

News & Notes

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www.saany.org

Career and Tech Focus of Regents Meeting

The Board of Regents met on September 15 and 16. The main item discussed had to do with the establishment of a career and technical education pathway for high school graduation. Based on the latest data available, for the 2012-13 school year, 8,380 high school graduates (4.67 percent) are awarded high school diplomas with CTE endorsements. During the meeting Assistant Commissioner Charles Szuberla reviewed the various examinations (i.e., Advanced International Certificate, Advanced Placement, International Baccalaureate, SAT) that have been determined to be equivalent to Regents examinations in ELA, mathematics, science, and social studies. He also indicated that 13 CTE examinations have been determined to be equivalent to Regents examinations. At this time, however, Regents members are pursuing a 4/1 CTE Pathway option whereby successful student performance on an equivalent CTE examination may be applied in lieu of a social studies “or perhaps a science” Regents examination for high school graduation.

Based on conversations with Regents members and department leaders during 2013-14, SAANYS was aware that such an item would be raised and acted upon early in 2014-15. Therefore, SAANYS met with partners from the NYS Federation of School Administrators (AFL-CIO colleagues in New York City, Buffalo, and Yonkers) to develop a position paper under the NYS School Administrators Consortium (NYSSAC) moniker. The NYSSAC document posted on the SAANYS website calls for:

- General support for the expansion of pathways to be made available to students to graduate with a meaningful high school diploma/credential that opens

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Awards Program

SAANYS is proud to honor many exceptional New York State administrators with an annual awards program. This program was established to recognize educators who demonstrate outstanding leadership skills and have made exceptional contributions to the educational process.

For a complete list of the awards and criteria, as well as nomination forms, see enclosed insert or go to www.saany.org/newsroom/criteria.asp

For additional information, contact Susan Jaronski at SJaronski@saany.org

Application Deadline: January 31, 2015

NASSP Assistant Principal Deadline: November 20, 2014

Smart Schools Referendum Approaching

The Referendum:

The Smart Schools Bond Act of 2014 will be included on the November 4, 2014 general election ballot. The ballot measure will read:

The SMART SCHOOLS BOND ACT OF 2014, as set forth in section one of part B of chapter 56 of the laws of 2014, authorizes the sale of state bonds up to two billion dollars (\$2,000,000,000) to provide access to classroom technology and high-speed internet connectivity to equalize opportunities for children to learn, to add classroom space and to expand high-quality prekindergarten programs, to replace classroom trailers with permanent instructional space, and to install high-tech smart security features in schools. Shall the SMART SCHOOLS BOND ACT OF 2014 be approved?

School District Allocations

If the referendum is passed, each school district will receive a pro-rata share of the referendum funds commensurate with their relative allocation of state aid. The projects will be fully state funded and there will be no local contribution required of the school district. Each school district currently knows what its allocation would be if the referendum is successful, and the allocations are posted on Governor Cuomo’s website: <http://www.governor.ny.gov/smart-schools-ny>

Uses of Smart School Funds:

Funds received through the bond act may be used for capital projects related to educational technology equipment, including but not limited to, interactive whiteboards; computer servers; tablet, desktop, and laptop computers; high-speed broadband or wireless internet connectivity for schools and communities; capital projects to construct, enhance, or modernize educational facilities to accommodate prekindergarten programs; and provide instructional space to replace transportable

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SAANYS Welcomes New Unit:

– REGION 4 –

Red Hook Administrators Association

LEGAL BRIEFS

Arbitrator Enforces Anti-Abolishment Provision

SAANYS successfully litigated a case for the Elmira Schools Supervisory and Administrative Council (ESSAC) against the City School District of Elmira (the district) for violating the terms of a May 2012 Memorandum of Agreement (MOA). During the 2011–12 budget process, the district eliminated four ESSAC positions as part of budget cuts. With the assistance of SAANYS, ESSAC negotiated an anti-abolishment clause to protect the remaining 32 ESSAC member’s jobs. Specifically, SAANYS negotiated the following contractual provision: “In exchange for the association waiving the aforementioned contractual rights during the 2012-2013 school year, the district agrees that no positions contained within the association shall be abolished or positions unfilled during the 2012-2013 school year only.”

ESSAC bargained away guaranteed compensation

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October 26-27 | 2014

The Sagamore, Lake George, New York

REGISTER TODAY!

Leading Heart & Mind

Workshop descriptions on page 5

www.saany14.org

43rd SAANYS ANNUAL CONFERENCE

Bill Daggett
International Center for Leadership in Education

Todd Whitaker
Author & Educator

Bruce Taylor
Author & Arts Educator



Executive Viewpoint

Kevin S. Casey, Executive Director

Who Benefits From Conference Attendance?

I look forward to seeing many of you at the SAANYS annual conference on October 26-27 at the beautiful Sagamore Resort on Lake George.

This conference is easy to promote because it is designed by school administrators for school administrators. Most of the workshops are conducted by working school administrators, after their proposals were screened and selected by a committee made up largely of – yes, school administrators.

I believe it is important to have our signature professional develop-

ment event planned and organized by working administrators. It maximizes the familiarity with current working conditions and the current regulatory environment. It maximizes empathy and responsiveness to professional and social needs. It is a collaborative and collegial exercise unburdened by the considerations of those who are not working with students and staff each and every day. That alone must seem like a breath of fresh air.

Those who have planned this conference understand that your workload has markedly increased in recent years, and in many instances your staff

has been reduced. They understand the increasing pressures on instructional leaders during the implementation of new learning standards, a new high-stakes evaluation system, and an increase in testing that has students, parents, and staff up in arms. They understand these new mandates increase the financial pressure on districts during a time where the tax cap and the GAP Elimination Adjustment squeeze district finances. They understand that this occurs while the public discourse surrounding education has grown more caustic and polarized. They also understand that the newly increased

demands of instructional leadership in no way reduces your building and program management responsibilities.

Given this pressure-cooker environment, why do people take time out of their busy schedules to attend the annual conference? Because, in the end, all educators – including teachers and superintendents and building and program administrators, truly want their students to be successful. Despite the superficial and often self-interested anti-public education rhetoric that has recently become more prevalent, educators are engaged in continued

self-improvement designed to increase student achievement. In addition to professional learning, interaction with professional colleagues is crucial. It combats the isolation that often results from small, spread out administrative staffs working under the constant pressure of deadlines. So, lift your heads, engage your peers, and attend this year's annual conference. Do it for yourself, and more importantly, do it for your students. ■

Board of Regents Finance Symposium

On September 16, the fourth annual Board of Regents Finance Symposium was held in the State Education Department's Cultural Education Center located in Albany, New York. The symposium titled, "Strategic Investments: Streamlining Early Childhood Programs to Improve Outcomes" was opened by Regent James Tallon, Jr., who also serves as chairperson of the Regents State Aid Committee. Keynote presentations were delivered by two speakers:

- Susan Neuman, professor of early childhood and literacy and chairperson of the Teaching and Learning Department at the New York University Steinhardt School of Culture, Education, and Human Development. Professor Neuman spoke on the importance of early brain development.
- Michael Petro, executive vice president of the Committee for Economic Development. Mr. Petro focused on how continued invest-

ment in child care and early education is critical to business and America's future economic returns and employment.

Following a question and answer period with keynote speakers, a panel presentation "Implementing the State's Current Prekindergarten Program," was conducted. The panel was moderated by Sherry Cleary, co-chairperson of the Early Child Advisory Council on the Need for Quality Programming and Evaluation. The four panelists were:

- Dr. Tonia Thompson, assistant superintendent for curriculum, instruc-

tion and accountability for the Binghamton City School District.

- Heather Uetz, assistant superintendent for curriculum and instruction for the Sodus School District (a rural school district operating two of the state prekindergarten programs.)
- Chris Moyer, elementary school principal for the Sodus School District.
- Jay Roscup, project administrator, 21st CCLC & ESD/V for the Lyons School District.

Sherry Cleary stressed the need for directors and principals to receive professional development and support in regard to early childhood education. In regard to early childhood education personnel in general, she recommended that hiring procedures include recruitment of quality teachers with field experience, and induction

procedures that include "on the ground" support availability.

A major thrust of the presentations and discussions focused on the need to ensure that early childhood programs are high quality. Susan Neuman said "... conversation now is focused on seats, but it is just as important to focus upon quality." In this regard, Cleary said, "[Early childhood] services can be detrimental if they are not quality."

It is expected that the information presented and discussed at the symposium will help shape the State Education Department's legislative agenda and priorities for 2014-15. For more information regarding the symposium, e-mail James Viola, director of government relations, at JViola@saanys.org. ■

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School Administrators Association of New York State

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CAPITAL UPDATE

Career and Tech Focus of Regents Meeting...

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doors to post-secondary education college and career opportunities that are commensurate with students' interests and abilities.

- Specific support for the establishment of a career and technical education pathway that aligns academic and industry standards.
- Students matriculating in a CTE pathway being able to apply at least one, but preferably two, appropriate CTE assessments that are tied to or required by industry standards in lieu of one or both social studies Regents examinations.
- Students successfully completing such a pathway should be awarded a Regents Diploma with CTE Designation.

SAANYS also conferred with other members of the Educational Conference Board (ECB)* to develop a second position paper in support of a CTE pathway for high school graduation. The ECB position paper will be posted on the SAANYS website upon being finalized.

Regents members also indicated an interest in pursuing the establishment of an arts pathway for high school graduation. For this reason, the board will establish and convene a Blue Ribbon Commission for the Arts, to be led by Regent Roger Tilles. A report in this regard is expected in the spring of 2015.

*The Educational Conference Board is comprised of the following organizations: Conference of Big 5 School Districts, NYS Association of School Business Officials, NYS Congress of Parents and Teachers, NYS Council of School Superintendents, NYS School Boards Association, NYSUT, and SAANYS. ■

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Smart Schools Referendum Approaching...

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classroom units; and capital projects to install high-tech security features in school buildings and on campuses.

To advise the state on how to "best invest" bond act funds, the governor established a three-member Smart Schools Commission; the members are:

- Geoffrey Canada, president and CEO for Harlem Children's Zone
- Constance Evelyn, superintendent of the Auburn School District in Cayuga County
- Eric Schmidt, executive chairman of Google

In fulfilling its charge, the commission will convene three public symposia in order to receive testimony from invited speakers. Two symposia have been conducted to date:

- Symposium 1, held on July 21, 2014 in Albany, focused upon Best Practices in Connectivity and Technology-enabled Education and Learning. Speakers were: David Salway, director of the New York State Broadband Program Office; Dr. Ellen Meier, director of the Center for Technology and School Change at Teachers College, Columbia University; Dale Breault, assistant director of the Northeastern Regional Information Center of Capital Region BOCES; Thomas Phillips, superintendent of the Watkins Glen School District; and Patterson Green, superintendent of the Sharon Springs School District.
- Symposium 2, held on September 17, 2014 in Buffalo focused upon Bridging the Broadband Divide in New York State. Speakers were: David Salway, director of the New York State Broadband Program Office; Tiffany Zhou, data analyst at EducationSuperHighway; Jonathan Windhausen, executive director of the Schools, Health, and Libraries Broadband Coalition; Brenda Lehman, technology coordinator for the Marcus Whitman School Districts; and Dr. Peter Turner, dean of arts and sciences at Clarkson University.

The date and location for the third symposium was unavailable at the time of this writing.

Requirements to Receive a Smart Schools Grant

If the referendum is passed, in order to receive a Smart Schools Grant, each school district must complete a Smart School Investment Plan describing how the bond act funds would be used, and the plan must be approved by the Smart Schools Review Board.

The plan is required to be developed in consultation with parents, teachers, students, community members, and other stakeholders. More specific requirements regarding the content/format of the plan were unavailable at the time of this writing; however, additional requirements are in place to permit nonpublic students limited access to technology through this program, beginning in 2014-15.

Upon request, students enrolled in nonpublic schools must be provided access, at no charge, to Smart Schools classroom technology. The loan procedures are similar to those that are currently in place for loaning instructional

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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 e-mail 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.

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

Congratulations Retiring Members

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SAANYS
Professional Development Update



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

There's lots going on as we gear up for what promises to be our best SAANYS conference ever on October 26 and 27 at the Sagamore. We've had a record breaking number of registrations from all regions of this big state of ours, and we are particularly proud of the number of first time attendees who will be there. A beautiful location and an outstanding line up of highlighted speakers and workshops is proving to be a winning combination!

In other news:

- It is great to see the interest in a new format we are using to increase the options for our members: Google hangouts. Our first series, Great Books, sold out quickly, as did the second series we added to accommodate the requests for this popular workshop. In addition to understanding that it can be difficult for busy leaders like you to get out of your buildings to attend workshops, we also understand that you can't always find the time to read all the terrific professional books that are out there right now! This workshop (from 4-5 pm over three Thursdays) will allow you to become familiar with the big ideas and themes in three of the most popular books right now – *Mindset*, *Explicit Instruction* and *Crucial Conversations* and share ideas with your colleagues. You will be sure to see more Google Hangout workshops in the future!
- The vital role of the assistant principal is evolving and expanding like never before, so we are happy to have been

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NEW!
EMPLOYMENT LAW:
Staff Legal Rights and Responsibilities
This comprehensive online course offers participants valuable resources and access to important case law, along with videos featuring school employee law experts, in a format designed to ensure that school leaders are properly handling the legal rights of staff.

NEW!
STUDENT SAFETY AND RIGHTS:
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This online course is especially designed to ensure that school leaders know how to address legal matters concerning student rights and safety through valuable resources and access to important case law, along with videos featuring information and suggestions from education law experts.

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STUDENT SAFETY AND RIGHTS:
Essentials of Student Expression
This course includes informational videos featuring education law experts and resources related to student expression. Essentials of Student Expression is a "must take" for dealing with First Amendment rights of students!

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Special education law is extremely complex and disputes in this area often give rise to litigation. This course will help you better understand how to provide all students with a Free and Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE), and properly address complex issues related to developing student IEPs, student placement, and program. You will also gain a deeper understanding of the legal requirements related to Section 504, including developing 504 plans, addressing student allergies, and meeting the needs of student athletes who qualify for Section 504 protection.

SPECIAL EDUCATION SERIES - COURSE 2
Due Process, Discipline, and Changes in Placement
This online course will help you better understand how to provide all students with a Free and Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE), and properly address complex issues related to discipline and due process. Viewers will gain a deeper understanding of the legal parameters for determining whether or not student behavior is a manifestation of a student's disability, the student discipline and other options available for addressing improper student conduct, key steps to ensure that IEPs are being properly implemented, and obligations related to child find.

BULLYING PREVENTION
The NY Dignity for All Students Act (DASA)
New York State's Dignity for All Students Act seeks to provide the state's public elementary and secondary school students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus, and/or at a school function. This online course will help you understand best practices related to bullying prevention and legal requirements for addressing bullying and cyberbullying.

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Thousands of school districts have sought Daggett's guidance for planning and implementing systemic change. He has collaborated with education ministries in several countries, the Council of Chief State School Officers, the National Governors Association, and numerous national organizations. Dr. Daggett currently serves on the education advisory boards for NASA, USA Today, and Scholastic Achievement Partners. He is also the founder and chairman of the Successful Practices Network.

Cost: \$75 for SAANYS members
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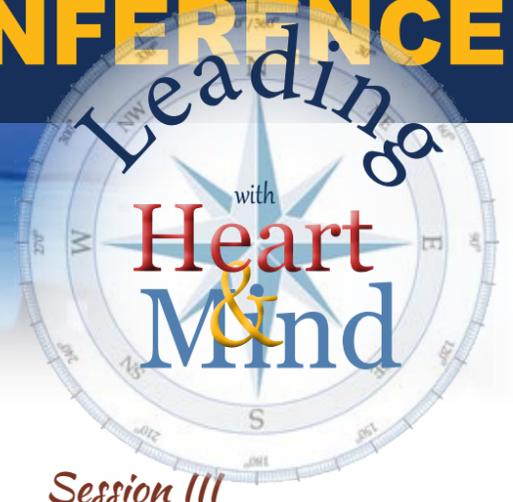
In an effort to assist members in achieving the 175-hour professional development requirement, SAANYS provides completion certificates for conference and seminar attendees that can be used as verification of professional development hours.

Go to www.highered.nysed.gov/tcert/faqpd.htm for complete information on requirements.

43rd SAANYS ANNUAL CONFERENCE

The Sagamore, Lake George, New York

October 26-27 | 2014



Special Session

Sunday, October 26

12:00 pm - 1:30 pm

Program Performance and Program Planning Considerations

Jim Viola, Director of Government Relations

Jim will provide a review of statewide student performance on the state assessments in grades 3-8, and considerations for benchmarking local school performance. He will also review revisions of Part 154 of regulations, pertaining to English language learners. New services and procedures are optional for 2014-15, and will be required for 2015-16.

SMART & Verizon Digital Lounge

12:00 pm - 1:30 pm

Opening Session

Sunday Workshops:

Session I

Sunday, October 26

3:30 pm - 4:45 pm

Developing Leadership through Courageous Conversations

*Mike Dawkins, Bonnie Tryon, Mark Turner
SAANYS MentorCoach Program*

Using an overview of the Ontario Principals' Mentoring model as a framework, this workshop will focus on the how-to's of quality conversations that build trusting relationships to support professional growth and student learning. Participants will see a live demonstration of a courageous mentoring conversation and leave with tips for informal growth-oriented conversations with colleagues.

The Importance of a Growth Mindset

Paul Fanuele, Executive Principal, Arlington HS

Leaders will learn about the importance of a growth mindset in the educational setting to understand how failure can be beneficial to students and staff. Strategies to build resilience and create a climate that fosters Carol Dweck's *Growth Mindset* will be shared, along with current resources on this timely topic.

School Culture Drives School Results

*Mark Mambretti, Principal, East Aurora MS
and 2013 SAANYS/NASSP Middle School
Principal of the Year*

The culture of a school is critical to its performance and success, yet climate is often neglected in the face of multiple demands on the system. How can you measure your building's climate? What guidelines are useful in shaping the culture? This workshop will focus upon some practical things you can do today to make your school a happier and healthier learning environment.

APPR: A Mindful Approach to Better Teaching and Improved Student Results

The Hoosick Falls Leadership Team and EVI

Teacher growth and improved student outcomes depend upon proper focus applied to the teacher evaluation rubrics and strategies to manage APPR data in a way that is effective and time saving. This workshop will help school leaders understand those strategies and learn how to develop meaningful SLOs that drive improved student results. Post observation discussions that are focused on student results will also be covered.



www.saanys14.org

Monday Workshops:

Session II

Monday, October 27

10:00 am - 11:15 am

Infusing the Common Core into PE, Health, and FACS

*Nick Fitzgerald, Director of PE and Athletics,
South Glens Falls CSD*

This workshop, which focuses on infusing the CCLS in physical education, can serve as a model for other disciplines as well. Through examples, video, and group interaction, participants will learn how teachers of different disciplines can work together to strengthen grade-level expectations for all of their students. The connection between physical activity and cognitive learning and memory skills will also be explored.

Changing School Culture to Truly Reflect College and Career

*Ray McNulty, Past President of ASCD and author of
It's Not Us Against Them - Creating the Schools We Need*

This workshop focuses upon career readiness to emphasize essential skills and knowledge, making school more relevant and engaging for all students. Strategies for transforming schools to provide deeper learning experiences to prepare students for both college and career will be explored. This session will challenge your thinking about how your school's culture reflects career as well as college readiness for your students.

From Administrator to Connected Lead Learner

*Lisa Meade, MS Principal, Corinth and Victoria Day,
Principal & Lead Learner, Gouverneur CSD*

The goal of this workshop is to model how social media and technology, in various forms, can profoundly enrich your practice. Learn how to become an enlightened lead learner who knows that change is required if we are to transform our schools and our collective capacity to learn. As you juggle the challenges we all face, developing a Professional Learning Network (PLN) with like-minded educators will transform your approach, style, attitude, and message!

SLOs for Student Success: Making the Most of Mandates

Lancaster CSD Leadership Team and eDoctrina

Educators across New York State have been overwhelmed with implementing Student Learning Objectives. Most districts build SLOs in the fall and then forget about them until June. This workshop focuses on changing the SLO focus from compliance to quality. Learn how to transform SLOs from a teacher evaluation instrument to a powerful tool for improving student learning and achievement over the course of a school year.

Monday 2:30 - 3:45pm Legal and Legislative and Session

Arthur Scheurman and James Viola, SAANYS

An overview of current legal and legislative events that directly impact the working conditions of school administrators. Topics include: current litigation that could potentially affect your rights as an administrator; annual professional performance reviews for principals and teachers; negotiation trends; recap of legislative and program priority issues from 2014, project priority issues for 2015; current issues being addressed with the Board of Regents, the governor's office, and the state legislature; and a discussion of how SAANYS works with other educational organizations to achieve positive results.

Session III

Monday, October 27

11:30 am - 12:45 pm

Moving from a Culture of Competition to Collaboration in the Era of High-Stakes Testing: Linking Teacher Collaboration to Student Achievement

East Amherst Leadership Team

Participants will learn about the benefits of teacher collaboration for student achievement and the successful collaborative practices of one high-achieving team of teachers. Strategies for fostering a culture of collaboration using existing school resources will be shared. Attendees will have the opportunity to reflect on conditions that may foster or hinder collaboration in their own building, as well as look ahead to developing an action plan.

Making It Stick: Common Core - A Multi-tiered System of Support

*Measurement Inc. and Cohoes MS
Leadership Team*

Schools are struggling to implement Common Core curricula and instructional strategies in a way that ensures struggling students will be college and career ready. This workshop focuses on a multi-tiered system of support (MTSS) and sustainable strategies to make it stick. Examples of successful strategies in schools and districts of different sizes and compositions will be given, and participants will be able to assess their own school's readiness and next steps for MTSS.

One Middle School's Journey: Using Data to Lead the Hearts and Minds of Teachers

Trumansburg CSD Leadership Team

Has data driven instruction stalled in your district or has there been trouble getting it off the ground? Experience firsthand the process used by a 5-8 middle school using the Data Wise Process and the Collaborative Learning Cycle, using data from NYS and STAR assessments to improve collaboration across disciplines and support common core learning for all students. The same process can be implemented in elementary and high schools as well.

Helping the Educator Think Outside the Box for Retirement

Greg Ronneburger, AXA

In this seminar, various strategies that can help you attain your financial goals and retire comfortably will be explored. The true costs of retirement, factors reshaping retirement income needs, and strategies to build retirement income and make it last will all be discussed. Some employer funded strategies that address these concerns, and if that can be built into future contract negotiations, will also be highlighted.

Extend your learning weekend with

**EDCAMP UPSTATE
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Saturday, October 25



A number of SAANYS members have joined together to organize this "unconference," which takes place in Queensbury, NY the day prior to the start of the SAANYS conference. Just 25 minutes from the Sagamore, EdCamp Upstate NY offers a unique opportunity to share best practices and innovative ideas with colleagues before traveling north to SAANYS14. Register at: <http://bit.ly/1n3Suh5>



Arbitrator Enforces Anti-Abolishment Provision

to maintain unit jobs. Specifically, ESSAC agreed to waive 5/6th of its member's 3.9 percent salary increase for the 2012-13 school year, and limit the number of unused vacation days members could cash in that school year from seven days to one day. These compensatory sacrifices were made on the district's promise that the 32 positions within ESSAC as of May 2012 would remain filled during the entire upcoming school year. This MOA was a short-term job security provision. However,

shortly after reaching this agreement, the superintendent negotiated with an ESSAC member a separate employment contract for the member, a director, without the knowledge of ESSAC. The superintendent and the director reached an agreement in July 2012 that removed the director position from ESSAC, thereby reducing the number of positions below 32 and breaching the MOA. ESSAC was unaware of the secretly negotiated individual employment contract with the director until late November, when ESSAC leadership demanded the director

pay his ESSAC dues. Upon learning that the director refused to pay unit dues because he was no longer a member of ESSAC, ESSAC filed a grievance in December 2012. With the assistance of SAANYS, the case progressed to the arbitration stage before Arbitrator Nancy Eischen in the summer of 2014.

SAANYS prosecuted the grievance at the arbitration stage for ESSAC. Arbitrator Eischen held that the district violated the MOA by reducing the agreed upon number of positions below 32 when the district unilaterally negotiated an individual employment contract with an ESSAC member, which also constituted an improper practice of "self-dealing." Arbitrator Eischen considered the breach and fashioned the remedy to make ESSAC members whole again. Arbitrator Eischen ordered the

district to pay ESSAC members the 5/6 salary increase and the ability to cash in 6 more vacation days this year, both items were forfeited as part of the original MOA. The remedy SAANYS was able to achieve for ESSAC shall result in a \$180,000 award for the ESSAC members.

School districts are constantly facing budgetary constraints living within the property tax cap, and units may be involved in

visions must be explicit, unambiguous, comprehensive, and of relative brief duration. Further, the agreement should be clear on how any disputes will be resolved. We recommend such matters be processed through the grievance procedure, which ultimately ends in binding arbitration. Having a detailed grievance procedure in a CBA is very important to protect the unit's rights when a violation has occurred.

When negotiating an anti-abolishment clause, such provision must be explicit, unambiguous and comprehensive, and of relative brief duration.

Please contact SAANYS if your unit is considering negotiating an anti-abolishment clause. SAANYS attorneys will be happy to provide you with guidance in this process. ■

negotiating agreements to preserve the positions of its members. It is important to understand what elements should be included in anti-abolishment provisions and what rights you have if such clauses have been violated. When negotiating an anti-abolishment clause, such pro-

Smart Schools Referendum Approaching...

continued from page 3

computer hardware to nonpublic students. The extent to which nonpublic students may access technology is also capped and may not exceed \$250 multiplied by the nonpublic school enrollment.

Each school district's plan must be reviewed and approved by the three-member Smart Schools Review Board consisting of:

- John King, Jr. – Commissioner of Education
- Robert Megna – State Budget Director
- Nancy Zimpher – Chancellor of the State University of New York

Until the time the referendum is passed – if it is passed – the following points are recommended:

- Do not hire consultants or take other actions that will incur a fiscal cost to the school district.
- School districts may engage appropriate stakeholders to begin to plan and prioritize the best uses of potential Smart Schools funds.
- In addition to developing recommendations regarding "Allowed – Not Allowed" Smart Schools expenditures, the Smart Schools Commission will consider the appropriateness of using the funds to pay for current and in-progress projects. If your school district has such projects, you should identify, record, and track such costs.

- School districts will need a speed of 100 kilobits (Kbps) in 2014. However, demand is growing and 1 megabit (Mbps) per second is projected to be needed by 2015.
- Given the one-time nature of the funds, consideration may be given to prioritizing infrastructure projects.
- Remember to plan for professional development and support.

For more information on the Smart Schools Bond Act contact James Viola, director of government relations, by e-mailing JViola@saanys.org or by visiting www.smartschoolsny.com. ■

Contact a SAANYS Attorney



During normal business hours, call 518-782-0600 to speak with a SAANYS attorney.

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SAANYS Personal Legal PLAN

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

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

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

1-800-832-5182

Be prepared to present your membership ID #.



Recycle Your Resources . . .

Do you know of a website, a book, a grant, or other resource that your colleagues should know about? Share it in this column by emailing MHebert@saanys.org.

Grant for Salad Bars in Schools

Let's Move Salad Bars to Schools (LMSB2S) launched in 2010 with the mission of donating salad bars to U.S. schools so that every child has daily access to fresh fruits and vegetables. Any K-12 school or district participating in the National School Lunch Program is eligible to apply.

Deadline: Rolling
More details: <http://www.saladbars2schools.org/>

Books for Children in Need

First Book donates 35,000 books per day to programs and schools serving children from low-income families throughout the United States and Canada. Educators or program administrators at schools where at least 70 percent of the children come from low-income families are eligible to apply for the nonprofit's book distribution programs.

More details: <http://www.firstbook.org>



The celebration of National Principals Month continues a five-year tradition launched by NAESP and NASSP in 2009. A resolution from the U.S. Senate has officially recognized the celebration, which honors principals' hard work and dedication to America's schools. A great way to honor principals and administrators, nominate your colleagues for a SAANYS annual award - see enclosed insert for the nomination form and upcoming deadlines. ■

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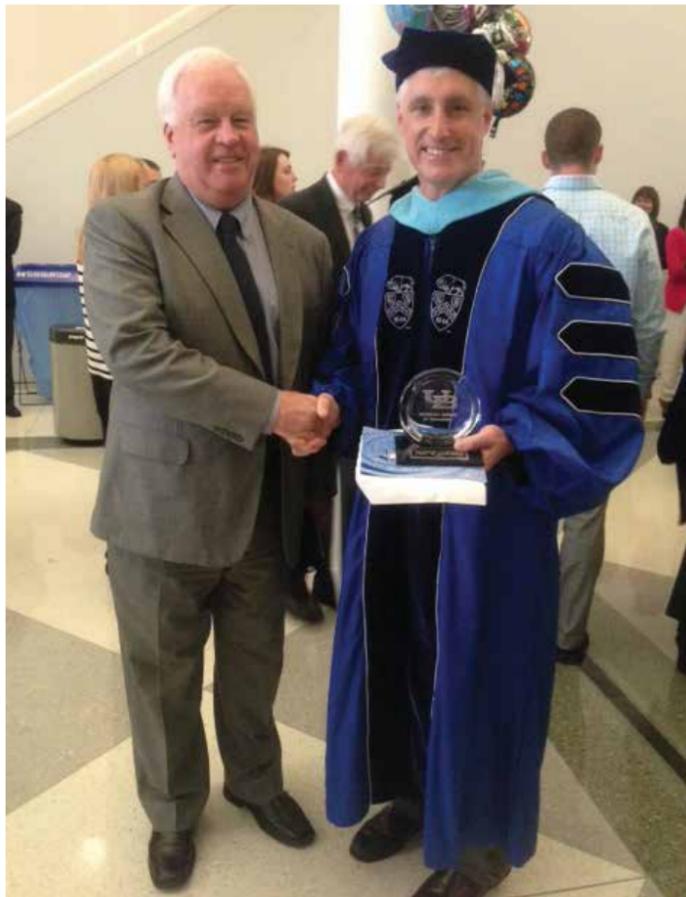
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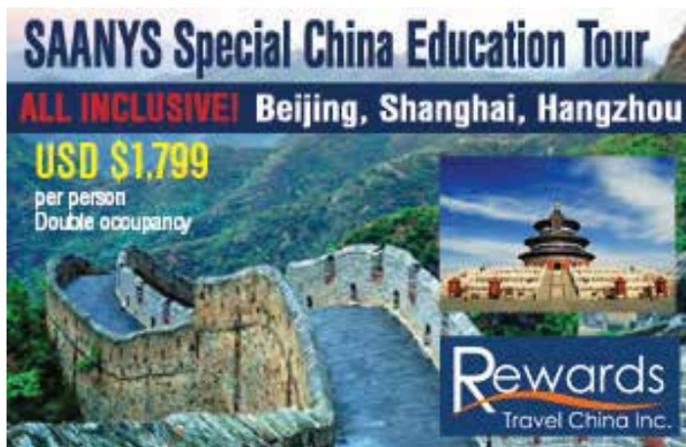
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SAANYS executive committee member and principal of Fletcher Elementary School, Dr. John E. McKenna (Right), and SAANYS Deputy Executive Director Don Nickson (Left), at the University at Buffalo Graduate School of Education Commencement Ceremony in May 2014. Dr. McKenna was presented with the Distinguished Alumni Award, given for contributions and dedication to the education profession. ■



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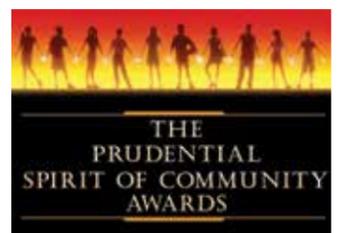
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have been given to more than 100,000 middle and high school students across the country. These awards, sponsored by Prudential Financial, Inc. in partnership with the National Association of Secondary School Principals (NASSP), honor outstanding community service by students in grades 5 through 12.

Students can apply at <http://spirit.prudential.com> or at www.nassp.org/spirit, before November 4, 2014. Local honorees will be selected in early November and will receive certificates of achievement and the President's Volunteer Service Award. The top two candidates from each state and the District of Columbia will be named as state honorees on February 10, 2015. Each honoree will receive \$1,000 awards, silver medallions, and a trip to Washington, D.C. for four days of recognition events from May 2-5, 2015.

Ten of the 102 state honorees will then be named as America's top youth volunteers and will receive \$5,000, gold medallions, crystal trophies for their nominating schools or organizations, and \$5,000 grants for nonprofit charitable organizations of their choice. ■

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PD Update...

continued from page 4

able to offer the Assistant Principals Academy in four locations around the state. This academy, currently in session, is a hybrid model consisting of three onsite sessions (4-6pm) and two interactive online sessions (4-5:30 pm) on topics that range from DASA to difficult conversations. Each cohort being limited to twenty participants, with both new and seasoned APs welcomed.

- The Webinar Wednesdays Nuts and Bolts series (4:30-5:30 pm) is also currently running through December. Participants are receiving some quick tutorials on topics to enhance their skills and make their challenging role more manageable: Topics include working more effectively with your office staff, creating better presentations, learning more about flipped or blended models, or saving time with online meetings! Watch for more "Webinar Wednesdays!"
- Bill Daggett will fill us in on emerging trends that will impact our schools and share strategies that really make a difference in improving student achievement. He will be in locations from Long Island to Lake Placid through December. Full description is at saanys.org.
- Due to the popularity of our recent Google Camp done in collaboration with NYSCATE, we are holding another one on November 10 in Huntington, Long Island. This is a non-traditional and dynamic "un-workshopy" format, which features collaborative learning, round table conversations, 'make and take' opportunities, and "How I Own Chrome Smackdowns!" Hard to resist if you are ready to become that connected lead learner!

Finally: Our PD on demand catalogue: "PD Your Way" is in the process of a big revamp. It will become the central resource for regions who want to hold PD events for their constituents. If you want to have a workshop considered for inclusion in the catalogue, please send me the title and a fifty word description of the workshop with three bulleted takeaways for attendees, and I will be in touch. You can send it to me at kbronson@saanys.org. The sooner the better since this new resource will be completed over the next few weeks.

Hope your school year is going great and that you are enjoying this beautiful season! ■

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