



SED Names Brockport CSD Elementary School Teacher 2018 NYS Teacher of the Year



Regents Chancellor Betty A. Rosa and State Education Commissioner MaryEllen Elia presented Christopher Albrecht, a fourth-grade teacher at the Fred W. Hill School in Brockport, with a certificate of recognition as well as the Thomas Sobol Award and the David Johnson Award, both created as annual gifts for recipients of the Teacher of the Year award.

“In his more than 20 years as an educator, Christopher Albrecht has served as an exemplary classroom teacher, proving to be a tremendous positive force in the lives of his students,” Chancellor Rosa said. “His dedication to fostering learning in the young minds of all children, whether in his classroom or community, make him especially deserving to be named the Teacher of the Year.”

“Christopher Albrecht not only teaches academics, but helps build character, humor, and a positive attitude in every student,” Commissioner Elia said. “He has a long history of service to his district, students and his community.” ■

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OCT 22-23, 2017 THE OTESAGA COOPERSTOWN NY

See page 5 for more information.

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2018 SAANYS Annual

AWARDS

2018 NASSP Assistant Principal Application Deadline: November 3, 2017

Application Deadline: January 2, 2018

For additional information contact: Susan Jaronski, sjaronski@saanys.org

Celebrating Excellence in School Leadership

Call for Submissions

Overview of the September Meeting of the Board of Regents

A Report from Cindy Gallagher, SAANYS Director of Government Relations

The Board of Regents (BOR) was off to a running start for their first meeting of the 2017-18 school year. This meeting was primarily focused on the adoption of items discussed during the summer months. The following is a summary of the major items, as well as some of the discussions “around the table.” SAANYS’ attendance at each BOR meeting provides two key services to members:

- 1) The most up-to-date information on items discussed at meetings.
- 2) Insights from discussions held by the members of the board, commissioner, and staff.

We hope that this information will be of benefit, and of course, should you need any further information on any item call or email cgallagher@saanys.org.

Regulatory Actions

Transfers as a result of military family moves – A set of new regulations was passed that provide districts, student, and parents flexibility when students transfer into school. The new requirements address: enrollment, graduation requirements, placement decisions, excused absences, and residency requirements. Scan the QR code for more information.



Physical education requirements for students transferring into NYS high schools partway through the academic program – Many states have different requirements for physical education. Some students moving into NYS high schools from other states are challenged to fit in the required NYS physical education credits. The new regulations exempt such students from the two required units of credit, however, such students must enroll in physical education courses every semester they are registered in a NYS high school. Further information on these new requirements may be found by scanning the QR code.



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SAANYS Helps Hurricane Victims



From Texas to Florida, and now Puerto Rico, it has been a devastating hurricane season for so many men, women, and children. To do our part to support those impacted by Harvey, Irma, and Maria, SAANYS has made multiple donations to the American Red Cross targeted to those relief efforts.

What affects one of us should affect all of us, thus SAANYS is proud to do what it can to offer some support and aid. Our thoughts are with these families and communities as they take on the unimaginable work of rebuilding homes, schools, and infrastructure. ■

New Column!

LEGAL HIGHLIGHTS

The SAANYS Legal Department Working Tirelessly for Members Statewide

See page 6 for a new column detailing highlights from the many current and pending cases from the SAANYS Legal Department.



Principals of the Year gather in Washington DC as part of the NASSP Principal of the Year recognition program. Apply today at saanys.org, or nominate a colleague. SAANYS is the official state affiliate to NASSP and NAESP and their national awards programs. NY’s Thomas Hall is pictured top right.



Several Important Issues; One Critical One

Please do not defer to others to determine the outcome of this question. We all have an equal voice, but only if we show up to be heard.

SED will soon be conducting forums around the state (some of which may

In the category of most interesting current events are the proposed SUNY charter school teacher certification regulations and, again (like a bad penny) APPR. I'll take each in turn.

The charter school sub-committee of the SUNY Board of Trustees proposed that the charter schools for which SUNY granted charters be able to create their own, more easily attained, teacher certification requirements that would certify one to teach only in the SUNY granted charter schools. The applicable charter

schools complain that they have difficulty in recruiting and retaining teaching staff. It was quickly pointed out that fair compensation and working conditions could remedy that situation without compromising the quality of the teaching staff. The pushback against watered-down certification requirements has been substantial. SAANYS, in conjunction with our colleagues in New York City, Yonkers, and Buffalo, submitted a letter in opposition. Most members of the Educational Conference Board (ECB; including SAANYS) did likewise. Most interestingly, Board of Regents Chancellor Betty Rosa and SED Commissioner Elia issued a strong public statement in opposition of the proposed SUNY action, and the deans of several SUNY schools of education likewise publically opposed what the SUNY Charter Schools subcommittee has proposed. Other than the SUNY charter schools themselves, there appears to be no one else publically advocating for this, but who knows what private conversations are occurring. I suspect SUNY will do an about face or litigation will result. Stay tuned.

With respect to APPR, NYSUT recently announced that this coming legislative session (2018) it was going to seek to essentially have the evaluation statute withdrawn and have evaluations conducted only in accordance with what is locally negotiated. It is probably not a coincidence that this effort is being undertaken in an election year. Shortly after that announcement, Regents Chancellor Betty Rosa said that the Regents may extend the current teacher (and principal) evaluation moratorium because the existing expiration date of the moratorium (through the 19-20 school year) would create a “tight timeline” for new evaluation legislation, which would need to be done in advance of the moratorium expiration. There was no stated link whatsoever to NYSUT’s announcement, but several commentators observed that a moratorium extension would make the evaluations less of a 2018 election issue, thus reducing the leverage of those seeking changes to it. Very interesting. APPR is the gift that just keeps giving. ■

Time to Adopt an Integrated VADIR/DASA/Discipline Management System!

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

In this ever-changing world of VADIR and DASA incident reporting, you must consider improving the methods and systems that your school(s) uses to remain compliant, while managing discipline and protecting students.

SED changes that went into effect on July 1 and the rebranding of VADIR/DASA to School Safety and the Educational Climate (SSEC), are just the first steps in the metamorphosis from the measurement of school violence to pro-

moting improved school climate while providing the social-emotional skills that affect every area of students' lives! That point is articulated on slide 5/62 on the SED "roll-out" PowerPoint from August at http://docs.wixstat-ic.com/ugd/10c789_d61dd8ccfdee492b9bdc-606fa92e5049.pdf.

The piloting of the US DOE school climate surveys (valid and reliable) for students, instructional & non instructional staff, and parents by a small number of initial schools

provided SED with some base-line data and information. That pilot has now been expanded and will eventually lead to a School Climate Index (SCI) for all schools in the state. Add to this the recommendation that ALL schools create/provide for the anonymous reporting of safety/harassment/discrimination/bullying/risky behavior/other... issues for investigation and a need for a single management system has never been greater!

From the beginning of VADIR reporting in 2003-2004, our VADIRS™ now titled SafeSchoolsNY™ product has been the leading integrated software system for all aspects of required incident reporting, data collection, parental notification, data retention, and the in-process access to information required for you all to manage all discipline incidents within your schools. All Student Management Systems (SMS) by their very nature are student-based whereas SED reporting has always been incident-based. Therefore, the potential for the accidental over-reporting of incidents that involve multiple students is but one reason to adopt a dedicated program to efficiently

manage the process. Add to this the following major considerations:

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

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September Meeting of the Board of Regents

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Units of credit for career and technical education in grades 7-8 – The Board adopted revised regulations to provide greater flexibility in the one and ¾ required units of study. The new regulations allow the units of study to be in technology education, home and careers, and any other career and technical education course and allows appropriately certified CTE teachers to provide such instruction. The new regulations go into effect on September 17, 2017. Scan the QR code for further information on these regulations.



Homeless children and youth – Regulations were adopted to conform to new ESSA requirements. The revised regulations amend definitions, address placement decisions, immediate enrollment, attendance at same school through the remainder of the school year, and transportation. For further information please scan the QR code.



Adoption of Standards

Next generation learning standards for English language arts and mathematics – After two years of work and 750,000 pieces of feedback, the Board adopted the Next Generation Standards.

The presentation began with several educators who had been involved in the writing teams, providing insights and highlights of the process. An often heard opinion was the importance of having this initiative be teacher driven.

The following QR code provides a synopsis of the standards that may be helpful. Included in this document are linkages within the document that indicate



continued

within and between grade connections. Teachers on the panels thought that it would be helpful to have links to where the standards were first introduced (by grade level), where the standards are presented within grades, and to what the standards are connected to in the next grade level. Additional helpful pieces in this document are introductions to each standard. The introductions provide critical areas of focus for grade-level expectations for each grade, context for the standards, and developmentally appropriate practices for grades PreK – grade 3.

Discussion Around the Table on the Standards

A lengthy discussion evolved on the PreK – grade 3 ELA standards. Members of the Board discussed the receipt of many public comments from the field. In an effort to respond to those concerns, the Board established a 30 plus member PreK – grade 3 Task Force to review the proposed standards. At the core of the issue is the need, concern, and interest in ensuring that young children are provided developmentally appropriate play-based, high-quality instruction. The instruction should be based on curricula aligned to standards, which provide a frame for acquiring the skills and concepts needed to progress through in-district instructional programs. The BOR members highlighted conversations with the field that questioned the need for standards at all for young children. Part of this conversation went on to discuss the possibility of thinking of standards as the collective wisdom of research, teachers, parents, and communities to ensure a quality education for all students.

Based on the recommendations of the Task Force, the Board adopted the standards with a commitment to listen and roll out the implementation in a way that will maintain close communication with districts and the Task Force.

NYS P-12 learning standards for the arts – the Board adopted the new standards for implementation in July, 2018. SED will develop a three-pronged implementation phase that will include: initial transition and awareness, implementation, and sustainability. The NYS Alliance for Arts Education will act as a coordinating body for regional professional associations, BOCES, and teacher centers.

A New Proposal

A new proposal recommends a fourth pathway for earning a NYS High School Equivalency Diploma (HSE). The new pathway would allow students who have passed any Regents exam in math, ELA, social studies, or science to use the passing score in place of the TASC (test of secondary completion). The new pathway is intended to incentivize students to stay engaged in the high school program as opposed to dropping out. Students cannot utilize such credits until they have exited from high school or met all requirements including;

- The student must be 17 years old and has not attended regular full time high school within the preceding 12 months.

or

- The student must be at least 16 years of age and has reached maximum compulsory age requirements and other requirements such as enrollment in a HSE preparation program.

Scan the QR code for more information on this item.



Comment: SAANYS has representation on the Alternative Education Task Force, which has fully supported and advocated for this flexibility for some students. The idea behind this proposal is that the current TASC tests may or may not assess con-

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



Constitutional Convention

SAANYS will be conducting a round of regional meetings during the last two weeks in October to provide further information and urge members to vote on November 7th. Register for a forum in your region at saanys.org.

Locations include:

- Oct 24 - SAANYS Headquarters
- Oct 25 - Brentwood UFSD
- Oct 25 - Nassau BOCES
- Oct 26 - Union Endicott CSD
- Oct 26 - CNY Phil. Center
- Oct 27 - Orange Ulster BOCES
- Oct 27 - Dutchess BOCES
- Oct 30 - Rush Henrietta CSD
- Oct 30 - Erie 1 BOCES
- Nov 1 - Herkimer BOCES
- Nov 2 - CVES BOCES ■

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

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Erie 1 BOCES – West Seneca (Buffalo area), NY

Wednesdays - Oct 25, Nov 15, and Dec 6, 2017
O-C-M BOCES, Syracuse, NY

Thursdays - Oct 26, Nov 16, and Dec 7, 2017
Capital Region BOCES – Latham (Albany area), NY

Advanced Issues for Student Extraclassroom Activity Funds

For Extraclassroom Activity Fund Central Treasurers, Faculty Advisors, and school administrators

Half-day - Four locations

Monday, October 30, 2017 - Newburgh
Tuesday, October 31, 2017 - Albany
Wednesday, November 1, 2017 - Syracuse
Thursday, November 2, 2017 - Buffalo

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

If you have never “ZOOMed,” you might want to check it out soon! Here at SAANYS, we are always looking for new ways to communicate and bring professional learning to our members all across this big beautiful state, and we are happy that we have adopted ZOOM as the new platform for our online meetings. It is by far the most user friendly and intuitive option out there and it will prove to be a great new way to host meetings and facilitate professional learning events of all kinds.

Earlier this month, we had our first ZOOM meetup with the Professional Growth Circle mentors from every region around the state. These virtual meetings will be the way we keep in touch as Circles form.

Speaking of Circles, now is the time to give this new collaborative mentoring option a try. All it takes to form a Circle in your part of the state is four to six school leaders at any stage of their careers, who want to come together to problem solve, support one another, and enjoy the benefits of both 1:1 coaching sessions with trained SAANYS mentors, and Circle group meetings. Check out saanys.org for details and information.

In addition to the formation of Circles, and the upcoming annual conference in Cooperstown, which promises to be an outstanding event, here are two other upcoming events you might want to attend. As always, visit saanys.org for details:

Lunch and Learn Webinar Series for Classified and Essential Service Leaders

Beginning October 24 – first session free.

This seven part series, facilitated by Jeff Olefson, is specially tailored to the needs of directors and assistant directors and supervisors of food service, transportation, technology, human resources and finance, maintenance, and all other classified and essential service leaders. Topics include Difficult Conversations, Using Data, Effective Meetings, Tech Tips, Delegation, and more – all from the perspective of these leadership roles.

Lessons Learned Panel Discussion

November 1 from 4:30-6:00pm at SAANYS in Latham.

We’ve tapped our most seasoned school leaders to share their wisdom on the kinds of challenges and situations that are timeless and familiar to all of us. Handling negativity, navigating dicey interactions, building trust, and relationships are all right at the heart of the complex work we do and at the heart of this new event! Familiar scenarios will be shared for you to choose from as we begin our discussion that will leave you feeling reassured and supported. ■




School leaders hone their observation and feedback skills at Lead Evaluator training facilitated by Karen Bronson at Questar III BOCES on September 15, 2017.

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October 24, 2017

Building a Winning Team
November 14, 2017

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January 9, 2018

Creating a Positive Image of your Department for All District Stakeholders
February 6, 2018

Running More Effective Meetings
March 6, 2018




Technology Tips for the Essential Services Leader
April 10, 2018

Time Management and Effective Delegation Strategies
May 8, 2018

12 noon - 1:00 pm

Cost: The first session (October 3) is FREE! Cost for the remaining six sessions is \$150 for SAANYS members and \$200 for non-members.

These programs are for you, designed to give you practical strategies to deal with the unique challenges and situations you face every day in your roles as **directors, supervisors, managers, and other management positions.**



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SAANYS All IN ANNUAL CONFERENCE OCT 22-23, 2017 THE OTESAGA COOPERSTOWN, NY

- Panel: Common Issues and Proposed Solutions for Civil Service and Essential Services Administrators
Presented by Association of Supervisors and Administrators of Rochester
- Data Driven Decision Making: A Total Quality Leadership Approach for Transportation, Facility, and School Nurse Leaders
Presented by Al Karam, Shenendehowa Director of Transportation

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Featured Speakers:



DR. LUELLE BROWN & TEAM

THE ITHACA STORY

When the superintendent is tweeting articles on "Why Music and Art are Key to Engaging Students" and "Why Kids Shouldn't Sit Still in Class," you know that something different is going on. This is the Ithaca story – the story of how one dynamic and determined superintendent brought a school community together to not only drastically raise achievement but to change what it means to work together as a team to heighten student outcomes in every way.

SAANYS is excited to welcome Ithaca's Luvelle Brown, the 2017 New York State Superintendent of the Year, to the SAANYS Annual Conference. Brown will be joined by members of his administrative team as they talk about the district's shift in organizational culture that has led to a 64 percent reduction in discipline referrals, a 58 percent increase in enrollment in co-curricular programs, and a graduation rate that has skyrocketed from 78 percent to above 90 percent. Educators and young people in Ithaca are transforming teaching and learning practices, realigning priorities, engaging the community, and overcoming situational constraints resulting in these dramatic achievement gains.

A former teacher, coach, principal, and school chief information officer, Brown has received various awards and recognition for his leadership. He was honored by the National School Boards Association as a "20-to-Watch" and received the Center for Digital Education Top 30 Award. In 2014, he received the eSchool News Tech-Savvy Superintendent Award. He was also selected by the U.S. Department of Education as one of the nation's top 100 innovative superintendents. Join us and be inspired by The Ithaca Story.

Q&A With: MARYELLEN ELIA NEW YORK STATE COMMISSIONER OF EDUCATION AND PRESIDENT OF THE UNIVERSITY OF THE STATE OF NEW YORK



MaryEllen Elia is the New York State Commissioner of Education and President of the University of the State of New York. In this role, she oversees the work of more than 700 school districts with 3.2 million students; 7,000 libraries; 900 museums; and 52 professions encompassing more than 850,000 licensees. A native New Yorker,

Ms. Elia has 45 years of experience as an educator. Prior to her appointment in New York, she served as superintendent of schools in Hillsborough County, FL, for 10 years. In Hillsborough, which includes Tampa and is the nation's eighth largest school district, she successfully implemented higher learning standards, partnered with teachers to develop a comprehensive evaluation system, and earned national recognition for gains in student achievement.

Conference Highlights

- ★ **EDCAMP SESSIONS ARE BACK FOR SUNDAY!**
- ★ **SUNDAY LEARNING LABS!**
- ★ **SUNDAY NIGHT DINNER RECEPTION AT THE BASEBALL HALL OF FAME!**
- ★ **MORE WORKSHOPS! THREE BACK-TO-BACK SESSIONS MONDAY AM.**
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LEGAL BRIEFS

A Message from the SAANYS Legal Department



Arthur Scheuermann
SAANYS General Counsel
ascheuermann@saanys.org



The End of DACA and How It May Affect School Administrators

On Tuesday, September 5, 2017, the Justice Department announced plans to terminate the Deferred Action for Childhood Arrivals (DACA), creating confusion and concern regarding the future of thousands of immigrant students and creating questions about what school officials should do

if contacted by federal immigration officers. DACA, which was established in 2012, allows certain individuals who entered the U.S. illegally as minors, to remain in the U.S. and receive a public education, without the risk of deportation.

In February 2017, in response to President

Trump’s travel ban announcement, Attorney General Eric T. Schneiderman and Commissioner of Education MaryEllen Elia, circulated a letter wherein they assured New Yorkers that all children, regardless of citizenship, have a right to attend public schools so long as the state’s age and residency requirements are met. They urged school officials to contact their superintendents and school district attorneys immediately if confronted by federal immigration officers who may be seeking private information on students and their families, or who may attempt to remove students from school grounds. On September 6, 2017, Mr.

Schneiderman, along with 15 other attorney generals, took bold steps in opposition to the termination of DACA by filing a lawsuit against the Trump Administration.

Since every situation that may arise will present its own unique circumstances, it is imperative to have an attorney review each occurrence separately and independently...

School officials may have to walk a fine line if confronted by immigration officers. School officials may be required by law to cooperate with federal agents, at least to some degree, while simultaneously being required to remain compliant with their legal duty to keep

student records confidential, resulting in a conflict of interest. Since every situation that may arise will present its own unique circumstances, it is imperative to have an attorney review each occurrence separately and independently so that an appropriate, individualized plan can be determined, rather than simply relying on a generalized approach or policy.

If you have been contacted by an immigration officer regarding a student, or if you have any questions or concerns related to the DACA announcement, please contact the SAANYS Legal Department at (518) 782-0600. ■

School Safety and Educational Climate (SSEC)

Reporting Requirements for the 2017-2018 School Year

SED, together with the NYS Safe Schools Task Force, have revised the process for collecting data pursuant to the Dignity for All Students Act (DASA) and the Uniform Violent Incident Reporting System (VADIR). Under the revised policy, which became effective on July 1, 2017, DASA and VADIR have been incorporated into a single reporting structure. The number of categories of reportable offenses has been reduced from twenty down to only

nine. Additionally, the definitions of the remaining nine categories of reportable offenses have been revised, with the goal of providing school officials with clearer, less ambiguous incident definitions (see §100.2(gg)). According to SED, the revisions are intended to “place greater emphasis on violent offenses.” The “weight” attributed to each offense category, which is used to calculate a school’s School Violence

Index (SVI), have also been revised to “ensure that the most egregious acts continue to be weighted most heavily.”

Pursuant to DASA and VADIR, school districts are required to report data related to certain reportable offenses annually (i.e. bullying, harassment, discrimination). This data is then used to determine which schools are “persistently violent” and thereby in need of interventions. SED is concerned that many school districts are underreporting incidents, and hopes that the revised reporting structure will help resolve confusion related to the types of incidents that are reportable. However, since what qualifies as a “mate-

rial” offense still depends upon each individual school district’s codes of conduct, uncertainty among school officials, and a lack of uniformity among school districts, may remain an ongoing problem. Additional regulations and new SED guidelines are being drafted to hopefully provide further clarification on the new reporting process.

As the new reporting structure takes hold, SAANYS will continue to update members. If you have any questions or concerns related to how the revised policy may affect you, please contact the SAANYS Legal Department at (518) 782-0600. ■

Contact a
SAANYS
Attorney



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OCTOBER 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 filed an improper practice charge before PERB against a school district that had unilaterally transferred unit work and chairperson duties to another bargaining unit.

REGION 2
SAANYS filed an appeal to the Appellate Division 2nd Department regarding a dispute of contract language regarding vacation day allotment to ten month employees.

REGION 4
SAANYS finalized a PERB settlement offer for a unit.

REGION 5
SAANYS reached a settlement agreement for a member in lieu of 3020-a charges to include positive reference, extension of health care benefits, and buyouts that were not contractually afforded to the member.


REGION 6
SAANYS is assisting a member with a rebuttal to a counseling memo regarding interaction with district employees.

REGION 7
SAANYS negotiated a successful separation agreement for a member who had been charged criminally while serving a probationary term in lieu of immediate discharge.

REGION 10
SAANYS negotiated an Agreeable Separation Agreement in lieu of a member being charged formally under 3020-a of the Education Law.

REGION 11
SAANYS represented a member on a disciplinary matter.

REGION 12
SAANYS is working with a unit to finalize an Improper Practice Charge and Certification issue.



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 #.

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.

Cohoes Principals Association, Region 6

Negotiating Team: The Cohoes Principals Association was represented at the bargaining table by Jacqueline DeChiaro, Deanna Kelly, and Dan Martinelli. They were assisted by Labor Relations Specialist Dr. Mike Dawkins.

Timeline: Negotiations concluded in February 2017. The CPA ratified the MOA for a new three-year agreement (July 2017–June 2020) in March 2017 and the BOE approved the MOA in April 2017.

Compensation Package: CPA members shall have their annual base salaries increased by \$3,000 effective July 1, 2017; \$3,000 effective July 1, 2018; and \$3,000 effective July 1, 2019.

Memberships in professional associations was increased from \$300 annually to \$600 annually. No more than \$300 can go to individual associations.

Mileage reimbursement for travel was increased for all members of the CPA.

Upon the awarding of tenure through nine years of service as a CPA member, a member may elect to be reimbursed at their per diem rate for up to two unused vacation days per year on an annual basis. This was added to the provision already in the contract that allows CPA members with 10 years of service as a CPA member to be reimbursed for up to five unused vacation days.

The CPA negotiated a retirement incentive for its eligible members during the life of this contract and each year thereafter as follows:

- The employee is eligible to retire from the NYSTRS without penalty.
- The employee shall submit an irrevocable letter to retire on June 30, by February 1 of the year the retirement will be effective.
- By the effective date of retirement the employee will have at least 10 years of service to the district.
- The retirement incentive shall consist of payment for up to 125 unused sick days at 50 percent of the employee’s per diem rate of pay effective at the time of retirement.

Give Backs: The CPA agreed to increase their health insurance contribution by one percent in each year of the contract.

Language that requires CPA members to receive written permission from the superintendent for vacation time during the following periods: 1) the first day of the school year through September 30; 2) June 1 through graduation day; 3) for any request that is five or more consecutive days while students are in session during the school year. The superintendent shall not unreasonably deny requests for vacation during the periods mentioned above.

Duanesburg Administrators Association, Region 6

Negotiating Team: Unit President Penny Hardenstine and Andrea Conover were assisted by Labor Relations Specialist Dr. Mike Dawkins.

Timeline: Negotiations for this initial CBA began on February 27, 2017 and concluded in early May 2017.

Compensation Package: The DAA negotiated a three-year agreement (2017-2020) with a 3.5 percent increase in salary for 2017-18, a three percent increase for 2018-19, and a three percent increase for 2019-20.

Longevity milestone payments were reorganized from 5, 10, 18, and 35 years to 5, 10, 15, and 20 years. In addition, payments were increased by \$500 at each of the milestones to reflect the following: 5 years – \$1,000; 10 years – \$1,500; 15 years – \$2,000; 20 years – \$2,500. These payments will be added to base pay.

The maximum for accumulated sick leave days was increased from 200 days to 280 days, which will have a significant impact on the payment for unused sick leave at retirement.

The DAA negotiated a stipend of \$600 to be used for professional dues in the organization(s) of the unit

member’s choice. Previously, payment was limited to one organization only.

Givebacks: No significant givebacks.

Unusual Provisions: The DAA negotiated a provision in the contract that requires the BOE, whenever possible, to schedule principal reports after presentations and before the privilege of the floor session. Upon completion of the principals’ reports, the principals may then sit among the general audience. Previously, the principals were required to sit with the BOE throughout the entire meeting.

The DAA was also able to negotiate the following provisions in the contract that were not previously part of the Administrative Staff Conditions of Employment: recognition, requirement per Taylor Law, negotiations procedures, savings clause, evaluations, family sick leave, unpaid days, child care leave, and jury duty.

General Brown Administrators Association, Region 7

With the assistance of SAANYs negotiator Michael Robinson, the General Brown Administrators Association successfully completed their first collective bargaining agreement after nearly two years of bargaining. Association members maintained their terms and conditions of employment at the time of their petition for recognition through the bargaining period. The ratified agreement contained the following primary terms and conditions:

- Five year duration from July 1, 2016 through June 30, 2021.
- Dues deduction with provisions for agency fee.
- Monthly stipend for cell phone: \$60.
- Annual allocation of \$100 for purchase of work related equipment.
- Annual allocation of fourteen sick days with maximum accumulation of 235 days.
- Annual allocation of three personal days.
- Annual allocation of twenty vacation days.
- Thirteen annual paid holidays.
- District contributes 86 percent towards healthcare through June 30, 2018 and 85 percent thereafter.
- District will continue the 85 percent contribution in retirement provided that the unit member has twenty years of service in the district.

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2017 CALENDAR



National Bullying Prevention Month

National Principals Month

Oct 8-14 *Fire Prevention Week*

Oct 8-14 *National Educational Office Professionals Career Awareness Week*

Oct 8-14 *National Metric Week*

Oct 9-13 *National School Lunch Week*

Oct 9 *Columbus Day*

Oct 15-21 *National Character Counts Week*

Oct 16-20 *National School Bus Safety Week*

Oct 16 *World Food Day*

Oct 22-23 *SAANYs 2017 Annual Conference*

Oct 23-31 *Red Ribbon Week*

Oct 24 *United Nations Day*

Oct 28 *Make a Difference Day*

Oct 31 *Halloween*



National Native American Heritage Month

Nov 1 *All Saints Day*

Nov 5 *Standard Time*

Nov 7 *Election Day*

Nov 7 *Marie Curie’s Birthday*

Nov 11 *Veterans Day*

Nov 12 *Elizabeth Cady Stanton’s Birthday*

Nov 13-17 *American Education Week*

Nov 15 *Education Support Professionals Day*

Nov 16 *National Parental Involvement Day*

Nov 17 *Substitute Educators Day*

Nov 19-25 *National Family Week*

Nov 19 *Gettysburg Address Anniversary*

Nov 23 *Thanksgiving Day*

Nov 30 *Mark Twain’s Birthday*



SAANYS Director of Corporate Services Honored for Work with Refugees



SAANYS staff member, Debbie Taylor, has been honored by the Corporation for Public Broadcasting and PBS station WMHT as one of the 2017 Champions for the American Graduate, for her work as a volunteer family mentor working with Albany Karenni (Burmese) families through the U.S. Committee for Refugees and Immigrants. Scan the QR code to learn more about the 2017 Champions and Debbie’s good works. Congratulations, Debbie! ■



September Meeting of the Board of Regents

continued from page 3

tent or skills included in the high school programs. The use of earned credit for passing the Regents exams will allow students the portability of these credits.

ESSA State Plan

As required, the draft ESSA State Plan was submitted to the governor for approval. The draft plan was returned without comment and was therefore brought back to the BOR for adoption. The ESSA State Plan was due to the USDOE on September 18. The USDOE must approve the plan within 120 days and SED therefore expects to receive comments in December 2017.

Discussion Around the Table

A conversation started by Regent Johnson and joined in by other members posed the question on what the BOR, SED, and educators across the state have learned over the past eight years regarding how to improve low performing schools. Questions were raised as to what support systems worked and how can the Board better tap into expertise across the state. Although successful strategies were not specified, the conversations indicated a desire by the BOR to continue the conversation around the state.

If you would like more in-depth information on any of these issues or others, please feel free to contact SAANYS. Each of your questions is welcomed and appreciated. The more we hear from our members, the better we are at advocating for ways to support you all. Please call (518) 782-0600 or email cgallagher@saanys.org. ■

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Contract Settlements

continued from page 7

- Salary increases of 3.00 percent for 2016-17; 3.5 percent for 2017-18; and 3.5 percent for 2018-19 and a salary reopener for final two years of the collective bargaining agreement.

Salmon River Administrators Association, Region 7

Negotiations at Salmon River CSD began on July 24, 2017 with the first negotiation session on August 1, 2017 followed by the last session on August 21, 2017 with ratification on September 12, 2017. The Salmon River Administrators Association was led by Kevin Walbridge (president of SRAA), Allen Gravelle, and Tammy Russell, and assisted by Kevin Mulligan (SAANYS negotiation specialist).

The following items are included in the new collective bargaining agreement:

- Three-year agreement from July 1, 2017 to June 30, 2020.
- Increase of \$10 per day to \$110 for all unused sick leave up to 260 days.
- In year one (2017-18) adjust salary of second year elementary principal by \$5,000.
- Add to longevity language: five-year increment of \$500.
- Salary increases of \$3,000 for 2017-18; \$3,000 for 2018-19; and \$2,800 for 2019-20.
- Health Insurance: contribution to total premium cost of 6.5 percent (1/2 percent increase) in 2017-18, 7 percent in 2018-19, and 7.25 percent in 2019-20.
- New Language: beginning in June 30, 2019, administrators shall pay the same percent contribution in retirement as they paid in their final year of employment. This contribution will cease once he/she is Medicare eligible. ■



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NEW YORK STATE SUPERINTENDENT DEVELOPMENT PROGRAM

A message from a SAANYS corporate sponsor



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We stand ready to assist any and all districts that require our expertise and unique capabilities. Our reputation is built upon the successes we have had in the past and on the client retention and growth we enjoy today. ■

District Shoutout! NYS PTA Celebrates National PTA Schools of Excellence

Congratulations to Ballston Spa MS and Maple East ES for being designated 2017-2018 Schools of Excellence. “It’s wonderful to see PTAs from around the state achieve this high designation and join other PTAs from around the country in implementing real family-school partnerships,” commented Kyle Belokopitsky, NYS PTA Executive Director. ■