



Report from the Educational Conference Board

SAANYS as part of the largest coalition of state education groups (Educational Conference Board) has worked on several letters and position papers on critical issues.

The first important brief addressed next year's funding needs for school districts. The Educational Conference Board (ECB) develops an annual brief in advance of the governors' State of the State and his annual budget. The work of the ECB is highly respected statewide and is viewed as essential for framing future budget negotiations during the legislative session.

A second paper was developed on the impact of proposed Medicaid cuts on our state and school districts. This paper provides current data and information regarding the role of Medicaid funding in our schools and what would be impacted pending anticipated cuts to this program.

Lastly, two letters were developed and sent to our congressional delegation. The first letter discussed the impact of federal changes to the State and Local Tax Deduction (SALT) and property tax caps. The second letter discussed the impact of the Net Neutrality changes. ECB is very concerned about the access to online resources and the reduced capacity of districts to pay potential cost increases for broad band access. See page 3 for summaries of these important issues being advocated on your behalf. ■

A Bit of History: Meet SAANYS' First Woman President



Ruth Auer was the first female president of SAANYS (1976-77). Shown here is a picture of her at that time, and a second picture of her with the inaugural SAANYS Board of Directors, which she served on.



New Regional Directors of S.A.A.N.Y.S.

Left to Right — 1st row—Warren Hochberg, Terrence W. Kelly, Mrs. Cecile Timmerman, Brother Peter A. Pontolillo, Donald Bruso, Victor W. Haggar. 2nd row—Michael W. Storonsky, Edward Dalton, Maynard Bowman, C. James Shapland, David T. Clancy, Edward Shalkey. 3rd row—Peter Daraio, Albert Kouba, William J. Springett, Vincent J. Scalise, Mrs. Ruth Auer, William O'Connell.

SAANYS Welcomes New Unit:

– REGION 6 –

Hartford CSD Administrators Group

Board of Regents Wraps Up 2017 with Multiple Action Items

A Report from Cindy Gallagher, SAANYS Director of Government Relations

The December meeting of the Board of Regents (BOR) wrapped up the work of many summer and fall advisory committees and task forces. Recommendations from the Early Childhood Blue Ribbon Panel, the 180 Day Requirement advisory group, and the Principal Preparation Project advisory group were discussed and adopted. A summary of that body of work follows:



BOR discuss CDOS as a pathway towards a local diploma for eligible students with disabilities, a new set of standards for educational leaders, and more.

New Standards for Administrators

After several discussions on the work of the Principal Preparation Project Advisory Team, the BOR adopted the Professional Standards for Educational Leaders (PSEL) to replace the former Interstate School Leaders Licensure Consortium (ISLLC) as the new set of professional standard for administrators. These standards will become the basis for approving programs in institutes of higher education. In 2022, it is anticipated that the standards will be used in APPR principal evaluations.

The PSEL standards depart from ISLLC in several ways. The new standards use approximately 40 additional elements to delineate professional roles or tasks, provide stronger emphasis on skills and responsibilities for establishing culturally responsive and multicultural schools, and places somewhat less emphasis on traditional responsibilities regarding school management.

NYSED provided many ways for the field to provide input. Multiple meetings across the state and with key professional organizations were held, as well as solicitation of written comments. Input from the field yielded the following:

- The themes of equity and cultural responsiveness are an appropriate emphasis for the PSEL standards.
- The field will need realistic timelines for implementation and coordination between the two sets of standards.
- Superintendents must have a working knowledge of the PSELs in order to evaluate and support principals.
- There will be a great need for professional development.
- Strong P-20 partnerships are needed between school

continued on page 3

Your Role in Addressing the Growing Mental Health Crisis Among Students

See page 4 for more details

2-Part Series: March 1 & 22 3:00 pm - 6:00 pm



Assemblyman Skoufis' Bill Protecting Students with Disabilities Signed into Law

Governor Andrew Cuomo has signed into law a bill



by Assemblyman James Skoufis that requires school districts to allow students with disabilities to attend graduation ceremonies with their classmates if they earn certain credentials but haven't gotten a diploma yet. Under the legislation, school districts must set policies to accommodate those students, as long as they have shown progress in their studies by earning a skills and achievement commencement credential or a career development and occupational studies commencement credential. The bill was dubbed "Zachary's Law" in recognition of Washingtonville CSD student Zachary Lerman. Both the Assembly and Senate unanimously passed the bill on June 21. Cuomo signed it on Wednesday, November 29.

Learn more at: <http://bit.ly/2A73pDd>

NYSASBO Releases Report Showing Significant Disparities in Educating Students with Disabilities



NYSASBO has released a report on students with disabilities in New York's public schools that shows diagnosis rates, achievement, and spending are closely linked with student poverty and local wealth. In the wealthiest 10 percent of school districts, students with disabilities are 13 percent of enrollment, while in the poorest 10 percent of school districts, they are 19 percent of enrollment. In addition, expenditures on students with disabilities differ greatly depending on district wealth.

Learn more at: <http://bit.ly/2lFXcK2> ■



Executive Viewpoint

Kevin S. Casey, Executive Director

A Look Forward

This is being written as calendar year 2017 is coming to a close.

In the very near future I'll resolve to sleep and exercise more, eat less and lose ten pounds or so. Shortly thereafter I'll give up on my resolutions. I expect I'll have a lot of company.

What else can we look forward to in 2018? First and foremost we can expect a variety of gyrations resulting from an increasingly difficult fiscal environment. Despite

a booming stock market and essentially full employment, the NYS Comptroller recently reported that state revenues for this fiscal year were running about \$4.4 billion below projections, and that state debt is projected to reach \$63.7 billion by the end of the fiscal year. This news hits shortly before the Governor will give his State of the State address and present his budget bill to the legislature.

Further complicating matters are events unfold-

ing (or, in the case of the federal budget, failing to unfold) in Washington, D.C. The recently passed tax bill, which caps deductions for the state and local taxes, is expected to have a particular adverse effect on high tax states such as New York. The logic is that residents, no longer able to deduct all of their state and local taxes (amounts that exceed \$10,000) will have far less tolerance for increased state and local taxes. Some observers predict this will lead to increased instances of proposed school district budgets being defeated despite the existence of the tax cap.

There is also the great unknown of the federal budget. The use of continuing resolutions has the effect of kicking the budgetary can down the road while maintaining

current levels of funding, but at some point a new federal budget will be proposed, and all indications point to draconian cuts in most non-defense expense categories. Now that the tax bill has added approximately \$1.5 trillion to our nation's deficit, the heretofore budget hawks will once again become budget hawks (yes, I am editorializing). This too will in all likelihood adversely impact New York State generally and SED specifically. Considering the fiscal landscape makes me feel very Grinch-like.

The NYS Educational Conference Board (ECB), a coalition of major education stakeholder groups (of which SAANYS is a part) has called for a \$2.0 billion state aid increase for 2018-2019, with \$1.5 billion of that proposed increase being needed just to main-

tain the current level of services. The additional \$500 million is for targeted funding for student needs, achievement, and opportunity. The Board of Regents separately made a proposal calling for a \$1.6 billion increase in education spending.

Proposals from ECB and SED, as well as others, are themselves a form of advocacy and hopefully provide some guideposts for the coming debates. If history is any guide the education funding in the Governor's proposed budget will be low, the Senate will propose increases, the Assembly will propose larger increases, and then the real negotiations will begin. What gives me pause however is that I'm not sure history is any longer a guide. ■

Transforming the Lives of Students with 3D Interactive Multi-Sensory Technology – A New Approach!

Sponsor Opinion Piece by Scott B. Crowder, CEO, Educational Vistas, Inc.

Answering the question of how we truly reach and engage in meaningful dialogue with students is an even more difficult proposition than ever before.

Children are constantly being bombarded with multiple messages such as peer pressure, parent expectations, social media feedback/validation/shaming, and societal norms that drive their decision-making and positive or negative behavioral choices.

We all know that STEM

is important to make a living, but at the same time providing soft skills is important to make a life. Traditional educational materials show little success in long-term positive developmental changes in students and young adults in risky behavioral areas. There must be a better way to effect change and enlighten these precious citizens and future leaders. The following major topic areas highlight both *negative* behaviors to be corrected and **positive** behaviors to be reinforced and promoted: *bullying*,



risky driving, alcohol and drugs, being a good person, entrepreneurship, and sustainability.

Studies have shown that at any one time as many as 40 percent of students are "at risk" for bad decision-making and behavior. A new method (evidence-based) has emerged that brings excitement, deep meaning, and a holistic approach to making sustained progress in these and other important areas of life. This technological and theatrical process uses a multi-media environment filled with state-of-the-art videos (in 3-D) accompanied with

surround-sound audio to inject participants with positive adrenalin by creating a multi-sensory event. It must be experienced to be believed! In addition, students are provided with a "clicker" so that they may anonymously answer questions that are strategically woven into the "show."

Initial questioning and post event questioning allows for baseline and trend(s) analysis in key areas. The ability for students to download an app at the conclusion of the presentation lets them stay engaged for longer periods of time. They continue to answer (still anonymously) additional questions for 30, 60, even 90 days later, and the app offers prizes as an incentive for their participation. And students love it!

Students are moved and positively affected by this new approach to the point of actually modifying their behavior and life

choices. Depending on the subject, between 23 percent and 40+ percent of participants confirm that they have changed their actions for the better and engaged is less risky behavior. This new way of helping young people to help themselves through



the use of multi-media video is extremely exciting and ready for use in your schools. The good news is that this set of state of the art technology and its operators will arrive at your school with just one phone call. This is the 21st century type of education for providing soft skills. Contact us at info@edvistas.com or (888)999-2554 to experience it for yourself! ■

News & Notes

School Administrators Association of New York State

Vol. XLVII No. 1

SAANYS News & Notes (USPS 025-346) is published monthly with the exception of June, July, and August, by the School Administrators Association of New York State, 8 Airport Park Blvd., Latham, NY 12110.

Phone: 518-782-0600
Fax: 518-782-9552

SAANYS is chartered as a professional association by the New York State Education Department and is affiliated with NASSP and NAESP.

A copy of each issue of News & Notes shall be sent to each SAANYS member. \$7.15 of each member's annual dues shall be for a year's subscription to this publication.

Periodicals Postage Paid Latham, NY and additional post offices.

POSTMASTER: Send address changes to News & Notes, SAANYS, 8 Airport Park Blvd., Latham, NY 12110

SAANYS Officers & Staff

President, Joyce Carr*
President-Elect, Regina Huffman*
Past President, Paul Fanuele*
Executive Director, Kevin Casey
Deputy Executive Director, Don Nickson
Associate Executive Director for Communications, Michelle Hebert
Communications Coordinator, Annika Pfluger
Director of Corporate Services/Advertising, Deborah Taylor

Board of Directors

| | | | |
|----------|---------------------|-----------|-------------------------------|
| Region 1 | Stuart Pollak* | Region 10 | Anthony Cardamone* |
| | Susan Bonner | | Jeanne Brown |
| Region 2 | Emily O'Brien | Region 11 | Gary Manuse |
| | Scott Comis | | Joseph Pustulka |
| Region 4 | Hilary Roberto | Region 12 | Charles Smilnich |
| Region 5 | Harry Leonardatos* | | Larry Badgley |
| | Christine Arlt | | |
| Region 6 | Linda Klime | | Retiree Representative, |
| | Jennifer Drautz | | Bruce Gorman |
| Region 7 | Andrea Miller | | Rochester City, Timothy Cliby |
| | Kevin Hulbert | | Syracuse City, Arthur Grimes |
| Region 8 | Kathleen Carney | | NASSP Coordinator, |
| | Brian Coleman | | Karl Thielking |
| Region 9 | Michelle Feyerabend | | NAESP Representative, |
| | Robert Bailey | | Thomas Payton |

* denotes Executive Committee

Advertisement



Let our NYS certified teachers score your 3-8 ELA & math assessments along with 4 and 8 science, NYSESLAT, and Regents! Contact us now for a proposal.

www.edvistas.com
888-999-2554



NYS Scoring™
™ NYS Scoring is a trademark of Educational Vistas, Inc.

"I dream my painting and I paint my dream."
-Vincent van Gogh



CAPITAL UPDATE

December Meeting of the Board of Regents

districts and institutes of higher education to ensure sufficient mentoring and coordination between practice and theory.

The standards are intended to be phased in over time with 2020 as the timeframe for the standards going into effect for the registration for school building leader preparation programs and 2022 for the evaluation of principals.

Discussion by members of the Board of Regents stressed support for the adoption of the standards. The Regents felt that the PSEL standards were consistent with the future needs of our schools and the skills that building level leaders will need to meet the need to establish culturally responsive buildings and classrooms.

A question was raised as to how the new standards applied to superintendents. Commissioner Elia responded that there is a need to examine this issue further and it was on the docket at SED.



Further information on this item may be found by scanning the QR code.

Early Childhood Blue Ribbon Panel

An initial set of nine recommendations was proposed and adopted. The nine recommendations provide for the expansion of prekindergarten for four year olds and establishment of necessary system supports to sustain a high quality service sector for children ages zero to eight. The recommendations result in a funding request of \$37 million, which the panel and Board of Regents submit is a conservative plan and much more effective than interventions and remediation programs that are often provided too late and too sporadically. The nine recommendations include:

- \$20 million to expand the prekindergarten programs to approximately 2,000 four year-old children in 40 school districts.
- \$300,000 to conduct a cost study to examine the actual cost of a high-quality prekindergarten program for all four-year-old children.
- \$6 million for pilot programs that will fund half-day and full-day 10-month and summer inclusion prekindergarten programs for three and four-year-old children.
- \$2 million to establish five Early Learning Regional Technical Assistance Centers (TAC) to provide support to early care and educational settings.
- \$2 million as a formula-driven, non-competitive funding

continued on page 7


Summaries from the Educational Conference Board

ECB Requests a \$2.0 Billion State Aid Increase for 2018-19 and Commitment to Foundation Aid

ECB is issuing a set of recommendations designed to ensure that New York's schools and its students have the resources needed to continue current programs and improve education with targeted funding for critical areas. ECB also calls for a commitment to the long-stalled Foundation Aid formula, so that all students can receive the education promised to them by the state Constitution. The ECB organizations, including SAANYS, also continue to seek modifications to the tax cap that provide a greater degree of sustainability for our educational system.

ECB School Finance Recommendations

Provide a \$2.0 billion state aid increase for 2018-19.

- \$1.5 billion to continue current school services, based on current projections for school costs and the tax cap.
 - \$500 million to address priorities such as supporting schools in receivership, college and career pathways, and professional development.
 - Update the Foundation Aid formula and establish a firm timeline to fully phase it in.
 - Conduct a new cost study to determine the amount needed to provide students with an education that prepares them for the future based on current factors.
 - Revisit the formula weightings for poverty, disability, enrollment growth, English language learners, geographic sparsity, and other factors.
 - Fully phase-in the \$4.2 billion currently owed to schools within three years.
 - Modify the tax cap to better reflect the fiscal realities of schools.
 - Provide for an “allowable levy growth factor” of at least 2 percent rather than using CPI.
 - Approve the BOCES capital cost exclusion and include PILOT properties in the tax base growth factor.
- 

Scan the QR Code to read more.



continued on page 7

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.

North Bellmore Principals Association, Region 2

The North Bellmore Principals Association negotiating team led by Faith Skelos and Jeff Rosof informally negotiated a two year rollover for 2 percent salary increase per year with all other terms and conditions remaining the same. In the end, with the assistance of SAANYS General Counsel Art Scheuermann in the preparation for this round of collective bargaining, Skelos and Rosof were able to strike a quick and profitable contract. ■



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.

Congratulations Retiring Members

Diane Cordz
Keely Dunshee
George Econs
Thomas Flaherty
Lisa Hecht
Larry Militello
Larry Puccio
Susan Shene
Donald Skotnicki
Christina Sloanei



SAANYS Benefits



**Your key to
security and savings**

Benefit of the Month

SAANYS Career Center

Visit SAANYS' Career Center at www.saanys.org. Simply click on the "Career Center" button on the homepage.



Your Role in Addressing the Growing Mental Health Crisis Among Students

BE INFORMED. BE AWARE.

Be a part of the conversation.
Our public school students depend on it.



ALL NYS EDUCATORS ARE INVITED

MAR 1 **Part 1 - 3:00 pm-6:00 pm**
3:00 pm – Registration and refreshments
Greece CSD, Odyssey Academy, 750 Maiden Lane, Rochester, NY

Keynote and Welcome: Ken Slentz, Superintendent, Skaneateles CSD and former NYSED Deputy Education Commissioner

Panel Discussion: Where are we now in NYS?

- What is a “trauma informed” school?
- Early detection and response
- Working collaboratively and building partnerships for student mental health
- Learning life competencies to support social and emotional health

This panel will feature leaders from the Office of Mental Health, NYS Association of School Psychologists, Mental Health Association of New York State, Engaging Schools and NYSSBA. An interactive small group session will follow to focus on next steps.

MAR 22 **Part 2 - 3:00 pm-6:00 pm**
3:00 pm – Registration and refreshments
Greece CSD, Odyssey Academy, 750 Maiden Lane, Rochester, NY

Keynote: Dr. Hal Lawson, Professor of Educational Policy and Leadership and Social Welfare, University at Albany

Two Districts Tell Their Story:

Learn what you can do in your district to create solutions through training, partnerships, and advocacy strategies, from two NYS school districts, Cohoes CSD and Lyons CSD, that are doing the work and meeting with success at different stages of implementation. Their leaders will share their strategies and the important lessons learned along the way to implementation.

MARCH 1 and MARCH 22, 2018

Greece CSD
Odyssey Academy
750 Maiden Lane
Rochester, NY 14615

3:00 pm-6:00 pm

Cost covers BOTH sessions:

\$100 SAANYS members
\$150 for non-members

Sorry, single session registrations not permitted.

Who Should Attend: All NYS current or aspiring educators.

For additional information, contact Karen Bronson at kbronson@saanys.org.

REGISTER ONLINE
Register by 2/15/18 to guarantee attendance at saanys.org.

SAANYS Professional Development Update



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

SAANYS is proud to be offering several upcoming events focused on the topic of *Addressing the Mental Health Needs of Students*. There is wide agreement across the state that the increasing needs that students present with at all levels demand new approaches, strategies, and partnerships.

Last May, SAANYS partnered with NYSSBA to offer a full day conference: *Your Role in Addressing the Growing Mental Health Crisis Among Students*. The conference was held here in the Capital Region and attracted school board members and other educators from around the state. Shortly afterward, both SAANYS and NYSSBA were asked to develop similar conferences in other locations around New York State.

continued on page 5

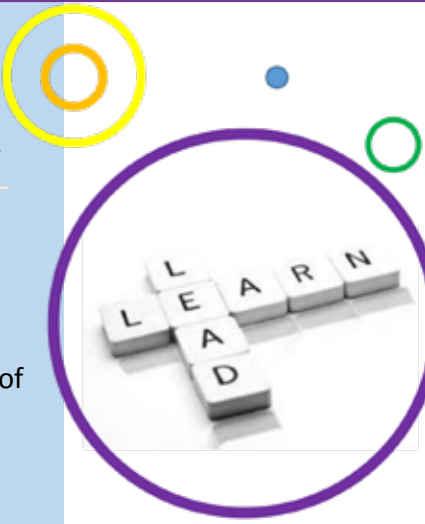


Region 5 SAANYS Event

January 17, 2018, 5-7:30pm
[Crowne Plaza](#) 3 Executive Blvd, Suffern, NY 10901

Your Role in Addressing Student Mental Health Issues

5:00-5:30 Meet & Greet, Refreshments
5:30-7:00 Presentation by John Richter, Director of Public Policy at the Mental Health Association of New York State.
7:00-7:30 Question & Answer



Register online at saanys.org

SAANYS and Magellan are now Approved CTLE Providers!
Please add us to your list of approved PD providers.

SAANYS
Provider Number – 3084

Magellan Foundation
Provider Number – 3085

SAANYS Professional Growth Circle

Group Mentor Coaching

A MENTORSHIP OPTION FOR BEGINNING OR MID-CAREER SCHOOL LEADERS.

REGISTER
saanys.org

SAANYS is a NYSED approved CTLE provider.

PD yourway

Learning from and sharing with one another is the best possible way to grow professionally.

SAANYS is fortunate to have a wide range of practitioners with proven expertise and experience to support your professional development needs. Let SAANYS help you plan everything from an administrative team meeting during the school day, to an after-school or full-day workshop, to an administrative retreat or superintendent’s conference day for you or your teachers. These are all options that can take shape with SAANYS PD Your Way.

Visit <https://saanys.org/professional-learning/pd-on-demand/> for more information.

Lessons Learned 2.0

Experienced administrators sharing their hard-earned wisdom

March 13, 2018 | 4:30-6:00pm

SAANYS Headquarters

Join some of our seasoned school leaders who will share their hard-won wisdom on the kinds of dicey relationships and situations that we all face: How do you handle negative factions among faculty that try to undermine good work? What if you and your superintendent/board differ on tenure recommendations? What if you are a new administrator drowning in paperwork and stuck in interminable meetings that keep you away from the things that matter most?

Current and aspiring administrators are invited to attend this panel discussion focused on these kinds of situations that are very common, challenging, and timeless for school leaders.

This event is not about the latest technology; it is about the lessons learned regarding leadership, relationships, and navigating challenges that demand reasoned and thoughtful response.

Here's what November's participants had to say:

"Having access to the wealth of knowledge and experience on the panel was awesome! The best part was practical advice and finally feeling like I'm not alone!"

"It was inexpensive, and after work hours – otherwise I wouldn't have been able to come. I appreciated the advice about scheduling one's time."

REGISTER ONLINE
saanys.org



March 13, 2018

SAANYS Headquarters
8 Airport Park Boulevard
Latham, NY 12110

4:30 pm-6:00 pm

Light refreshments will be served.

Cost:

\$10 SAANYS members
\$20 for non-members

Includes a copy of
The Administrator's Handbook

Who Should Attend:

All current or aspiring administrators eager to learn what only experience can teach.

For additional information,
contact Karen Bronson at
kbronson@saanys.org.

PD Update

continued from page 4

Because of this interest, NYSSBA is hosting a conference on Long Island on March 15, 2018, and SAANYS is hosting a two part series to be held near Rochester on March 1 and 22, 2018.

The Rochester conference will be hosted and held in the Greece Central School District from 3-6:30 pm on each of the two dates, March 1 and 22.

The March 1 program features a welcome and keynote by Ken Slentz, superintendent of the Skaneateles School District and former NYSED deputy education commissioner, followed by a panel and small group sessions. Panel presenters will include the Office of Mental Health, Mental Health Association of New York State, New York Association of School Psychologists, and other research and practice based leaders on the impact of trauma, ACES, and other mental health issues on students' learning and well-being.

On March 22, we will turn the focus to two districts in New York State, Cohoes and Lyons, who are doing amazing work in forming new partnerships and implementing new supports to address this growing need. Participants will have the chance to learn first-hand from the experience of these two districts who are meeting with success at two different phases of implementation.

This event near Rochester and the NYSSBA full-day conference on Long Island on March 15, promise to be excellent opportunities to learn more about one of the most challenging and crucial issues in our schools. Mark your calendars and visit saanys.org to register. ■

Register
online at
saanys.org

Financial Fridays



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.

A SAANYS lunch & learn series

Webinar

FEB 2 | Basics of Taxes

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.

MAR 9 | Pension Maximization

Your New York State Pension is one of the most important assets you will have in retirement. 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.

APR 13 | Student Loan Forgiveness*

There are a number of Student Loan Forgiveness options available to New York State educators, but sorting through all of them can be

a challenge. Let us help you navigate the requirements by going over who may be eligible, how you may be able to qualify, all the way to how to submit the paperwork.

MAY 4 | Social Security, Medicare, Long-Term Care Planning

The Social Security and Medicare system is one of the most important, and often misunderstood, retirement systems out there. This seminar provides helpful information about the Social Security and Medicare system and how to maximize your benefits. We will also discuss Long-term Care planning and how to coordinate benefits in the ever-changing retirement environment.

JUN 1 | Planning for College

As costs rise faster than inflation, properly planning for educational expenses while balancing the need for day-to-day budgeting and long-term savings is critical. This seminar will provide a brief overview of the need to plan ahead for a college education and the types of planning vehicles available, including UGMA/UTMA, Coverdell savings accounts, and 529 plans.


Search
Your Site



VISIT
MY BENEFITS,
FIND LEGAL
RESOURCES,
REGIONAL AND STATE
EVENTS, AND CATCH
UP WITH THE LATEST
EDUCATION NEWS AT
SAANYS.ORG.

LEGAL BRIEFS

A Message from the SAANYS Legal Department



Jennifer Carlson
 SAANYS Deputy General Counsel
 jcarlson@saanys.org



Preparing for the Negotiation of Collective Bargaining Agreements

On December 14, 2017, SAANYS hosted a workshop for all of its negotiators throughout the state, to provide continuing training on the negotiations process and statewide trends. As we consistently stress when speaking with bargaining units, there is no one “right” way to conduct negotiations. Some units prefer to try to conduct negotiations on their own, whereas others want SAANYS negotiators and/or attorneys to conduct the negotiations. SAANYS is here to assist your unit in any capacity you wish, but we urge you to at least consult with us, so that you may be fully prepared to conduct negotiations.

The following is a brief summary of what should be done to prepare for negotiations.

SAANYS typically recommends that the process of preparing for negotiations start approximately one year before the Collective Bargaining Agreement (CBA) expires. This helps to ensure that you have a successor agreement timely in place and do not have to worry about retroactivity. It is recommended that the first meeting include your entire unit to brainstorm ideas as to what your unit would like changed. In addition to financial considerations, labor relations issues that

arose during the previous contract should be reviewed for potential changes and the overall contract should be reviewed by SAANYS to find areas of unfavorable or unclear language to be corrected. During this meeting, the negotiations team should also be determined. Our recommendation is to always keep the negotiations team in small, odd numbered, groups of tenured unit members. Should you choose to use SAANYS at the table, we do not count the person assigned as part of this recommended composition, as SAANYS can provide advice on proposals, but the ultimate decision is in the unit’s hands. Once the team is set, there should be defined roles for the members, including the lead spokesperson and the ever-important note taker. It is vital that detailed notes of the positions be taken and saved (Feel free to give them to SAANYS for posterity!) to be used in the event that they are needed for a grievance years later.

As part of the preparation, SAANYS will prepare for you a detailed financial analysis of the district, as well as provide any contracts and data from neighboring districts. This

SAANYS will prepare for you a detailed financial analysis of the district, as well as provide any contracts and data from neighboring districts.

analysis in advance will help the team determine whether the district is financially able to pay for the proposals, as well as whether the demands are consistent with area trends. As part of this analysis, the contract of the central office administrators and other district bargaining units will be requested, oftentimes along with the district salary report to New York State Teacher’s Retirement System. The Taylor Law entitles the team to information from the district necessary to assist the unit in negotiations. This right to information is in addition to that conferred by the

freedom of information law (FOIL).

The team should meet as often as necessary prior to actual negotiation sessions with the district to formulate proposals in light of the data that SAANYS can provide. The team should then prioritize these proposals to ensure that the proposals are reasonable in number and content.

Credibility can be lost at the negotiation table and the process stalled if the proposals are so unreasonable that they could not be realistically entertained by the district. To facilitate this process, it is recommended that the proposals are costed out to understand how it impacts the district’s finances. Costing out both your own and the district’s proposals is an ongoing process that should occur both before and during the course of negotiations (as the parties exchange counter-proposals). It is essential to cost out proposals and counter-proposals so that the team has a strong understanding of what each proposal represents in dollars and cents. The team is then better able to assess the reasonableness of the proposal under consideration. The cost of a proposal can then also be represented as a percentage for comparison purposes. Costing out proposals will help the team make logical arguments in support of or opposition to proposals that have economic impact.

S

A

A

N

Y

S

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.

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.

JANUARY

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 assisted an administrator’s rebuttal to a counseling memo.

REGION 2
SAANYS presented to a bargaining unit on the legal and negotiations services offered to SAANYS members.

REGION 4
SAANYS settled a case with a Memorandum of Agreement for the unit’s benefit.

REGION 5
SAANYS assisted potential members with information regarding the formation of a unit under PERB.

REGION 6
SAANYS reviewed a Memorandum of Agreement for a member that provided for an equitable salary increase for the member in exchange for the unit negotiating rights to consult and have input on any new hire’s starting salary.

REGION 7
SAANYS negotiated a separation agreement.

REGION 8
SAANYS filed an improper practice charge relating to the transfer of bargaining unit work.

REGION 9
SAANYS submitted a Memorandum of Agreement for a member taking a leave of absence to try a new position.

REGION 10
SAANYS submitted a demand for arbitration relating to a unilateral change in evaluation procedure.

REGION 11
SAANYS assisted a member in preparing a rebuttal to a counseling memo.

REGION 12
SAANYS assisted a member with an issue regarding possible failure of the district to grant tenure and possibility of a JUUL agreement.

Once the proposals are determined, it is important to have SAANYS review anything that contains changes to language to ensure that it accurately conveys what your team wishes. When the proposals are drafted, the next step is to schedule dates with the district and ensure that both sides will come prepared to exchange proposals at the same time.

Again, how your unit decides to utilize SAANYS is entirely up to you; however, we urge you to at least allow us to consult with you during the preparation phase and use our services to help with the data analysis. Knowledge is power and SAANYS has the resources to allow you to enter into negotiations fully armed.

■

6

JANUARY 2018

December Meeting of the Board of Regents

continued from page 4

- source to allow targeted communities the opportunity to self-identify and meet their specific family and community engagement needs.
- \$3 million to expand QUALITYstarsNY.
 - \$2.5 million to fund professional development so that all teachers may also be culturally competent, culturally responsive, and linguistically capable.
 - \$500,000 to fund the creation of a unified HIPAA and FERPA compliant data system.
 - \$700,000 toward the implementation of a comprehensive developmental screening process for all children ages zero to eight.

Discussions around the table confirmed that the recommendations provide for a sustainable system approach for investing in an early childhood system designed to meet the needs of all children zero to eight. The recommendations expand prekindergarten as a needed program in every area of the state and to ensure that children with learning needs are integrated with their peers. Early education programs will be designed to support the learning of both teachers and students so that all environments are culturally responsive in our ever-increasingly diverse state.

180 Day Requirement Recommendations

As a result of a statewide talking tour for educators and administrators on the 180 day requirement, a set of recommendations were made that shift the approach to this requirement. Input from the field suggested that greater flexibility and clarity was needed. In response to these suggestions NYSED has proposed that instead of a daily minimum amount of instructional time, an hourly requirement for the entire school year will be used, spread out over 180 days.

For example:

- Pupils in half day kindergarten will be required to have 450 hours of instruction.
- Pupils in full day kindergarten – grade 6 will be required to have a minimum of 900 instructional hours.
- Pupils in grades 7-12 will be required to have a minimum of 990 instructional hours.

Based on this flexibility, it follows then that additional flexibility will occur for such things as shortened sessions. For example, districts that currently offer shortened sessions and have more than the current daily minimum instructional hours will be able to schedule conferences and activities as they see fit within the 180-day calendar, so long as they meet the annual total minimum hours of instruction.

This item was for discussion only and will come back to the board in March for action. Further information on this item can be found by scanning the QR code.



Other Items of Importance

An important decision was made concerning the ability to award a Local Diploma for some students with disabilities. On or before December 12, 2017, students with disabilities that have not earned a minimum of 55 on the ELA or math Regents or did not initiate an appeal of a score between 52 and 54, would be able to meet the ELA and/or math Regents exams eligibility consideration for the superintendent’s determination option by completing the

continued on page 8

Summaries from the Educational Conference Board

Proposed Medicaid Cuts

While primarily seen as a health care program, Medicaid also provides significant financial support to school districts for a variety of activities. As Congress works to enact a FY2018 federal budget and given the recent efforts to modify the Affordable Care Act, it is important to draw attention to the fact that cutting or changing Medicaid to a block grant program will have significant negative financial implications for school districts. These could have devastating effects on health care and educational programs that benefit the nation’s most vulnerable children (students with disabilities and those living in poverty), as well as threaten programs that benefit schools and local taxpayers. In fact, the proposed changes in Medicaid to become a block grant or a program with a per capita cap would cut Medicaid spending by \$1 trillion (or one-third of the program’s budget) in the next decade, according to the Congressional Budget Office. Scan the QR code to read the full report.



Governor Cuomo Unveils 15th Proposal of 2018 State of the State: Launch Comprehensive No Student Goes Hungry Program

Governor Andrew M. Cuomo unveiled the 15th proposal of the 2018 State of the State: launch a comprehensive program to provide students of all ages, backgrounds and financial situations access to healthy, locally-sourced meals from kindergarten through college. There are nearly 2.7 million New Yorkers, including almost 1 million children, who do not have consistent access to the food they need to live an active, healthy life. The governor’s No Student Goes Hungry Program includes investments to expand the Farm to School program, legislation to expand access to free breakfast and put an end to lunch shaming, and policy changes to ensure students in kindergarten through college receive access to farm-fresh foods in a quality learning environment.

“No child should ever go hungry, and by launching the No Student Goes Hungry Program, New York will ensure hundreds of thousands of students of all ages will receive access to free and reduced-price meals,” Governor Cuomo said. “This program is essential to the success of future

continued on page 8

Advertisement

Educational Leadership Institute (ELI)
NYS Association for Women in Administration

Women Administrators Professional Development Series 2

A NYSAWA Professional Development and Networking Opportunity for Women (and Men)
January and February 2018 - 4:30 to 8:30 PM (with Dinner)
CTLE Credit - Four Locations
Albany - Buffalo - Rochester - Syracuse

Join us for an evening of professional development, socializing, networking, and reflection. Teachers, grad students, principals, central office administrators, business officials, and superintendents are welcome.

The Transition to Superintendency Program

An excellent introduction to the New York State superintendency
Cohort 13 - July 18 & 19, and August 8 & 9, 2018
CTLE Credits - OCM BOCES, Syracuse, New York

Moving from principal or central office administration to the superintendency is a reward, a challenge, and a risk. There is a knowledge base, a skill set, and a values base to the superintendency. This position has a steep learning curve, but some of that curve can be overcome prior to entering the superintendency. A high degree of preparation correlates with a high degree of success.

Detailed information and online registration on the web at
www.SuperintendentOfSchools.com
James M. Merrins, Ed.D., Executive Program Administrator
716-672-5473 jmerrins@cecomet.net

2018 CALENDAR



- Jan 15** *Martin Luther King, Jr.’s Birthday Observance*
- Jan 21** *World Religion Day*
- Jan 23** *First Native American U.S. Senator*
- Jan 28** *Christa McAuliffe Day*



- National African American History Month*
- National Children’s Dental Health Month*
- Feb 1** *National Freedom Day*
- Feb 2** *Groundhog Day*
- Feb 5-9** *National School Counseling Week*
- Feb 5** *Anniversary of Mexican Constitution*
- Feb 11** *Thomas Edison’s Birthday*
- Feb 12** *Abraham Lincoln’s Birthday*
- Feb 13** *Mardi Gras*
- Feb 14** *Lent Begins*
- Feb 14** *St. Valentine’s Day*
- Feb 15** *Susan B. Anthony’s Birthday*
- Feb 16** *Chinese New Year*
- Feb 17** *National PTA Founders Day*
- Feb 19** *Presidents’ Day*
- Feb 20** *Frederick Douglass Day*
- Feb 22** *George Washington’s Birthday*
- Feb 23** *W.E.B. DuBois’s Birthday*

Please add info@saanys.org to your address book to be sure you receive e-mails. If you have difficulty, please ask your tech support person for assistance as blocking software may prevent receipt. Don’t miss another critical announcement.

The time is approaching... are your students prepared?

REGENTS TEST PREP

CASTLE LEARNING (800) 345-7606
info@castlelearning.com

TOP 100 PRODUCTS

December Meeting of the Board of Regents

continued from page 7

requirements for the CDOS commencement credential.

For such students, the superintendent must conduct a review to determine whether that student has otherwise demonstrated proficiency in the knowledge, skills, and abilities in ELA or math, in addition to any other subject areas where the student was not able to demonstrate his/her proficiency of the state’s learning standards as measured by the corresponding Regents examination required for graduation.

Additionally, there will be some students who have not had the opportunity to work towards a CDOS and for those students, the regulations address their situation and provide options as well. ■

Summaries from the Educational Conference Board

continued from page 7

New York leaders and this administration remains committed to removing barriers to healthy food options, while providing a supportive, effective learning environment for students across this great state.”

Scan the QR code to learn more. ■



Champion Creatively Alive Children

Together with Crayola, NAESP offers a special opportunity to apply for a Champion Creatively Alive Children Grant. Your school could receive a \$3,500 grant (a \$2,500 check and \$1,000 worth of Crayola products) to establish a creative leadership team and build the creative capacity of your professional learning community.

Deadline: Friday, June 22, 2018. The Early Bird deadline is Monday, June 5. Early Bird applications will receive a Crayola product Classpack®.

Learn more: <http://www.crayola.com/for-educators/ccac-landing/grant-program.aspx>

The Society of Children’s Book Writers and Illustrators Amber Brown Grant

Each year, the Society of Children’s Book Writers and Illustrators (SCBWI) offer schools the opportunity to have a children’s book author or illustrator visit them. In addition to a visit, the winning school receives a \$250 stipend and \$250 worth of books. All pre-k–12 schools are eligible, and SCBWI membership is not required. The school principal must support the nomination.

Deadline: November 1 – April 15

Learn more: <https://www.scbwi.org/awards/grants/amber-brown-grant/>

The Charlie Lovett Fund for Elementary Drama

The Charlie Lovett Fund for Elementary Drama is a philanthropic fund that supports production based theatre arts programs at the elementary school level. Grants are made to elementary schools throughout the United States. Grants are made on a rolling basis, beginning in August of each school year, and every effort is made to make a decision on applications as quickly as possible. If applications are received after the fund for that year is exhausted, applicants are invited to reapply for the following year. The average grant size is \$300.

Deadline: Ongoing

Learn more: <http://lovettfoundation.org/elementaryDramaFund.html>

A message from a SAANYS corporate sponsor

Apex Learning puts rigorous, standards-based curriculum within reach for all students—from those struggling to those capable of acceleration—so they are prepared for the next course, the next stage in their education, work, and life. More learning happens with Apex Learning because students are actively involved in their learning. A wide variety of supports and learning activities engage students in developing deeper understanding of the content. School districts select Apex Learning Courses—in core subjects, languages, Advanced Placement, CTE, and electives—for original credit and credit recovery, and Apex Learning Adaptive Tutorials in 6-12 core subjects to provide instructional resources for remediation and test readiness. During the 2016-2017 school year, there were over 3.6 million enrollments in Apex Learning curriculum. Headquartered in Seattle, Apex Learning is accredited by AdvancEd and its courses are approved for National Collegiate Athletic Association eligibility.

For more information, visit www.apex-learning.com or call 1.800.453.1454. ■

This program may now be covered under BOCES CoSer!

SAANYS MentorCoach Service

The Roots of Success

To support, inspire, and invigorate new and mid-career administrators.

For more information, contact Karen Bronson at 518-782-0600 kbronson@saanys.org • www.saanys.org

Thousands of Discounts Available to Members

saanys.abenity.com/perks

“Treat people as if they were what they ought to be, and you help them become what they are capable of becoming.”

—Johann Wolfgang von Goethe

WE WON’T SELL YOUR INFORMATION!

Your membership and trust are of the utmost importance to us, your staff. Please be assured that SAANYS does not now, and has never, sold its mailing list or email list. Informational material from our corporate sponsors is mailed to you directly by SAANYS to protect your privacy.

If you have questions or concerns regarding the information you receive, please contact Debbie Taylor, director of corporate services, at DTaylor@saanys.org or (518) 782-0600.

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.