



# The BEES Beacon

## BEES

### BOCES Educators of Eastern Suffolk

### Union Strong



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October 2019

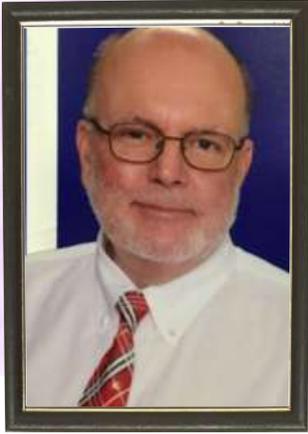
AFT Local 3037/NYSUT Local 22-220

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

## Read All About It:

- **President's Report - 2**
- **Executive Vice Presidents Reports - 4**
  - **First Vice President's Report - 9**
- **Area V.P. of Special Education Report - 11**
- **Area V.P. of Para-Educators Report - 13**
- **Area V.P. of SAS/Itinerants Report - 14**
  - **Area V.P. of Academy/S.C.E - 15**
  - **It *Benefits* You to Know - 16**
- **From the Membership Secretary - 17**
  - **From the Treasurer's Desk -18**
  - **Grievance Report - 19**
- **From the Desk of the Recording Secretary -20**
  - **Let's BEE Social - 21**
  - **The Retiree Chapter - 22**
  - **BEE Our Guest -23**

# JIM BECK ~ PRESIDENT

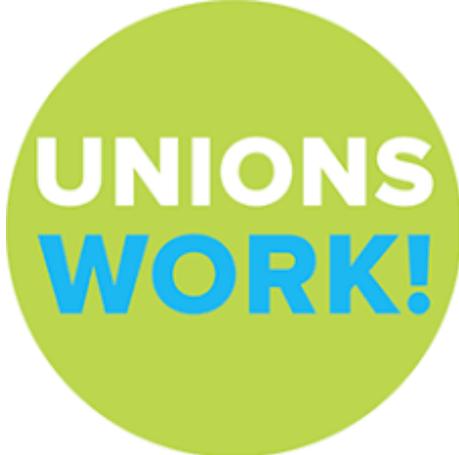


## You Are The Union

Greetings my Sisters and Brothers and welcome to the 2019-2020 school year. Let me start this article by thanking each and every one of you for sticking with your union. I have always said (and will continue to say) that it is only by sticking together that we are able to negotiate successfully with administration regarding our contracts and protecting our member's rights. It is only by sticking together that we continue to show a unified front to those who seek to weaken us with divide and conquer tactics. It is only by sticking together that we stand united to protect each other and all we have worked for. Thank you to all my friends for all of your support. For those quislings who have deserted us, we hope you will see the benefits of union membership, supporting your friends, hanging together in fellowship and solidarity and will return to the fold. Let me be clear that while you are not part of the union we will take no part in representing you in any action, but upon reinstatement would welcome you back with full representation.

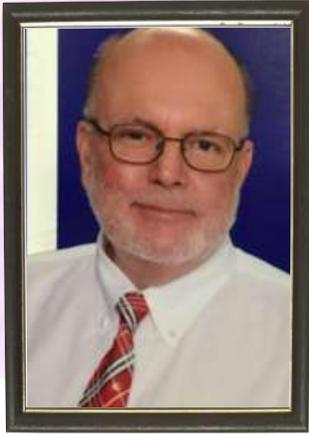
As you read this things are hopping in all of our respective programs. We continue to represent our members in all matters great and small. In fact we proudly represented one of our members who had been put on the wrong step for quite a few years. The Agency along with Dr. McSweeny, came to the table with the union and we were able to negotiate a more than fair payment for the member. This is just one example of what we do for our members. We sure don't win them all but thanks to our hard work and collaborative relationship with the agency, we win a fair amount and we sure as heck give it all we got.

Our newly constituted Executive Board is off to a great start since taking office in July. Everyone is working well together and several decisions will save us thousands of dollars. More on that will follow as details are set.

A circular logo with a light green background. The word "UNIONS" is written in white, bold, uppercase letters. Below it, the word "WORK!" is written in blue, bold, uppercase letters with an exclamation point.

**UNIONS  
WORK!**

# JIM BECK ~ PRESIDENT



## You Are The Union

As the state's teacher shortage deepens, U.S. Senator Charles Schumer has joined with NYSUT to urge expansion of student debt relief and recruitment and retention programs. One of the main problems is that the U.S. Secretary of Education Betsy DeVos has refused to release and spend all of the funds already allocated to the Public Service Loan Forgiveness program, as the law was intended. So far the Department has only released 1 percent of the PSLF funding. These funds need to be released.

Let me take a moment to make a pitch to those of you thinking of becoming a teacher. This is a prime environment for those of you who wish to move up to a teaching position. The Agency does indeed prefer to hire from within. For example, over 30 years ago, I started my career as a Teacher Assistant and within two years moved into a teaching position. Over 20 percent of all NYS teachers will be retiring over the next five years. It is, therefore, the prime time to act if you have any interest at all. Things move in cycles and this is one of those positive cycles.

Let me make the case for the importance of the 2020 Census. As you know the Constitution of the United States mandates that a census is conducted every 10 years to count the people of the United States. This has been done since 1790. It is vitally important to NYS with respect to both receiving reimbursement from the Federal Government and for the purpose of representation in Congress. NYS stands to lose two representatives. This, of course, would weaken NY State's ability to make the best deals for our citizens. We must count every person in New York State. It is vitally important to us both financially and politically.

Finally, I want to say that it is my intention to visit the majority of our programs over the next school year. If you see me walking the halls please stop and say hello so I can personally thank you for sticking with the union. As always I close with unity and strength.

Thank you,

*Jim*

# ASHA MAZZA-SHAW ~ EXECUTIVE VICE PRESIDENT



## Being a BEE has Benefits

Greetings BEES members. I hope you are all having a successful start to your school year. You may have seen me stopping by in some of your buildings on our endless quest to sign up new employees for their union benefits. The agency has been hiring at a record pace, and interviews continue for both Blue and Yellow contract positions. As an Executive Board, we have been working closely with the agency to fill in the gaps in the most understaffed areas. As a result, we are currently in the best shape with regard to vacancies that we have been in over the past few years.

Several new staff members means lots of work for the Executive Board and building representatives as we try to reach each new employee to sign them up for their union benefits and welcome them to the BEES. If you see a new member in your building, let them know all the perks of joining the union! We help our dues-paying members daily by answering questions and clearing up situations that may have otherwise cost them time or money. Sometimes, it's a day here or a dollar there, and sometimes it's thousands of dollars, or a member's job that we are able to secure. Being a dues-paying union member is extremely beneficial because when you need representation, you'll always have it.

We represent our members' interests on multiple committees within the agency as well. Executive Board members are present on SDM Committees at the Central, CTE and Special Ed. levels, Health and Safety Committee, Teacher and Para Pro-Practice, APPR, and ED 22 meetings just to name a few. Using these channels, we are able to communicate the concerns and needs of our membership to the agency and work to find amicable solutions. Your building representatives are present on the building level SDM Committees and will be present with you whenever necessary for any administrative meetings or at your request. They are the line of communication between the general membership and the Executive Board. They bring valuable information back to the building to share with you, so please make sure you attend your building's union meetings!

 **UNIONS**

# ASHA MAZZA-SHAW ~ EXECUTIVE VICE PRESIDENT



## Being a BEE has Benefits

It's important to note the following information regarding professional advancement. Blue contract members who wish to make a professional advancement, please make sure you read the language in the Employee Manual prior to taking any coursework. If you take in-service courses from any institution other than Scope or Mesttract, they will need to be pre-approved by your program director. Any graduate level coursework will also need to be pre-approved, and you will need 9 credits of each 15 credit block to be graduate level coursework. The other 6 credits in the block can be in-service credits; you can also use the credits you earn at the end of each school year when you complete your 15 Article 7 PD hours. Coursework should be relevant to your area of certification and placement within the agency. You will want to access the form for "Course Approval for Professional Advancement" on edocs, which you can find on the ESBOCES website under staff resources. The form number is 5380F.1; please make sure you fill out all the information accurately, including course numbers and titles. This form needs to be submitted to HR and your program director for approval of the course content. Once your coursework is completed, it will go through another approval process conducted by Human Resources to check the official transcript against your pre-approval form and award the appropriate credits. Only full credits are awarded, and partial credits are not carried over. Your official transcripts and "Request for Professional Advancement", form 5380F.2, must be on file by the deadlines of October 1st or March 1st for the salary increases in the beginning or middle of the school year. If HR does not receive an official transcript from your institution by the deadline, they will not be able to award the advancement.

Check with the institution to make sure the transcripts will arrive on time. If you have any questions regarding this process, you can call HR to confirm that you are doing the correct thing. The Executive Board is working with program directors to streamline this process and hopefully make it easier for union members, which is just another way our union is always working for you! Thank you to all our new union members and all those whose continued support keep the BEES buzzing!

The holiday season is around the corner, and while I hope it is a happy time for all of you, for some, it may be a difficult or stressful time. If you find yourself struggling with some unforeseen circumstances, I recommend you to look into the ERF (Employee Resource Foundation) and EAP (Employee Assistance Program). The ERF may be able to assist members who are struggling financially, while the EAP can help members with counseling and emotional well being. These are two wonderful resources provided by the agency for all our members facing hardships. I have seen firsthand the wonderful things they do for people who reach out when they're in need. I wish you all a happy and healthy holiday season.

In solidarity,

*Asha*

# AL RIOS ~ EXECUTIVE VICE PRESIDENT



## Embracing Community

Welcome back to all our BEES members!

By this time, you are hopefully all settled in and accustomed to your new students, new colleagues and, in some cases, new buildings.

I am excited and energized to be one of your Executive V.P's and I am looking forward to making a difference in our local to do my best to support all of our members who stuck with this union. Over the last few years that I have been with the E-board along with the interactions I have had with other locals I've noticed a change in the way other locals work with and interact with their members. We live in a world where big business and some political affiliations are doing their best to pry unions apart, to divide and conquer, all in an attempt to weaken the strength of the union. Thank you to those who realized this and have put aside their own personal gain in exchange for solidarity and strength in numbers.

As a local union, we need to embrace "community" and encourage informal "get-togethers," This year the E-board is working hard to offer more opportunities for our members to get together and connect with our fellow colleagues from other programs. Geographically we are spread out over far distances across Long Island, which makes it difficult for our members to interact, get together, exchange ideas and share fun family experiences. It is for these reasons that we want to encourage our members to share ideas with us regarding what kind of activities, or get togethers you would like us to look into.

# AL RIOS ~ EXECUTIVE VICE PRESIDENT



## Embracing Community

If you look at our website [www.beesbeacon.org](http://www.beesbeacon.org), you will see that we have already gotten the ball rolling. Posted on the website are discounted ticket codes for the Patchogue Theater, as well as discount ticket opportunities for Disney on Ice at the Nassau Coliseum. Please take a minute to check it out because new opportunities will be posted periodically and in many cases, it will be for a limited time and/or limited ticket availability.

Lastly, I want to welcome all our newly hired members. Welcome to the BEES (BOCES Educators of Eastern Suffolk), It was so wonderful to see many of you at our first ever meet and greet, at Sonoma Grill. We wanted to try out a meet and greet happy hour to socialize, and get to know you while enjoying some appetizers and free giveaways; it was a pleasure to meet you all.

We hope to see more new hires at our New Member Social in November, which will be held at our union office ( check out [www.beesbeacon.org](http://www.beesbeacon.org) for information). This meeting will focus on valuable information in your contract as well as an opportunity for you to ask questions and meet the Executive Board. I look forward to meeting you all.

Wishing you all the very best this school year and happy, healthy and safe holidays ahead!

*Al*





## Your Union-Endorsed Benefits: Debt Consolidation & Mortgage Savings

*NYSUT Member Benefits understands the challenges that the hardworking women and men of this labor union face when it comes to financial issues such as student loan re-payment options, credit card consolidation or debt management, or saving on purchasing or refinancing a home.*

### **Student Loan & Debt Counseling Program**

Your union membership allows you to receive a no-obligation debt and/or student loan consultation at no cost with a certified counselor through the Member Benefits Corporation-endorsed **Cambridge Credit Counseling** program. Cambridge provides individualized student loan counseling along with a unique web portal available at a reduced rate to help explain the various options when paying student debt; debt relief services are also offered.

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### **UnionDirect Mortgage Discount Program**

The Member Benefits Corporation-endorsed **UnionDirect Mortgage Discount Program presented by Mid-Island Mortgage Corp.** offers union members and their families savings of up to \$2,700 on lender fees and closing costs. Your union membership also entitles you to no application or processing fees; no commitment fees; no underwriting fees; no lender or broker fees; and reduced attorney and title fees.

## *The Power of the Union*

Regardless of whether you are participating in either of the programs mentioned above; one of our endorsed insurance, financial or legal programs; or our many shopping, entertainment or travel offerings, NYSUT members receive a quality product and enjoy the **"Power of the Union"** behind them. Unlike when purchasing products available to the general public, Member Benefits is here as your advocate if you ever have any issues or concerns with our endorsed programs.

To learn more about Member Benefits-endorsed programs, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

# RAY STENBERG ~ FIRST VICE PRESIDENT



## *BEE Informed*

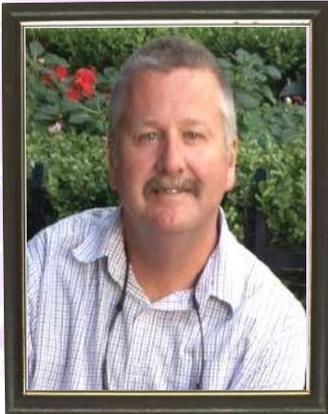
Welcome to the 2019-2020 school year. It was so nice to see so many familiar faces at the opening day meeting in September. It was equally nice seeing a large number of new people who chose to join the union and become part of the BEES family. Our union remains strong as we continue to represent our members in negotiating “benefit rich” contracts, which provide us with guaranteed pay raises, increased stipends, and some of the best health care out there. None of this would be available to us if it weren’t for the union, its membership and leadership

It’s hard to believe that Fall is upon us. The leaves are coming down and the temperatures are gradually dropping. By the time you read this, we will be getting ready to give thanks for all that we have as we spend time with our families.

Things are going quite well in BOCES. The number of students entering both special education and CTE is increasing and job postings keep coming out. Even though it seems that we are understaffed, the agency continues to interview and hire people to fill the many openings that currently exist. As frustrating as it may be sometimes, we have to be patient and wait for more staff to be hired. In the meantime, we continue to do what we do best: come to work and make a positive difference in the lives of children.



# RAY STENBERG ~ FIRST VICE PRESIDENT



## *BEE Informed*

The Fall 2019 Pension and Retirement Education Programs (PREP) have been scheduled, and if you are a teacher or teacher assistant and planning on retiring anytime within the next few years, it is strongly recommended that you attend one of these valuable and informative workshops. There are two scheduled on Long Island in December. They are as follows: December 19th at the Radisson Hotel in Hauppauge and December 17th at the Conference and Meeting Center in Melville. Reservations should be made by calling the retirement system at 800-348-7298 (ext.6180), weekdays between 8:30-4:15. In addition, video conferencing is available at Sequoya High School and is held year round. You will have the opportunity to meet individually with a retirement representative and have your specific questions answered right away. The representatives are very knowledgeable and eager to help you maximize your retirement benefit. You can schedule a video conference by calling 800-348-7298 (ext. 6100). Yellow contract members should be receiving information from ERS and their elected VP for paraeducators.

BOCES Advocacy Day has been scheduled for February 26, 2020. I am currently seeking BEES members to spend the day in Albany meeting with legislators and advocating for support on a variety of issues that pertain specifically to BOCES. We take a group of students with us, which affords them a unique opportunity to see how government works and participate in the process. You will be provided with breakfast and lunch and will be given a "professional day" to take the bus up to the state capital. Please email me at [rstenber@esboces.org](mailto:rstenber@esboces.org) or call me at work at 631-218-5401 to secure your spot. It is truly a worthwhile, gratifying experience.

Until next time.....

*Ray*

# PATTI RICHARDS ~ AREA V.P. FOR SPECIAL EDUCATION



## *In Gratitude*

Welcome to the 2019-2020 school year. I hope you all had a successful first two months. As I sit and write this article as the new Area Vice President for Special Ed., I am struck with how lucky we are as a union.

Last Friday, we were all sent a text blast asking to wear red in support of the Chicago Teachers Union who were on strike. The Chicago Teachers Union is "fighting for quality pay and benefits (including health care), full staffing in their schools, smaller class sizes and justice for students and families." Teachers are asking for a hard cap on class sizes, prep time during their workday, support staff for all schools, affordable housing programs, and special assistance for homeless students. They would also like the mayor to write these agreements down in an enforceable contract. The hard reality is that the Chicago Teachers Union is trying to improve conditions for its members, but also improve conditions for their students, both inside and outside of school. This is a strike not just for the benefit of teachers, but for the common good.

In my 28 years in working for this agency, I never once thought I would have to go on strike. How fortunate are we that our Executive Board has fostered a positive relationship with the agency, and has been able to maintain benefit rich contracts for both blue and yellow members without having to strike. We don't have to worry about health care or quality of pay because it is always provided for in our contracts.

# PATTI RICHARDS ~ AREA V.P. FOR SPECIAL EDUCATION



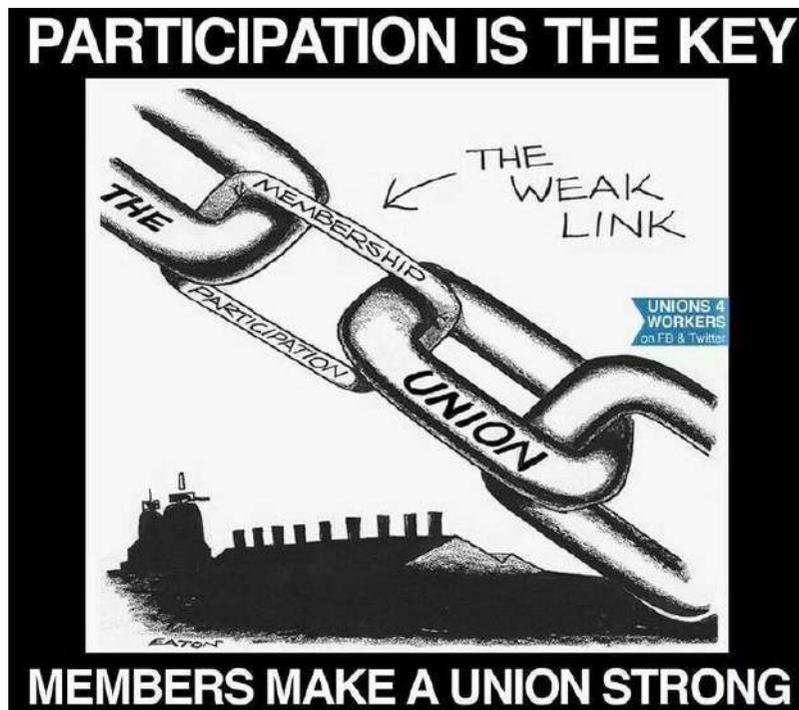
## In Gratitude

I, along with the Executive Board, urge you to get involved with your union. Attend your building level meetings, read the Bees Beacon for important information from the E-Board, or maybe in the future consider running as a representative for your building. Everyone needs to get involved and understand all the issues that confront our profession. Sitting on the sidelines is not an option to ensure that our members and students are protected by a strong union each and every day.

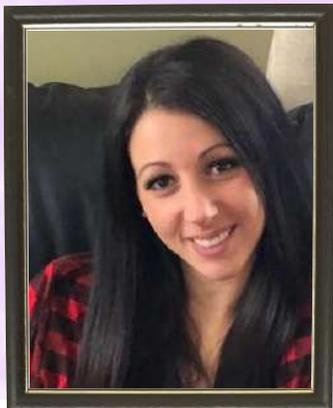
This year, we are so lucky to have fabulous building representatives who work diligently to get information to you. The reps are your first line of command. Please seek them out first, and if they need to, they will have you reach out to us.

I hope this year brings you all great success and happiness. Thank you all for sticking with and supporting the BEES union!

*Patti*



# AMANDA PICA ~ AREA V.P. FOR PARA EDUCATORS



## We Support You

Welcome to the start of the 2019-2020 school year! It has been a busy, yet exciting start to the new school year. As the new Vice President of Para-Educators, I have already been asked many good and challenging questions. Since we're just beginning the school year and we have so many new members, I thought it would be a good idea to go over some basic information. As an Executive Board we do our best to inform and support each and every member. This is where our building representatives become an important part of our communication. You should familiarize yourself with your building representative and encourage your colleagues and any new members to do the same. Please take the time to read and understand your contract and Employee Handbook. Be sure to attend building meetings and ask lots of questions. We are all here to support one another.

### What is the job of a building representative?

- Serves as the vital link between membership and the Executive Board.
  - A communicator member advocate (member of building SDM).
- Upholds contracts and pro-practice agreements (should be familiar with both).
  - Is expected to make a serious commitment to the position.
  - Should be available before and after school hours via phone or email.
    - Follow up with new employee (union representation).
- Act as liaison to the Executive Board and members (relay information both ways).
  - Maintain confidentiality when it's appropriate and/or requested.
  - Have regular scheduled meetings with your administration.
- Holding building meetings after every Rep. Council and area meeting.
  - Begin at the building level to resolve issues.

warm regards,

*Amanda*



# KRISTIN ERICSON-ABRUZZESE - AREA VP. FOR SAS/ITINERANTS



## Communication is Key

Welcome back to all that are returning and welcome to all the new members recently hired. Yes, recently hired, I am happy to say we continue to hire itinerants in all areas. This is very good news because it means that the numbers are strong in ESBOCES, which in turn means hopefully no consolidations and no cutbacks. I know for many having this high enrollment has left you with little space to call your own. I do hear all the yells about needing more space to work with your students on your caseloads. Continue to yell and let me know what the issues are because I have been keeping the Executive Board in the loop regarding space being an issue, especially in our new location and recently moved programs. I know we are all very flexible and willing to compromise, however it cannot be at the cost of you being able to do your job in a "highly effective" way.

Just a reminder, I do have the seniority lists, which are most important in times of excessing, however I know some people are curious as to where they are on the list. I can only provide you with your number and cannot share who is above or below you so please contact me to get your number if you are interested. I have also been made aware that many members who are spread between buildings are feeling very stressed due to the time constraints allotted to make your travels. Again please reach out to me, I have been assured that this issue can be addressed to make sure you have ample time to travel safely, are able to eat your lunch and have a prep. Please make sure if you travel that you get your mileage forms in on time; if not ESBOCES can deny you your money. Upper administration has been very kind to sign off on late mileage forms, but it is an extensive process to pay out these late forms and at any time they could start to deny the payments.

Another housekeeping issue is to make sure you get your updated license into Jean Christensen at H.R. 201 as you renew it. Please, Please reach out to me with even the smallest questions or those you may perceive as being small because sometimes I have found they are not so small. For example, several buildings recently were asked to sign a form from a district that read "As an employee of South Country District." which we are not. I do believe that this was not intended to harm any ESBOCES members but we are not an employee of any district other than ESBOCES. Please speak up if you have a question and never sign anything if your gut is telling you "this does not feel right" listen to it.

Happy Fall and thank you for sticking with the union. I can be reached at [kristinericson@optonline.net](mailto:kristinericson@optonline.net) and 631-218-5411 at Sequoya @Pat-Med HS.

*Kristin*

# ROSARIA BROESLER ~ AREA V.P. FOR ACADEMY/SEE



## Know Your Rights

Here we are again! Another school year is underway. Your Executive Board has been busy throughout the summer and fall assuring that we have a seat at the table when it comes to decisions regarding **YOUR** workplace rights and environment. The city never sleeps, and your Executive Board never stops advocating.

Attending your building meetings is imperative to being notified of any up and coming union action as well as BEES information. Speak to your building representative if you think there is a situation for which you might need representation. Remember to familiarize yourself with your contract and be ready to refer to the language in the contract that references your situation. Also, check our website at [BEESBEACON.org](http://BEESBEACON.org) and our Facebook page for ongoing updates.

The CTE Building Reps by building are as follows:

ICC... Diedre Kroupa  
HBW...Bill Sperl  
MTC.. Michelle Pristina  
BTC...To be announced

\*Building representatives are to be your first line of resource for any union-related questions or concerns. In the event your rep is not available in an emergency, you may reach me at (631) 286-6521.

*Rosaria*



# NICK DEBLANCO ~ MEMBER BENEFITS OFFICER



## It Benefits You to Know

Welcome back and thanks for sticking with the union!

As with every new school year, there are some things that are going to change in your very specific world. Please keep in mind that you need to stay aware of the changes going on around you.

Some items to consider are:

- Retirement planning
- Dependent children
- Medical coverage
- Milestones in your career

Your annual salary and attendance verification form is now in WinCap, and you no longer receive a copy mailed home. You should log into WinCap and check your attendance balances and your salary step, and address any discrepancies *immediately*. You should print out a copy and save for your records in the event of a discrepancy. *You are your best advocate.*

November is open enrollment month. You can contact Human Resources to change your medical insurance plan. All plan changes must be made in writing before November 30, 2019. Plan changes go into effect on January 1, 2020.

Flexible spending accounts become available early in November. The buildings should start to receive information sheets around that same time. Anyone interested in learning more about flexible spending accounts can email me at their convenience at [Beesco@gmail.com](mailto:Beesco@gmail.com), and I will send you an outline that may help.

Dependent children lose their dental benefits beginning on their 19th birthday. If your dependent is attending college, you can continue coverage by submitting a form to Human Resources. You will have to do this every semester while the student is in college. You should always make a copy for your records.

Future retiree workshops are scheduled. The next one is scheduled for November 14th at the B.E.E.S. Waverly office, space is limited, so please RSVP to me at [Beesco@gmail.com](mailto:Beesco@gmail.com) as soon as possible.

Financial planning events are also scheduled at the B.E.E.S. office on November 21 at 3:45. Again space is limited; please RSVP so as to save yourself a spot. The Legend Group will be hosting this particular event where you can ask questions, get financial information, and use their financial software to look at numbers specific to your fiscal situation. We hope to see you there,

**NICK**

Contact: [Beesco@gmail.com](mailto:Beesco@gmail.com)

# LISA MONGIELLO ~ MEMBERSHIP SECRETARY



## More Than Membership

I am excited to be writing my first article as Membership Secretary! I have enjoyed my short time on the Executive Board, and am continuing my learning alongside a great group of colleagues. I wanted to share some of the things I have learned since becoming more involved in our union.

Membership isn't just about joining the union; it's also about being a part of something bigger. When you are a BEES Union member, you join 1600+ other members at Eastern Suffolk BOCES. When you join our union, you join NYSUT, with more than 600,000 members statewide. When you join our union, you join AFT, representing 1.7 million members throughout our country. Every member of our union is important! Our unity is our strength, and working together allows us to have a voice on the local, state, and national levels. Every member allows us to have a stronger voice.

This is an exciting time in membership as enrollment options are expanding and we pilot online enrollment. Despite some small glitches to work through, it really helps reach our new members quickly and connect with them. I will share more information as I have the opportunity to learn and work with the system.

I am proud to be a part of something bigger, and I hope you are too! I encourage you to get involved and learn more about all of the benefits that being a member brings. I look forward to seeing you at the upcoming new member socials, workshops, and upcoming events that our union has planned for you this year! Thank you for sticking with our union!

A helpful hint: If you have a change of name or address, please send an email to [mongiellobeeunion@gmail.com](mailto:mongiellobeeunion@gmail.com) so I can update it for you!

*Lisa*



# MICHELLE TINTER ~ TREASURER



## Sticking Together

Welcome everyone to our fall issue of the BEES Beacon. I hope this article finds you all off to a successful new school year. There are a few changes this year to our dues schedule. I want to ensure that everyone is up to date and informed. As you may already know, upon ratification of both of our contracts last year, your dues deductions are now being withdrawn beginning on the 3rd pay period, which took place this year on the 11th of October. Dues will deduct for 18 consecutive pay periods. This is a benefit for members as it brings the cost of dues withdrawn per check down by a good amount.

Moreover, the option to pay dues in full is no longer available. Please reference the 18-19 and 19-20 dues schedules that are posted on our BEES BEACON webpage. If I did not have the opportunity at our opening day meeting to personally thank you for sticking with our union, I shall do so now. The opportunities are endless as a group that "sticks" together. As a dues-paying member who stuck with their union, I THANK YOU!

*Michelle*

**NYSUT/AFT/LOCAL Dues Schedule for 2019-2020 Membership Year**

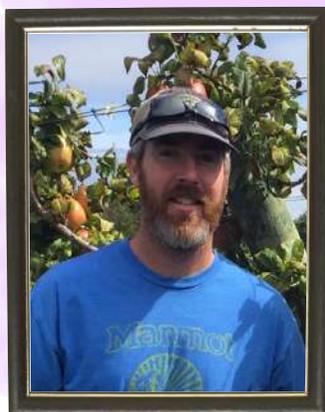
| NYSUT (Codes)     | Membership Category By Salary Range | NYSUT Annual Per Capital | AFT Annual Per Capital | LOCAL DUES | TOTAL NYSUT/AFT/LOCAL DUES | AMOUNT Deducted per Pay Period (18 Pay Periods) | INCREASE Per Pay Period |
|-------------------|-------------------------------------|--------------------------|------------------------|------------|----------------------------|---|-------------------------|
| (1) Full          | \$34,000 and higher                 | \$378.00                 | \$234.96               | \$336.04   | \$949.00                   | \$52.72   | \$1.78                  |
| (7) $\frac{3}{4}$ | \$25,500 to 33,999                  | \$283.50                 | \$117.48               | \$220.32   | \$621.30                   | \$34.52   | -0-                     |
| (2) $\frac{1}{2}$ | \$17,000 to \$25,499                | \$189.00                 | \$117.48               | \$168.11   | \$474.59                   | \$26.37   | -0-                     |
| (5) $\frac{1}{4}$ | \$8,500 to \$16,999                 | \$94.50                  | \$58.74                | \$115.27   | \$268.51                   | \$14.92   | -0-                     |
| (8) 1/8           | Under \$8,499                       | \$47.25                  | \$29.37                | \$33.80    | \$110.42                   | \$6.14  | -0-                     |
| (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                          | \$378.00                 | \$117.48               | \$272.00   | \$767.48                   | \$42.64   | -0-                     |

**Note:\*** A special split NYSUT/AFT category within Code 1 (Full Dues) exists only if members are earning more than \$34,000 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.

| Teacher      | 2018-2019       | 2019-2020       | Increase        |
|--------------|-----------------|-----------------|-----------------|
| NYSUT        | \$378.00        | 378.00          | 0               |
| AFT          | \$234.96        | 234.96          | 0               |
| LOCAL        | \$304.04        | 336.04          | 32.00           |
| <b>TOTAL</b> | <b>\$917.00</b> | <b>\$949.00</b> | <b>\$ 32.00</b> |

# KEITH FLYNN ~ GRIEVANCE OFFICER



## Can You Grieve It?

I would like to introduce myself, as I am new to the E-Board. My name is Keith Flynn, and I have been a guidance counselor for 13 years, currently at Sequoya High School. This is also my 2nd year as a union representative. I am very excited to be appointed as the Grievance Chairperson.

Not only is it important to know the benefits of your contract, but also all the member benefits through NYSUT and AFT. **KNOWING YOUR CONTRACT** gives you the opportunity to take advantage of all the member benefits and, at the same time it provides the platform for you not be taken advantage of. There are many reasons why a contract violation could have taken place, but how do you know if you need to file a grievance? First, there must be a clear violation of your contractual rights. In most instances, a grievance is a direct result of a contractual violation due to the actions of your administrator. Any BEES member can file a grievance. To learn more about the grievance process, please refer to your contracts. In the **YELLOW** contract language regarding Grievances is Article 3, and can be found on pages 2-4 of the contract. The **Blue** contract language is in Article 13 and can be found on page 23-26. Please take the time to read, know and understand your contract.

If you believe your contractual rights have been violated, please speak with your building representative **ASAP** because reporting the violation is time-sensitive. It always starts with your building representative. After which the **AREA V.P.** will be contacted to either resolve the issue or to move forward with the grievance process. If warranted, the grievance officer will officially write the grievance up and present it formally to the supervisor. It's time-sensitive because you have 30 school days to report from when the act was committed. If a grievance is not filed in a timely manner, the administration can refuse to entertain the grievance, and the union will not be able to move forward on your behalf.

There are many benefits under your contract, but it also provides security and protection in the workplace. **KNOWING YOUR CONTRACT** gives you the knowledge to establish your contractual rights and to move forward with the support of your union for a resolution. I hope that our members contractual rights are upheld, but we are here to support you if they are violated. Thank you for your continued support!

**Keith**

# ANGELA RITCHIE ~ RECORDING SECRETARY



## You Are The Union

Dear Fellow BEES Members:

As the new Recording Secretary for our union I was pleased to see so many new and veteran members attending the Opening Day Meeting. It is this unity that will keep us strong and the E-board can't thank you enough for your support.

I have been a Teaching Assistant at the Islip Academic Center (formerly CAC) for 16 years and a building representative for 13 years. I have been involved in many union committees, workshops and issues, and because of this, I feel I am competent to handle all the challenges and opportunities this position will bring. It is an honor to "BEE" a part of this outstanding E-Board. They all work very hard to protect your rights. When you are a union member, you are part of something big and have support when you need it.

I hope you all have a successful and enjoyable school year.

*Angela*

It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.



**Barack Obama**  
44th U.S. President  
(Born 1961)

QuoteHD.com

# DANIELLE IBBA ~ SOCIAL CHAIRPERSON



## Let's BEE Social

Welcome back to all my fellow BEES members. I hope everyone had a great start to the school year. I wanted to take a minute to introduce myself. My name is Danielle Ibba-Morabito, your new social chairperson. I currently work as a Teacher Assistant at Sequoya at Patchogue-Medford, and I have been with BOCES for 18 years now.

We have many great things planned for this upcoming school year, and I can't wait to share them with you. We kicked off the school year with our first ever new member meet and greet at Sonoma Grill. It was a successful event where our new members met some building reps and E-Board members while mingling together and enjoying some refreshments. If you missed it, don't worry, just keep an eye out for the following upcoming social events:

**\*\*The new member social scheduled for Tuesday, November 12, 2019 has been cancelled due to low enrollment.\*\***

There will be a rescheduled new member social at Bees Union office located at 440 Waverly Avenue in Patchogue. Please keep an eye out for the new date! Any member who was hired within the last year is invited to attend. This meeting will allow the Executive Board of our union a chance to introduce themselves to the new members and to discuss important topics, such as our contracts and their benefits, the difference between regular and no-charge workers' compensation, the new forms for no charge, as well as professional development and certification issues. New members will be given time to ask questions that are of concern to them. The meeting will be very informative. Don't miss it!

Our annual Retiree 'Honorarium will be held on Wednesday June 10, 2020 at Lands' End in Sayville.

*In the event that a member suffers a death in the family, a bereavement card will be sent if it is a member's spouse, parent, child, or sibling. In the case of a member passing, special circumstances will then apply. The procedure for a bereavement 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 will be sent. The building representative should then contact me via email at [Daniellebeessocialchair@gmail.com](mailto:Daniellebeessocialchair@gmail.com) With the member's name and address and the name and relation to the deceased. In most circumstances, the card will be sent as soon as I receive the information from the building rep.*

I am looking forward to meeting many of you during the year

**Danielle Ibba-Morabito**

# TERRY KALB ~ RETIREE CHAIRPERSON



## Welcome Retirees

Hello to our Retirees!

This has already been a very busy autumn. For me, it began with the death of my 95 year old father who was active, sharp and healthy until the last few months of his life. He now leads a purposeful afterlife at Stony Brook Medical School contributing his body to the essential education of future doctors. My new role as his executor has been a daily reminder of the importance of keeping our own medical, legal and financial documents up to date, and of having those family discussions about making our wishes clear about end of life priorities and values. NYSUT has a very affordable legal plan to help us negotiate issues for aging parents and for our own lives in retirement. You can check out this benefit and so many others at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or by calling 800-626-8101. These benefits are only available to retiree members whose retiree dues are up to date. Last year, 337 of our retirees sent in that \$35 check, made out to BEES, to PO Box 798, Wading River NY, 11792. I am hoping to see that number surge as we welcomed over 90 more BEES into retirement last June. If you have already sent in your 2019-20 check, THANK YOU! If not, please do it today- it is never too late to support our union!

We had a big turnout at our Fall meeting earlier in October. A hot topic was the new East End Health Plan Medicare Advantage package which will go into effect in January of 2020 for all Medicare eligible EEHP participants. Ray Stenberg and I arranged for two ESB specific informational meetings with the EEHP administrator to be held at our union office to answer questions and concerns about those changes. As always, every November 1st-30th is the window for Open Enrollment where our retirees may elect to switch between NYSHIP, EEHP, or the much less comprehensive Emblem Plan. I encourage every member to gather information about any changes to your current health insurance plan and make an educated decision about staying with it or putting in your request to change your plan to the BOCES HR office in writing within the November window, if you intend to make a switch.

On October 29th, I, along with ten of our BEES Retirees, attended an all day NYSUT Regional Conference with 300 NYSUT retirees from all over LI. I thank our BEES Executive Board for almost fully reimbursing attendees registration costs- that puts our retiree dues into action! I hope that next year, we will have even greater participation, as the focus will be on the 2020 local, state, and national elections. We will be preparing to mobilize to protect our Medicare, Social Security and Medicaid from cuts in benefits and services, and to protect the future of public education.

Please join our private BEES Retirees Facebook group open only to our retiree members, and make sure I have your current email to continue receiving my emailed newsletters. If you don't have email, be sure to keep BOCES, NYSUT and me up to date with your mailing address.

Thank you for sticking with our union!

Terry Kalb

BEES Retiree Chapter President

RC22 NYSUT Retiree Delegate

[terrykalb@yahoo.com](mailto:terrykalb@yahoo.com)

# JOE POSTICIONE ~ FORMER EXECUTIVE VICE PRESIDENT



## BEE Our Guest

Hello members from the land of retirement. I wanted to write this article to let you know about my experience with the retirement process. First let me say that I am only writing about my experience and every member needs to do their due diligence and research all the factors that go into retirement to be able to make an informed decision. Please keep in mind that I retired from the blue contract and receive my pension from New York State Teachers Retirement System. First, your retirement date. The form you fill out on E-docs says your retirement date is the day following your last day of employment with the agency. That is correct, even if it's a Saturday. Filling out the form in this manner and submitting it more than 30 days in advance should allow you to receive a payment from NYSTRS for the remaining days in June. Using June 30th will eliminate this possibility. So this school year your last day of work is June 26th, your retirement day should be June 27th. I don't know about you, but I want every dollar that I am entitled to. If you are retiring this school year you still have time to change the date, just do it before December 1st. Hand deliver the new form and get a date stamped copy for your records.

Next, your 403b, three issues here. Hopefully you have saved up your 200 sick days in your bank and are now able to sell back days into your 403b. I was able to do this for the last 5 years on the job and received a little over \$6,900, FREE MONEY. The only thing I had to do is not use all of my allotted sick time, each year I sold back 10-14 days. This is a fantastic benefit that was negotiated into our contract several years ago and our strong union has kept this benefit in each contract negotiated as we moved forward. Yellow contract members, this benefit was negotiated into your last contract. Just to clear up any confusion, yes you do get paid for your sick time via your 403b in your final year for unused sick days for that school year, more free money!

Next 403b issue, your retirement leave or what used to be called terminal leave. When you retire, your remaining sick days saved will be paid to you via your 403b account. Both contracts max out at 200 days. The agency must follow IRS guidelines and will max out your 403b account according to those guidelines, with the remainder paid the following January and successive January's if needed. This Employer contribution cannot go into a 457 account. There is a lot of information out there about 403b's and 457 accounts, as well as misinformation unfortunately. From what I have learned the max is the max. It doesn't matter what type of account or type of contribution, the IRS will not allow you to exceed the maximum contribution. Do your research!

Last 403b issue, payment. I would not recommend planning on spending this money the day after you retire. There is a process that the agency must follow with OMNI acting as the financial intermediary and this takes time. Because of delays in HR and waiting on OMNI my first payment for my 18-19 sick days did not get to my account until August 5th. Then OMNI had to inform HR as to how much more could be deposited to reach the maximum. For me this payment did not happen until August 26th. So planning on using this money for a major purchase on July 1st may not work for you.

# JOE POSTICLIONE ~ FORMER EXECUTIVE VICE PRESIDENT



## BEE Our Guest

**NYSTRS.** If you haven't set up an online account yet, do it now. You can get so much information at the site and I found it very user friendly. **NYSTRS** is also very good about communicating via **US** mail once your retirement application is received. I filed my application online, it was fast and easy and I didn't have to worry about the **US** mail system.

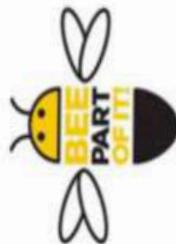
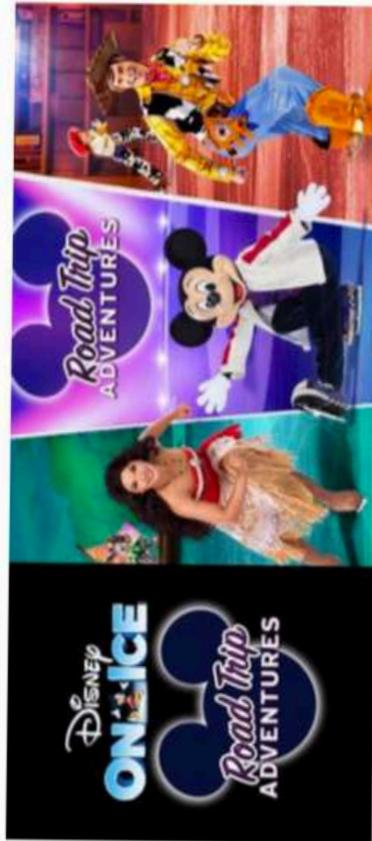
Finally, your exit interview. Your exit interview is not the day you go to **HR** and meet with the Assistant to the Assistant Superintendent for **HR**. On that day, you are given facts and figures and sign some paperwork regarding your retirement. About a month after I retired I received a survey from **HR** that I could have filled out and returned, but there is also an option to make an appointment to sit down and meet with Julie Lutz. I chose to meet with Julie. We had a very frank and open conversation about my experience over the past 35 years and I believe we both came away from that time a little more enlightened.

I have taken another job in my local school district as a Special Education Aide. I am currently awaiting a copy of the contract that was negotiated this past July and hope to share some information and benefits, or lack thereof, in a future article. I would encourage every yellow contract member to pay close attention to this.

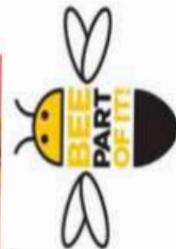
I wish you all the best through the school year.  
I truly miss my **BEES** friends and family.

*Joe P.*

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- Seat selection is done once tickets are confirmed and on a first come first served basis. (by organizer)



\*\* A portion of each ticket sale will also support the fight against cancer. Michelle's Place Resource Center.



• Fill out the following form and send via inter office mail to: **AI Rios at SHS @ Pat-- Med.**

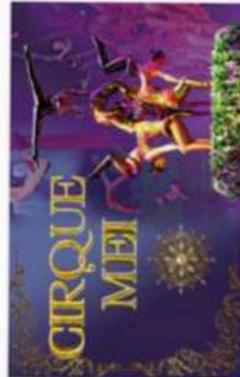
Name: \_\_\_\_\_ Building: \_\_\_\_\_  
# of tickets - \_\_\_\_\_ x \$35.00 = Total amount \$ \_\_\_\_\_  
( preferred payment is by check made out to cash or AI Rios)

How would you like me to contact you to confirm receipt of form?

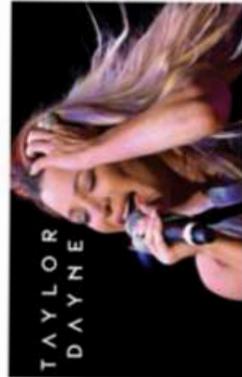
Phone#: \_\_\_\_\_ work e-mail: \_\_\_\_\_ Personal e-mail: \_\_\_\_\_



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FRIDAY, OCTOBER 11



SATURDAY, OCTOBER 12



FRIDAY, NOVEMBER 15



FRIDAY, NOVEMBER 29



SATURDAY, NOVEMBER 30

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