson.....Mary Armbruster
BEACON Editor.....Dr. Tom Rosati
Grievance Officer.....Wayne Kubacki
Social Coordinator.....Rod Diamant
Office Secretary.....Linda Cardone

THE BEACON

NYSUT-New York Teacher
Journalism Competition
Winner of four 2009 awards

*and for the **Third** year in a row*

NYSUT WEBSITE of the YEAR

www.BEESBEACON.org

The BEACON is the official publication of
the BOCES Educators of Eastern Suffolk,
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Union Local 3037

Proud members of NYSUT, AFT and AFL-CIO

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Notes, comments and suggestions can be emailed
to BeesBeacon@aol.com, or sent interoffice to
Tom Rosati at the Premm Learning Center

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