



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



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As you may or may not know, The American Federation of Teachers has endorsed Hillary Clinton for the Democratic nomination. Many of our members have asked me how this was decided. The primary consideration of criteria used to select candidates for endorsement is the candidate's positions on educational and labor issues and, when the candidate is an incumbent, his or her voting record. This "record" could include information regarding sponsorship of NYSUT legislation, committee votes, and party caucus positions.

Other considerations could include leadership and/or committee responsibility of the incumbent legislator. NYSUT DOES NOT determine a candidate's stand on non-educational labor issues such as gun control, abortion etc. NYSUT feels that consideration of other issues would be divisive and counterproductive. NYSUT is also nonpartisan and intends to remain this way. Political party affiliation is not a consideration for endorsement. Issues matter, not the party. For more information on the endorsement of Hillary Clinton and to voice your thoughts, visit the AFT's "Campaign'08" site [www.aft.org/campaign08](http://www.aft.org/campaign08).

I hope this helps clear up some of the questions I have been receiving regarding the endorsement.

### Teacher Contract Negotiations to start in January

In anticipation of lengthy negotiations for the blue contract, I have asked to start negotiations in January 2008 rather than waiting till spring which has been the typical time when negotiation talks usually begin. I am happy to report that, in keeping with the collaboration that exists between the union and administration, we have mutually agreed to start talks after we return from our Christmas break. The blue contract has many language changes necessary to either clarify what the union/agency practices have become or just to clear up language that has become outdated. These clarifications will not be changing practices, just making them clearer. This is on top of the true negotiations of the nuts and bolts of the blue contract.

The blue contract's negotiation team consists of Dom Savio, Pat Copertino, Shelly Bernstein, a NYSUT Labor Relations Specialist, and myself. Dom, Pat, Shelly and I are attending NYSUT workshops that deal specifically with negotiations, and learning more about other districts and their negotiations. I would like to remind the members that once negotiation talks start, the team will be unable to answer any questions from our members due

## **PRESIDENT'S REPORT** *(continued)*

to confidentiality. Updates on how things are going will be given out at Representative Council or Area meetings. Please do not put one of the team members in an awkward position by asking them questions. The membership will be given updates as we have them. Please remember that, if for some reason, we do not have a new contract in place before the expiration date of June 30, 2008, we will continue to maintain our current benefits under the protection of the TRIBOROUGH Law.

I would like to thank Dom Savio, Bob Love, Ray Stenberg and Fran Nilsen for attending the rally held on November 1, 2007 in support of one of our local affiliates, United Cerebral Palsy. UCP is in the midst of a bargaining crisis. Issues revolve around salary, benefits, and longevity. They have been negotiating for almost a year and a federal mediator has been unable to bring the parties together. Due to a scheduling conflict, both Pat Copertino and I were unable to attend, but we sent along our mental support with the guys. UCP's membership has authorized a strike if the rally doesn't help and you can be sure that members from our local will be there with them if asked. As you may recall, last spring many of us attended the rally for the East Meadow local. East Meadow finally settled their contract last summer after years of negotiating and are happy that we were able to support our Brothers and Sisters in their time of need.

I would like to CONGRATULATE Vincent Lyons, our Labor Relations Specialist, on his recent promotion. Many of our members have either met with Vinny this past year or have heard his name mentioned at Rep. council or area meetings. Vinny has recently been named as the successor to Dan Bahr upon his retirement January 1, 2008. Dan Bahr, the current Suffolk Regional Staff Director, had also been the labor relations specialist for BOCES Educators for many years. I wonder if it is our unique and interesting questions and cases that prepare our LRS's for the role of Regional Director? Seriously, Vinny has been a valuable asset for me. I have been referred to this past year and a half as the Energizer Bunny, but Vinny has been a part of my road crew and has gotten the answers and kept up in the fast lane with me. I am proud to call him my friend and wish him the best as he takes on this new and challenging endeavor. Congratulations and best wishes to Dan Bahr upon his retirement.

It is impossible for me to believe that this is also an election year for our union officers. There is a constitutional amendment committee in place. The committee is discussing any possible changes to the BEES constitution. Any changes will be presented to the general membership on the ballot this spring.

Last, but not least, I urge all members who still have not filled out their Vote Cope Forms to join. While Vote Cope is voluntary, it continues to be our driving fund behind changes that must occur. For instance, having lived with NCLB now for 5 years, we are in the reauthorizing stage. The draft language continues many of the federal law practices of high stakes testing, labeling of schools and accountability of performance. In addition, the United States Department of Education strongly encourages states to limit the use of alternative methods for determining teacher qualifications, and will be seeking the elimination of the HOUSSE in the NCLB Reauthorization.

### **We have a friend in Tim Bishop from Southampton**

He has been very receptive to input from teachers and the hope is that he will share teacher's concerns with his colleagues in the House. NYSUT continues to work diligently to ensure that Congress listens to the voices of teachers and this time gets the law RIGHT!

In closing, I want to wish all of our BEES members, UPSEU, the Administrative and Supervisory unit, CSEA DP middle management, CSEA unit 8768-01, CSEA #3, our BOCES Board members, and Administrative Council members a healthy and happy holiday season. Let us not forget the men and women who are serving our country in the Armed Forces this holiday season and keep them in our thoughts as well.

Enjoy the Vacation! See you in 2008. Best Wishes to you and your families.



## EXECUTIVE VICE-PRESIDENT'S REPORT

Pat Copertino & Dominic Savio



### Tenure and Seniority Lists

On the NYSUT website ([www.nysut.org](http://www.nysut.org)) there are several great resources. One source that may be considered helpful to all BEES members, not just new employees, is called: Survival Guide: What Every New Member Should Know. This guide easily explains items that govern and support all of us as union members. We could all use clarification on a topic or issue from time to time.

One topic that has surfaced in several arenas, with and without accuracy, is the understanding of seniority lists and tenure areas. To quote the guide, "When a teacher is hired she or he is appointed to a position in a tenure area established by the regulations of the Board of Regents. Tenure area placement is important in determining seniority, a right that protects employees in case of layoffs." A teacher may not be transferred or assigned outside of his or her tenure area without his or her written consent. A teacher may however be involuntarily assigned to teach outside of his or her certification area for no more than one period a day. If the teacher is certified in more than one tenure area, they may be granted a probationary appointment, and later tenure, in more than one area. Please note that in order to gain seniority and/or tenure, the assignment must be about 40% of their day. When being offered a change in tenure areas, careful consideration should be given as to the risks and/or benefits of such a change. Part time or regular substitute appointments are not eligible for tenure.

One issue that has caused some confusion is seniority rights involving teachers who secure positions outside of the classroom setting. Where do they accrue seniority? The positions we are referring to are coordinators, curriculum teachers, crisis team leaders and instructional technology teachers to name a few. The FACT remains they continue to gain service time credit (seniority) in the tenure area they last served in as a classroom teacher. Therefore, if a business teacher is currently a curriculum teacher, he/she will continue to gain seniority on that Business list. Tenure areas cannot be generated by an organization; they are mandated by the Board of Regents only.

Teacher assistants also serve within a special tenure area and are afforded all the job protections of the tenure system. As with teachers, assistants have protection from disciplinary action in the absence of just cause.

About those *seniority lists*, you ask! They are the property of BOCES and made available to your union officials. In addition, the lists are reviewed carefully, particularly when programs are merging, enrollment is shifting, and especially in the case of layoffs. If you have a need to know your seniority number in your area out of the total members on your list, you may contact your Area VP or either of us **in writing** and we will supply that information. We caution you and ask you to understand that your placement on a list changes if you participate in taking a leave and/or if you are docked days. If you have any questions about these topics, please e-mail them to us at [patcop@optonline.net](mailto:patcop@optonline.net). Thanks for tuning in!

**For more information and the latest union news  
go to our website**

**[www.BEESBEACON.org](http://www.BEESBEACON.org)**



I recently attended the 87th annual meeting of the New York State Teacher's Retirement System with over 500 delegates from almost every school district and BOCES in the state. Our primary responsibility was to elect a teacher member to the retirement board to ensure that we have a strong voice representing us on all issues pertaining to our financial futures. I'm happy to report that Sheila Salenger from Dutchess County was re-elected to another two year term. Sheila has been a staunch advocate and supporter of our retirement system for over 10 years. Because of her hard work and dedication, we now have the wealthiest retirement system in the state and we are among the top five in the nation. Last year alone, our retirement system earned over 10 billion dollars due the prudent financial decisions of the board. This resulted in total assets of over 105 billion dollars.

Unlike other pension plans, our plan is a defined benefit plan which guarantees us a monthly income after retirement for the rest of our lives. There are thousands of people out there in the private sector who have literally lost their entire pension plans with the stroke of a pen. This will never happen to us. Many have asked questions as to what the retirement board is doing to establish the 55/25 law or allowing service credit for those of us who have over-paid into the retirement system for tiers II, III, and IV. Keep in mind that these issues are NYSUT issues and that laws must be passed by the legislators and then signed by the governor. Our current governor is in no hurry to sign any retirement bills. Our fight continues and we will never give up on issues that pertain to creating equity among the tiers.

Aside from electing a teacher member to the board, I attended several retirement-related workshops and I found one that I thought should be shared with you. It was called "Seven Deadly Retirement Sins." These are seven "sins" that a member must never commit. Doing so can cause permanent and irrevocable damage.

**Sin#1- DO NOT BASE IMPORTANT RETIREMENT DECISIONS ON THE ADVICE OF THE FACULTY ROOM GURU**

If the guru is wrong, you pay the price, not the guru. You should only get advice directly from the retirement system.

**Sin#2- IGNORANCE IS BLISS, BUT IGNORING INFORMATION ABOUT YOUR PENSION BENEFITS CAN COST YOU MONEY FOR THE REST OF YOUR LIFE.**

**Sin#3- NOT TAKING THE TIME TO CLEARLY UNDERSTAND THE BENEFIT DECISIONS THAT ARE MADE UPON RETIREMENT**

You have several retirement options to choose from, each of which are very different.

Once a decision is made, it is virtually impossible to unmake it.

**Sin#4- NOT TAKING THE TIME TO FILE AN APPLICATION WITH THE RETIREMENT SYSTEM**

Filing with the school district or BOCES is not the same as filing with NYSTRS. An upstate member notified his school district that he was retiring but failed to file with NYSTRS. As a result, he lost a year of pension which is not retroactive.

**Sin#5- DELAYING RETIREMENT AFTER YOU STOP WORKING SO THAT YOU CAN COLLECT A LARGER PENSION IN THE FUTURE**

It sounds like it makes sense, but the math doesn't add up. The bottom line is don't delay your benefit.

**Sin#6- NOT UPDATING YOUR RECORDS WITH NYSTRS**

If you don't update your beneficiary, your loved ones may pay the price. An example of this recently occurred in one of our BOCES component school districts. A teacher had a massive stroke in the classroom and died. She never took the time to change her beneficiary and, because of this error, her ex-boyfriend from over 15 years ago will receive her death benefit of over a quarter million dollars and her current spouse will receive nothing from the retirement system. I advise you to take this stuff very seriously.

**Sin#7- FAILING TO PAY ATTENTION TO RETIREMENT THRESHOLDS**

You may realize your mistake after it's too late. Retiring after 19 years will significantly reduce your benefit because you didn't wait the extra year to meet the 20 year threshold.

Somebody recently asked me what my favorite holiday was and after thinking about it, I said Thanksgiving. To me, it is the most personal holiday because it allows each of us the opportunity to reflect on and rejoice in our blessings. It is also our oldest national holiday, with origins dating back to 1619. As we approach the holiday season, please take some time to sit back and appreciate all that you have and think of the millions of people in the world who don't have or will never have what you have. Happy holidays to you and yours.

**C.T.E. REPORT**

**Francis Nilsen**



We are now into the second quarter. Before you know it the holidays are here. I'd like to wish all of you a happy holiday season and a joyful new year. I want to remind every one why the union is here. It is to protect your contract. Documentation is how you can prove your contract has been violated. The way to go about reporting this is:

- 1- Look at your contract to see where it discusses your issue ( everyone should have a copy.)**
- 2- Bring this issue to your building rep. They can determine with you if it is a violation of your contract.**
- 3- You and your rep. can have a meeting with your building administrator to try and resolve the issue.**
- 4- If a resolution is not reached locally, then your building rep will decide if the matter needs to go "up the ladder" to the area VP.**
- 5- If a valid union related concern is determined, and prior informal steps have not created an appropriate resolution, then the area vice-president will begin the steps to have direct union involvement.**

What I have been experiencing is members going to whomever they think will give them the answer they want to hear. Following the chain of command is the best way to resolve an issue effectively. Please do not bring the issue up and then say, "Please don't tell anyone." Your Executive Board communicates well with each other.

As we approach the new year all of us need to start looking at how to help enrollment for next year. Inviting students to visit programs, sending letters home to interested students, creating fliers, and sending home projects/portfolios are some ideas you can try. If you have ideas let's share them with each other. Visitors Day and Open House are right around the corner.

**Let us work as a team and promote all the programs.**



I hope everyone has settled in and has been able to enjoy the mild fall this year. We will soon be in the hectic holiday season mode.

At the Employee Awards Ceremony our 20 and 30 year employees were honored as well as the Employees of the Year in the categories of Administrator, Adult Educator, Civil Service, Para Educators and Teachers.

**Eileen Johnson, Iris Posner and Carmela Rapisardi are our Para Educators of the Year.**

Congratulations on your accomplishments.

Our contract has been signed by the union and Mr. Bixhorn. The contract is now printed and has been distributed. The health care benefit agreement letter that some of you received and returned to H.R. has also been signed by Mr. Bixhorn and notarized. You should have received your copy of it in the mail.

There is still some confusion as to our job titles.

**We are either Teaching Assistants or Teacher Aides. Individual aide or classroom aide is a job assignment.**

While I was at the SRP Conference this fall we were told “know enough to ask” and I thought this especially pertained to us at BOCES. There are approximately 800 aides and assistants and we are spread out in so many locations, communication is sometimes difficult. What’s new at one site may have been procedure at another site for years. “Knowing enough to ask” is one way to help keep us all on the same page. Go to your building rep if you have questions. All we have to do is “know enough to ask.”

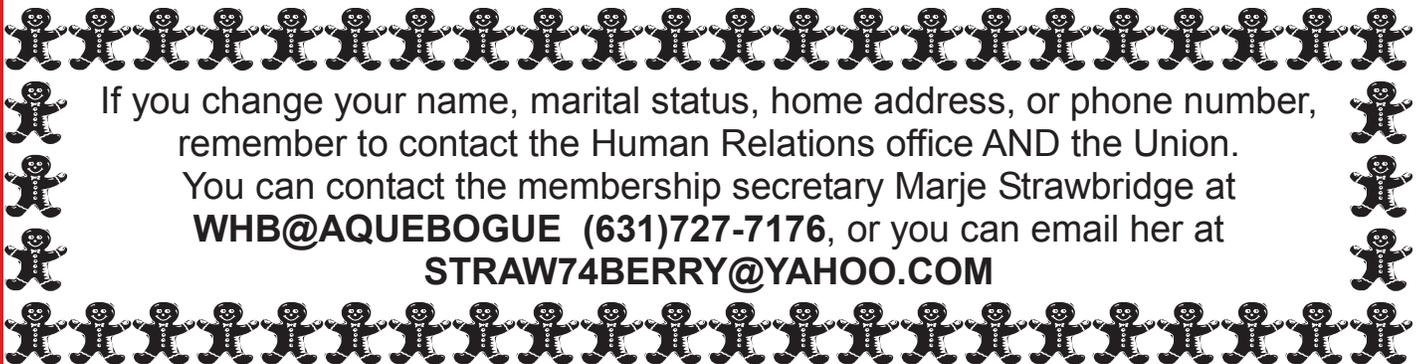
There has been a revision to our new Para Educator/Sign Language Interpreter Personal Day Leave Request form. We will now have two forms.

The *green* form is to be used for our 4 personal days without reason. ***It is to be submitted to your building administrator*** at least 24 hours in advance, except in an emergency situation, in which case submit the form the day you return to work. ***Two of these four days may be used in conjunction with a holiday or long weekend.***

The *yellow* form is to be used when you request a ***third or fourth*** personal day in conjunction with a holiday or long weekend. This form requires documentation (for one of the 26 reasons on the back of the form) and must be submitted to ***Human Resources with the documentation*** for approval at least 24 hours in advance, except in an emergency situation. In an emergency situation, you must submit the form and documentation to Human Resources the day you return to work. The two new forms should be in your buildings.

One other item to mention is a physician’s note will be required if a sick day is taken in conjunction with a personal day which is taken with a holiday or long weekend.

I would like to wish you all a very happy and healthy holiday season. In Solidarity



If you change your name, marital status, home address, or phone number, remember to contact the Human Relations office AND the Union. You can contact the membership secretary Marje Strawbridge at **WHB@AQUEBOGUE (631)727-7176**, or you can email her at **STRAW74BERRY@YAHOO.COM**

## WHAT'S GOING ON IN SPECIAL EDUCATION? Shelly Bernstein



I am writing this just before Thanksgiving and you won't be reading it until December. So I'll take this opportunity to say I hope you had a memorable Thanksgiving holiday and have plans to spend time with family and friends over the winter recess. As I have written in the past, this is a wonderful time to help those less fortunate than ourselves. If you are someone who buys gifts for other adults who don't really need them, this year you might want to use those funds to donate to one of their favorite charities or to one of your own. Believe me, it feels really great and it does a world of good for so many others.

It's been fairly quiet in Special Ed the past couple of months. The Special Ed Task Force is up and running and committees at BRAC and JAC have been meeting to discuss the future merger of the two programs. As of this writing, the joint BRAC/JAC committee has met once and I think we are off to a good start. I anticipate us having two more meetings before the year is out. Staff from NCLC have visited BRAC (their new home next year) several times and by the time you read this, some physical changes will be under way to accommodate their needs. Hopefully, this will not be too disruptive to students and staff at BRAC.

From questions and correspondence I receive from building reps, I feel that some of you are bringing issues to your reps that are unrelated to the union or contractual issues. Although our reps do act as mediators between staff and administration, if your concern is unrelated to our contract, you ought to consider going to your administrator first. If you are in doubt whether or not an issue is contractual, by all means go to your rep first. I'm just asking you bear in mind that not everything is union related.

I would like to clarify an issue regarding the fifteen hours of staff development required of those in the blue contract. The seven and one half hours on the SDM side **do not** require prior approval from Rob Becker or Joan Skelly. Activities/workshops for SDM hours must be related to your building's approved SDM list. If there are topics that you think should be on your building's approved list, but are not, contact your SDM committee. There is a process in place to get new topics added.

Since the Staff Development section has been added to our contract, it seems that every year there are a number of staff who fail to meet the required fifteen hours. This sort of boggles my mind. Fifteen hours works out to one and one half hours per month. That's not a tremendous amount of time to dedicate to improving our skills and knowledge base. If anyone fails to complete hours in one year, they must be made up the following year. I do understand the difficulty for many who are not based at one site to attend workshops. However, it certainly can be accomplished, as many of us have done since the new requirement was initiated. Since the new year will be upon us shortly, why not resolve yourself to meeting the requirement and demonstrate that all the BEES are true professionals.

Until next time...

## ITINERANT REPORT

Rachele Alwais



Good news for speech teachers – I am happy to share the news that the two speech teachers that were due to be excessed this November will maintain their positions.

The 25 Itinerants that are not attached to a BOCES facility will soon have their own representative at Rep Council. This group will receive information about electing their own Rep.

Happy and healthy holidays to your and your families.



I would like to wish you all a joyous holiday season. I also hope everyone takes the opportunity to enjoy a restful winter recess.

### AND NOW A FEW WORDS ABOUT SICK DAYS

Under either the Teacher's contract or the Para Educator's contract you receive a given number of sick leave days per year and a given number of personal days. Both contracts allow you to add unused personal days to your accumulated sick days. Any unused personal days remaining at the end of June will be converted to accumulated sick days the **following September**. You can accumulate up to 200 sick days for the purpose of contractual benefits.

#### What can you do with them?

The obvious – use them when you're sick. However, there are a few things to be aware of. In both the Teacher's contract and the Para Educator's contract you might, in specific circumstances, be asked to document your absences. Failure to provide proper documentation could result in being docked one or two days pay. Please read your contract so you understand when and by whom you can be asked for documentation.

Ask to have them converted to personal days in the event of a serious illness of family member, or other extraordinary and or unusual events. You can also ask to have personal days converted to sick days should extenuating circumstances arise.

Contribute one to the Sick Leave Bank. This is a one time contribution unless the bank goes below 40 days (which it never has in its 10 year history). You may request to borrow days in the Sick Leave Bank if you are a member and have a prolonged illness or injury and have used all of your sick days. You must be out 20 consecutive days before you can access the Sick Leave Bank. Additionally, if you didn't join the Sick Leave Bank when first eligible you will have to wait one year from the time of your enrollment to be able to access the Sick Leave Bank. This is only a brief overview of three pages of contract language relating to the Sick Leave Bank. Please read your contract so you fully understand how it works.

#### Why should you accumulate sick days?

You can use them to cover the 90 days until disability starts. Yes, you have to be out 90 consecutive days before you are eligible for disability. Even if you are a member of the Sick Leave Bank you will still need 20 consecutive school days before that takes effect and you will still have to **pay back** the borrowed days.

You can use them for retirement/terminal leave. ***However, sick leave days used for the purpose of Terminal Leave will NOT count towards retirement system service credit or towards your FAS (Final Average Salary).***

The number of days you can be paid for depends on your contract and when you were hired.

#### Under the Teacher's contract you have two other provisions:

You can use them to collect excess pay. If you are excessed and have accumulated sick days you can collect up to 60 days pay, one day's pay for each accumulated sick day up to 60 days. You will collect biweekly paychecks until you have used a maximum of 60 days pay. Not only does this provide you with money for almost 3 months, but it extends your benefits for the same period of time.

You can sell back up to 15 unused sick days from the current year's entitlement once you have over 90 accumulated days. You must provide written notice to Human Resources by May 1.

In my opinion the long term gains of accumulating sick days far outweighs the short term gains of using them, (and dare I say abusing them) as quickly as you are given them.

## BENEFITS (continued)

### YOUR RETIREMENT

Whichever retirement system you are part of you should visit their website. Both websites have loads of information on: how the retirement system operates, membership, pre-retirement, publications, and contacts. The New York State Teachers' Retirement System is at [www.nystrs.org](http://www.nystrs.org) and the New York State Employees' Retirement System is at <http://www.osc.state.ny.us/>. The NYSERS has created a new seven part series on **Preparing for Retirement which** can be found on their website at:

[http://www.osc.state.ny.us/retire/preparing\\_for\\_retirement/index.htm](http://www.osc.state.ny.us/retire/preparing_for_retirement/index.htm)

NYSTRS 1-800-348-7298

NYSERS 1-866-805-0990

### DEPENDENT COLLEGE STUDENTS

Do not forget to submit the dependent college student affidavits for the spring semester. To continue the health and dental insurance of your college dependent you must submit **both** forms **every** semester.

If you have any questions, comments or suggestions for future issues you can contact me at [beesvpcb@optonline.net](mailto:beesvpcb@optonline.net). If you need to reach me concerning any personal benefits issues, you can reach me at Milliken Technical Center 244-5858 or at [beesvpcb@optonline.net](mailto:beesvpcb@optonline.net).

Remember, as in everything that is important – **KEEP COPIES OF EVERYTHING**

### FUTURE RETIREES SEMINAR

I would like to thank those of you who came to the seminars, especially those of you who asked questions. You keep me learning. I would also like to apologize for any inconvenience the change of location may have caused some of you. Keep checking the BEES Beacon website as I will be posting a summary article about contractual retirement issues there in the near future.

## SCTE REPORT

Rich De Betta



The November lock-in has come and gone and I am pleased to announce that through the concerted efforts of all concerned, the program is back to operating in the BLACK for the first time in several years. Many changes have been initiated to make this happen and I'm sure there will be many more on the horizon. It is important to note that a continued program revitalization will require input and effort on the part of all staff members, whether administrator, teacher, T.A. or para educator. At this juncture our commitment to the students and the program is a vital entity. Let's keep up the good work and strive towards program improvement and joint collaboration.

I want to thank those "real people" that chose to serve on the various Initiative Committees of the CTE Division this year. Your work is valuable and appreciated. Communication is and will be paramount throughout the school year. Keep the spirit going! I wish to acknowledge those staff that have chosen retirement in June. Good luck and high regards, you earned it! Accolades to Joe Postiglione, Building Representative at ICC for his dauntless commitment to the Public Relations effort and the SCTE Taskforce. Joe probably knows the programs' wants and needs better than anyone, so give him your continued support. He does a superb job and shows a genuine commitment to program success/improvement.

Now for the tear-jerk ending. Since 1979, I have been a Building Rep. for 6 years, a Grievance Officer for 2 years and Area VP for 10 years. As I near the end of my teaching career I look back at my devotion to this union and the people it represents. This through good times and bad, picket lines, numerous committee work, grievance and negotiations. Those that know me acknowledge, that I have always told it like it is. My heart is with the people I represent. I have had the opportunity to work with the "GREATS" of the agency and for this I am thankful. This is an agency of change and to that end, it is time to announce my retirement from the SCTE Area VP position for the 2008-2009 school year. Elections are upcoming, so choose a replacement well.

## Social News Rod Diamant

### Guidelines for B.E.E.S. Sunshine

Sunshine in the form of flowers/plant will be sent in the event of sickness or death. Members who are out sick a minimum of five consecutive school days, whether hospitalized or not, will be eligible. A member's family will be sent sunshine in the event of a member's death, and members who lose a parent, child, or spouse are also eligible.

### The process for having sunshine sent

The procedure for getting something sent to a member is contact your building representative as soon as you believe the guidelines are appropriate for a member to be sent a sunshine item. The building representative will contact me either via email at [Roddiamant@aol.com](mailto:Roddiamant@aol.com), or can call me at 369-8100.

Building representatives should have the following information prepared when requesting Sunshine. Member's name, address, home phone number, and the reason for the sunshine item to be sent. In most circumstances the item will be sent out immediately, arriving the same day, or the next day.

Be good for the holidays; buy Union-made, fair trade

**Look for the Union label when you shop.**

The December 6th New York Teacher will feature union-made items that are appropriate for holiday giving. The complete list is at [www.unionlabel.org](http://www.unionlabel.org). You can find fair trade coffee, tea, chocolate and other gifts at [www.deansbeans.com](http://www.deansbeans.com) or [www.equalexchange.com](http://www.equalexchange.com).

**Remember to include the promotional code NYSUT**



**Ian B. Silverberg, Esq.**

*presents*

## **A SPECIAL HOME BUYERS SEMINAR**

for the members of the  
BOCES Educators of Eastern Suffolk,  
Union Local 3037

*Topics Include:*

- Foreclosure Assistance
- Not for Profit First Time Home Buyer Grants
- Real Estate Legal Advice
- FHA Loan Program Information
- Buying Property in a Down Market
- How to Get a Mortgage Pre-Approval

Real Estate Experts will be on hand to answer all questions.

*Special Guest Speaker:* Mike Miller, Long Island Housing Partnership

Wednesday, January 16, 2008 at 4:00 pm  
440 Waverly Avenue • Building 4 • Suite 12  
Patchogue, New York

Seating is limited—kindly RSVP by January 7, 2008  
516 • 314 • 1919



# BEES

(631) 475-4704  
Email: BeesHivePres@aol.com

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**BOCES Educators of Eastern Suffolk  
Union Local 3037  
440 Waverly Ave.  
Building 4, Suite 12  
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## THE BEACON

**NYSUT- New York Teacher  
Journalism Competition  
Award of Merit**



The BEACON is an award winning publication of the BOCES Educators of Eastern Suffolk, First Supervisory District.

### **Union Local 3037**

is a member of NYSUT, AFT and the AFL-CIO.

The BEACON is published 5 times a year . The local is responsible for all its contents and articles.

**The dead line for articles to be published in the February issue is January 12, 2008**

Articles and ads must be submitted electronically and have your name and BOCES site .

Notes, comments and suggestions can be sent by email to **BeesBeacon@aol.com**, or interoffice to Tom Rosati @ Premm Learning Center

