

# News & Notes

VOL. XLVIII No. 1 • JANUARY 2019



## SAANYS Recommendations for ESSA Revisions Accepted

SAANYS is pleased to inform members that a regulation in regard to a required “Principal Report” has been accepted by the Board of Regents and the revised wording reflects the position taken by SAANYS. The problematic regulation was titled a “Principal Support Report and a Principal Needs Assessment.”



### What Was Proposed by SED?

In the first set of published regulations, the Principal Support Report was to be required by a school district with a least one school identified as a Comprehensive Support Improvement (CSI) school that did not meet its achievement progress target. The report, which is developed by the school district (the regulations do not provide any further specificity as to who would develop such a report), must identify any area for which the school district could more effectively support the principal. Further, any target district that has at least one school identified as CSI that fails to meet its achievement target for two consecutive years must conduct a comprehensive assessment of the capacity of the district to support the principal.

**SAANYS opposed this regulation due to its narrow focus on principals.** The role of the principal is but one position that comprises the administrative team. The entire administrative team needs to bring about change in a school. It was SAANYS’ position that superintendents, other administrative titles, and teachers should be included in this provision. The isolation of one role does not reflect best practice and does not provide a comprehensive examination of school improvement. Additionally, the provision implicitly assumes that principals have the authority to act independently, which frequently does not exist within most districts.

It was also SAANYS’ strong opinion that the examination of the principal in public spaces would not be appropriate. The NYS ESSA plan states that “districts with CSI schools that did not make progress in Year I will be required to submit a Principal Support Report for each CSI school that did not make progress that identifies any areas in which the principal has been rated as Developing or Ineffective in his or her annual evaluation...” SAANYS held that these statements were problematic and should not be carried over into regulations. Although the regulations indicated that the Principal Report must be consistent with education law in respect to personally identifiable information, this would be very difficult to ensure in districts with only one principal at each school.

*continued on page 8*

### SAANYS Welcomes New Units:

– REGION 8 –

Clinton Administrators Association

– REGION 11 –

West Irondequoit Administrators Association



## As Student Needs Grow, Education Groups Call for a \$2.2 Billion State Aid Increase for 2019-20

*Organizations cite double-digit increases in student need factors, importance of putting Foundation Aid back on track.*

Pointing to significant growth in student needs over the last decade, New York’s major statewide education organizations, including SAANYS, released a report calling for a \$2.2 billion state aid increase for 2019-20.

If enacted, the funding recommended by the Educational Conference Board (ECB) would enable schools to continue current programs and services for students and respond to an increase in student needs, which has occurred in all areas of the state and all types of school districts.

The paper points out that between 2006-07 and 2016-17, the total number of New York students receiving free and reduced price lunch increased by 15 percent; English language learners by 18 percent; and students with disabilities by 14 percent.

Meanwhile, the state is currently about \$4 billion behind what is due to schools under the Foundation Aid formula enacted in 2007. The funding levels recommended by ECB would put the state on track to fully fund the formula within three years.

“The premise of Foundation Aid is that school districts will have the resources to meet student needs and provide them with a quality education,” said ECB Chair John Yagielski. “The changes in the last decade underscore the importance of a Foundation Aid formula that is funded

*continued on page 7*

### Educational Conference Board School Finance Recommendations

- 1. Provide a \$2.2 billion state aid increase for 2019-20**
  - \$1.31 billion to meet increased needs and to set the stage for fully funding Foundation Aid over three years
  - \$400 million to fully fund expense-based reimbursements
  - \$500 million in targeted funding to strengthen student support, increase opportunities, and improve school safety and climate
- 2. Update the Foundation Aid formula based on current conditions**
  - Update the costing out study to determine the appropriate foundation amount per pupil
  - Update student need factors
  - Update and restructure the Regional Cost Index
- 3. Modify the tax cap to better reflect the fiscal realities of schools**
  - Provide for an “allowable levy growth factor” of at least 2 percent
  - Implement adjustments related to the BOCES capital improvements and PILOT properties



## Report Questions Number of Psychologists to Meet Student Mental Health Needs

Twenty-nine percent of school superintendents in New York State report that their school districts lack enough school psychologists to meet student needs. And among school psychologists, a whopping 66 percent believe there is not enough capacity to meet needs.

Those findings come from surveys by the New York State School Boards Association and the New York Association of School Psychologists.

The level of concern varied by region. It was highest in the Mohawk Valley, where 60 percent of superintendents said they see a shortage of psychologists.

The results are summarized in a report entitled, *Of Sound Mind: Do schools have enough mental health support staff to meet student need?* It is available at <https://bit.ly/2QCHEbz>.

## Cuomo Announces \$15 Million for Pre-Kindergarten

Governor Cuomo announced in December that \$15 million has been awarded to 32 high-need school districts to increase access to high-quality pre-kindergarten for over 2,000 three- and four-year-old children across New York. The announcement states that the funding will help enroll over 2,000 children into pre-K programs and allows nine high-need school districts to provide pre-K for the first time. View full announcement and funding awards by district at <https://on.ny.gov/2PQTcTc>. ■



## 2019 Annual Conference Keynote Speaker Announced

Dr. Sharroky Hollie is an educator, national speaker in the area of cultural responsiveness, and author of *Strategies for Culturally and Linguistically Responsive Teaching and Learning*.

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Executive Viewpoint

Kevin S. Casey, Executive Director

State Aid Musings

2019 promises to be an interesting year in Albany. The assembly, senate, and governor’s office are all controlled by the Democratic Party. That control extends to the comptroller’s and attorney general’s offices as well. One might think that one party control will pave the way for legislation that would appease the supporters of that party, but I don’t expect things to be that easy.

Both the State Education Department (SED) and the NYS Educational Conference Board (NY-SECB), of which SAANYS is a part, suggest a state aid increase of about \$2.2 billion. The property tax cap restricts a

school district’s ability to raise funds locally, thus making state aid a matter of increased importance. SAANYS will again advocate to at least make the tax cap a true 2 percent instead of being the lesser of 2 percent or the rate of inflation, a construct that has lowered the cap below 2 percent over the past few years. I am not optimistic that there is the political will to even make that minor adjustment.

The state aid ask of ECB and SED includes a request for a three-year phase in of the \$4 billion Foundation Aid that was never paid. The formula was developed in 2007 in response to the Campaign for Fiscal Equity (CFE) court case which held that

some students were being denied their constitutional right to a “sound basic education.” The formula was developed but never fully implemented after the 2008 financial crises adversely impacted government budgets across the country. Now, in 2018, after ten years of an expanding economy, it seems that it might be time to make good on the 2007 promise, but not everyone agrees.

In a recent speech Governor Cuomo referred to the CFE case and the 2007 Foundation Aid formula as “ghosts of the past and distractions from the present.” According to the governor the real issue is the local distribution of funds. He dismisses the holding in the CFE case and the resulting Foundation Aid formula and redirects the issue back to the local school districts. He points out that the state spends a lot on education, but he does not address the increasing statewide percentage of students who are receiving free and reduced lunch (the

standard measure for students in poverty), who are English language learners, and/or who receive special education services, all of which increases local costs.

I wonder if the governor’s arguments are a negotiating tactic to dampen expectations on state aid, as the recent market downturns are likely to reduce state receipts. I wonder if the “local distribution” argument is foreshadowing the use of the new building level reporting requirements of expenditures to create leverage to force the redistribution of monies within districts. I wonder if in a period of one party rule there will be enough dissenting voices to result in public policy that is considered, moderate, and respectful of unique areas of expertise and authority.

The mechanics of a possible legislative pay raise may further complicate the budget process. Last year’s budget, passed by the legislature, created a pay commission to examine legislative and

executive branch pay. Its recommendations are set to become law unless rejected by the legislature. The commission recommended increasing legislative pay, the governor’s pay, and that of the executive branch commissioners. It also sought to eliminate most legislative stipends, highly restrict outside income, and make the legislators’ raises conditioned upon the timely passing of a state budget. The commission’s recommendations are likely to be challenged in court, with allegations that it exceeded its authority by restricting stipends and outside income. The speaker of the assembly has objected to conditioning raises upon the timely passing of a budget, arguing that such a process results in an inordinate amount of executive influence over the budget process. There may be one party control, but members of that party are not on the same page. ■

Next Generation Learning Standards and the Call for a New Curriculum

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

Standards-based education is a new phenomenon. Education has been guided by hundreds of learning objectives and indicators for a single course which were based primarily on ‘the what’ of learning (e.g. a kindergarten course could have 1,200 objectives). These earlier attempts at guiding education provided intent but often lacked

the qualities needed for deeper understanding of a subject. While the objectives and indicators were clear and measurable, the new learning standards are limited in number and demand student performance at a deeper level of understanding.

“Tell me, and I forget. Teach me, and I remember. Involve me, and I learn.” ~Benjamin Franklin

Today’s curriculum is as important as the ancient world’s saber-tooth tiger curriculum was for survival. We continue to exist in a survival mode as this great nation moves teaching and learning to the highest levels ever imagined, not only to compete - but also to lead. The force that drives such a movement for a powerful curriculum is learning standards.

If we perceive curriculum as teaching, learning, and assessment within an integrated web, we move from a “silo” perspective of learning to a learning system. With this type of thinking, standards affect

the entire system, not merely a part of it. A unit-based curriculum works in such a system when it is driven by standards as the means to heightening the quality of teaching and learning to a deeper level of understanding.

Next Generation Learning Standards are not curriculum. They are designed to inform curriculum. As such, each standard needs to be examined through an unpacking process to identify the varied teaching points and concepts it addresses. This is critical and laborious work. However, “unpacking the standard” must be done before it is ready for implementation with specific content.

This new curriculum is best designed with standards-based, lesson-planning templates embedded within each instructional unit. Such a template is designed to ensure delivery of specific standards

based on their teaching points, related concepts, and pacing. In this case, selected content plays a secondary role to the importance of the standards. With standards-based lesson planning templates, content should be fitted to delivery of the standards in a fashion that ensures a learner’s active involvement with the standards.

It is cumbersome work to develop such a new curriculum. This is a task often too difficult for an individual teacher or school. The ideal way for such an endeavor is at a regional level (BOCES/RIC) with local district participation – a strong support system will ensure a high degree of quality and success. Today, the possibility of a NYS Curriculum Consortium does exist. ■

The statements and opinions expressed herein do not necessarily imply or reflect the opinion or philosophy of SAANYS.

News & Notes

School Administrators Association of New York State

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## SAANYS Professional Development Update

SAANYS is proud of our ability to not only offer a wide spectrum of professional learning opportunities to our members, but to be able to tailor that learning to meet specific requests and needs.

We had such an opportunity recently with the Lake George Principals Network. The request was to provide a workshop on a topic that principals and secretaries could attend together and both find relevant and engaging.

The result was “The Welcoming Front Office,” which focused on the valuable role secretaries and other front office staff plays in conjunction with the principal to ensure that a positive and efficient atmosphere prevails. Like so many things, it comes down to culture. Having that front office that has both a positive culture and efficient systems in place has a tremendous impact on how a school operates.

After a chance to meet other principal / secretary teams and share experiences and true stories, we delved into the idea of customer service and how that looks in a school. We started by identifying our internal (teachers, students, support staff) customers and external customers (parents, vendors and visitors, board members) and then reflected in our own positive and negative customer service experiences in other areas of our lives – the doctor’s office, stores and restaurants, our own child’s school, and yes, the good old DMV. We were able to identify three specifics that made the particular experience either positive or negative to an extent that it was an imprinted memory that made a strong enough impression at the time that we were able to call it up quickly when asked to do so.

Not surprisingly, subtle and not so subtle words, expressions, and gestures had an impact, as did the ability to communicate accurate information and appropriate follow up or action. One sample: “My trash pickup service has trouble showing up when scheduled. I’ve called and spoken to them several times. They are unfailingly nice on the phone, but then it happens again. It’s not enough to be nice. You have to be effective too.”

The vital role the school secretary plays in the school’s customer service, and the fact that he or she is often the linchpin that makes it all work, was widely acknowledged. Their ability to anticipate the principal’s needs and responses and talk to parents and students in a unique way is highly valued. At a time when some school’s ELL populations are growing and students’ mental health issues seem to be increasing, the ability of the front line to project care, warmth, and welcome even on the most challenging of days, is golden. It was interesting that above all, positivity was regarded by the group as the most important culture piece in the front office and the school as a whole.

This interactive and engaging new workshop, offered for the first time by SAANYS last week, is available for your group or school district. Contact [kbronson@saanys.org](mailto:kbronson@saanys.org) for more information. ■



*For information on any SAANYS professional development event, contact Karen Bronson at [kbronson@saanys.org](mailto:kbronson@saanys.org).*

## 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 and national principal of the year programs.

## 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.

### 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.

### Women and Investing March 1

While many women are taking control of household finances, they are no more prepared to meet long-term financial goals than they were a decade ago. The objective of this seminar is to provide the knowledge that will help empower your future decisions in good times and bad, so that you are not a bystander in your own financial picture.

### Is a Roth 403(b) Right for You? April 5

A Roth 403(b) is a retirement account that can provide tax-free growth. This comprehensive Roth 403(b) tutorial is designed to help the audience take maximum advantage of an increasingly important retirement savings strategy.

### Planning for College May 3

As educators, you all know the value of a quality education. As costs rise faster than inflation with no relief in sight, 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 for a college education and the types of planning vehicles available, including UGMA/UTMA, Coverdell savings accounts and 529 plans.

### Social Security, Medicare, and Long-Term Care June 7

retirement systems out there. Making the right decision is critical to your retirement planning. 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.

register online at [saanys.org](http://saanys.org)



## SAANYS 2019 Retiree Student Scholarships

Open to any high school senior graduating in June 2019. Applicants must be sponsored by a current SAANYS active retiree or associate retiree member in good standing. Students must have demonstrated good school and community citizenship, are planning to go on to higher education, and who otherwise satisfy criteria by the SAANYS Retiree Scholarship committee. Students are responsible for seeing that the forms are accurately and completely filled out. The SAANYS Retiree Board reserves the right to not process applications found to be incomplete as of the application deadline.

Application Deadline: April 1, 2019

APR  
1

Download the application or submit online  
at <https://bit.ly/2Eryk34>



Please add [info@saanys.org](mailto: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.





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### 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.

[Register](#)



[register online at saanys.org](#)

## Lessons Learned 3.0

Experienced administrators sharing their hard-earned wisdom

February 27, 2019 | 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? 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?

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's about the lessons learned regarding leadership, relationships, and navigating challenges that demand reasoned and thoughtful response.

**Please note: Although the format will be similar to the previous events, the scenarios are new. So if you attended previously, we hope to see you again!**

Here's what previous 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



February 27, 2019

SAANYS Headquarters  
8 Airport Park Boulevard  
Latham, NY 12110

4:30 pm-6:00 pm  
*Light refreshments will be served.*

*Please note: event will be postponed and attendees notified in case of inclement weather.*

**Cost:**  
\$20 SAANYS members  
\$30 for non-members

**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](mailto:kbronson@saanys.org).

## Newly Enacted Laws in New York State

### New Law Requiring Mandatory Reporting of Sex Offenses

A.8382-B/S.6597-B was signed into law as Chapter 233 of the Laws of 2018 in August. The new law requires that when an accusation has been filed of a sex offense by an employee of a school district (charter school, BOCES, private elementary/secondary school or special education school), the district attorney must immediately notify the superintendent (or administrator that employs the person) of the filing, as well as the offense(s).

### New Law Related to Substance Abuse Supports in Schools

A. 7470/S.8318 was signed into law on November 5, 2018. This bill will require the superintendent of each school district to designate an employee responsible for providing information to students, parents, and staff on the prevention of substance use. Prior to this provision taking effect, the commissioner of education, in consultation with the commissioner of the Office of Alcohol and Substance Abuse Services, must adopt regulations to implement this new requirement. These agencies have 120 days from November 5 to develop such regulations.

### New Law Regarding Sale of Electronic Cigarettes to Minors

S.1223/A.8014 was signed into law as Chapter 4 of the Laws of 2018. This new law prohibits the sale of any electronic cigarette to any individual under the age of 18 by any person engaged in the business of selling or distributing electronic cigarettes for commercial purposes.

### New Law Regarding ID Cards for Persons Medically Diagnosed with Developmental Disabilities

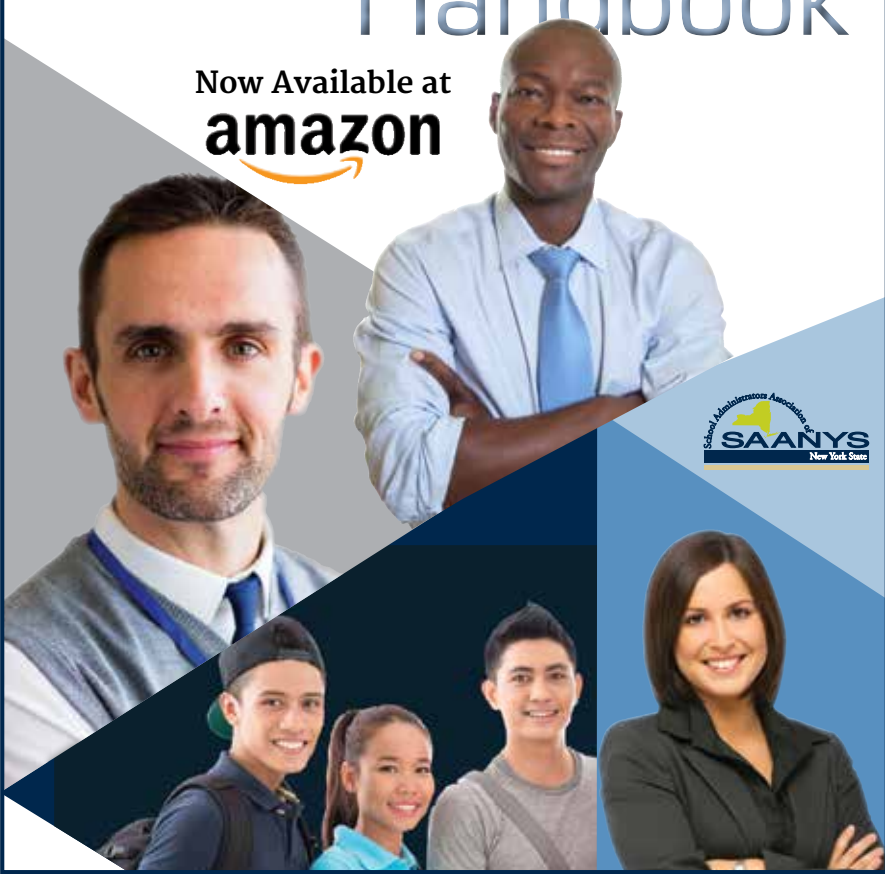
A.259-C/S.2565-C was signed into law as Chapter 209 of the Laws of 2018. This law provides identification cards for persons medically diagnosed with developmental disabilities. The ID card may be presented to law enforcement, firefighters, and emergency personnel to indicate that the person holding the card may have difficulty understanding or following directions, or may become agitated under certain circumstances. ■

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Article submissions due on or before **January 21** to Michelle Hebert at [mhebert@saanys.org](mailto:mhebert@saanys.org).





# LEGAL BRIEFS

A Message from the SAANYS Legal Department



Wendy DeForge  
SAANYS Counsel  
wdeforge@saanys.org



## Health Insurance in Retirement Under NYSHIP

When planning for retirement, many things are on our minds including our health care. Some SAANYS members participate in the New York State Health Insurance Program (NYSHIP). This particular insurance program is offered to all personnel employed by the State of New York, many municipal employees, and many school district employees. For members who participate in NYSHIP, there are some things you should look out for such as the eligibility requirements to continue NYSHIP coverage after retirement.

Three criteria must be met in order to continue NYSHIP coverage as a retiree. First, you must complete the minimum benefits eligible service requirement that is

determined by the date on which you first enrolled. Benefits eligible service is defined as a period of employment during which you were eligible for NYSHIP coverage by paying only the employee share of the premium. If you were last hired on or after April 1, 1975, you must have had at least ten years of NYSHIP benefits eligible service, or at least ten years of combined NYSHIP benefits eligible service with your employer and one or more participating employers. If you were hired before April 1, 1975, you must have had at least five years of NYSHIP benefits eligible service or at least five years of combined NYSHIP benefits eligible service with your employer and one or more participating employers

and/or participating agencies. This is what is commonly referred to as vesting for purposes of retirement.

Periods of employment in which you did not meet the eligibility requirements for coverage will not be counted. For example, periods when you were paying both the employer share and the employee share of the NYSHIP premium while on leave without pay do not count toward the minimum service requirement. Benefits eligible service with public employers other than your current employer may count toward the minimum service requirement if that employer participates in NYSHIP now or participated at the time the service was earned. Contact your business official if you have prior service with another public employer to determine if this service counts towards the minimum service requirement. Documentation of this service is required. If these records are unavailable, you may be able to substitute records from the retirement system to

which you belong. You must have a minimum of one year of service in a benefits eligible position from the employer you are retiring from.

Second, you must qualify for retirement as a member of the New York State

*The Department of Civil Service was clear when indicating that a district could not differentiate between classes of retirees as they do classes of active employees.*

Teachers' Retirement System or Employees Retirement System.

Third, you must be enrolled in NYSHIP as an enrollee or dependent at the time of your retirement. For example, if you were on leave and canceled your coverage, and then retired, you may not qualify for insurance in retirement.

If you are eligible for NYSHIP as a retiree and subsequently are hired in a benefits eligible position with another employer that participates in NYSHIP, you will need to make certain decisions about your coverage. If

you are eligible for NYSHIP through both your current and former employer, you must choose one to provide your NYSHIP coverage as you cannot enroll through both. Carefully discuss the options with both employers as the cost of coverage may be different at each employer. Provided that the collective bargaining agreement you retire under does not require you to collect a pension in order to receive retiree benefits, it is your option whether to take

the coverage provided pursuant to your collective bargaining agreement or to take the coverage provided by your new employer depending upon the contribution rate.

Not all school districts agree with SAANYS on this issue. In fact, some districts have gone so far as to pass board resolutions indicating that employees will not be able to take advantage of benefits if they are offered elsewhere as an active employee. More specifically, a certain board of education passed a resolution indicating that anyone who is constructively employed may not avail themselves of the contribution rate provided for in their collective bargaining agreement if they retired from the district but chose to work for another employer who provided NYSHIP.

The Department of Civil Service does not agree with this either. Pursuant to a letter issued by the department to a district requesting the adoption of such a resolution the Insurance Law does not provide for this distinction. The department was clear when indicating that a district could not differentiate between classes of retirees as they do classes of active employees. This is why the requirement under the NYSHIP rules is that an employee be eligible to retire under the applicable system and does not require the actual collection of a pension in order to receive retiree health insurance. The requested resolution was not approved by the Department and SAANYS is currently in litigation over this issue.

Please contact the SAANYS Legal Department with any questions you may have regarding your retirement benefits. ■

## 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.

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 prepared a Request for Production of Documents and a FOIL request in preparation for a Part 83 litigation.

### REGION 2

SAANYS drafted a notice of claim for a member being denied health insurance in retirement pursuant to the CBA.

### REGION 4

SAANYS filed an improper practice charge with PERB related to the district's unilateral change to health benefits for retirees.

### REGION 5

SAANYS met and prepared for negotiations with a newly formed essential services administrative unit.

### REGION 6

SAANYS advised a unit on a contractual salary increase for a member on an unpaid leave of absence.

### REGION 7

SAANYS counseled a probationary member on section 3031 of the education law regarding termination.

### REGION 8

SAANYS counseled members on a potential grievance related to a change in insurance benefits.

### REGION 9

SAANYS participated in a conference call with potential new members to discuss formation of a new unit.

### REGION 10

SAANYS drafted a level 1 grievance for a bargaining unit based upon improper payment of longevity.

### REGION 11

SAANYS advised a unit relating to reporting during emergency closings for employees who contractually "have the same work year as the teachers."

### REGION 12

SAANYS advised a unit on a last minute revocation of pre-approved vacation by the superintendent.

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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.

Hamburg Administrators Council, Region 12

Duration of contract: July 1, 2018 – June 30, 2019

Salary increases: 2.5 percent

Health care: 16 percent contribution

Benefits: \$1,800 into a Health Management Fund before 2009, after \$750. Longevity increment at \$1,000 for 10 years, \$2,000 for 15 years, and \$1,000 for 20 years. Vacation buy backs at 2 days for 5 years, 4 days for 6 to 9 years, and 6 days for 10 or more years.

Retirement: 50 accumulated vacation days up to at 1/240th per diem, 240 accumulated sick leave days up to at \$130 per day.

Jamestown Principals Association, Region 12

Duration of contract: July 1, 2018 – June 30, 2019

Salary increases: 2.13 percent

Health care: 16 percent contribution

Benefits: vacation teachers schedule plus 20 days in the summer (AP’s 10 days), flex plan at \$650, \$40,000 term life insurance, summer and alternative education school stipends, and professional development at \$125 per day. Longevity stipends at \$1,050 for 5 years, \$1,300 for 10 years, \$1,500 for 15 years, \$1,750 for 20 years, and \$2,000 for 25 years.

Retirement: unused sick days at 40 percent per diem at the final year’s salary rate.

Peru Administrators Council, Region 12

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

Salary increases: 2.0 each year for 2018-19 and 2019-20; and 2.5 percent each year for 2020-21, 2021-22, and 2022-23

Health care: 15 percent contribution each year.

Dental/vision: district contributes \$48,510 into a pool. Opt-outs receive \$6,000 for a family, and \$3,000 for an individual.

Benefits: remainder of the dental/vision pool funds divided equally and placed into a 105(h) account. Career increments for district service into base salary at rates of \$750 for 10 years, \$1,100 for 15 years, \$1,250 for 20 years, \$1,275 for 25 years, \$1,350 for 30 years, and \$1,500 for 33 years. Other benefits include \$500 into a 105(h) account, professional development planning rate at \$40 per hour, additional responsibilities stipend at rates of \$2,500 or \$1,000 for additional assignments, six personal days per year, buy-backs of five vacation days, five sick days, and five personal days at per diem rate.

Retirement: district contribution to health care from ages 55 through 65 (employee pays 15 percent). Sick day buy-back at \$150 per day up to 250 days into a health care account.

Pioneer Administrators Association, Region 12

Duration of contract: July1, 2018 – June 30, 2023

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As Student Needs Grow, Education Groups Call for a \$2.2 Billion State Aid Increase for 2019-20

continued from page 1

and functioning in our state. Schools are charged with preparing students for a rapidly changing world and, with this paper, we have identified the state support that it will take to invest in their success.”

There are three components to ECB’s state aid recommendations for 2019-20:

- A \$1.31 billion increase in Foundation Aid, which is a third of what is due to schools. This would put the state on course to fully fund the formula in three years.
- A \$400 million increase in expense-based reimbursements to continue essential programs and services such as student transportation and special education.
- A total of \$500 million for five priority areas, including strengthening school safety, supporting struggling schools and English language learners and investing in college and career pathways.

ECB also outlined some longer-term recommendations to preserve and enhance the Foundation Aid formula, including updating the more than 15-year-old study that was the basis for the per pupil foundation amount.

ECB also recommends adjustments to the tax cap that would provide school districts and taxpayers with more stability, including providing for an allowable tax levy growth factor of at least 2 percent.

In the paper, ECB emphasized the importance of providing each district with a sufficient increase in state aid to keep pace with rising costs and escalating student needs, especially given that the tax cap limits the revenue that can be raised locally to support education.

“Absent the necessary resources, school leaders will increasingly have diminished ability to meet demonstrated needs while also continuing proven programs,” the paper states. “Enacting the recommendations in this paper would bridge the gap between current levels of funding and the programs and services that New York’s students need to be prepared for the future.” ■

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2019 CALENDAR

JANUARY

Great American Cleanup

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

FEBRUARY

National African American History Month

National Children’s Dental Health Month

Feb 1 National Freedom Day

Feb 2 Groundhog Day

Feb 4-8 National School Counseling Week

Feb 5 Chinese New Year

Feb 11 Thomas Alva Edison’s Birthday

Feb 12 Abraham Lincoln’s Birthday

Feb 14 St. Valentine’s Day

Feb 15 Susan B. Anthony’s Birthday

Feb 17 National PTA Founders Day

Feb 18 Presidents’ Day

Feb 20 Frederick Douglass Day

Feb 22 George Washington’s Birthday

Feb 23 W.E.B. DuBois’s Birthday

Congratulations Retiring Members

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- Debra A. Catari
- Susan E. Christofferson
- James D. Lancaster
- Bonnie T. Lindsay
- Craig A. Logan
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- James McQuade
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# Contract Settlements

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Salary increases: \$2,900 for the first year and \$3,000 per year for the remainder of the duration of the contract.

Health care: 15 percent contribution

Benefits: additional longevity payment to the base at a rate of \$750 at 5, 9, and 14 years of service. Other benefits include, vacation rollover of 10 days, \$350 placed into a 105(h) account, \$2,000 staff development stipend, \$100,000 life insurance, 12 unused sick days at \$200 after a max of 250 is reached.

Retirement: unused sick days at \$100 per day for 10–15 years of service, \$125 per day for more than 15 years of service, accumulated vacation days up to 25 at 1/240th per diem.

## Salamanca Administrators and Supervisory Association, Region 12

Duration of contract: four-year contract from July 1, 2018 through June 30, 2022

Salary increases: \$3,500 for principals and \$2,500 assistant principals

Health care: 15 percent contribution

Dental: 20 percent contribution or \$4,000 for opt-out

Benefits: longevity stipend at a rate of \$500 per year for 6-10 years, \$700 per year for 11-15 years, \$750 per year for 16-20 years, and \$800 per year for 20-30 years.

Other benefits include, \$12,000 into a performance pool equally divided by those that meet goals, \$1,000 mentor stipend, 6 vacation day buy-backs at a per diem of \$45 per hour beyond the regular work day.

Retirement: unused sick leave into a 105(h) or 403(b) accounts (not both), \$110 per day from 1 – 149 days accumulated, \$125/day from 150 – 175 days accumulated, and \$130/day from 176 – 232 days accumulated; accrued vacation days at 1/240th of current salary up to 30 days.

## Southwestern Administrators Association, Region 12

Duration of contract: three-year contract from July 1, 2018 through June 30, 2021

Salary increases: 2.75 percent in the first year, 2.5 percent per year for the remainder of the duration of the contract.

Health care/dental: 20 percent contribution for traditional plan or 15 percent contribution for POS plan (new hires must take this plan).

Benefits: 20–27 vacation days depending on years of service, 5 vacation day buy-backs at per diem, \$100,000 district paid term life insurance policy, \$2,500 into unit medical flex plan for unreimbursed medical costs, \$500 into each member’s 125 Plan, \$100 towards health physicals every three years from ages 40 – 54, 17 leave days, and 3 personal days.

Retirement: \$200 per day for unused sick leave up to 250 days, \$10,000 for 10 years of service to district into health insurance, and \$900 for each year past 10 years into health insurance.

## Williamsville Administrators Association, Region 12

Duration of contract: four-year contract from July 1, 2018 through June 30, 2022

Salary increases: 2.75 percent each year

Health care/dental: 17 percent for 2018-19, 17.5 percent for 2019-20, 18 percent for 2020-21, and 18.5 percent 2021-22.

Benefits: \$500 longevity at the end of year 4 and 9; \$1,000 into a 105(h) plan, 3 vacation day buy backs at 1/240th per diem, 23 leave days (plus 5 bereavement days if needed), 25 vacation days, New Year’s Eve off, doctoral award of \$3,000 per year.

Retirement: unused sick leave at \$150 per day up to 230 days, unused vacation days at 1/240th up to 75 days, \$3,000 into each member’s post-employment health plan, and a \$10,000 contribution by the district into each member’s 403(b) plan.

## Williamsville Coordinators Association, Region 12

Duration of contract: four-year contract from July 1, 2018 through June 30, 2022

Salary increases: 2.75 percent each year.

Health care/dental: 16.5 percent for 2018-19, 17 percent for 2019-20, 17.5 percent for 2020-21, and 18 percent for 2021-22.

Benefits: \$2,000 longevity \$2,000 at year 5, \$2,250 at year 10, and \$2,500 at year 15; \$1,500 into member’s 105(h) account, 2 vacation day buy-backs at a per diem of 1/240th, 23 leave days, 15 sick days, 6 family days , 2 personal days, holidays – add New Year’s Eve, and 25 vacation days.

Retirement: unused sick leave at \$126 per day up to max of 270 days and \$3,000 into each member’s post-employment health plan. ■

# SAANYS Recommendations for ESSA Revisions Accepted

continued from page 1

## What is Now in the Draft Regulations

Comments reflecting the above opinions were sent to the State Education Department for consideration and we are very pleased that the Board of Regents has accepted SAANYS’ recommendations. The revised regulation now indicates that the reports will be called the Leadership Team Report and the Leadership Team Needs Assessment, which also includes the superintendent.

The Leadership Team Support Report is required for any district that has at least one CSI school that did not meet its annual achievement progression target. This report must identify areas where the district could more effectively support the leadership team of the CSI school.

If the school does not make gains for two years, then the District Need Assessment will include a new component delineating a plan to provide necessary supports and resources to address the identified needs.

For further information, including additional recommendations which were not accepted, please see the full article on saanys.org. ■

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# Overview of the December BOR Meeting

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”foundational and intermediate clinical experiences,” which would provide for scaffolded experiences. A total of 150 clock hours would need to be fulfilled, of which 20 hours need to be related to understanding the needs of students learning English as a second language and 20 hours to understanding the needs of student with disabilities. Additionally the revision would allow that 20 hours be through virtual and or simulated experiences.

The item was tabled as the committee needed additional time for discussion and clarification prior to going out for public comment. ■

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