



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

Welcome back, this summer certainly flew by! I hope that everyone had an enjoyable and relaxing summer. I would like to thank the members who worked summer school and, due to construction at BLC and moving two huge programs, endured a summer of inconvenience without complaint. These members worked under conditions that were not the "greatest" and once again it was apparent that our members put student needs and well being first.

I would also be remiss if I did not thank Principal Cynthia Croke, Assistant Principal Nancy Smalling, Principal Sue Goltz, Assistant Principals Pete Lepore and Sharon Smith, Mr. Rob Becker and Dr. Julie Lutz for staying on top of construction, missing equipment, classroom supplies, and making sure that we were in shape for opening day at BLC and JAC.

Both BLC and JAC continue to be works in progress and the staff still continue to work around some unfinished construction. Be patient, there is light at the end of the tunnel and, even with the unforeseen delays, the end results are going to be fantastic. Of course, if any member has any concern over building issues, please see your building representative.

As I enter my third year as president of the "BEES," I am proud to say that, as a union, we are in GREAT shape. We have both contracts in place. The yellow contract is in effect until 2011 and the newly negotiated and ratified blue contract is good for 5 years, until 2013. The relationships built by this union with administration over the course of the past 3 years was a tremendous asset during negotiations and in these difficult economic times. We are fortunate to have an administration and a school board that values and appreciates the dedication and the commitment of our membership. Together we will continue to keep the focus on the students we service. Their enthusiasm and desire to be at our centers is our future.

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**We want our students to get the best educational experiences we have to offer because we need our students in the same way that they need us. Without students, all of our jobs could be in jeopardy.**

Needless to say, this is a trying time for the economy. Governor Patterson has been warning for months that our state's economy is in peril. With the news about Lehman making the press, Patterson has publicly announced that the state's \$122 billion budget may need to be reopened for another round of cuts on top of the \$427 million he trimmed last month. This means that next year is going to be worse since this will trickle down to less money for schools.

In addition to the Lehman news, NYSUT has asked that we get the news to our membership about the financial situation of American International Group (AIG). Many of our NYSUT members have AIG policies and are concerned about the recent developments with that company. The Trustees of NYSUT Member Benefits share the concerns of the members and will be closely monitoring the situation as it evolves in the coming weeks. Members with AIG coverage should be assured that Member Benefits will continue to act as an advocate and make sure that all eligible benefits are paid. If you have any questions or concerns, do not hesitate to call Member Benefits directly.

Each new school year I start with a new mantra, last year was, "When in doubt, reach out," which served its purpose. I heard many members quote it back to me and say it at their building level meetings. This year I have a new saying, "Knowledge is power, study your contracts, read the BEACON, and surf the web." You have the resources to seek out the knowledge and find the answers. On the same note, this year was an election year for Building Representatives. Many of our members moved to new sites and may not be familiar with the names and faces in those buildings. Find out the name of your representative and introduce yourself.

Getting to know who the representative is in each building is beneficial should you need him or her to discuss a concern or to represent you in a meeting at the building level. Remember, your building representative is the first link in our chain of command. Your building representatives will be having meetings at their sites after they meet at the union office for Representative Council or area meetings. Please make every effort to attend these meetings in your buildings. The information given out is valuable and keeps everyone informed and "on the same page." They are making the effort to do their jobs; **it is your responsibility to make the effort to attend the meetings they schedule.** I can guarantee that you will find it worthwhile.

In 2007, then Governor Spitzer signed a law creating the permanent School Related Professionals Recognition Day. This year that date is November 18<sup>th</sup>. SRP Day recognizes bus drivers, school nurses, custodians, secretaries, food service workers, teaching assistants and aides. NYSUT will be providing us with stickers that say, "Proud to be an SRP," and "Proud to work with an SRP." Please wear your sticker and show your support for the daily contributions that these members make. Congratulations to all SRP's and our own Para Educators.

Since this BEACON will be out before the presidential elections in November and the next BEACON won't be out until just after the elections, I want to urge our membership to get out and vote on November 4<sup>th</sup>. This election is too critical not to be engaged. As you are probably aware, NYSUT and the AFT are endorsing Democratic candidate Barack Obama. Senator Obama has proven himself to be a friend to education and to labor unions. The importance of electing a president with educational visions and values is of the utmost priority. Please, get out and vote.

In closing, I want to wish everyone a successful and wonderful school year. If it is anything like the past year, it will fly and June will be here before we know it. Each and every one of you makes a difference each and every day of the year to the students that you work with. It is that difference that makes us so "good" at what we do as an agency.  
Thank you!



### **FIRST VICE-PRESIDENT'S REPORT Ray Stenberg**

On Labor Day as I sat outside enjoying the last day of a beautiful holiday weekend, I couldn't help but reflect on the true purpose of this "holiday". It's not just about a day at the beach or a barbecue with friends or family- it's about recognizing and acknowledging our nations' workers and celebrating the gains that American laborers have made over past generations. LABOR DAY IS A TRUE UNION HOLIDAY!

Speaking of unions, the Executive Board of your union was very busy this summer attending meetings and conventions and assisting our members solve a multitude of problems. For the first time in our locals history, we were represented at the National Education Association's annual convention. I was proud to represent you as a member of the New York State Delegation which was led by NYSUT President Dick Ianuzzi.

The NEA is the largest policy making body in the world. Participating in this national forum was an experience that I will never forget. Also, your contractual benefits officer Bob Love and I attended the American Federation of Teacher's convention in Chicago. We were honored to participate in the voting and subsequent election of Randi Weingarten to the Presidency of this national labor union. Randi, a fellow New Yorker and staunch union advocate, now leads one of the most powerful and influential labor unions in the country.

Aside from electing the new officers for both national labor unions, we voted on a variety of resolutions; most of which will impact the public education system. In addition, we stood strong and united and supported our brothers and sisters from labor unions across the nation. At both of these conventions, Barack Obama received and accepted our endorsement to be the Democratic candidate to run for President of the United States.

A new school year has begun. For some, it is another year closer to retirement. For others, it is the first year of retirement and yet for others, it is just another September. No matter what, this is a big year for unions and public education. We are at a crucial point in our country's history. Whoever becomes President will have a monumental task ahead of him. Making our country safe, restoring the economy, and strengthening the public education system will be a difficult endeavor. With the support of labor unions, this task can hopefully be accomplished.

**As union members, we can all make a difference.**

Exercising your right to vote is the single most important action that you can take. Read New York Teacher and get the facts. One candidate supports unions and public education, while the other does not. One candidate wants to reform the infamous No Child Left Behind Act, the other one wants to "tweak" it. Your vote is crucial and your involvement in the political process is imperative at this time. Now more than ever, our Vote-Cope dollars are needed.

We still have over 500 members from our local who do not participate in Vote-Cope. Making a payroll deduction once a year of \$25.00 for teachers and assistants and \$12.00 for aides is money well spent. Building Reps will be conducting our annual Vote-Cope drive. They will speak to you about Vote-Cope, answer any questions, and will have the payroll deduction form. Remember this is a voluntary contribution and it does not support just Democrats or just Republicans. It supports those who are pro-union and pro-public education.

Additionally, I am looking for volunteers to work the phone banks with me on October 20th from 3:30-6:30 (You do not have to commit for the entire time). It will take place at the Middle Country Teacher's Association Office. Food and beverages will be provided. If you are interested, see your building rep or e-mail me at **[raystenberg@hotmail.com](mailto:raystenberg@hotmail.com)**.

I welcome our new board members and look forward to working with them and the rest of the board for another two years.



## EXECUTIVE VICE-PRESIDENT'S REPORT Pat Copertino

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"Welfare", "sunshine", and "words of condolences"- all ways we connect with each other when there is loss or extended illness. Our union, through the work of representatives and the Social Chairman, provide these expressions of care throughout the school year.

The initial focus of this article was, "please do not kill the messenger and/or harshly treat those who work for you". As indicated, "sunshine" is made available during the ten month academic school year when members are working and our Reps and Social Chair are on duty. Although the BEES Executive Board has elected to meet over the last three summers and many of us participate in union functions through July and August on your behalf, we respect the break for all members. Approximately 60% of the BOCES Educators of Eastern Suffolk choose to take that break, therefore being away from BOCES employment, while the remaining 40% elect to work as few as two and up to six weeks out of the summer months. Many who do participate in summer programs find themselves in different buildings than their school year placement with colleagues from across, as well as outside the agency.

No decision made by this or past Executive Boards comes lightly. We have long conversations and debates about fairness, equity and making logical choices for the constituents. The concepts: *fairness, equity and logic*, work well for contracts, benefits and working conditions. Those same terms are rarely associated with the human conditions of illness, loss or grief. The part we feel pretty sure of is that we may, *by chance*, catch a few members in need of summer sunshine, but the potential is great to miss many. It is therefore with year round empathic hearts the BEES will continue to provide flowers or plants to our members who have experienced loss or extended illness during the 10 month school year. We can only ask that you understand the position and remain respectful of those who maintain this service.

On a related note, I wish to commend the individuals who advocate for their colleagues, union leaders who quietly assist members, and the "human resources" of the BOCES agencies that provide relief and support when any one of the 1460 BEES or the 2700 employees are in need. They are not advertised or spoken about. Much is personal and private. I can only say that this leadership role has put me in a place to become far more aware of the many acts of kindness and acts of forgiveness that you may not expect to see in such a large organization. These uncertain times and the general unpredictability of life remind me to reflect on the good fortune of having a meaningful fulfilling profession with some pretty amazing colleagues and children.

Feel free to contact me at [patcop@optonline.net](mailto:patcop@optonline.net) with comments on this article or any other topic. Have a terrific year!

**PARA EDUCATORS REPORT****Gail Reissman**

Welcome back! I would like to congratulate our newly elected building reps and welcome back our seasoned reps. The first Para Building Rep meeting will be Tuesday, October 21<sup>st</sup>, so please convey your concerns to your rep so they may bring them to the meeting.

Marge Strawbridge, Linda Bufalo, Angela Ritchie, Evelyn LeBron-Mele, Diana Lamoreaux and I will be attending the 30<sup>th</sup> Annual SRP Conference in Albany. We will be taking workshops such as Protecting SRP Rights on the Job, NYSUT Resolutions: Tools for Preparation, Membership Benefits, Autism Spectrum Disorders and I am looking forward to the workshop Living Wage-You Are Worth It! The information we gain will be shared with you through the building reps. This is a working weekend for us, but our Local will be honored because the special guest speaker at dinner will be the "Para of the Year", our very own Thelma Shaw.

I thought as we start our new school year it would be helpful to review a few items that have brought some confusion in the past.

1. **Personal Days** - You may take 4 Personal days without reason per school year. Only 2 of these days may be used without reason in conjunction with a holiday or long weekend. If a 3<sup>rd</sup> or 4<sup>th</sup> Personal Day is needed in conjunction with a holiday or long weekend it must meet any of the 26 acceptable reasons on the back of the yellow form and the *supporting documentation must be submitted with the form to H.R.* Personal days must be requested 24 hours in advance, except in an emergency.
2. **Combining Sick and Personal Time** - If sick days are combined with personal days that extend a holiday or long weekend a physician's note will be required.
3. **Field Trips** – I know it seems early but some buildings are already scheduling field trips. We have a Pro Practice Agreement that Aides and Assistants DO NOT pay to go on field trips. This agreement also pertains to summer school.
4. **Reimbursement** – there is no fee reimbursement for fingerprinting, the 2 courses necessary for your Certification, the Teaching Assistant Test or your Teaching Assistant Certificate.

It is important to read and know your contract. Your building rep has a copy of the Pro Practice Agreements. If you still have questions, please follow the chain of command and see your building rep first. Many times your questions can be answered right in your building.

Have a great year



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

I am writing this article in mid September so hopefully the information is still timely by the time you read this. This year's budget was based on a lower enrollment than last year. Agency wide, our numbers in special education are pretty good. That doesn't necessarily mean that there isn't a particular site with low numbers, but it's good news that we're not down enrollment at many sites. Hopefully, we will be able to maintain staffing levels at all of our sites. October is usually when administration takes a good hard look at our numbers, especially no-shows and new entrants. I cannot predict if there will be any changes, but rest assured that our union does everything possible to limit disruptions to staff and students. As we do every year, we'll just have to wait and see where the numbers end up.

We have some new building reps this year and I'm sure they will rise to the challenge of representing you. Remember that your reps don't always know the answers to your questions, but they will find them out. Sometimes this may take a day or two to check things out, so be patient. You may go to them with any concerns or questions you have. Bear in mind that the answer might be that it is not a union issue and you need to look elsewhere for an answer.

As I have written before, the Staff Manual and Employee Handbook are a wealth of information. You should familiarize yourself with these resources. I'm not sure when our new contracts will be printed and distributed, but the contract is obviously another reference source. Speaking of our contract, remember that as of September, nine of the fifteen credits required for professional advancement must be graduate level courses from an accredited institution.

There have been some major building moves this year: NCLC going to Bellport and becoming BLC and BRAC moving to Port Jeff and becoming part of JAC. I work at JAC and I can tell you that it has not been easy. The construction/remodeling was not completed by the start of the school year and parts of the building were in less than stellar condition. The staff has done a wonderful job under the circumstances and I believe that our administration is doing what they can to alleviate the problems. Rob Becker and Thelma Shaw visited the site on September 17 to check on the progress, so the union and upper administration are well aware of the concerns. NCLC moved to BLC at the beginning of the summer so they endured construction woes and delays long before JAC did. Last I heard, things are moving along there. By my next article, I hope to be writing that all work is completed at both sites and everyone is a happy camper.

My wish for all of you is to have a successful year - one filled with the joy of teaching a child, laughter, growth and only a little stress. Until next time...

**IT BENEFITS YOU TO KNOW!****BOB LOVE**

Another year under way and I'd like to welcome everyone back and say hello and welcome to our new members. By now most of you para educators and sign language interpreters should have had a chance to have looked through your bargaining agreement (yellow contract). Soon it will be the teachers and other blue contract members turn to familiarize themselves with their new agreement. Hopefully you have looked through the memorandum of agreement. Now I know all you old-timers have heard this before but for our new members I'm going to list the reference materials you should be familiar with again. They are your collective bargaining agreement, either the yellow Contract or the blue Contract, the 2008 Staff Manual, and the Employee Handbook 2008-2009.

**Domestic Partners**

One change that I'd like to talk about in this article is the new Domestic Partners clause. This clause will provide members who have domestic partners the opportunity to obtain family insurance coverage. There are however a few criteria that must be met. For the sake of clarity I'm going to state them exactly as they appear in the memorandum of agreement.

Partners must be of the same sex; and

Partners must share a household and have a relationship of financial interdependence and mutual care; and

Partners must be legal age to marry in New York State; and

Partners must not be related by blood to a degree of closeness that would prohibit marriage in New York State; and

Partners must have resided together for at least 12 months and must attest that they intend to continue residing together indefinitely; and

Partners must present evidence of financial interdependence and responsibility for mutual care, such as joint ownership of property, power of attorney, a will listing the partner as beneficiary, and the like; and

Partners must meet all other requirements of limitations of liability that pertains to unit members; and

Partners must execute an Affidavit of Domestic Partnership.

For more information on obtaining family insurance coverage contact Human Resources.

**Health Insurance**

If you are a Blue Contract member you've probably noticed we are all now paying for part of our health insurance. Maybe this year is the year you take a good hard look at the different plans we are offered and the coverage they provide. November is open enrollment, if you want to make a change this is the only time you can do it. A comparison chart should be coming from Human Resources soon.

**Dependent College Students**

If your dependent has turned 19, but is under 25 years of age you must submit the appropriate affidavits to BOTH your health insurance and dental insurance carrier. You must submit this form each semester your dependent is enrolled in college or an accredited institution of higher learning on a full time basis. If your dependent is not attending college or an accredited institution of higher learning on a full time basis you might be eligible to purchase COBRA. Contact Human Resources for more information on your eligibility.

**FSA Enrollment**

FSA – Flexible Spending Account allows you to use pre-tax dollars to pay for certain health care and dependent care expenses. BUT, you need to know your expenses. If your expenses don't equal up to the amount you contributed you will lose your unspent contributions. The money you can save from the tax advantage can be well worth the effort of researching your expenses and calculating how much you should contribute. My suggestion would be to start out small and increase your contributions each year as you learn how the FSA plan works. Your building should be receiving information sheets about the beginning of November. Check with the plan advisor for specifics. Remember, you will need original receipts when submitting for reimbursement.

**Updating Your Coverage**

It's a new year and sometimes a lot can change in a year. If they have, you need to let Human Resources and the Union know in writing. Any changes you have to make should be hand delivered to Human Resources at the Hines Building. If you can not deliver it yourself, which I highly recommend, the address is Eastern Suffolk BOCES, 201 Sunrise Highway, Patchogue, NY 11772, attn: Human Resources. The address for the Union is BOCES Educator's of Eastern Suffolk, 440 Waverly Ave, Building 4, Suite 12, Patchogue, NY 11772, attn: Marge Strawbridge.

A few examples of changes are:

- your marital status – married, divorced, widowed
  - your dependents – new eligible, no longer eligible
  - you or your dependent(s) become eligible for Medicare benefits, whether you turn 65 or are under age 65 with a disability.
  - you must register for Part B of Medicare through Social Security three months before age 65. Failure to do so will impact your health coverage.
- if your address changed

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

I can be reached at Milliken Technical Center, 244-5858 or at beesvpcb@optonline.net

**RETIREE REPORT**

Mary L. Armbruster

Welcome to Patrice Beach, the Retiree Chapter's Vice President. Both Mary L. Armbruster and Patrice Beach were elected on Sept 2, 2008. A fall meeting will be held at the union office Oct 28th at 10:00 AM. Our short business meeting will be followed by a speaker. Refreshments as usual. Looking forward to seeing our new retirees as well as former retirees. Questions, call 957-4366.



**RECORDING SECRETARY Linda Bufalo**

The 2008/2009 school year is off to a good start. I have the responsibility to keep all records at meetings of the Executive Board, Representative Council, general meetings, and any special meetings called by the president and/or Executive Board. I also will maintain a record of all bylaws and constitutional amendments proposed and/or adopted at any of these meetings.

As a new member of the Executive Board, I appreciate the opportunity to serve as the recording secretary of our local. I'm confident that it will be a productive year.



**MEMBERSHIP SECRETARY Marje Strawbridge**

Hope everyone had a great summer. My name is Marje Strawbridge and I can be reached at WHB@Aquebogue. The school phone number is 727-7176, my email is straw74berry@yahoo.com. After new employees have been approved by the board I will send your rep a packet to be filled out by you and interoffice back to me. You will receive a NYSUT application, Vote Cope, payroll deduction card for dues, and an employee reference card. Please put down what building you are in and your position.

If you are all ready an employee and did not fill out these forms please contact your rep or me. If you make any changes during your employment you need to notify Human Resources and me. Looking forward to working with you, and stress the importance of joining. Good things can happen when we work together.



**CAREER EDUCATION Fran Nilsen**

To our new staff welcome, to all others welcome back. This was the first summer with the new Summer Career Camp program. From what I have been hearing it was a big success. Any program that is concerned about their enrollment should look into this and other ways to promote the program.

Some of the changes that we go through at Eastern Suffolk BOCES effect our building rep and SDM positions. This could be your chance to be on an SDM committee in your building." We would like to see more members involved. It is great that we have a five year contract but remember that many of the districts that we service do not. So please don't get complacent. Get involved or stay involved.

With lock-in coming up, I hope that you have been following up on your students. If they aren't interested in your program guide them to another. Its time everyone gets on board with promoting all the great things that are possible at BOCES.



## TREASURERS' REPORT

**Michelle Tinter**

I am honored to be writing as Treasurer on your BEES Executive Board, and look forward to serving our membership. As a reminder, the October 24<sup>th</sup> pay period will be the beginning of (8) consecutive pay deductions for dues.

If you have any questions or concerns, please feel free to contact me via e-mail at [mmtt2004@aol.com](mailto:mmtt2004@aol.com), or in writing to my attention at Westhampton Beach Learning Center. Wishing you a successful school year,



## SOCIAL NEWS

**Rod Diamant**

Hello and welcome back everyone. Thank you all for a wonderful turn out at the Retirees Honorarium held in June. I am looking forward to a very happy and healthy 2008-2009, and as your social chairman I want to assure you that under certain circumstances I will make sure that the not so healthy will get a special sunshine gift.

The criteria and procedure for sunshine is as follows: Sunshine in the form of flowers 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 will also be eligible. Now that you know the guidelines regarding "sunshine to BEES members," the procedure to make it happen is as follows.

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

Building reps should have the following information prepared for me: Member's name, address, home phone, and reason for the sunshine item to be sent. I will in most circumstances call in for the item to be sent out immediately, and it's usually sent by the florist either the same day or next.

The sunshine criteria and procedure can also be obtained at our BEES website, **[www.beesbeacon.org](http://www.beesbeacon.org)**.



My name is Joseph Postiglione and I am the Area Vice President for Special Career Education. I am located at the Islip Career Center.

The opening of school went fairly smoothly, this being our first opening on our new time schedule. After the first full week of school most of the glitches were worked out with our component districts. Only one district has not been able to accommodate the new schedule, but a slight adjustment in the lecture period of a few classes has allowed us to continue to service these students. The goal of the change in hours is to help balance out the A.M. and P.M. enrollment, we knew it was not going to be an instant fix, but there is an improvement.

Enrollment, overall the enrollment numbers are ok when you look at the entire Career Education program. On the plus side the Health Related Occupations and Retail classes at ICC have remained open after the retirement of the staff members in those positions. At the Riverhead campus 1/2 of a Food Preparation/Service class was added in the morning session. On the down side there are still some classes that are under enrolled in the A.M. session. This being said we need to continue all of the public relations efforts that were started last year. No one can or will advocate for our programs better than we can. We must continue to work hard to keep our programs going. Please become a part of your building's public relations committee; we need your ideas and input. Consider becoming a member on the divisional Public Relations committee as well. When you are out and about always put forth a positive image with regard to BOCES.

Three programs at ICC were approved for academic credit. Completing a full year at the career center will allow students to gain 1/2 a math credit in the Carpentry program. Students in the Early Childhood Education or Food Preparation/Service classes will qualify for 1/2 an ELA credit. Updating the curriculum, identifying the academic content and gathering the artifacts was a lot of work, but we now have another tool to sell our programs to the districts. Several other programs are now involved in the process.

Please remember that your building rep. is the first link in the chain of command and to keep the lines of communication open. I look forward to working for you and with you over the next two years. Have a great year!

Each BEACON is posted on our website the day it is published. The website has archives of past BEACONS and information resources. Any union news that happens between BEACONS will be posted on the website with scholarship forms and other time sensitive information as soon as it is available.

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

Welcome back all Social Workers, Psychologists, and Guidance Counselors,

Well I can't believe that it is already one month into this school year and the buildings are up and running. In most buildings there have been some renovations so we have all been asked to be patient. Hopefully, therapeutic skills are working for us and all of our colleagues. It is a new year and I would like to welcome the new hires for this school year (Cynthia Kimble, Barbara Melito, Staci Martinez and Michele Marra).

This school year does start off with some excitement for the licensed psychologists, speech therapists, and social workers who are LCSW's. Those of you who are LCSW's are finally going to be paid \$250 for your license. The expected date of this payment will be in your first paycheck in June. Of course, this is going to require you to follow the following procedure. It is imperative that all LCSW social workers either interoffice or send a copy of your most up to date LCSW License to Anna Bilka in Personnel or at 201 Sunrise Highway, Patchogue, NY 11772. This copy of your license must be received by April 1<sup>st</sup> to ensure that you receive payment.

I also understand that there is a lot of paper work that has been assigned this year to all related services. I know that it may seem very overwhelming. However, in the long run it will make everyone's record keeping in sync with all the other programs throughout BOCES.

I hope that by now that everyone has now read or reviewed the Handbook for Counseling Services which has further clarified the issues of Counseling, Role of the Counselor, Release of Information and Confidentiality. This was a big concern for all last year and with the help of the Programs and Procedures committee this is all now clarified. Thank you for all who helped in the social work and the psychologist committees.

Have a wonderful year and if there are any problems, questions or concerns that need to be answered please contact me at Jefferson Academic Center @ 476-0564.

Lisa Reilly



American Cancer Society  
**MAKING STRIDES**  
Against Breast Cancer®



**MAKING STRIDES**  
Against Breast Cancer®  
American Cancer Society®

Join your fellow BEES on Sunday, October 19, 2008  
8:00 to 11:00 am Jones Beach State Park



## **THE GRIEVANCE CORNER** Wayne Kubacki

I would like to take this opportunity to welcome back all of our returning members, and to welcome for the first time all of our new members. I hope everyone had a restful summer.

As the Grievance Officer, it is my responsibility to enforce the terms and conditions of both the teachers' contract and the para-educators' contract. In so doing, I am also responsible to research, prepare, and file all grievances on behalf of the BEES and its members. In order for the grievance process to be successful, it is of the utmost importance that the association be notified of possible contract violations as soon as they occur. The chain of command for the grievance process is as follows:

The member should contact their building representative. They are your first line of defense. The building rep will arrange a meeting with the supervisor and attempt to resolve the issue.

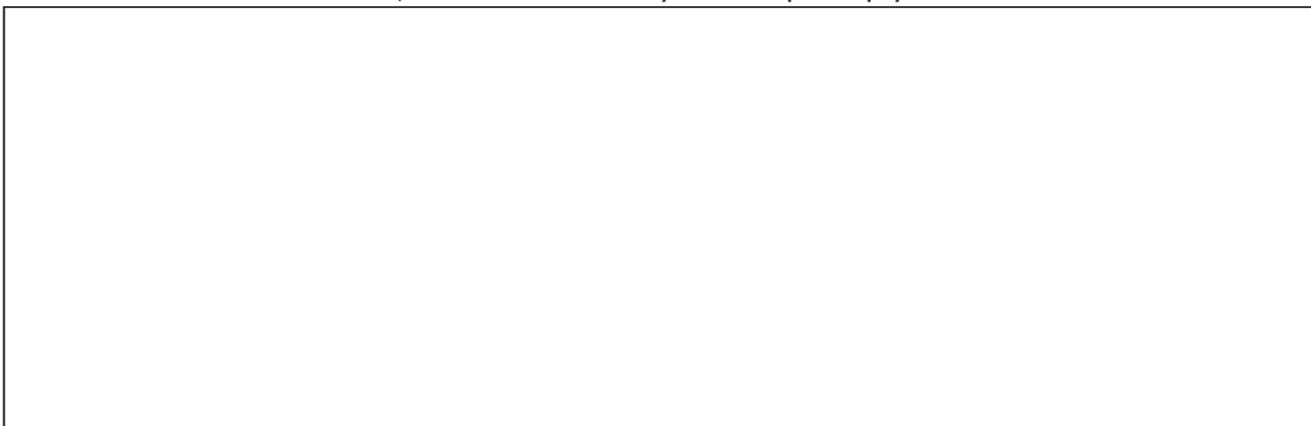
If the building rep is not able to resolve the issue, he or she will contact the area vice president who will attempt to resolve the issue.

If the area vice president is unable to resolve the issue, then it will be referred to the executive board. The board will, as a group, determine whether or not to refer the issue to the grievance officer who will reduce the grievance to writing and present it formally to the supervisor.

All of this must take place within a period of 30 school days from the date the member first became aware that a problem existed. Timeliness in filing grievances is critical. If a grievance is not filed in a timely manner, the administration can refuse to entertain the grievance and the association has no further recourse.

The executive officers of our association worked tirelessly on your behalf during the last school year, as well as over the summer, to resolve more issues than I can possibly list - each before the grievance process was needed. As a result of their exceptional dedication, the BEES did not file a single grievance during the 2007-08 school year.

So until next time, have a wonderful year and pick up your contract and read it.



## Web Links at BEESBEACON.org

### UNION LINKS

NYSUT: A Union of Professionals  
American Federation of Teachers  
National Education Association  
AFL-CIO  
New York State AFL-CIO  
NYSUT Local Web Sites



### EASTERN SUFFOLK BOCES WEBSITE

#### EDUCATION RESOURCES

New York State Department of Education  
New York State Office of Teaching Initiatives (Certification)  
U.S. Department of Education  
National Board for Professional Teaching Standards  
(National Board Certification)  
AFT Teachers  
AFT Paraprofessionals and School-Related Professionals  
NEA Teachers  
NEA Education Support Professionals  
New York State Congress of Parents and Teachers (NYSPTA)  
New York State Teacher Centers  
School Report Cards (State Education Department)

#### RETIREMENT RESOURCES

Medicare Interactive  
Alliance for Retired Americans  
New York City Employees Retirement System  
New York State and Local Employees Retirement System  
New York State Teachers Retirement System

#### HEALTHCARE RESOURCES

East End Health Plan  
United Health Care:  
www.uhc.com and www.myuhc.com  
Caremark  
Employee Assistance Program (EAP)

#### BOCES CHARITIES

Walk for Autism

Making Strides Against Breast Cancer

# Beginnings and Endings

## Information for New Teachers and Retirees

### **New Requirement for Autism Training**

On June 24, 2008 the Board of Regents added an amendment to Part 80 of the Commissioner's Regulations regarding requirements for certification. The regulation is scheduled to be confirmed at the September 2008 Regents meeting. Chapter 143 of the Laws of 2006 requires that all persons applying for a teaching certificate or a license as a special education teacher, in addition to all the other certification or licensing requirements, complete course work or training in the area of children with autism.

The legislation further requires that the course work or training be obtained from an institution or provider which has been approved by the Department to provide such course work or training in the needs of children with autism.

Section 80-3.7 was amended and section 80-1.12 was added, to require that candidates for certificates in certain titles, who apply **on or after September 2, 2009**, complete at least three clock hours of course work or training in the needs of students with autism from an approved provider.

The applicable titles are:

Students with Disabilities (all levels)

Deaf and Hard of hearing

Speech and Language Disabilities

Blind or Visually Impaired

### **Waiver Approval Process for the Employment of Retirees**

At its July 2008 meeting, the Board of Regents adopted amendments to the Commissioner's Regulations. The amendments set to be confirmed at the October 2008 Regents meeting relate to the requirements for the employment of retired persons in public school districts, BOCES, and county vocational education and extension boards, except New York City as required by State statute.

The amendments detail the process for the approval of waivers to employ retirees and enable them to earn more than the \$30,000 earnings limit established in statute while collecting their pensions. Section 80-5.5 provisions include:

Request for a waiver must be made prior to employment, but no later than 30 days after employment.

A waiver will not be granted if the retiree seeks employment by the district from which he/she retired within one-year of his/her retirement.

Additional waivers cannot be granted to a school to employ the same retiree, except in the case of a teacher in a high-needs school or shortage area.

# BEES



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