

Sept./Oct. 2025

The BEES Beacon

The BOCES Educators of Eastern Suffolk Union
Publication

nysut
A Union of Professionals

BEES

BOCES Educators of Eastern Suffolk
Union Strong



AFT LOCAL 3037/NYSUT LOCAL 22-220

VOLUME 39

ISSUE 1



From the lighthouse in the East to the lighthouse in the West.

Sept./Oct.2025

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TABLE OF CONTENTS

- President's Report p.3
- Executive VP Report p. 5
- First VP Report p.7
- Area VP for Para-educators Report p.8
- Area VP for Special Ed. Report p.9
- Area VP for CTE/SCE Report p.10
- Area VP for Itinerants/SAS Report p.11
- Contractual Benefits Officer's Report p.12
- Treasurer's Report p.13
- Membership Coordinator's Report p.14
- Social Chairperson's Note p.15
- Grievance Officer's Report p.18
- Recording Secretary's Note p.19
- Retiree Chapter Chairperson's Note p.20
- BEES Spotlight Article p.21



WELCOME BACK BUSY BEES!

Dear BEES members,

Welcome back to another year of service, advocacy, and excellence in education. As we begin this new school year together, I want to take a moment to reflect on what we've accomplished as a union, share important statewide updates, and reaffirm our commitment to our students, our members, and one another. Most importantly, I want to welcome you back, and say thank you. Thank you for your dedicated service to your students and our union.

Union Power: The Largest "Fix Tier 6" Rally in Suffolk County History

On October 6, educators and public employees from across Long Island filled the Suffolk Community College campus in Brentwood for the largest Tier 6 rally ever held in Suffolk County. The energy was electric—thousands of NYSUT members standing shoulder to shoulder, demanding fairness and retirement equity for all public servants. Through our collective efforts and continued advocacy, NYSUT has already secured major improvements to Tier 6, including:

- Reducing the Final Average Salary calculation from five years to three years, improving pension outcomes.
- Lowering the vesting period from ten years to five years, guaranteeing benefits for tens of thousands of educators.
- These victories belong to all of us—to every member who showed up, spoke up, and stood in solidarity. But our fight isn't over. We will continue to push for further reforms that ensure all educators, regardless of hire date, can retire with dignity and financial security.

AFT + First Book Grant: \$12,000 for Our Students!

I'm thrilled to share that our union was once again awarded a \$12,000 AFT "Reading Opens the World" Grant in partnership with First Book. This marks the second year in a row we've been recognized for our dedication to literacy and equity! Last year's grant provided new, high-quality books for our elementary programs. This year, we're expanding our reach to provide books for our middle and high school students, ensuring that all learners across our programs have access to engaging, age-appropriate literature that fosters curiosity, empathy, and lifelong learning. These grants highlight how our union's advocacy doesn't stop at contract tables—it extends directly to enriching the lives of our students and supporting our schools' educational missions.



President - Asha Mazza-Shaw

WELCOME BACK BUSY BEES!

Expanding Our “Helping Hive” Initiative

Our Helping Hive continues to grow! What began as a holiday support project for members in need has now evolved into a year-round initiative that ensures no member faces hardship alone.

This year, we’re expanding our efforts to provide holiday assistance, food cards, as well as continue our annual Toys for Tots drive to benefit members and their families who may need extra help. Funded by union events and donations, the Helping Hive embodies who we are as a community—members helping members. We also have a charity Venmo set up to accept payments and donations that will help continue to fund our Helping Hive into the future. Please share the information if you know of anyone looking for a good cause to donate to! [BEES Helping Hive charity Venmo](#)

If you or someone you know could benefit from this support, please share the form in this edition of the Beacon with them. Together, we make sure the Hive stays strong and compassionate.



Our Ongoing Commitment to Safety, Well-Being, and Dignity

As your union president, I remain steadfast in my advocacy for the safety, well-being, and dignity of every BEES member and every student we serve. From championing stronger workplace safety measures to pressing for mental health supports, restorative practices, and adequate staffing ratios, our goal remains clear: every staff member deserves to feel safe, respected, and supported in the vital work they do. Every student deserves to learn in an environment that is secure, inclusive, and empowering. We will continue to partner with agency, state and union leaders to ensure that our voices are heard and our priorities remain front and center.

National Changes: The Closing of the U.S. Department of Education

The federal administration announced plans to dismantle and phase out the U.S. Department of Education, shifting oversight and funding responsibilities to individual states. While details continue to unfold, this unprecedented move could have a significant impact on programs that support students with disabilities, including those we proudly serve across Eastern Suffolk BOCES. Programs funded under IDEA, Title I, and the Office for Civil Rights are vital to ensuring equitable services and legal protections for our most vulnerable learners. With federal oversight uncertain, our local advocacy and vigilance become more important than ever. We must ensure that students with disabilities continue to receive the high-quality education, support, and dignity they deserve—and that our staff are equipped with the resources and respect they need to deliver it. As your union, we will monitor this closely and advocate fiercely to protect both the rights of students and the working conditions of the professionals who serve them.

This year will bring challenges and opportunities alike. But as we’ve shown time and again, when we stand united—as advocates, as professionals, and as a union family—we can accomplish remarkable things.

Thank you for everything you do for our students, our programs, and our profession. I’m proud to lead alongside you, and I look forward to all that we will achieve together this year.

In solidarity and strength,

Asha

President - Asha Mazza-Shaw

WELCOME BACK TO THE 2025-2026 SCHOOL YEAR!

As I write this welcome back message, I'm struck by how quickly the years pass, even if some days feel long. As the new school year begins, I hope you feel rejuvenated and prepared to excel in your important role. Your dedication to delivering exceptional education and enriching experiences for our students, year after year, is truly commendable. Thank you for your unwavering professionalism and commitment to fostering their growth.

I hope that your year began smoothly, with minimal complications—though I know that's a hopeful thought! At the start of each year, I strive to maintain a positive outlook and remember why I chose to become an educator. We are here for our students, and we have the power to make a lasting impact on their lives. Many of our students face significant challenges, and the time they spend with us in school is often their only consistent and reliable support. Please remember how vital you are to each of our students.

I would like to extend a warm welcome to all members of The BOCES Educators of Eastern Suffolk, both new and those who have been with us for years. We appreciate your dedication to our union and recognize the significance of unity. Your participation is invaluable, and together we strengthen our collective voice. Thank you for being a part of the BOCES Educators of Eastern Suffolk.

As we embark on this New Year, it is essential for ALL members, both new and experienced, to connect with your building representatives. Each of our programs has building reps. for Yellow and Blue contract members, please take the time to seek them out and introduce yourselves to them.

These representatives are valuable resources for addressing your questions and concerns. If they don't have an immediate answer, they will ensure that you receive the information you need by reaching out to someone who can help. Knowing your building rep. is crucial, as they play a vital role in supporting each member. Make it a priority to familiarize yourself with your rep and the assistance they can provide.

I'm very excited to represent the BEES as your Executive Vice President. Along with the Executive Board, we're here to look out for what's best for our members. I'm also thrilled to be your delegate for the NYSTRS (New York State Teachers Retirement System). As I've learned about the retirement system, I've realized that even with years until retirement, it's important to start learning about our benefits now. I used to think I had plenty of time, but I've come to understand that making informed decisions about our future is crucial at every stage of our teaching careers. I encourage everyone to register for a NYSTRS account and learn more about the benefits by visiting [NYSTRS.org](https://www.nystrs.org)

Finally, I want to take a moment to wish each of you a safe, healthy, and fulfilling year ahead. Your dedication and hard work do not go unnoticed, and I truly appreciate all that you do. I look forward to the opportunity to connect with as many of you as possible.

All the best,

Al Rios

Executive Vice President - Alan Rios





MEMBER
BENEFITS

nysut
Working to Benefit You

**GET
FREE
ACCESS**

TO THE PREMIUM CALM APP, PEER SUPPORT LINE & MORE!

NYSUT Member Benefits understands the importance of providing support, resources, and tools to help NYSUT members with all aspects of their lives. In light of that, we have negotiated with our endorsed program providers to offer members several benefits free of charge.



Premium

Calm Service –

All in-service and retiree members receive unlimited access to the full Calm library of sleep, meditation, and relaxation content. The popular Calm app includes specialized playlists dealing with stress and focus, mindful movement video and audio, nature scenes and sounds, children's content, and more. Members can add up to five dependents (age 16 or older) to receive their own premium Calm subscription. Note: You will need your NYSUT ID number (which can

be found at nysut.org/memberid) to create your Calm account.

Peer Support

Line – Life can throw lots of curveballs at us, and sometimes we don't readily know where to turn for help. The Peer Support Line is a confidential helpline that is available to all NYSUT members and their loved ones for answers, resources, and support when it's needed most. Chat, email, or call toll-free **844-444-0152** to connect with a peer today.



SCAN ME



Learn more about these along with several other free benefits by scanning the QR code, visiting mb-nysut.org/nocostbenefits, or calling 800-626-8101.

AD&D Insurance &

Travel Assistance Services –

All in-service and retiree members are automatically provided with a \$5,000 accidental death & dismemberment insurance benefit, along with free travel assistance services.

New Member Life Insurance

– All new NYSUT members are eligible to receive a free term life insurance policy providing coverage for up to \$25,000 for one year, guaranteed renewable at the end of the year.

BE SURE TO “PREP”

Hello... BEES Membership! We had some unbelievable weather to start the school year. This last week though, the weather has started to change. The mornings are filled with that cool, crisp fall air. The seasonal change is upon us and Halloween is only a few weeks away. And, those holidays are right around the corner! I hope everyone has settled into the school year and having a healthy start.

The Opening Day meeting was a little less than 2 months ago to kick off the start of the school year. The Annual Opening Day VOTE COPE Raffle was a big success and your union was able to raffle off gift cards to our VOTE COPE members. Your Union Leadership was able to stretch that money out an extra 24% in order to raffle off more gift cards to our members. 49 members were able to win a gift card. VOTECOPE is NYSUT's non-partisan action fund that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public education and pro-labor. Last year, NYSUT endorsed an equal amount of candidates from both parties. Thank you for being a member of VOTECOPE!

Election Day-Don't forget that Election Day is November 4th. Please go out and vote for your voice to be heard. I have always been told that national elections gain all the attention, but it's the local leaders that represent our interests in Albany and in Washington D.C. Annual Salary Notice-Every year, we check our salary notice (For both Blue & Yellow) to make sure we are being compensated with the correct salary and receiving the correct benefits. Most importantly, if you don't already do so, please make it a habit to check your biweekly paycheck on WinCap. It's our responsibility to make sure we are being compensated correctly and that you're aware of your deductions coming out of your paycheck. It's very easy with direct deposit to rely on your bank statement and not verify with WinCap. Also, you can, and should, check your personal leave, sick leave and accrued sick leave days on WinCap. I highly recommend that you print out and save a copy of your attendance record. Pension & Retirement Education Program (PREP)-Below is a link to PREP. If you are a teacher or teacher assistant and planning on retiring anytime within the next few years, it is strongly recommended that check out the link below. Below are 2 dates for the local PREP seminar. You have to register through MyNYSTRS account or call NYSTRS.



Stony Brook

Hilton Garden Inn Stony Brook
1 Circle Road
Stony Brook, New York 11794

Tuesday, Nov.
18
Tuesday, Dec.
2

[Pension & Retirement Education Program | NYSTRS](#)

I would like to wish you and your families a very happy and healthy holiday season!

Keith

First Vice President - Keith Flynn

GETTING TO KNOW YOU

Hello fellow BEES members! I hope that everyone is settled and had a great start to the school year. I am very excited to get going in my new role as Area VP for Para-educators. I plan on representing our members and keeping you all well informed. I would encourage all para's to get to know their building reps and try to attend all the meetings they possibly can that are held during the year at the building level. Your building representatives are dedicated individuals that are there to provide you with any help you may need in regard to contractual issues. Please review and get to know your contract which will provide you with all the necessary information about your rights and obligations as a para-educator at ES BOCES. A copy of our contract can be found on the ES BOCES website under Human Resources → Collective Bargaining Agreements.



This is a friendly reminder that NYSUT is offering four (4) remaining Employees' Retirement System (ERS) webinars to help SRP members plan for retirement on the following dates. Please select one to register: November 5th 5:00-6:15 pm

January 13th 5:00-6:15 PM

March 11th 2026 5:00 - 6:15 pm

May 6th 2026 5:00 - 6:15 pm

This is an interactive program presented by an Information Representative from the Employees' Retirement System. Participants will learn the critical elements involved in the calculation of their pension benefits, what they can do to maximize these benefits, and how to contact NYSERS to obtain their specific information.

Participants will also have the opportunity to ask general questions related to pension benefits after the presentation.

Webinars are suitable for NYSUT members who are members of the Employees' Retirement System (ERS) and considering retiring within the next five years.

NOTE: *This webinar is intended for SRP's. It would **NOT** be suitable for:*

- **Teachers, Guidance Counselors, Certified Teaching Assts.**

In solidarity,

Tiffany

Area VP for Paras- Tiffany Robinson

THE STRENGTH OF EACH MEMBER IS THE TEAM

Welcome back to all of our BEES members! As your newly elected Area Vice President of Special Education, I'd like to take the time to thank our BEES community for electing me to this position. I would also like to thank our Executive Board for welcoming me. It is a pleasure to work alongside such dedicated and knowledgeable individuals. I look forward to these next few years.

I have worked for the agency since 1998 in several buildings with varying student populations and understand the dedication, hard work, and commitment it takes to serve our students. Thank you for all you do... you have a difficult job, you work tirelessly to teach and care for our students, you emphasize seeing abilities over labels, and you develop confidence, hope, and joy. YOU make a difference every day!

I look forward to working with and supporting you over these next few years. By working collaboratively, we can help each other achieve higher outcomes. My door is always open to you, so please feel free to reach out if assistance is needed.

This quote from legendary NBA coach Phil Jackson has always resonated with me: "The strength of the **TEAM** is each **individual member**. The strength of each member is **THE TEAM**." Let's continue to build our membership, be team players, and work together.

BEES STRONG!

Wishing you all a successful and wonderful 2025-2026 school year!

All the best,

Alissa



Area VP for Special Ed.- Alissa Sorel

PROFESSIONALISM, CONFIDENCE AND PRIDE

One of the greatest joys of being an educator in Career and Technical Education is seeing the lasting impact our work has long after our students walk across the stage at graduation. For those of us who teach in CTE and SCE programs at ESBOCES, that impact often comes full circle – sometimes at a job site, a local business, or even while out running errands – when we see our former students thriving in the very careers we helped them prepare for.

There's something incredible for me to walk into a hospital and run into a former student who is now gainfully employed or when in casual conversation someone says "I went to boces" and I spend a few minutes talking with them about their teacher and their experience. It's in those moments that we're reminded: that what we do everyday matters.

Our students enter BOCES programs with dreams, determination, and often a desire for a hands-on education that connects learning to real life. Through our guidance, they gain more than technical knowledge; they learn professionalism, confidence, and pride in their craft.

Every time we see one of our former students succeeding out in the world, it reaffirms why we do what we do. CTE/SCE changes lives – not just for students, but for the communities they serve. It's a reminder that the lessons taught in our classrooms extend far beyond graduation day, shaping futures and strengthening our workforce one student at a time.

So the next time you bump into a former student who says, "You were my teacher at BOCES!" – take a moment to listen to where their path has taken them. Chances are, you'll walk away feeling inspired, proud, and grateful to be part of something truly life-changing.

I hope 2025-2026 is a great year for all of you not only professionally but also personally.

In solidarity,
Deirdre



Area VP for CTE/SCE.- Deirdre Pettit

THE BEST YEAR YET!

Hello to all! I am hoping that everyone had a wonderful and relaxing summer. I'd like to welcome all of our new itinerants that were hired over this past summer. You have now joined a group of hard-working related service professionals that I am sure will help acclimate you to our agency. I am honored to have been elected this past spring by my constituents to represent all of you and to serve on our Union Executive Board as Area Vice President of Itinerants/SAS. One of my roles is to provide you with the information you may need and to answer any questions you may have. Please feel free to reach out to me anytime. My contact information is below. When contacting any board member about union questions and concerns, please try to use our private emails (not BOCES email). I have also provided my office phone number as well. Also, members are reminded to register their own private email with the Union. This will be used when information is sent out to our members and will enable you to receive links to our meetings that are held in webinar format. As a Speech Language Pathologist, I know how important effective communication is in order to avoid misinformation and confusion. As previously mentioned, reach out to me with any concerns or questions. If I don't know the answer, I will get it for you. A more successful and united membership is my goal for all of us. And these are the first steps to take in order to make that happen.



Here are a few reminders for everyone as we begin another school year. Please keep current with your google schedules and make sure they are completed daily as they can be checked periodically. When updating your license, do not forget to send it to Jean Christensen. All updated licenses should be to her by April 1st in order to receive your stipend. You can always verify that Jean is in receipt of your license by asking her for a confirmation email.

Also, for those that are approved Medicaid providers, please be sure to search on eMedNY to ensure that you are currently enrolled and that your current address is on file in order to receive revalidation information. Members should also check their TEACH account to monitor certification status and interval dates and to ensure that the required Mandated Reporter training is reflected in your account.

Finally, your building representatives attend approximately five rep council meetings per year with the Executive Board members where they receive pertinent information in which they bring back to you, the members, following each meeting. Please try to attend the building meetings that are held by your reps. I will be coordinating with some reps around the agency to schedule a time when I can attend one of their building meetings. This will enable me to meet many of you face to face and to introduce myself. For those of you who are true itinerants out in district locations, I will join a zoom meeting held by your rep or you can call me at any time. I know it can be more difficult for those in outside locations to be able to make contact. Do not worry, you will not be forgotten. You can always make contact with myself or your rep with any questions or concerns.

I am wishing all of you a wonderful and successful school year! Let us have the best year yet!

Donna Morey
SLP @ SHS
631-622-1225
donnabeesunion@gmail.com

VP for Itinerants/SAS- Donna Morey

APPLAUSE, APPLAUSE, APPLAUSE

Good day members,

I would first like to applaud all of the hard work of every single member, your work is appreciated. Welcome back to all of our returning and new members, we are happy to see you. I have some housekeeping items I would like to share with you:

1. Open enrollment begins in November. Any discrepancies in your care plan are showing up at this time. November is the time to adjust that. Whether it's approving a new medical plan or adjusting your FLEX benefit deductions, now is the time to do that. Be aware of what each plan offers, and look at the pros and cons of each for your individual or family needs.

2. Anticipate what your needs will be in the near future. I am sure you are seeing how quickly things turn around. Medical expenditures, dependent care and childcare have all increased.

3. You may be having financial difficulties due to rising prices. One way to free up some cashflow is to temporarily reduce contributions to your voluntary retirement accounts. Your 403 b or 507 type plans can be temporarily reduced to put those funds back into your paycheck. Be sure to increase your contributions again when you can afford to. Your union has also worked to make a Roth 403b option available to you as well as adding Vanguard to the list of 403b providers. If you feel comfortable, Vanguard offers the option to self manage your plan and avoid many overhead fees. Look out for a financial literacy workshop coming soon to our union office!

4. For many of us, the demands of today can cause anxiety and burnout. Take time to decompress if possible. Seek out friends and family to change the mood cycle. We have a great resource at Eastern Suffolk BOCES called the Employee Assistance Program. The program has a wide range of assistance from helping with small to medium tasks to counseling and referrals. If you find yourself in need, please ask for help. If you can offer assistance let the E.A.P. know also, this is a network style of assistance. Email eap@esboces.org. Please be assured that all matters are kept confidential.

5. For members who are struggling with serious financial difficulties and may find themselves without the daily necessities, a warm bed, food, and clothes, we also have the Employee Resource Foundation. This is another way for employees to confidentially get assistance with any immediate financial needs. You can find more information here - [ERF](#)

Stay safe, stay upbeat and stay informed as a BEES member.

Best,
Nick



Contractual Benefits Officer- Nick DeBlanco

BUDGETING THE BEES

Happy everyone! I hope you all are all settling into the new school year and enjoying fall festivities. This year there are some adjustments to the dues schedule in the NYSUT, AFT, and local dues categories. For any payroll deduction questions, please reference your dues schedule. As a reminder, the dues deductions are withdrawn starting with the third pay period. The deductions will continue for 18 consecutive pay periods. A copy of the dues schedule is available on the BEESBEACON.org webpage and is shown below for reference.



NYSUT/AFT/LOCAL Dues Schedule for 2025-2026 Membership Year

NYSUT (Codes)	Membership Category By Salary Range	NYSUT Annual Per Capital	AFT Annual Per Capital	LOCAL DUES	TOTAL NYSUT/AFT/ LOCAL DUES	AMOUNT Deducted per Pay Period (18 Pay Periods)	INCREASE Per Pay Period
(1) Full	\$37,000 and higher	\$402.00	\$245.16	\$369.84	\$1,017.00	\$56.50	\$0.67
(7) $\frac{3}{4}$	\$27,750 to 36,999	\$301.50	\$122.58	\$227.92	\$652.00	\$36.23	\$0.48
(2) $\frac{1}{2}$	\$18,500 to \$27,749	\$201.00	\$122.58	\$175.72	\$499.30	\$27.74	\$0.36
(5) $\frac{1}{4}$	\$9,250 to \$18,499	\$100.50	\$61.29	\$123.16	\$284.95	\$15.83	\$0.21
(8) $\frac{1}{8}$	Under \$9,249	\$50.25	\$30.65	\$41.43	\$122.33	\$6.80	\$0.14
(6)	Unpaid leave Laid-off	\$10.00	\$12.00		\$22.00	\$1.22	-0-
(9) **	Per-Diem Substitute	---	---	---	---	\$.70/day	-0-
(3)	Retirees (pre-funded)	---	---	\$35.00	---	---	-0-
*	Full/Split	\$402.00	\$122.58	\$279.60	\$804.18	\$44.68	\$0.59

Note:* A special split NYSUT/AFT category within Code 1 (Full Dues) exists only if members are earning more than \$37,000 but less than the basic teacher's salary.

****Per-Diem Substitutes** dues are \$.70 per day for NYSUT/AFT up to a maximum of $\frac{1}{2}$ dues. Refer to Membership Reporting & Dues Transmittal Handbook for additional information.

Full Dues Paying Member	2024-2025	2025-2026	Increase
NYSUT	\$394.00	\$402.00	\$8.00
AFT	\$242.16	\$245.16	\$3.00
LOCAL	\$368.84	\$369.84	\$1.00
TOTAL	\$1,005.00	\$1,017.00	\$12.00

Proposed income for the 2025-2026 budget is based on an estimated (full)760, (Split)52, (3/4) 610, (1/2)275, (1/4) 1 dues contributions and interest from savings. Active Members + Leave = 1,754 Total Members.

Submitted by the **BEES Budget Committee:**

Asha Mazza Shaw - President, Rachael Klahn - Treasurer, Adrian Grube - Chairperson, Charles Mancino & Victoria Schwartz, Active Members

Dues deductions begin the 3rd pay period for (18) consecutive pay periods.

VOTE/COPE
So much to gain, so little to give!
If you are not a vote/cope member, please fill out a card this morning for automatic payroll deduction one time a year of \$12.00(aide) \$25.00(TA) \$50.00(Teacher) donation.

Reminder All up & coming retirees must join the B.E.E.S retiree Chapter in order to retain any insurance you may have through NYSUT.

I hope everyone has a safe, healthy, and fun-filled holiday season!

Sincerely,

Rachael

Treasurer- Rachael Klahn

CONTINUING THE IMPORTANT WORK

Welcome Back!

It's hard to believe we're already back and in just a few short weeks, it'll be Halloween! From there, the countdown to the holidays begins. Before things get too busy, I hope you've had a moment to reflect on the start of your school year and to find some joy in the little things. Those joyful moments help sustain us, especially when life inevitably throws stress our way.

As we move forward this fall, let's not forget how important it is to take care of ourselves physically, mentally, and emotionally. Our health is our foundation.

For those interested in getting more involved in our Union, I encourage you to reach out. There are many ways to contribute, and your voice matters. One major issue that continues to impact our community is the Fix Tier 6 movement. This effort is focused on improving our retirement system, an issue that affects us all, whether retirement feels far off or just around the corner.

Just like it's not too early to be thinking about holiday plans or gifts, it's not too early to take action on retirement. If we don't work to fix Tier 6 now, we may find ourselves facing the consequences too late.

Let's stay connected, support one another, and continue the important work ahead.



sincerely,
Adrian

Membership Coordinator- Adrian Grube

LET'S BEE SOCIAL!

Welcome back everyone! We have some exciting events in store for you this year, so be sure to attend your building meetings and keep up with us on our website and social media pages!



Guidelines for welfare: A bereavement card will be sent in the event of a member's spouse, parent, child, or sibling's death. In the case of a member passing, special circumstances will then apply. The procedure for a sympathy card to be sent is as follows: Members should contact their building representative as soon as they believe a member meets the above guidelines and a bereavement card should be sent. The building representative should contact me via email at daniellesocialchairbees@gmail.com with the member's name, address as well as the name and relation to the deceased. In the event it is a member that has passed, I still need their name, address and a home or cell number of a member of their family so that we can acknowledge their service with us in a special way. If you need more information, see your building rep, check out our BEES website or feel free to send me an email.

In Solidarity,
Danielle

Social Chairperson- Danielle Ibba



BOCES EDUCATORS OF EASTERN SUFFOLK

BEES HOLIDAY FAMILY MOVIE NIGHT

**Family movie night with the BEES!
Come watch Jim Carrey in "How The
Grinch Stole Christmas" at the
Patchogue Theater.**

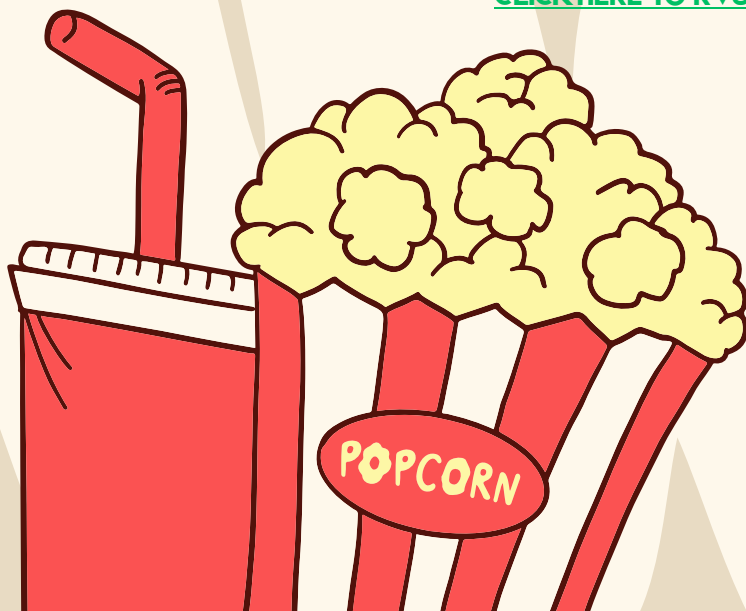
**\$5.00 per ticket. You must RSVP and purchase tickets
by 12/1/25. Ticket proceeds will benefit the BEES
Helping Hive. Please use the QR codes below to RSVP
and purchase your tickets.**

Photo ops with Santa and the Grinch!

**DEC. 18TH - DOORS OPEN 6:00 PM
MOVIE BEGINS 7:00 PM
PATCHOGUE THEATRE - 71 E MAIN ST.
PATCHOGUE NY 11772**

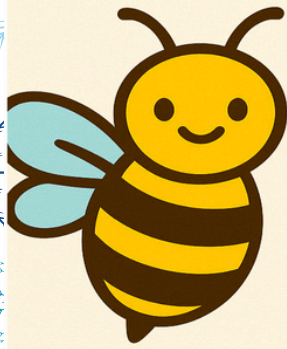
SCAN THE QR CODE OR CLICK THE LINK BELOW TO RSVP AND PURCHASE YOUR MOVIE NIGHT TICKETS!

[CLICK HERE TO RVSP AND BUY TICKETS](#)



**SCAN QR TO RSVP
AND BUY TICKETS**





The Helping Hive

Members Helping Members,
Together We Thrive



WE GET BY WITH A LITTLE HELP FROM OUR HIVE

The holidays should be a time of joy. If you are concerned about being able to provide gifts for your family or a holiday meal, please fill out a BEES Helping Hive form. Forms are confidential; your information only goes to our BEES president, Asha Mazza-Shaw, for distribution. Please scan the QR code below to complete the form. If you would like food assistance for Thanksgiving, forms must be submitted by 11/17/25. If you would like food/gift assistance for the winter holidays, forms must be submitted by 12/8/24.

Happy holidays!

HOSTED BY THE BEES HELPING HIVE



Scan to complete the
confidential form online



HAPPY FALL!

Welcome back members! Hope your school year is off to a great start. How is it already the end of October? Before we know it the holidays will be here!

I am so grateful to continue to serve on the Executive Board as the Grievance Officer, alongside a very dedicated group of professionals who work tirelessly behind the scenes.



The new contract for blue members was handed out in June. I encourage you to take some time and become familiar with the new language and changes that were made. If you feel there has been a breach in contract language, please bring your concerns forward immediately as there are time lines in which a grievance can be filed.

Have a great year!

Dana

Grievance Officer- Dana Sayers

UNIONS SET THE STANDARDS!

Hello my fellow union brothers and sisters. I hope you all enjoyed your summer vacation break. I look forward to working with all of you, and I would like to send out a warm welcome to our new hires.

Remember, we are Union Workers!

That means we are part of an organization that fights not only for my benefit, but for everyone's benefit.

Unions set the standards!

UNION SOLIDARITY:

we are union strong. I am here to answer questions and help all our members to the best of my ability. Together we will stand united as union brothers and sisters to make things better. Let's all have a great new school year.

Fraternally yours,

Marianne Zioba Longabardi



Recording Secretary- Marianne Zioba Longabardi

RADIANT RETIREES!

Hello BEES Retirees

Here's a special welcome to our brand new class of 2024-25 retirees who are enjoying a first year of retiree chapter membership free!

I know some of you were able to join us at the annual complimentary RC22 (NYSUT Retiree Council 22) Fall Brunch at the Vineyards at Aquebogue held this year on September 30th- we had a great turnout of BEES retirees. It was a great social gathering, and we also learned about the negative financial impact of charter schools from our guest speaker Greg Wallace, the current President of the Riverhead Faculty Association.



It was also great to be a part of the huge FIX TIER SIX rally on October 6th at the Brentwood Community College Campus. Before I retired, I remember NYSUT working hard to fix my punitive Tier Three, which developed into a much better Tier Four. So much better that I chose to retire under the terms of Tier Four instead of Tier Three. Over time, with our union lobbying, we hope Tiers Five and Six will be improved to resemble the excellent benefits we current retirees now enjoy. As you should be aware, none of our chapter dues go toward lobbying efforts- it is our separate Vote-Cope donations that are used for these political actions. If you have not yet made your donations to Vote-Cope, the easiest way to do that is by signing up for a Vote-Cope pension deduction so you can kick in some dollars every month without having to think about it. The form is available on the nysut.org website. These funds keep our IRMAA reimbursements alive every year.

On Oct 15th in Melville and Oct 16th in Riverhead, member retirees from all over Long Island participated in the annual all day Regional Conference sponsored by NYSUT. I would like to thank our BEES Executive Board for agreeing to my request to reimburse our BEES retirees for the cost of attending. If you registered and attended, be sure to save your confirmation email so that our treasurer Rachael Klahn can send you your reimbursement check. This is one of the ways our chapter dues (which go directly into our BEES Union bank account) are used to support our retirees as well as our local. And another reminder- if you haven't yet paid your 2025-26 chapter dues for this year it's not too late. Send your \$35 check made out to BEES to PO Box 798, Wading River, NY, 11792.

As always, thanks for your ongoing support of our BEES and NYSUT union, and wishing you a happy and healthy year ahead!

Terry

Retiree Chapter Chairperson- Terry Kalb

Spotlight on our BEES Members

This fall, our BEES leadership has been busy training our BEES building representatives, attending the Fix Teir 6 Rally and preparing events and workshops for our BEES members! Take a look at what we've been up to and be sure to keep an eye on our social media and Remind for news about upcoming events and workshops.

If you have not already, Please join our Remind messaging system so we can reach you quickly with important information. You can join by downloading the Remind app and searching for the key word(s), or just by texting the key word(s) to the number 81010. Please use the key word(s) for the groups that apply to you (you can belong to more than one if choose).

Remind Key words

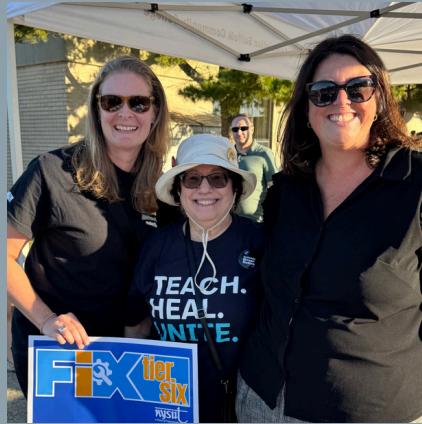
@beesblue - for Teachers, Itinerants, Certificated Staff

@beesparas - for aides and TAs

@beessped - for all special ed. members

@beesctesce - for all CTE/SCE members

@beesitin - for all Itinerant members



Help NYSUT

Fix tier six



WHAT'S THIS ABOUT?

It's been over a decade since Tier 6 was added to the New York state pension

system. Since then, over 100,000 NYSUT members earn a significantly reduced pension as compared to earlier tiers. Consider this:

Tier 6 members pay 3 to 6 percent into the pension system their entire career — their contributions grow with pay raises.

Tier 6 members must work to age 63, up to 40 years of service, or face heavy penalties.

Tier 4 member contributions are capped at 3 percent and end after 10 years.

Tier 4 members can retire at 55 with 30 years of service.

30 YEARS IS A CAREER!

Fixing Tier 6 is about keeping talented educators in the classroom and recruiting new educators into the profession.

A substantially reduced pension undervalues the education profession and is a major contributor to the teacher shortage. Our work is important. Our pensions should reflect that.



THANKS TO OUR ADVOCACY, WE'VE ALREADY WON SOME PENSION IMPROVEMENTS.

In 2022, member vesting dropped from 10 to five years, guaranteeing a pension benefit for 85,000 Tier 6 members.

In 2024, we got the final average salary calculation changed from 5 years to 3 years. This means Tier 5 & 6 will get bigger pension checks, for life.

HOW BAD IS IT?



Tier 4 member, retiring at 55 with 30 years, would receive 60 percent of her Final Average Salary.



Tier 6 member, retiring at 55 with 30 years, would only receive 26.4 percent of his Final Average Salary — after paying tens of thousands more into the system.

WHY DOES THIS MATTER?

Fixing Tier 6 is about solidarity and fairness.

It's unfair that some educators and public workers must work longer, and contribute more, to earn a significantly reduced pension.

Fixing Tier 6 is about dignity.

The hallmark of a public-service career is the promise of a dignified retirement. With Tier 6, the state abandons its commitment to that guarantee.

HOW CAN YOU GET INVOLVED?

We know how to fix this ... but we can't do it without you. Whether you're a retiree or a Tier 4, 5 or 6 member, you can help NYSUT Fix Tier 6.

- ➔ Join NYSUT's **Fix Tier 6 Team** to help with direct outreach.
- ➔ Share the **Fix Tier 6 message** with other NYSUT members.
- ➔ Attend a **Fix Tier 6 event** near you.



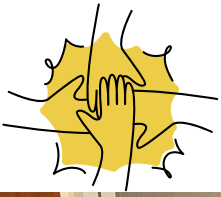
HELP NYSUT FIX TIER 6!



[FixTier6.org](https://fixtier6.org)







The BEES Beacon

**The BOCES Educators of Eastern Suffolk Union
Publication**

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