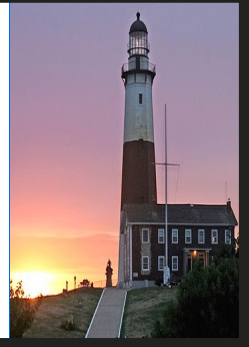


From the Lighthouse in the West to the Lighthouse in the East

# THE BEACON

**BOCES Educators of Eastern Suffolk**  
Union Local 3037



**President's Report**

**Thelma Shaw**

**Volume 25 Issue 2**

**October 2011**

## *Transformation*

**Inside this issue:**

Welcome back to school. I hope that whatever you did during the summer months gave you a restful and fun filled summer. As I sit at my computer writing this first BEACON article, I am amazed at how fast the summer flew by and that this is my last year working at ESB. I will be retiring in June, 39 years after I was hired back in 1973. Where did the time go?

Not only has the face of education across the state changed, so has the face of Eastern Suffolk BOCES and the faces of our students. Whether you believe it or think it is "corny,"

### **"WE DO TRANSFORM LIVES."**



I was never so reminded of that than this past summer when out of the blue my phone rang and a very grown up voice said, "Ms. Thelma, this is Chris C. calling from Mississippi and I just wanted to let you know that you made a difference in my life. I am now a police officer and you kept telling me that I could be anything if I just worked at it.

***I wanted to say thank you."***

I know that we all have a Chris C. out there somewhere and that each and everyone of you has transformed one, if not many lives. Never, never lose track of why we all chose the profession we are in. It doesn't matter if you are an aide, assistant, social worker, speech teacher, classroom teacher or any of the other positions that our members hold. We all have made a difference in a life.

Take a moment to reflect on that and remember how great it is that we have the opportunity to be educators of the future police officers, nurses, carpenters, etc. Giving something so simple as the gift of care and understanding to our developmentally disabled students will stay with them long after they have left us.

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### **A Bumpy Start**

On behalf of the entire Executive Board I would like to apologize for the confusion of our opening day meeting at Patchogue Manor. Due to lost checks and contracts, Patchogue Manor did not prepare for our meeting. I know that many of you came on-ly to be told that the meeting had moved to our union office. At that point, some members made the decision to go back to their buildings. You can read all of my opening day facts and comments on our website, **BEESBEACON.org** in the first issue of the 25<sup>th</sup> edition of the BEACON. Please check it out.

You will find all of the pertinent information about enrollment numbers, recalled staff and building information. At our opening day meeting, your Executive Board drew five extra names for our Vote Cope raffle. This was our gesture after this unprecedented situation toward recognizing that members had gone to the hall to attend the meeting and went back to their buildings. Those five members who were picked were not in attendance at our meeting as we usually require, but due to the extreme circumstances, we felt it was the right thing to do this year.

As we start the 2011-2012 school year, we are once again facing a difficult year. The tax cap is going to impact our student enrollment for the 2012- 2013 school year. We need to be proactive and vote in upcoming elections. We need to elect lawmakers who will support a progressive tax structure in NY where everyone pays their fair share and elect lawmakers who believe that the state has a responsibility to fund public education. The fight for adequate funding for our schools is *THE NEVER ENDING STORY*. It impacts all of us, now and as retirees. We know that once again we will be facing attacks by the public on our pensions and our tenure rights. I understand how busy each and everyone of us is and there are days when the mantra "where does the time go" is so true, but if you pick one year to vote, make it this one.

### **The Last Lap**

Speaking of getting involved and voting, as I mentioned at our opening day meeting, this will be an election year for all of the BEES Executive Board Officers and both NYSUT and AFT Delegate positions. After 6 years as the president, I will be stepping down due to my impending June retirement. The presidency has afforded me great satisfaction and personal growth. Hopefully some of you will view my terms of office as productive for our membership, both paras and teachers. I can not even begin to tell you how demanding this job is and how much personal time it takes away from your life.

I hope that all of the naysayers that openly criticized a teacher assistant running for president have realized that it is not, nor should it be, about the job title one holds. It should be about experience, commitment and passion. Whoever follows in my footsteps should not have to prove him or herself because of a job title. The choice should be based on the ability to lead a union of over 1600 members encompassing not only State education law, but civil service law. not an easy task, folks. If I have a legacy to leave behind at ESB, this is it- Judge not a person by his/her title, but by his/her qualifications and experience.

### **Leading the Charge for Medicaid Reform**



On September 23<sup>rd</sup> and 24<sup>th</sup> the Annual BOCES Statewide Leadership Conference was held in Saratoga, NY. Fran Nilsen, Asha Shaw, Gail Reissman and myself attended. This was the 39<sup>th</sup> annual conference. Workshops included APPR updates, Partnering for CTE Students Futures, ADHD Strategies, and Strategies for Dealing with Extreme Students.

There was also a Presidents Roundtable where presidents from BOCES across the state spoke with NYSUT officials about our challenges, including CTE class size numbers and the need for them to be defined. The second most widely discussed topic was Medicaid. Across the state, the hardships that this has placed upon our service providers is apparent in all conversations. I wish I could tell you that there is a solution, but as of yet, there isn't.

Photo by Glenn Davenport– Used with permission

NYSUT is in the process of looking into the impact of this requirement and will be sending out a survey to a sampling of speech teachers, social workers and psychologists across the state. If you get one of these anonymous surveys, please fill it out. It is extremely important to do so.

ESB understands the amount of work that this has added to caseloads and is looking into other options. In speaking with our counterparts from Western BOCES, I learned that they bill an additional charge for students who receive Medicaid and for whom the districts want that information. I have spoken to the administration at ESB about the feasibility of going that route.

As always, this was a great opportunity to join with colleagues across the state and help shape the future of BOCES. We will keep you abreast of any outcomes from this conference.

### **Bereavement Days**

During the summer, numerous questions came up about bereavement days. Both the Yellow and the Blue contract have language relating to these days. For clarification purposes, I need to remind everyone that we do not get bereavement days during the summer. In addition, bereavement days are to be used if needed following a death in the family as specified in either contract. If said death occurs during a vacation period or you make the choice not to use them immediately following the death, you do not get to "bank" those days and use them at a different time during the school year. If you need extra days or a day during the year to deal with family obligations with an estate of a loved one, then that would necessitate the use of your personal days.

### **SRP DAY November 15th**

In 2007, then Governor Spitzer signed a law, creating the permanent School Related Professionals Recognition Day. This year the date is November 15<sup>th</sup>. SRP Day recognizes bus drivers, school nurses, custodians, secretaries, food service workers, teaching assistants and aides. NY-SUT will be sending us stickers to wear on that day. Wear them proudly, as you deserve the recognition. Happy School Related Professional Day!

### **Don't Ask, Don't Know**

Last, but not least, I am going to stress once again how important it is to read your contracts, check out our website and READ the BEACON. This summer I had the unfortunate job of informing members that had not done their homework, that they were wrong and there was nothing that we could do to "fix" their particular situations. It was really frustrating for me as numerous times the correct information was given via one of these channels.



**"I didn't know, no one told me" doesn't work** when the information can be found in any of the above resources or in the Staff Handbooks. So if you aren't sure, please call someone in the union and ask the question before you "assume" you know the answer. What you heard or were told in the faculty room is not necessarily the truth. Previous BEACONS are available at our website and can be searched. Please refer to these archives because they contain quality information, and chances are, your question has been addressed in previous editions.

Have a great school year. June will be here before we know it. Be that special staff member to your students. That is what keeps our students coming back for more.



*Leadership, Teamwork, and Meaningful Engagement*

There are numerous sources available discussing teamwork and leadership, whether it is for education, business or the "real world." We have examples everyday of successful management and "out loud" failures. Often we look at political figures, coaches, CEOs, and winning teams to analyze what effective strategies are used to produce results. Sometimes the best illustrations are not highly publicized, but found behind a classroom door as leaders and team members perform the complex dance of education. Reflecting on our own experiences provides a bank of information and feelings about "what works" when dealing with teams and leadership.

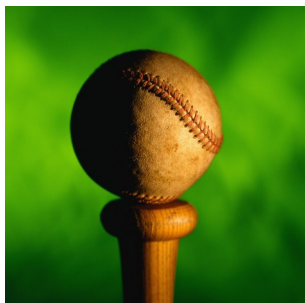
What my experiences and feelings have made clear to me is that the job of an *effective leader* includes providing guidance, resources and support for those whom they lead. Whether that leader comes in the form of a superintendent, principal, teacher, parent, individual aide or department director, they are to provide the environment so those who they lead can produce at the highest level. You give the backing and demonstrate the belief in your skilled workforce and/or students. Titles do not make leaders, nor do the words.....it is the actions.

Successful baseball manager, Joe Torre's rules for bringing leadership and team building onto the field included the following:

- Remember that every player has a special need for one of these things: motivation, reassurance or technical help. Determine what their need is and meet it
- Deliver tightly focused, positive messages (simple words of appreciation are more powerful than often thought to be)
- Work hard to establish rapport with team members from different backgrounds than your own
- Let team members know that you accept the full range of their emotions, including fear and uncertainty. Unless people admit their fears, they will never be able to confront obstacles and grow.

In these challenging economic times and amidst the mounting questionable accountability requests, I ask that all of us in the BOCES organization assess if the practices we are currently using allow for our staff and students to perform at their highest level. Are we working in effective teams? Do we value the feedback of others and are we able to hear the truth? Do we promote an environment that encourages honest input without reprisal?

According to management consultant, Patrick Lencioni, adapted from *The Five Dysfunctions of a Team: A Leadership Fable* (Jossey-Bass), **high-performing effective teams exhibit 5 traits.** They are:



- Team members TRUST each other.**
- They deal constructively with conflict.**
- They are committed to doing well.**
- They feel personally accountable for the team's success.**
- They focus on achieving result as a team, not just as individuals who happen to work together.**



**First Vice President**

**Ray Stenberg**

***It's a travesty!***

Greetings to my fellow BEES members and welcome back to another school year. I hope that you had a very restful and productive summer and that you are looking forward to the 2011-2012 school year. For those of you who retired this past June, I envy you and I truly cannot wait to join you as a "retiree." The time can not come quickly enough!

This summer, I was honored to represent you as a delegate to the National Education Association convention in Chicago. For me, the highlight of this convention was being in the same room with the Vice-President of the United States, Joe Biden. His speech to us was powerful and moving. I walked out of the room feeling somewhat assured that at least somebody cares about us, our union, and most importantly, our students. Although I could have done without the four hour wait on line for the security screening by the Secret Service, it was well worth it. At the convention, we voted to endorse President Obama for re-election.



A presidential endorsement by one of the largest unions in the country does not usually happen so far in advance. This time it did because the majority of our leaders felt that our agendas have been and will continue to be supported by our current president.

This does not mean that we are supporting a candidate from one party over another and it does not mean that President Obama is flawless. He too has made some decisions that unions do not agree with. What it means is that we know who we have and what he stands for. We also clearly know what the other side wants and that is to destroy us. Just look at what's happened in Wisconsin, Ohio, Florida, and New Jersey. We could be next!

My brothers and sisters, we are being blamed for the economic crisis that exists in this country. We earn too much, work too little, and we are destroying America by having a pension (something that the private sector doesn't get). Everyday we are in the newspapers and we are constantly being talked about on television news shows. It's a travesty!

## First Vice-President's report continued...

The fact that there are corporations reaping record profits and multi-millionaires and billionaires paying a smaller tax percentage than our hard working paraprofessionals doesn't seem to matter to them. Well, it matters to me and the people I represent and we must continue to fight.

As you know, this will be another year of struggles and battles and we must do all that we can to prepare for our futures. For some time now, I have asked, pleaded, and even bribed some members to take action and I am doing that again. Please join me now by participating in a little political action. We need to contact our leaders in Washington to get them to pass the American Jobs Act. This important piece of legislation will impact us in so many positive ways. It will prevent massive layoffs, create additional jobs and fund the rehiring of tens of thousands of workers here in New York State.

Most of these jobs will be for the middle class in the fields of education and building trades. It also includes a tax cut for middle class families and an extension of unemployment insurance to prevent more than 140,000 New Yorker's from losing their benefits. It's very important for our members to know that the Jobs Act is paid for by a comprehensive tax reform that lowers tax rates, broadens the tax base, closes loopholes, and boosts job creation. Why would anybody be against that?

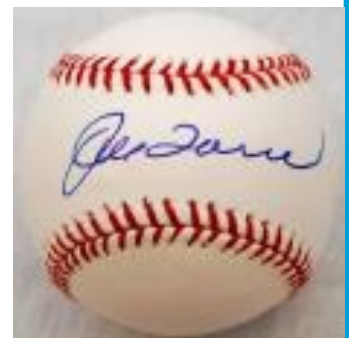
Letters can be sent electronically at [nysut.org](http://nysut.org), [nea.org](http://nea.org), and [aft.org](http://aft.org). Just five minutes on your computer can have a lasting impact on your life. Also, Election Day is quickly approaching. Please make sure that you exercise your right to vote, do your research, and support those who support you. Enjoy the fall foliage.

## Executive Vice-President's report continued...

Finally, I wish to share with you a personal example of leadership, teamwork and the importance of meaningful engagement. Of the many hats I have worn, my role as ES BOCES SAC Summer Supervisor allowed me to be a wonderful example of what we do so well. Toward the end of the six week session, one of the 8 year old students with behavioral challenges said hello to the Building Principal, Mrs. Conroy. She returned the greeting and asked him what his favorite part of the summer program was.

**He thought for a moment and responded with wide eyes..."we didn't have work."**

Well that can sound pretty bad if you did not understand the context or the true meaning. Because what I know **for sure** is this effective classroom team provided a complete high level academic program that kept the students meaningfully engaged in multiple ways. Learning did not feel like "work" to this young man. Thank you "Team Freeman," (Jim Freeman, Cynthia Quigley, Margaret Huguenin, Donna Eldora, Corinne Pagon-Driscoll, and Kathy Bulzomi) for being this young man's Joe Torre.





**Area V.P. for Itinerants**

**Rachele Always**

***\$\$\$^&&# Happens***

Being my last year at ESB, I would have liked to have written about anything but Medicaid. Medicaid is the new "four letter word." October 1<sup>st</sup> was Eastern Suffolk Boces implemented Medicaid live and direct input into IEP Direct by service providers including speech. (For those who are unfamiliar with the system, it means that anyone who has access to a student's IEP Direct file can monitor your work as you are doing it). Liz Melichar held multiple trainings which generated heated discussions. The smaller groupings made these meetings more effective. She then visited individual programs, with the lead speech teacher, Anne Marie Strauss, to answer specific questions. Even with that additional assistance the problems that happened when we went live with an evolving and untested system compounded work loads exponentially.

Programs are pulling together to solve issues as they come up, and there are still many unresolved issues. On a positive note, I have witnessed cooperation and collaboration in the form of sharing of helpful hints, yet everyone remains very frustrated. At the end of the first week, when this article is being written, it is already abundantly evident that a prep period is not enough time to enter all the required information into IEP Direct. I was hopeful that The leadership conference, where Medicaid issues were being addressed, might produce new information from Medicaid. Thelma Shaw, after attending the conference, reported that those administering the state Medicaid reporting had nothing new to say that might be helpful to our dilemma.

The end of the year evaluation issues from last year have been keeping me busy. With the emphasis on APPR, evaluations are still a work in progress. While I have always been told not to give unsolicited advice. I feel strongly about these and have decided to break my own rule.

- \***Sign in and out** – it is in your best interest to do so.
- \***Keep anecdotal records**, even if you think you will remember.
- \***Back up your computer files** - \$\$\$^&&# Happens
- \***Be kind to your colleagues and coworkers** – we are all on the same team.



**Membership Secretary**

**Marje Strawbridge**

***Membership Modifications***

I hope everyone has settled in and is enjoying the new school year. I report to NY-SUT and the union office information on all BEES' members. If you are a new hire, I will send a packet to your union rep after you are Board approved. Please fill out all forms and give them back to your rep. If you are presently a member and change your name, marital status, home address, or phone number remember, to contact the HR office and me. You can contact me at [straw74berry@yahoo.com](mailto:straw74berry@yahoo.com). I am located at WHBLC. Hope everyone has a happy and rewarding school year.



## *The Great Disconnect*

Welcome, my Union brothers and sisters, to the new school year. This promises to be another year of great challenges and new opportunities. We continue to find organized labor under attack, income disparity rising and increasing pressure on the middle class. In a new political twist, we find the cynical and willful use of gridlock to stall government, create economic crisis and create an environment of fear and angst. Not exactly the atmosphere to sing "happy days are here again."

Nevertheless my friends in all of this I continue to see signs of hope, strength and faith in our mission...the mission of organized labor. Let me share a brief story about why I feel this way. Many of you know that I am the proud father of a 14 year old daughter who is a freshman this year. Last August, we found that her phone would not work and, as with many teenagers, she wanted to get it fixed as soon as possible. We went to our local Verizon store, and as we approached we saw there was a picket line set up in front. Their union had gone on strike for fair wages and to prevent outsourcing.

I turned to my daughter and explained that we were not going to cross that line. Now I know how much she wanted that phone and I know how much I did not want to disappoint her but I knew that I had to do the right thing as much for me as for her.

I took my daughter on the side and explained to her what those union people were fighting for, how difficult it was for them to go without a paycheck and the concept of solidarity and what it meant for me. My hope and strength my friends came from the fact that after a few moments, I saw in her face the understanding, that not only is this what union people do for each other, but she saw the RIGHTNESS of not crossing that line. She saw that crossing that line would make a mockery, a lie of what I believe and the union work that I do. Most of all, she saw how working people support each other in the truest spirit of solidarity.



If my 14 year old could understand, accept and even respect that concept, then surely we must continue. There is rightness to our cause and safety in that knowledge is our need to continue to support each other, all of us, morally, physically and spiritually. It gives me hope as the union gives us strength.

I will confess that I was greatly relieved that those lines came down the following week and we could get her a new phone. So my friends, I close with a request to attend your building meetings, read the Beacon, go over your contracts and support your union. I hope your new year is a rewarding one, and thank you for your support. Solidarity and strength.



**Area V.P. Para Educators**

**Gail Reissman**

***Expiring Passwords***

Welcome back! I hope you all had a chance to enjoy the beautiful weather this summer and get some well deserved rest and relaxation with family and friends.

This year, the new Teaching Assistant Evaluations are in place. You will be receiving a copy shortly and training will be made available to you in your buildings.

All Teacher Aides now have access to My Learning Plan. Training is available through the Para Mentor Training Program by signing up for the Outlook/My Learning Plan Workshop. Sign up sheets should be posted in all buildings. If you have any questions, please see the Building Mentor.

There are still some questions about the dreaded “*your password will expire in 15 days*” message on your BOCES mail. When you change the password your BOCES user name pops up but you must add @esboces.org after your name, for example [greissma@esboces.org](mailto:greissma@esboces.org). Then enter your old password and your new password.

**The help desk is available at 244-4226 if you need further assistance.**

As BOCES continues to go green, more memos, information and requests will be done through e-mail. You are responsible to check your e-mail at least once a day.

It is important that you know who your union representative is. They are your link to the union. Please read your staff handbook and familiarize yourself with the contract. Know what it says. If you have any questions about either of them, ask your building reps., they are there to assist you.



**Social Chairman**

**Rod Diamant**

***Changes in Sunshine***

I would like to reiterate the policy set forth by your executive board relative to the changes of the prior sunshine guidelines. As Thelma pointed out at the opening day meeting, the executive board put their heads together to come up with a plan to “freeze” our local dues, as those were the only portion of our total dues the executive board had control over.

In addition to cuts in stipends to the executive board members, cuts in members going to conventions, and the abolishment of the BEACON being printed, the flowers/sunshine has been put on hold. Also no gifts will be presented this June at the Retirees Honorarium. We understand freezing our local dues is only a small gesture monetarily in comparison to the hard freeze many members endured, but the executive board thought it important to do whatever it could. Thank you for your understanding relative to the changes this year in our policy. Have a great year.



**Grievance Officer**

**Asha Shaw**

## ***The BOCES Model***

Being a teacher in a time when documentation and accountability are the number one agenda items, is not the easiest of undertakings. However, amidst the confusion of ever-changing paper work and the uncertainty of what it takes to be a "highly effective educator," we have commenced a new school year eager to make each day better for the students who need our guidance and assistance.

This September, I had the opportunity to attend the 39<sup>th</sup> annual BOCES/NYSUT Leadership Conference. In light of the recent cutbacks our E-board has made to help maintain our local dues, it was an honor to be able to attend. I was one of about 100 attendees at the conference, each attendee hailing from one of 37 BOCES throughout the state.

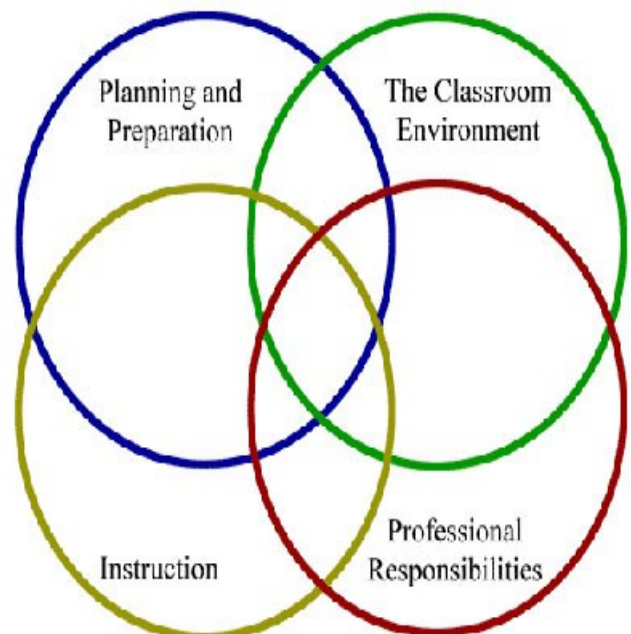
The state's Annual Professional Performance Review (APPR) of teachers was among the topics discussed in workshops and roundtables. It seemed that many of the BOCES face similar issues, including continued confusion regarding arcane Medicaid reimbursement regulations and a loss of unique programs and services that school districts are less able to financially support.

During a brief question-and-answer session with Kenneth Slentz, the State Education Department's deputy commissioner for P-12 education, he reported that SED's newly-coined term is "college and career readiness." According to deputy commissioner Slentz, the data that SED has been reviewing has shown that students, although they are able to graduate high school, are simply not ready for college-level courses or jobs.

Notwithstanding the problems the BOCES programs face, deputy commissioner Slentz explained that the BOCES across the state are providing the model for the type of regional education system the Board of Regents believes is needed to foster student achievement during a time when dwindling education funds must be used more efficiently.

Although we may face challenges during the course of the school year, it is important to bear in mind that the BOCES are on the right track. I am confident that we will continue to focus on our students' needs, support one another as professionals, and continue to cultivate student growth and achievement.

### **Danielson's Four Domains**





Area V.P. Special Career Education

Joseph Postiglione

### *There's a Light*

As the new school year started, I started to think about retirement. Yes there is a light at the end of the tunnel. Even though retirement is still a few years away for me, there are things that everyone needs to think about. First of all, do not get your retirement advice from the faculty room know-it-all. Retirement is a very important and life changing decision. Get the facts.

Information can be found in our contract, in the employee handbook, in your Benefit Profile from the New York State Teachers Retirement System and directly from NYSTRS at [www.nystrs.org](http://www.nystrs.org). You need to be familiar with all these resources including our Contractual Benefits Officer, Bob Love, who is available at MTC.

The Special Career Education numbers are close to or meeting the budget figure of 450 students. This seems to change almost on a daily basis, but the numbers are creeping up. As of this writing there were in excess of 20 Individual Aide positions in the SCE programs which is very helpful to our budget. Kudos to the SCE staff for collecting the documentation to justify the individual aide positions for our very needy population.



Area V.P. Career  
and Technical Education

Fran Nilsen

### *Kudos to our Road Warriors*



Welcome back everyone. I start this year off unlike any of my other years. I am now am teaching special career ed at WTAC in the morning. Then I drive to BTC for the afternoon session to teach at CTE. This is a whole new experience for me. My heart goes out to anyone who has been in this situation. I want to keep a positive outlook on this.

I have been preaching numbers the whole time I have been in office. Well things have changed. **We must keep every student we can.**

If a student doesn't like your class or feels it is to much for him or her, direct them to another class or work with them to stay in your class. As I write this article we are 10 students below lock-in and still have 2 weeks to go. Each building should have the numbers being posted in the main office. You need to look!

## *Time for New Adventures*

Dear Retirees,

While we are not beginning a new school year, we are starting a new chapter in our retirement life. The beautiful fall weather and foliage remind us of the joys of free time. Time to explore new adventures and time to spend with family and friends.

There has been a positive response with the Retiree Chapter membership drive. We look forward to seeing many of you at the meeting on Wednesday, October 19, 2011 at 10:00 AM. This meeting will be held at the Union Office, at 440 Waverly Avenue, Patchogue. Refreshments will be served and we will explore together, the needs and hopes of our chapter members.

If you have not signed up for the new year, annual dues can be paid at the meeting (\$35), or you can mail a check (made out to BEES) to the Retirement Chapter, at the above address. If the annual dues are not paid by 10/31/11, we will regretfully have to discontinue your membership. Please realize that there are benefits to participation, including access to the legal plan, travel accommodations, as well as involvement in Chapter social activities and Council District #22 offerings.

If you have questions or concerns, please contact me at [beesrcchair@yahoo.com](mailto:beesrcchair@yahoo.com) or phone at 631-473-7943. You may also contact JoAnn Frascogna at 631-289-2501.

Be good to yourself. Your years of work have earned you that.

### [NYSUT Health and Wellness Directory](#)

### [Download the complete directory](#)

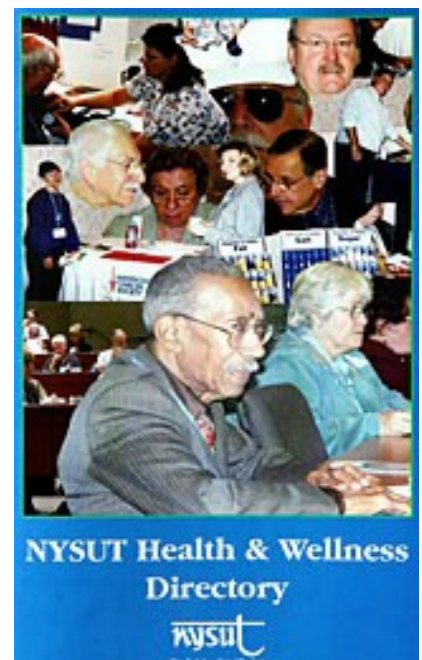
**Member Services at the New York State Teachers'  
Retirement System**

**(800-348-7298)**

**or visit the NYSTRS website at**

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

**for additional retirement information.**





## *It Benefits You to Know*

I would like to welcome you all back to another school year. I hope everyone had a relaxing and reviving summer. It feels like it going to be a long one.

This has already started out as a busy year for me. With tough times come tough measures. Everybody is looking to save money and BOCES is no different. One way they are trying to save money is by going green. That means that we are not going to get a ton of paper reminding us what we need to do, they are going to let you know by e-mail. That means we have to be vigilant in checking our e-mail. Rumor has it that several of us (OK, several hundred) have never logged on to our BOCES e-mail account. Folks, the old days are gone, technology has taken over and it's here to stay. We need to learn how to use it so we can continue to reap the benefits we have garnered.

Forms have also gone electronic, and if you thought accessing your e-mail was difficult wait until you try to find a form on the intranet or e-docs. But there is hope; we are hoping to have a list of common forms and their **search numbers** on our beesbeacon.org website. As well as easy to use directions to getting to e-docs.

And speaking of forms a few of my favorite are;

EMPLOYEE INJURY/INCIDENT REPORT                   **5320F.1**

Every single (insert expletive here) time you are hurt, injured, or any other way shape or form something happens to you.

NO CHARGE WORKMEN'S COMP TIME                   **5320F.3**

Every time you even think it might be student or parent involved.

ABSENCE REQUEST-TEACHERS/CLERICAL           **8004F.5** Formerly the personal day form

ABSENCE REQUEST-PARAS ONLY                   **8004F.10** Formerly the personal day form

Oh, by the way, if you're reading this then I am sure you know that BOCES is not the only one going green. WE, your union, are also trying to save money. But this time it's your money we are saving.

Speaking of workman's comp, it is not BOCES that makes the decision about worker's compensation but the **Workmen's Compensation Board**. They will look at everything before making their decision. For example, if your toe is cut off because a student ran amok in their wheelchair and you were wearing flip-flops, the WC Board would take that into consideration. It doesn't matter whether BOCES has a dress code or not. So, while BOCES does not have a dress code\* regarding BEES members, ESB does have a Board policy about dressing professionally and you should use a little common sense when deciding what to wear to work. In the words of one of our former Area VPs – "Act professional, be professional."

(\*A dress code is a mandatory contractual negotiation)

As always I have few pieces of "housekeeping" you might care to attend to. Some will help you save money; others will help insure that you don't have to spend any more than you need to.

### **Dependent College Student**

At midnight on the 19<sup>th</sup> birthday of your dependent, his or her Dental insurance will be terminated. If your dependent is attending college or an accredited institution of higher learning, taking at least 12 credits, you can continue their coverage by submitting the appropriate affidavit to your dental insurance carriers. You must submit this form each school semester, so make several copies once you obtain the form.

### **Health Insurance Transfer**

Before you know it the deadline for changing your health insurance carrier will have come and gone. The month of November is the time period for switching insurance carriers. You must submit in writing your request for change to Human Resources. The deadline for submitting the request is November 30<sup>th</sup>. If you decide to change carriers and have submitted your written request to Human Resources, your new health plan will go into effect on January 1, 2012. Remember, as in all your decisions, check out the pros and cons before making your decision.

### **FSA Enrollment**

Here's that November deadline again. But this time you can save some money. 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 contribute, 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 contribution each year as you learn how the FSA plan works. Your building should be receiving information sheets and enrollment forms about the beginning of November. Some OTC medical purchases are now considered eligible expenses. Check with the plan advisor for specifics. Remember you will need an original receipt when submitting for reimbursement.

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

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 244-5800 or at [beesvpcb@optonline.net](mailto:beesvpcb@optonline.net)

[Frequently Used E-DOCS forms](#)

## Where you can Find Frequently Requested Forms on E-DOCS

Employees are responsible for using the latest forms when filling out requests or necessary paperwork. Paper copies found in most offices may not be the latest version of these documents. It is your responsibility to use the correct form. Failure to do so could result in an employee not being credited or compensated. All forms are available through the BOCES Portal and can be searched on by the form number.

To access these documents [Click \*\*HERE.\*\*](http://portal.esboces.org/)

<http://portal.esboces.org/>

<b>NAME</b>	<b>NUMBER</b>	<b>EMPLOYEE INJURY INCIDENT REPORT</b>	<b>RELEASE OF STUDENT PHOTO</b>
<b>ABSENCE REQUEST-PARAS</b>	<b>8004F.10</b>	<b>5320F.1</b>	2210F.3
<b>ABSENCE REQUEST-TEACHERS</b>	<b>8004F.5</b>	EXPENSE VOUCHER	COMPUTER GRAPHICS 2110F.2
		5211F.2	SELL BACK DAYS 8004F.3
		EXPOSURE INCIDENT	
		4532F.1, 4532F.3	
APPOINTMENT NOTICE		FACILITY ALTERATION	<b>STAFF EVALUATIONS</b>
5150F.1		4511F.4	<b>COORDINATOR 5150F.23</b>
ART. 7 STAFF DEVELOPMENT		FIELD TRIP REQUEST-TRANS.	<b>GUIDANCE 5150F.20</b>
5380F.3		7320F.2	<b>PARAS 5150F.4</b>
ASSET TRANSFER			<b>TEACHER ASSIST. 5150F.14</b>
4470F.1		MILEAGE EXPENSE VOUCHER	<b>TA'S-RUBRIC 5150F.16</b>
BEREAVEMENT		5211F.2	<b>TEACHER 5150F.14</b>
8004F.1		NETWORK USER REQUEST	<b>TEACHER-RUBRIC 5150F.15</b>
HOURLY TIMESHEET		5112F.1	
4411F.7		<b>NO CHARGE WORKMEN'S COMP</b>	STUDENT ACCIDENT REPORT
COACH TRIP REQUEST		<b>5320F.3</b>	6540F.1
7320F.3		OBSERVATION	<b>STUDENT INCIDENT</b>
CONFERENCE RECEIPT		5150F.6	<b>2410F.7</b>
5211F.1		OVERTIME FOR SUMMER	STUDENT REFERRAL
CONFERENCE ATTENDANCE		4411F.8	2410F.7
5210F.1		PROFESSIONAL ADVANCEMENT	SUBSTITUTE EVALUATION-
CUSTODIAL SERVICE		5380F.2	FEEDBACK 5152F.2
4511F.5		PROF. COURSE APPROVAL	SUBSTITUTE TIME SHEET
DIRECT DEPOSIT		5380F.1	4411F.11
4411F.1		PROFESSIONAL DAY REQUEST	THEFT/VANDALISM REPORT
DRIVER MOVE REQUEST		5150F.8	6213F.1
4470F.2		RELEASE OF INFO TO BOCES	TIME SHEET SUMMARY
DUPLICATION REQUEST		8003F.4	4411F.4, 4411F.7
8005F.1		RELEASE OF STUDENT INFO	TRANSPORTATION REQUEST
		6420F.1	7320F.2
			UPS REQUEST 8005F.5
			USE OF FACILITIES 2230F.1

## Link Directly from THE BEACON

This Online version of the BEACON has links embedded in the document.

You can click on any of the links in this BEACON and go directly to a website or send an e-mail.



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

[Employee E-mail](#)

***Access your e-mail***

[EASTERN SUFFOLK BOCES](#)

***ESBCOES Home Page***

[Employee Portal](#)

***Access your files and applications***

[BOCES 2011-2012 Calendar](#)



[American Federation of Teachers](#)

[National Education Association](#)

[AFL-CIO](#) [New York State AFL-CIO](#)

[NYSUT Local Web Sites](#)

### **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](#)

[AFT Tools for Teachers](#)

[AFT LeaderNet](#)

[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](#)

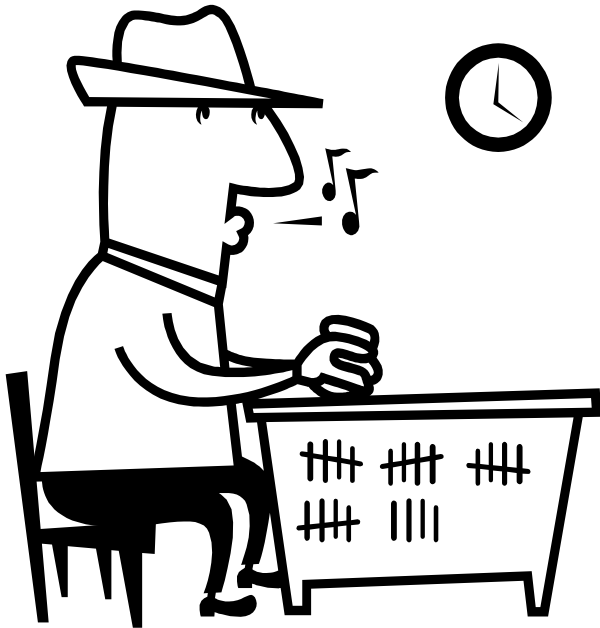
[New York State Teachers Retirement System](#)

**BEES Union Representation by Building/Area**      2010-12 TERM

<b>Building(s)/ Area(group)</b>	<b>Para-Professional(s)</b>	<b>Teacher(s)</b>
BAC	Mary Longo	Schultz, Angela
BAC at Eastport	Michelle Olsen	Patricia Rizzi
CAC	Angela Richie	Dominick Santoro
Outreach + Sherwood Corp Tech & SETRC	Margaret Dean	Jill Cassara
HBW (including Phoenix House)	<b>*Wendy Humphreys</b>	Cheryl Rosolie
IAC + IAC @ ICC	Katherine Mall	John Bacherty
JAC(+ JAC @Patchogue., LW)	Azzaro, Noreen	Chris Granville
MLC (including MLC @ Bellew)	Cathy Brown	Kate Russell
BLC	Annick Brundieck Karen Williams	Robert Bayley
BLC Included: (@ TSP, Hauppauge & Samoset)	Bernadette DiGirolamo	Carol Esposito
PLC + (PLC @ Gariepy, Ridge, & Longwood)	Janet Flower	Tom Rosati
SAC (including Sherwood E. & SAC @ Stony Brook SAC @ WFLC )	Donna Hansen	Jeannine McKenna
WHBLC (including WHBLC @ Aquebogue)+ Riverhead	<b>*Christine Lent</b> Marilyn Winters	<b>*Tricia Brandt</b>
BTC	Evelyn Lebron-Mele	<b>*Rosaria Broseler</b>
MTC	Evan Guild	Darren Rios
ICC	Peggy Dolcimascolo	Christopher Tierney
Supportive Employment	Elaine Laverty	NA
SAS	NA	Lisa Aitken
Itinerants (not at BOCES locations)	NA	Kim Ingenito
Incarcerated Youth/ REOUT / SAA (Aviation) 1 TA represented by HBW Para Rep		Linda Dackow

Sign Language Interpreters will be represented by Para Reps of assigned program,  
\* New Reps

There will a meeting for teachers  
considering retirement from ESBOCES  
on



Thursday  
Nov 17th  
at 3:00 p.m.  
at the  
BEES Union office  
440 Waverly Ave.  
Building 4, Suite 12

Blue Contract members who are 55 or over, or are  
considering retiring under the current contract.

Please RSVP by Nov. 1st  
through e-mail to:

Pat Copertino patcop@optonline.net or  
Bob Love beesvpcb@optonline.net

Seating is limited  
to the first 50 teachers who sign up.

[Time to Retire: What you need to know, and do, to plan for retirement](#)

# BEEES

BOCES Educators of Eastern Suffolk  
Union Local 3037  
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The BEACON is the official publication of the  
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First Supervisory District

**Union Local 3037**

Email: [BeesHivePres@aol.com](mailto:BeesHivePres@aol.com)

## **BEES EXECUTIVE BOARD**

**President.....Thelma Shaw**  
**Executive Vice President ..... Pat Copertino**  
**Treasurer..... Michelle Tinter**  
**First Vice President..... Ray Stenberg**  
**Membership Secretary.....Marje Strawbridge**  
**Recording Secretary.....Linda Bufalo**  
**Benefits Officer.....Bob Love**

### **Area Vice Presidents**

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

**BEACON Editor...Dr. Thomas Rosati**  
**Grievance Officer.....Asha Shaw**  
**Retiree Chairperson.....Mary Harris**  
**Social Coordinator.....Rod Diamant**  
**Office Secretary.....Linda Cardone**

**Honored for 4 years in a row as the  
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National Award for Best Website**

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

**Proud members of NYSUT, AFT and AFL-CIO**