

News & Notes

VOL. XLVII No. 9 • DECEMBER 2018



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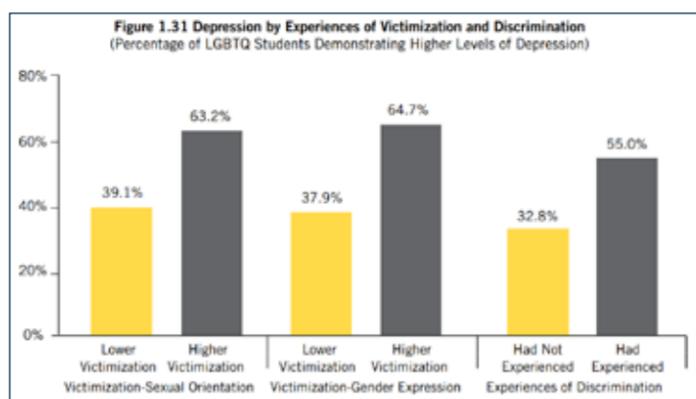
Overview of the November Meeting of the Board of Regents

Full Board Meeting

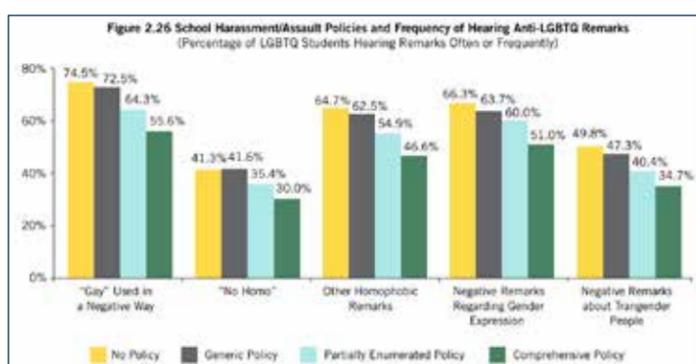
The Board of Regents began their November meeting with an in-depth discussion on the well-being of lesbian, gay, bisexual, transgender, and queer (LGBTQ) youth. The Regents heard from a panel consisting of Dr. Eliza Byard (Executive Director of GLSEN), Dr. Peter Wyman (University of Rochester), and a panel of student peer leaders from the Guilderland Central School District. The overall consensus of the presenters was that schools continue to be “hostile” places for many LGBTQ students, that prior gains seem stalled, and that gender related topics continue to be challenging for schools. Data was presented on the number of LGBTQ students and the types of discrimination experienced by such students. Scan the QR code or navigate to <https://bit.ly/2D4FPMq> for a summary of the information presented that administrators may find helpful.



Students who identify as LGBTQ have higher indicators of mental health/suicide, violence, tobacco, alcohol, and drug use than their non-LGBTQ peers. The following chart highlights just some of the repercussions for such youth:



Byard made a key point regarding the importance of policies concerning LGBTQ students. In schools with working policies, the incidences of negative remarks has been reduced, in some cases, by 44 percent:



However, schools continue to be a difficult place for LGBTQ students. Although gender specific discrimination had decreased since 2013, it stagnated between 2015-17, and actually increased in 2017.

A critical factor for LGBTQ students is the availability of support systems. Since 2001, there have been steady increases in supports, inclusive curriculum, supportive teachers, and peer supports such as gay-straight alliances.

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SAANYS' Government Relations Committee Holds November Meeting

The SAANYS Government Relations Committee (GRC) includes two members from each of the twelve SAANYS regions. Each year, meetings are held in November, March, and May. These months are chosen for strategic reasons that maximize efforts to promote priority issues with the commissioner of education, governor, and legislature.

The November meeting of the GRC (see below for a list of members) was a particularly full two days. During the first day of preparation for meetings with the commissioner, governor's office, and legislature we heard presentations from the Secret Service on threat identification, updates from the New York State Teachers' Retirement System (NYSTRS), and Kevin Banes (Statewide Public Affairs, Inc.) provided an update on the recent elections and impact on the work of the GRC.

SAANYS Government Relations Committee Members:

- Rebecca Boyle – Rochester City SD
- Coretta Bridges – Rochester City SD
- Charles Galluzzo – Williamsville CSD
- Timothy Heller – Groton CSD
- Jennifer King-Reese – Syracuse City SD
- James Knight – Malone CSD
- Joseph Mazzetti – Poughkeepsie City SD
- Bernard McDermott – Chenango Forks CSD
- Jen McDonald – Mount Markham CSD
- Michael Mosca – Islip UFSD
- Veronica Puglisi – Victor CSD
- Joseph Rainis – Lynbrook SD
- David Richardson – Greece CSD
- Joan Rosenberg – Jericho UFSD
- Sagrario Rudecindo-O'Neill – Washingtonville CSD
- Chris Sanita – Guilderland CSD
- Duane Smith – Byram Hills CSD
- Amy St. Croix – Alexandria CSD
- Felicia Thomas-Williams – Brentwood UFSD
- Mary Tomaso – Herkimer CSD
- Charles Wheeler – Broome-Tioga BOCES
- Bryan Wood – Cohoes City SD
- Nathan Work – Pembroke CSD
- Marystephanie Corsones – Retiree Representative
- Fred Kirsch – Retiree Representative
- Maureen Patterson – Retiree Representative
- Robert Thomann – Retiree Representative
- Bonnie Tryon – Retiree Representative

The presentation by Special Agent Lewis Robinson provided information on a training program developed by the Secret Service National Threat Assessment Center. The training is available to school districts and provides an overview of areas that schools should consider examining. Their Operational Guide may be used to assist

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SAANYS President Regina Huffman and Director of Professional Development Karen Bronson joined our New York City colleagues for their 2018 Educational Leadership Conference on November 3. [Read more on page 4.](#)

LEGAL BRIEFS

When Your Employer Directs You to Undergo a Medical or Psychological Examination

Your health is not just of great importance to you, but it is also a concern for your district. From time to time, a school district has occasion to question an employee's physical and/or mental health and whether any conditions impact the ability to safely and successfully perform the assigned duties. Oftentimes this comes after an injury or illness, but sometimes a district's desire to evaluate an employee's capabilities comes as a complete surprise. In either case, there are specific statutory processes in place that must be followed for examinations of both Civil Service and certificated administrators.

While the processes differ for Civil Service and certificated administrators, there are some global principles that should be followed. First and foremost, you need to contact the SAANYS Legal Department and keep in contact throughout the entire process. Districts oftentimes send releases and utilize processes that are broader than necessary. Although you have no say in whether the process occurs, it is still your private medical information at stake and you do not want more people knowing your business than is absolutely necessary. As an example, SAANYS has seen members sign medical releases that provide all medical records directly to a superintendent and members of the board of education, who then have shared private issues with colleagues. SAANYS has specific narrowly tailored medical releases that provide the examining physician only with the medical

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Executive Viewpoint

Kevin S. Casey, Executive Director

Our Most Valuable Resource

This article is being written immediately after Thanksgiving while I am still recovering from hosting my extended family for much of the holiday weekend. I am thankful for good health; (semi) independent children; and siblings, nieces, and nephews, and their families, with whom I enjoy spending time. After all the guests left and the clean-up completed, what struck me in the post-holiday quiet was the value of time.

Like most families just before Thanksgiving, we

were engaged in a rush of preparation consisting of multiple trips to the grocery store and cleaning and decorating the house to the extent that it bore only a faint resemblance to our normal living conditions. We then focused on preparing and serving food, cleaning and repeating. Seemingly in a blink of an eye, family members were saying good-bye and the holiday weekend was over. I likely will not see my children again until Christmas, which prompted me to consider how frequently we squander our most valuable resource.

I know of many educators who express frustration at the variety of mandates which impose upon their time. These are not lazy or uncommitted people, but rather committed professionals who could use their time more productively if they had the freedom to exercise professional judgment as needed by the particular circumstances that they face. Commonly applicable regulations, most often well-intended, almost by definition assume a common need, which is an unwarranted assumption. Each and every mandate consumes time, and in my experience most educators feel they could be more effective with more time.

In January 2019, a new legislative session will begin in Albany. Legislators from around the state will visit, on a part-time basis, to discharge their legislative responsibilities. Unlike

last year the Senate will be led by Democrats, but many issues they will face have been raised before.

I expect that there will again be debate about fully funding foundation aid, and whether or not past due amounts will ever be paid. Repeat topics may also include fully funding universal pre-K, school safety legislation, help in addressing mental health issues in our schools, and yet another modification of the teacher and principal evaluation law, among other things.

I recognize that there are many needs, and many advocates advancing a variety of worthy causes will be competing for limited state resources. It is my hope that the legislators will recognize the value of time while they are in Albany. Like my Thanksgiving weekend, they can spend their time in preparation and clean-up and find themselves

wondering where their time went at the end of session. They can again kick the foundation aid, universal pre-K, or mental health cans down the road, but to do so is to deny support to those people, adults and children alike, who need support now, and whose needs should not be put on hold.

Part of what makes time so valuable is that there is no hold or rewind button. All we have to act is the here and now. Value judgments need to be made for the children of today because tomorrow, for many, is too late. I urge the legislators not to make my mistake. The value of a clean house is greatly overrated. ■

Reading Again: The Science of Reading

Sponsor Opinion Piece by Dr. Bruce H. Crowder, Senior Researcher, Educational Vistas, Inc.

Throughout the nation, reading continues to be an elusive and challenging skill for many students. Nonetheless, American educators have been aware of the science of reading for some time. Research indicates that students who fail to master reading by the end of third grade either drop out or finish high school with reduced lifetime earning potential. Simply put, one goal for all educators is to improve a child's reading comprehension.

While learning may be a natural process, the same

is not true of reading. Decades of cognitive research reveals that learning to read is not a natural process. Students must be taught specifically how to connect sounds with letters - phonics. A consistent research finding is that students become better readers when they receive explicit and systematic phonetic instruction. This method is more effective than letting students discover concepts about reading on their own. Additionally, it provides the foundation for writing.

However, research is clear that phonics by itself is not enough. Learning to decode words without knowing what they mean is not helpful for understanding. Of course, when teaching vocabulary, many techniques exist, but there are important factors to remember. There is the need to understand academic vocabulary - tier 2 and domain-specific words. Students need to hear these words pronounced, defined, and applied in context. Word maps help students to learn new words by associating them with antonyms and synonyms, writing one's own definitions, and using words in sentences. Moreover, teaching suffixes, roots, and affixes is invaluable.

Preparing students for

entry into the world of content knowledge is critical as the foundation for their background understanding about the world. This knowledge will come as a result of expanding the curriculum for reading to other topics including social studies and science. When students know something about a topic, they are encouraged to read more about it and discuss it further.

Ultimately, the goal is to produce students who have acquired the ability to extract inferences, synthesize, and retain important information. All of which leads to the growth of a human mind.

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Dr. Bruce H. Crowder is a senior researcher for Educational Vistas, Inc. His work is primarily focused on creating pathways for deeper learning for all students through a dynamic curriculum replete with strategic performances. Dr. Crowder may be reached at bcrowder@edvistas.com. ■

The statements and opinions expressed herein do not necessarily imply or reflect the opinion or philosophy of the School Administrators Association of New York State.

News & Notes

School Administrators Association of New York State

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CAPITAL UPDATE

Overview of the November Meeting of the Board of Regents

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Discussions Around the Table by Board of Regents Members

- Members of the Board (Finn, Cashin, and Tilles) stressed the need for extensive student and staff training. Regent Cashin mentioned training being undertaken by the University of Rochester, while Regent Tilles mentioned Stage the Change, an anti-discrimination training using the arts.
- Regent Collins addressed the intersection between race and sexual orientation and the need for this work to be conducted through a holistic approach, without losing the components of this complex social problem.
- All of this critical work takes place within very distinct school cultures, and the Board of Regents articulated their strong desire to support vulnerable youth.

Chancellor Rosa Makes Announcement on APPR

Just as the full Board portion of the agenda was ending, **Chancellor Rosa made a very succinct and important announcement regarding APPR.** The chancellor directed the commissioner to promulgate regulations for the December meeting to extend the moratorium on using student results on state assessments in teacher and principal evaluations. The moratorium will continue through 2019-20, allowing SED to proceed with a statewide effort to garner public feedback on teacher and principal evaluations.

An interesting article that provides some insights into the political ramifications surrounding APPR can be found by scanning the QR code.



State Aid Committee

Preliminary budget discussions continued as the Regents prepared to finalize budget priorities. Each subcommittee continued discussions on fiscal issues which may ultimately be adopted by the entire Board. Currently, some budget priorities have been identified and are as follows:

- Full restoration of foundation aid
- Increased prekindergarten funding
- Funding to support training and certification for instruction to ELL students
- Professional development on the Next Generation Standards
- Funding for anti-bullying initiatives
- Funding to support greater access to career and technical education
- Funding for improved access to technology

Other Committee Work

The P-12 subcommittee approved several charter applications and discussed budget priorities. The Cultural Education subcommittee focused on the history of the Hudson Valley. The report, available by scanning the QR code, may be of interest for those wishing to supplement instruction using authentic resources. ■



SAANYS' Government Relations Committee Holds November Meeting

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conversations about establishing a targeted violence prevention plan. The Center will conduct training and resources may be found at www.secretservice.gov. The GRC was interested in learning about this information in order to frame conversations on school safety in meetings with the legislature and develop possible recommendations for legislative initiatives.

Information from representatives of the NYSTRS provided updates on employer contribution rates, stability of the fund, and challenges of certain administrative titles on retirement benefits. The GRC was interested in this information in order to begin to frame possible SAANYS legislative priorities in regard to increasing the first salary level used for COLAS, as well as increases to the maximum earned salaries of retired members.



Lastly, an update by Kevin Banes provided a comprehensive review of key legislative wins and losses, and possible impact on our legislative actions. Democratic wins in both houses may provide opportunities that have not presented themselves during the past few years. For example, we will closely watch appointments to key committees such as Education, Ways and Means, Health, and Higher Education.

The second day of the meeting was a very full day of discussions with the commissioner and senior managers, staff from the governor's office, and legislative staff. **The meeting with the commissioner included robust discussions on preschool education** (in particular the challenges emerging as districts struggle with providing increased evaluations), complexities of multiple pathways for granting diplomas, new curriculum roll outs, recommendations from the Early Childhood Blue Ribbon Panel, and information on Safe and Supportive Technical Assistance Centers. These conversations are useful as the GRC considers strategies for advocating for full-day kindergarten, lowering of compulsory age, increased funding for school safety, and expansion of mental health services in schools.

The primary focus of the meeting with the governor's office was to express our strong support of S.6090/A.8108,

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For more information regarding the SAANYS legislative agenda, the New York State Board of Regents, the Educational Conference Board, or other government relations concerns, contact Cynthia Gallagher, SAANYS director of government relations, at cgallagher@saanys.org.

2018 CALENDAR



- Dec 10 *Emily Dickinson's Birthday*
- Dec 10 *Human Rights Day*
- Dec 15 *Bill of Rights Day*
- Dec 16 *Boston Tea Party Anniversary*
- Dec 17 *Anniversary of the Wright Brothers' Flight*
- Dec 21 *First Day of Winter*
- Dec 25 *Christmas*
- Dec 25 *Clara Barton's Birthday*
- Dec 26 - Jan 1 *Kwanzaa*



- Great American Cleanup
- Jan 1 *New Year's Day*
- Jan 1 *Emancipation Proclamation Anniversary*
- Jan 1-3 *Japanese New Year Festivities*
- Jan 7 *Orthodox Christmas Day*
- Jan 20 *World Religion Day*
- Jan 21 *Martin Luther King Jr.'s Birthday Observance*
- Jan 23 *First Native American US Senator (1907)*
- Jan 28 *Christa McAuliffe Day*

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2019 Call FOR Submissions

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- Friend of Education Award

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- SAANYS/NASSP Assistant Principal Award
- SAANYS/NAESP Assistant Principal Award

- SAANYS/NAESP Elementary School Principal Award
- SAANYS/NAESP Middle School Principal Award
- SAANYS/NASSP Principal of the Year Award

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I had the pleasure of attending the CSA (Council of School Supervisors and Administrators) 51st Educational Leadership Conference in early November in midtown Manhattan. The theme of the event, "Great Schools Begin with Great Leaders," was fitting since there were many great school leaders in attendance at this dynamic and energized event.



For information on any SAANYS professional development event, contact Karen Bronson at kbronson@saanys.org.

The full-day program featured excellent workshop sessions such as the one I attended, The Multidimensional Principal Performance Review: Putting the Puzzle Pieces Together presented



by CITE (Center for Integrated Teacher Education). It was enlightening to learn about the challenges of multiple review systems in place in NYC schools.

For example, the Quality Review, which has been around for a while and is not likely to change anytime soon, purports to rate the school, but not the principal, raising the question of how separating the two is realistic or feasible. The CITE presenters felt that a version for assistant principals was not far away. We shall see ...

This session focused more on the MPPR, which will be rolled out over three years. NYC principals received a memo on 10/15/18 indicating that in this 2018-2019 school year, domains 1, 2, 3 will be reflected using a weighted average, in 2019-2020 domains 1-4, and in 2020-2021 all five domains.

The presenters made some excellent points related to the MPPR. My takeaways included:

- The critical question that runs through all of the domains: "How do I lead creation of a culture and get stakeholders involved in creating an environment where learning and social and emotional wellness can flourish?"

- The importance of cultivating a group of community members, teachers, staff, and parents whom you trust and who you can trust to be honest with you about your own performance and leadership. I would say the importance of adding STUDENTS, whatever their age, is essential to that.

- The importance of creating a habit of running effective meetings about student needs (IST, Inquiry Meetings or whatever these are called in your school) where instead of attendees breezing in late, with coffee in hand and ready to socialize, they come prepared to start on time with notes from the last meeting, pertinent data, and documents ready to engage.



- When a need is identified, the importance of developing practices that become processes and structures to sustain the progress of the initiative, whatever it may be. Of course, the role of the principal is crucial in this.



In addition to this and other informative workshops, the day featured a highly engaging and motivating keynote by Jon Gordon, author of numerous books on positive

leadership as well as remarks from Commissioner Elia, Betty Rosa, Assemblywoman Catherine Nolan, and Mayor Bill DiBlasio as well as a powerful address by President Mark Cannizzaro.

It was great to gain more insight and understanding of the world of our colleagues within the five boroughs. The biggest takeaway of all was the commonality of the challenges we face as school leaders and the amazing successes we have on behalf of kids in spite of them. ■

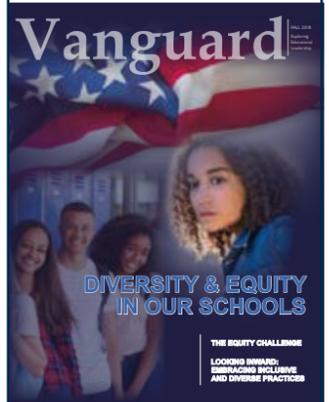


Vanguard / Practices Magazine

Download special issues and extras of *Vanguard / Practices* magazine at <https://saanys.org/professional-learning/vanguard/> or scan the QR Code.



Diversity & Equity In Our Schools – Fall 2018



Student Mental Health: SPECIAL EDITION – Winter / Spring 2018



Financial Fridays



A SAANYS lunch & learn series

Webinar

Grab your lunch and join us the first Friday of each month at noon for Financial Fridays with AXA. These short 30 minute online sessions are meant to offer tips and ideas for securing your personal financial success.

Enhancing Your Benefits with Pension Maximization January 4

Your New York State Pension is one of the most important assets you will have in retirement. Planning for how to navigate the myriad choices that the pension system offers is not something that should start just before you retire. Pension Maximization is a retirement planning strategy that can secure a maximum pension benefit for you, while still providing for a spouse/family benefit. This presentation reviews how the strategy works, the decisions that are required at retirement for pension plan participants, and the importance of planning early.

Basics of Taxes February 1

Tax time is upon us, and it always provides us with an opportunity to review our investment and income strategies to ensure that we are maximizing our retirement plans. The seminar provides an overview of basic tax concepts including pre- and post-tax definitions, Roth options for savings alternatives, and others.

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Credit Recovery or Recapturing Credit - Including Summer

DEC
12

Have you considered giving opportunities to make up missing credits in small chunks to keep a student on track? Do you really believe that credit recovery can be achieved solely by technology? If your current credit recovery plan is not working, register for this lunch webinar. The webinar will focus on rethinking how credit recovery is structured and implemented. The session will offer key elements needed to keep a student on pace by recapturing credit during the traditional academic year as well as during the summer.

[Register](#)

Using Technology for Home Instruction, Medical Leave, Suspension, and Absenteeism

JAN
16

Are you comfortable with using technology for home instruction, medical leave, suspensions, and absenteeism? Most school districts are challenged by how to effectively provide home instruction during a medical leave, long-term suspension, or chronic absence. Today's technology and a well-designed plan can make the difference. This webinar will offer several components for a systematic approach to academic support outside the school building.

[Register](#)

Self Study - Self Assessment of Personalized Learning

FEB
13

Are you using technology to encourage independent study by the student? Did you know that self-study and assessment can build a student's academic confidence and growth? The use of technology can provide diverse varieties of instructional approaches and learning experiences for the individual student. This webinar will focus on several methods for using self-study and assessment to assist in personalized learning, allowing students to take more ownership of their learning.

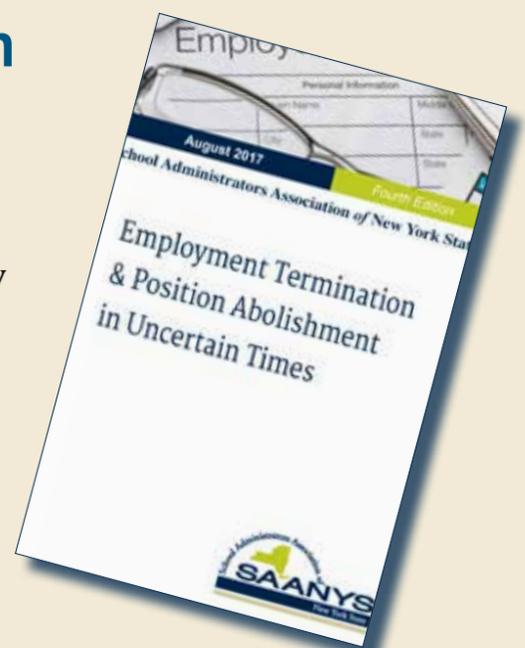
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LEGAL BRIEFS

A Message from the SAANYS Legal Department



Jennifer Carlson
SAANYS Deputy General
Counsel
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When Your Employer Directs You to Undergo a Medical or Psychological Examination

records and only for a brief duration, after which the records are returned to your doctors. Additionally, you have the right to representation at the examinations. It is strongly recommended that you have SAANYS send someone with you, as we have unfortunately seen individuals who have gone into examinations alone, only to be told that they are not fit to work based upon information that was never discussed in the examination.

SAANYS will ensure that any representative we send will know what to look for and what questions to ask.

Further, as a practical matter, some prefer to “agree” to an examination so as to avoid the stigma of having one voted upon (under an employee identification number, not name) by the Board of Education. The problem with such consent is that it typically means that you will then use your leave accruals for a process

that could take months and you do not believe is even necessary. If the examination is ordered, then you would be placed on a paid administrative leave, during which you are still being paid full salary and benefits and continue to accrue time in the retirement system, all without touching your sick leave. By involving SAANYS from the outset, a happy middle ground is typically reached.

If you are a certificated employee, your examination is governed by Education Law §913. This is a district driven process. Strangely, the employee does not even need to know the underlying basis for why the examination is being required going into it. The examining physician is chosen by the district without a say by the employee. While we would like to believe in the integrity of these physicians, our research

often uncovers that they are frequently hired by the same school lawyers to handle situations in other districts, often with negative recommendations about fitness for

A finding that an individual is unfit for duty could ultimately lead to termination, which is why early involvement by SAANYS is crucial.

duty. Representation during the examination is crucial. Should the recommendation state that the employee is unfit for duty, SAANYS always recommends a second opinion that hopefully counters the initial recommendation. In such cases, the result is oftentimes a §3020-a hearing with all medical experts being examined on the processes and procedures used to reach their recom-

mendations. During the pendency of the case, the employee remains on paid administrative leave and suffers no loss of salary, benefits, or leave accruals. A finding that an individual is unfit for duty could ultimately lead to termination, which is why early involvement by SAANYS is crucial.

Examinations of Civil Service employees are governed by Civil Service Law §72. This is a much

more transparent, yet structured, process. Under this procedure, the employing district places the employee on paid administrative leave and notifies the applicable county department of Civil Service that it requests an examination be conducted. Subsequently, the district must send a letter to the employee and Civil Service, detailing the specific reasons why such an examination is being requested. Once that is submitted, Civil Service (not the district) selects the examining physician and schedules the exam. Should the assigned physician determine that the employee is not fit for duty, a demand for a hearing must be made within ten (10) days or else the determination is deemed to have been accepted. If a hearing is demanded, Civil Service assigns the hearing officer unless the parties mutually select someone. The hearing is usually expedited in nature, boiling down to a battle of the medical experts. While the hearing is pending, the employee is placed on sick leave and must use his/her accruals or else be unpaid. If the employee is ultimately returned to work, part of the remedy is to restore the utilized leave accruals.

Again, getting SAANYS involved early on is crucial to prevent any unnecessary disclosures and in providing you with the best representation and defense possible. ■

LEGAL HIGHLIGHTS

The SAANYS Legal Department - Working Tirelessly for Members Statewide

Below are just a few highlights of our many current and pending cases.

REGION 1

SAANYS began negotiating the terms of a newly recognized title in the unit. The board agreed to voluntarily recognize the title in lieu of litigation.

REGION 2

SAANYS explained the right of representation under law to a unit and how their bylaws relate.

REGION 4

SAANYS conducted a labor management meeting where the district unilaterally discontinued a past practice relating to essential employees having a district car and the district's transfer of unit work outside the unit relating to food services.

REGION 5

SAANYS advised a unit on impact bargaining.

REGION 6

SAANYS advised a member on who can do independent observations of teachers under APPR.

REGION 7

SAANYS assisted a member with a rebuttal to a counseling memo.

REGION 8

SAANYS advised a unit on the unilateral imposition of sign-in/sign-out processes.

REGION 9

SAANYS directed a unit on the impact bargaining process when member is covering for another on a long-term absence.

REGION 10

SAANYS attended a medical evaluation with a member.

REGION 11

SAANYS counseled a member and assisted with a rebuttal to a counseling memo regarding the member's use of social media.

REGION 12

SAANYS assisted members with drafting an MOA to allow for stipends for individuals performing additional job duties.

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SAANYS Personal Legal PLAN



SAANYS has always been there for members who need advice or assistance from legal counsel on job-related matters. Now, SAANYS has partnered with the law firm of Feldman, Kramer and Monaco to help when you need *personal* legal advice and assistance.

\$85 annually provides a simple will, power of attorney, health care proxy, living will, and unlimited advice via telephone. Enrollees will also receive certificates good for two free hour-long office consultations with a local referral attorney. For services beyond this package, discounted rates apply.

Contact Feldman, Kramer and Monaco, the law firm that administers the plan for SAANYS members, at

1-800-832-5182

Be prepared to present your membership ID #.

Rate applies to regular active, retired active, and retired affiliate members. Associate member fee is \$150.

Have questions? Need assistance?

Use the “Ask SAANYS” button at saanys.org.

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SCHOOL ADMINISTRATORS ASSOCIATION OF NYS



SAANYS' Government Relations Committee Holds November Meeting

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which proposes to reduce the probationary tenure period from four to three years for administrators moving to a new position who have been granted prior tenure. This bill has passed both houses and is awaiting action by the governor. Opposition to this bill has been focused on the effective date and projected difficulty with tenure decisions on the part of superintendents and boards of education. GRC members provided strong justification that such challenges were not valid as such administrators have already been granted tenure and are well-known to the district through the probationary period that has already transpired. In addition to probationary tenure, challenges for schools, the legalization of marijuana, and the need for professional development funding for building administrators were discussed.

Lastly, meetings with members of the Assembly Education Committee were scheduled and held. Each of these meetings reinforced many of the issues discussed above and our legislative requests used during the most recent legislative session. The talking points used as the basis for these meetings are noted below.

\$500K Funding for Professional Development

- Considerable funding for teachers, little allocated for administrators.
- Responsibilities of school administrators have expanded and become more complex.

APPR

- Increased flexibility for local school districts.
- Current system is overly prescriptive.

Reduced Probationary Period for Tenure

- Continued support for reduced probationary period for granting tenure to principals (an appreciation for the Senate's support on this issue).

School Safety

Funding is needed to:

- Secure buildings.
- Hire/retain School Resource Officers (SRO).
- Provide staff training

Mental Health

- 74 percent of principals rated mental health needs as the highest concern.
- Funding is needed to support emerging best practices; expanded community partnerships, school support personnel, and resources.



For any further information on any of these issues, please do not hesitate to contact Cindy Gallagher at cgallagher@saanys.org or by calling (518) 782-0600. ■

Contact a
SAANYS
Attorney



During normal business hours, call 518-782-0600 to speak with a SAANYS attorney. After Hours Pager:
1-800-978-6055

Be sure to include your area code when leaving your number.

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Contract Settlements

NOTICE: Please send copies of your unit's settlements in the event that SAANYS did not negotiate the contract. This information is important and is helpful to fellow SAANYS members.

Clifton-Fine Administrators and Supervisors Association, Region 7

The contract negotiator was Dr. Frederick Kirsch with assistance from Unit President Rebecca Bascom.

- Two-year agreement retroactive to July 1, 2017 through 2019.
- Salary increases at three percent per year.
- Increased mileage allowance for part time CSE chair unit member.
- Clarified that retiree health insurance coverage and Medicare premium reimbursement shall be for the life of the retiree.
- Added a grievance procedure with binding arbitration.
- Added dental insurance, life insurance, and flexible spending language to the contract.
- Added a vision plan.
- Added new Clerk of the Works compensation as follows. When a unit member is appointed as clerk of the works for an in-district capital project, that unit member shall receive compensation of three percent of the capital expenditure with a minimum payment of \$3,000 and a maximum payment of \$15,000 for each project. The contract language further indemnifies the unit member against all perils related to the job including errors and omissions.
- Increased unit member contribution to health insurance from 10 percent to 12.5 percent in year two of contract.

Waterloo Educational Leaders Association, Region 11

The contract negotiator was Dr. Frederick Kirsch with assistance from Unit President Liz Springer and team.

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* LIMRA, Not-for-Profit Survey, Q4, 2017, based on 403(b) plan assets, participants and contributions. 403(b) Retirement Plans are funded with an annuity issued by AXA Equitable Life Insurance Company (NY, NY) and co-distributed by affiliates, AXA Advisors, LLC and AXA Distributors, LLC (members FINRA, SIPC). "AXA" is the brand name of AXA Equitable Financial Services, LLC and its family of companies, including AXA Equitable Life Insurance Company (NY, NY); AXA Advisors, LLC; and AXA Distributors, LLC. GE-134295c (3/18) (Exp. 3/20) | G344746



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\$26.95
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- Learn Life-saving Driving Skills
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- Diminish Points

Contract Settlements

continued from page 7

- Three-year agreement from 2018-2021.
- Salary increases at 3.25 percent per year.
- Increased vacation buy-back to eight days annually at unit members' per diem rate.
- Added two holidays: day before Thanksgiving and Good Friday.
- Increased payment for unused sick days at retirement from \$90 to \$100 for up to 250 days.
- Increased the district's payment of professional association dues, including SAANYS, from \$550 to \$600 per year.
- Added a new grievance procedure with binding arbitration.
- No health insurance give back.

Batavia Administrators Association, Region 12

Duration of Contract: July 1, 2018 – June 30, 2021.

Salary: One percent plus \$2,500 each year.

Health/Dental Care: 2018-19, 21 percent premium and 10 percent PPOD/HD; 2019-20, 23 percent premium and 11 percent PPOD/HD; 2020-21, 25 percent premium and 12 percent PPOD/HD.

Benefits: 105(h) plan contribution PPO plus \$1,000, PPD-2 is \$1,800; 403(b) contributions are \$2,300, \$2,400, and \$2,500. Vacation day buy-back is ten days at \$200 per day. Longevity payment into base salary is \$1,500 for 8 years, \$1,625 for 11 years, \$1,750 for 14 years, \$1,875 for 16 years, and \$2,000 for 18 years.

Retirement: Unused sick leave up to 250 days at 1/220th of final salary into HC. After 2015, not to exceed \$400 per day into HC. Vacation day accumulation up to 24 days at per diem.

Dunkirk Administrators Association, Region 12

Duration of Contract: One year extension (July 1, 2018- June 30, 2019).

Salary: Three percent for 2018-19.

Health/Dental Care: 10 percent contribution

Benefits: 25-27 vacation days, four personal days, unused days compensated at \$200 per day. \$650 for a master's degree. Longevity service to the district at \$1,000 increments for 15, 20, and 25 years. Stipends at \$2,000 for high school and middle school principals, \$300 for 504 administrators, \$4,000 for summer school coordinator, and \$700 per year for graduate work.

Retirement: Two years health care on the current plan for 125 unused sick days and three years health care on the current plan for 195 unused sick days.

Forestville Administrators Association, Region 12

Duration of Contract: Five years (July 1, 2018 – June 30, 2023).

Salary: 2.5 percent each year.

Health/Dental/Vision Care: 15 percent contribution.

Benefits: \$200,000 Term Life Insurance policy, 30 vacation days after seven years of service, five vacation day buy-backs at per diem of current salary, \$750

towards SAANYS dues, \$1,000 per year for technology purchases (property of the administrator), \$1,000 into 105(h) plan for medical expenses (\$500 for single plan).

Retirement: 60 percent of current per diem for accumulated unused sick days up to 200 days.

Frontier Central Administrators and Supervisory Association, Region 12

Duration of Contract: Four-year contract (July 1, 2018 – June 30, 2022).

Salary: 2.75 percent each year.

Health Care: 15 percent each year (less coverage options available). Opt-out: \$1,200 if three members opt out, \$3,000 if four members opt out, and \$4,500 if five members opt out.

Benefits: Three vacation day buy-backs at 1/240th per diem. Longevity Steps: \$2,000 after 17, 22, 27, and 32 years of service in TRS. July 2017: \$2,000 after 5, 10, 15, 20 years of FCASA service. Professional growth funds of \$2,000 per FCASA member. \$100,000 Term Life Policy. Compensation for extra assigned duties through a MOA. \$2,500 mentoring stipend approved by superintendent. Salary adjustments for some administrators.

Retirement: Career increment of \$2,000 per year up to 15 years of service in the district (30,000 max) into a Health Care Fund or 403(b) if no HC. Unused sick days at rates of 250 days at \$30,000, 200-249 days at \$25,000, 150-199 days at \$20,000, and 100-149 days at \$15,000.

Gowanda Non-Teaching Supervisors, Region 12

Duration of Contract: July 1, 2018 – June 30, 2023

Salary: Three percent each year.

Health Care: 10 percent for 2018-19, 12 percent for 2019-20 and 2020-21, and 13 percent for 2021-22 and 2022-23.

Benefits: Overtime pay at 1.5 hourly rate, five vacation day buy-backs at daily rate of pay.

Retirement: 2018 incentive at 50 percent of current salary into a 403(b) account or one third unused sick leave at daily rate. Unused vacation days at per diem of current salary, ERS Section 41j for unused sick days, \$1,000 service award, and \$50 per years of service to the district. ■

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Workshops of interest to school administrators Educational Leadership Institute

Fiscal Navigation for Superintendents

For school administrators seeking to understand district level fiscal administration and strategies

BOCES Aidable - Three full days - 9:00 AM to 2:30 PM
Tuesdays - Dec. 18, 2018, and Jan. 8 & 29, 2019
Jefferson-Lewis BOCES – Watertown, NY

Successful Administration of School Construction Projects

One full-day at three locations - 5 Hours CTLE Credit
Thursday, February 7, 2019
Erie 1 BOCES, West Seneca (Buffalo area), NY
Monday, February 11 2019
OCM BOCES, Syracuse, NY
Tuesday, February 12, 2019
Capital Region BOCES, Latham (Albany area), NY

Transition to Superintendency Program

4 Full days - One location
July 17 & 18 and August 7 & 8, 2019
OCM BOCES, Syracuse, NY

The four-day Transition to Superintendency Program is for building administrators and central office administrations interested in the superintendency, and want insight and understanding into what is needed for successful transition. If you don't have the time or money to attend one of the year-long superintendent preparation programs this may be for you!

Detailed information and on line registration at
www.SuperintendentOfSchools.com

James M. Merrins, Ed.D., Executive Program Administrator
716-672-5473 jmerrins@cecomet.net

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NYS Education Department is Seeking Applicants for the 2020 NYS Teacher of the Year

Each year the Board of Regents and the New York State Education Department recognize an outstanding teacher from across the state to serve as an ambassador and spokesperson for New York teachers. The honoree is also put forth as the New York State nominee for the National Teacher of the Year Program.

Anyone Can Nominate a Teacher!

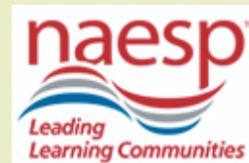
If you know an outstanding teacher, please complete the nomination form and forward it to your nominee. Each nominee will need to complete an application.

Deadline: February 1, 2019

Both the nomination form and application are available under the heading "Nominate a Teacher" at: <https://bit.ly/2FF1aze>.

If you have additional questions, please email the NYSED Teacher of the Year Program Coordinator at toty@nysed.gov.

National Affiliation



SAANYS is the official state affiliate of both the National Association of Elementary School Principals and the National Association of Secondary School Principals and their state / national principal of the year programs.