

# News & Notes



VOL. XLIII No. 6 • SEPTEMBER 2014

www.saany.org

**October 26-27 | 2014**  
The Sagamore, Lake George, New York

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**www.saany14.org**

**43rd SAANYS ANNUAL CONFERENCE**

Sunday, October 26	Monday, October 27
11:00 am – 5:30 pm Registration and Exhibits Open	7:00 am – 8:00 am Breakfast
12:00 pm – 1:30 pm Legislative Update Jim Viola, SAANYS Director of Government Relations	8:00 am – 9:15 am <b>Bruce Taylor</b> Author & Arts Educator Sponsored by Castle Learning
1:45 pm – 3:00 pm <b>Deborah Delisle</b> Assistant Secretary, US Department of Education Sponsored by SMART Technologies	9:15 am – 10:00 am Coffee break with Exhibitors
3:00 pm – 3:30 pm Coffee break	10:00 am – 11:15 am <b>Workshop Session II</b> (Choose from 4 workshops)
3:30 pm – 4:45 pm <b>Workshop Session I</b> (Choose from 4 workshops)	11:30 am – 12:45 pm <b>Workshop Session III</b> (Choose from 4 workshops)
3:30 pm – 4:45 pm Verizon Digital Lounge	12:45 pm – 1:30 pm Lunch
5:00 pm – 6:30 pm <b>Todd Whitaker</b> Author & Educator Sponsored by Renaissance Learning	1:30 pm – 2:00 pm Presidential Induction
6:30 pm – 7:30 pm Reception with Exhibitors	2:00 pm – 2:30 pm Dessert with Exhibitors and Grand Giveaway
7:30 pm – 9:00 pm <b>International Dinner Buffet</b> and 1st Raffle Giveaway	2:30 pm – 3:45 pm <b>Legal and Legislative Session</b> with SAANYS Staff

**Meet and Greet with Commissioner John King at Sunday's International Dinner Buffet**

**Speakers:**



**DEBORAH DELISLE**

**U.S. Department of Education**

Sunday, October 26 – 1:45 pm

Sponsored by SMART Technologies

Deborah Delisle is the assistant secretary at the U.S. Department of Education and is the principal adviser to Arne Duncan on all matters related to pre-k, elementary, and secondary education. Previously, Deb was a senior fellow at the International Center for Leadership in Education, served as Ohio's 35th state superintendent of public instruction as well as a district superintendent, principal, and teacher. She has served on a multitude of boards including the Council of Chief State School Officers, the Governing Boards of the Midwest Regional Education Lab, and the Minority Student Achievement Network.

"A unique opportunity to directly engage with a leader of the national reform movement."  
- Kevin Casey, SAANYS



**TODD WHITAKER**

**Author & Educator**

Sunday, October 26 – 5:00 pm

Sponsored by Renaissance Learning

One of the nation's leading authorities on staff motivation, teacher leadership, and principal effectiveness, Todd has written over 30 books including the national best seller, *What Great Teachers Do Differently*. Other titles include: *Shifting the Monkey*, *Dealing with Difficult Teachers*, *The Ten-Minute Inservice*, *The Ball*, *Motivating and Inspiring Teachers*, and *What Great Principals Do Differently*. A former teacher and principal, Todd will enlighten and encourage attendees with insights and practical advice.

"By far the best speaker I have seen."  
- Dr. Peter DeWitt, Education Week



**BRUCE TAYLOR**

**Author & Arts Educator**

Monday, October 27 – 8:00 am

Sponsored by Castle Learning

The Pathway to the Core Through the Arts

Within the next decade there will be a fundamental rethinking on how kids will learn and what they should be learning. The common core will bring more of a need for understanding rather than simple recall. Much of what kids will need to develop is how to think, create, and communicate effectively. Bruce Taylor will demonstrate that these very abilities are in reality arts skills! In order to succeed in an increasingly complex, conceptual, and globalized world, kids will have to acquire skills that require them to analyze, interpret, evaluate, and demonstrate understanding—skills artists have employed for centuries.

"Bruce invites us to think differently about common core and its intrinsic connection to the arts."  
- Karen Bronson, SAANYS

## SAANYS Hosts Congressman Tonko Constituent Meeting

On August 13, 2014, SAANYS convened the 2014 District 20 Constituent Meeting with Congressman Paul Tonko. The meeting was held at SAANYS headquarters located in Latham, New York. Thirteen school district representatives plus a number of staff, met with the congressman and three members of his office – Jeff Morgan, legislative counsel responsible for education and health care issues; Emily Duhovny, legislative aide responsible for education and career readiness; and Diana Bennett, field representative.



**Congressman Paul Tonko (right) meets with SAANYS Executive Director Kevin Casey (center), Director of Government Relations James Viola (left), and local administrators at SAANYS Headquarters on August 13, 2014.**

The agenda for the constituent meeting was comprised of two items:

- Improving the Nation's Mental Health System
- College and Career Readiness

The first agenda item, mental health system, built upon information discussed at the 2013 constituent meeting

continued on page 2

## SAANYS Welcomes New Units:

– REGION 1 –

**Springs Administrators Association**

– REGION 6 –

**Questar III Administrators Association**

– REGION 6 –

**Scotia-Glenville Administrators Association**

– REGION 7 –

**Watertown Administrators Association**



## Executive Viewpoint

Kevin S. Casey, Executive Director

### Remaining Optimistic

By the time you receive this edition of *News & Notes*, I suspect that the challenges of gearing up for a new school year will largely have been met, and your schools are running smoothly. Perhaps it is because the educational environment has been so tumultuous over the past four years that I think the pendulum will swing back in the direction of a less contentious environment. I recognize that some will consider this optimistic, if not downright naïve.

I chose May 2010 as my starting point of tumult; it's when New York State passed the APPR law and submitted its RTTT

round two application. We all know what followed. Lawsuits, modification to the APPR law, RTTT award with its attendant conditions, tax cap, testing overkill, poor common core rollout, public push back, further legislative modifications, etc. Just staying abreast of the constantly shifting and politically polarized educational landscape required considerable energy and attention.

At the very end of the last legislative session the legislature passed a law which, for two school years, mitigated the deleterious effects of the 3-8 ELA and math tests on those

teachers and principals rated ineffective and developing. Having taken that action, my guess is that education fatigue will permeate the next legislative session, and a lack of change might actually be welcome. I also think that our board of regents is finally becoming sensitive to the scope and impact of the reforms they are driving, and calming the educational waters may be essential to maintaining its credibility among increasingly skeptical legislators. These dynamics may allow building and district level educators to fully focus on curriculum

and instruction, without having to worry about the legislative or regulatory modification du jour.

Even if my optimistic prediction on the legislative and regulatory side proves true, there is still the threat from the judicial system, albeit one which will proceed at a snail's pace. The Partnership for Educational Justice has filed suit seeking to have tenure and seniority laws declared unconstitutional. The face of the organization is Campbell Brown, a former CNN news anchor with no discernable educational expertise. Ironically, the stated aim of this organization is to "bring transparency" to educational policy making, yet the organization refuses to disclose who is funding it. It is

widely suspected that many of the hedge fund types that have funded the StudentsFirst organization (founded by Michelle Rhee) are likewise funding The Partnership for Educational Justice. A court of law however is not a TV show, and the plaintiffs' allegations will be contested at every turn. I am optimistic that this lawsuit will be exposed for the grandstanding that it is, and that educators will then be able to focus on education with a reduced volume of distraction.

At the end of the day, I am consistently impressed with our members' commitment, professionalism, and work ethic. That, more than anything else, fuels my optimism. ■

## Congressman Tonko Meeting...

*continued from page 1*

which more generally addressed matters of importance to schools and educators related to issues surrounding mental health. At this year's meeting, Mr. Morgan reviewed new legislation, The Strengthening Mental Health in Our Communities Act (H.R. 4574). This legislation, if enacted, would allocate \$200 million per year, for a six year period, to support comprehensive school-based mental health services and supports. The bill contains provisions to promote formal

community partnerships to implement proactive/preventative measures as well as to provide treatment with the involvement of parents, siblings, and other family members, in addition to school personnel. The text of H.R. 4574 can be read at <https://beta.congress.gov/113/bills/hr4574/BILLS-113hr4574ih.xml>

The second agenda item, college and career readiness, included a discussion of the SAANYS recommendations for the next ESEA waiver (for the

2015-16 school year). The two recommendations are:

1. Recognition of a high school equivalency diploma as a form of successful school completion.
2. Basing the high school graduation rate on all students who remain enrolled in school and graduate with a high school diploma, or its equivalent, regardless of the number of years they take to complete their secondary education program.

The two recommendations are supported by the NYS Federation of School Administrators (SAANYS colleagues in

NYC, Buffalo, and Yonkers), the Council of New York Special Education Administrators, the NYS Association of Family and Consumer Science Education, and the NYS Congress of Parents and Teachers, Inc. (NYS PTA).

School representatives also took this opportunity to discuss their respective school districts' experiences in phasing-in common core standards, curricula, instructional materials, pedagogy, and assessments. All school district representatives expressed support for the common core standards, and all school district representatives expressed concerns regarding the manner in which the

standards and related documents were rolled-out by the State Education Department, as well as the "perfect storm" of simultaneously implementing new common core curricula, new common core pedagogy, new common core-aligned assessments, and a new annual professional performance review system.

School district representatives who attended the constituent meeting were:

- Albany City School District – Michele Bridgewater, school improvement director, Philip J. Schuyler Achievement Academy;

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## News & Notes

School Administrators Association of New York State

Vol. XLIII No. 6

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# CAPITAL UPDATE

## SAANYS and ECB Recommendations About BNP Paribas Settlement

### What is the \$4 billion settlement all about?

On June 30, 2014, the French bank BNP Paribas signed a Consent Order under New York Banking Law §44, pleading guilty to conspiring to violating the International Emergency Economic Powers Act and the Trading with the Enemy Act, and to falsifying business records. In connection with these charges, from at least 2002 to 2012, BNP Paribas admitted to processing U.S. dollar-dominated transfers in a manner designed to conceal relevant information regarding Sudan, Iran, and Cuba that would permit regulators to determine whether the transactions were consistent with New York State and U.S. laws. Also, from at least 2002 to 2009, BNPP allowed sanctioned countries and entities to access the U.S. financial system and engaged in billions of dollars' worth of U.S. dollars-based financial transactions that undermined U.S. sanctions and embargos. Settlement provisions address future company operations, disciplinary measures for 45 employees, and monetary penalties of \$2,243,400,000 to the NYS Department of Financial Services, and \$1,050,000,000 to the New York County District Attorney. **The total amount of financial settlements the state will receive from banks and insurance companies will exceed \$4 billion.**

### What are the possible uses of the settlements?

SAANYS and the other members of the Education Conference Board (ECB)\* wrote to Governor Cuomo and legislative leaders to remind them of the "massive programmatic cuts and personnel reductions" that have occurred since the 2010-11 school year.

In order to better meet state education obligations, three actions were recommended:

1. Accelerate the elimination of the Gap Elimination Adjustment. Approximately \$1 billion is being withheld.
2. Direct additional funds to the Foundation Aid formula. An additional \$4.7 billion is owed to school districts under reforms enacted in 2007 to resolve the Campaign for Fiscal Equity litigation.
3. Pay state aid claims. New York State owes school districts \$253 million in prior year state aid claims that have been filed by districts and deemed valid by the State Education Department.

Senator John Flanagan and other senate republicans have paroposed an "expansive plan" for the use of settlement funding, including the complete elimination of the Gap Elimination adjustment.

Governor Andrew Cuomo said that his office will continue to monitor the economy before announcing any plans for the use of the funds. In regard to the funds, the governor said, "...we have some building to do. We could do more for infrastructure. We could do more to invest in education, and we could do more to cut taxes."

\*The Education 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.

The ECB letter to Governor Cuomo is posted on the SAANYS website. For more information about the possible uses of settlement funds, contact James Viola, director of government relations, by e-mailing [JViola@saanys.org](mailto:JViola@saanys.org). ■



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](mailto:JViola@saanys.org).

## Congressman Tonko Meeting...

*continued from page 2*

- Albany City School District – Kimberly Wilkins, principal, Stephen and Harriet Myers Middle School;
- Amsterdam City School District – David Ziskin, principal, Amsterdam High School;
- Ballston Spa School District – David Blanchard, principal, Wood Road Elementary School;
- Bethlehem Central School District – Michael Klugman, principal, Bethlehem Central Middle School;
- Burnt Hills-Ballston Lake School District – Timothy Bronson, principal, Burnt Hills-Ballston Lake Sr.High School;
- Burnt Hills-Ballston Lake School District – Colleen Wolfe, principal, O'Rourke Middle School;
- Guilderland School District – Allan Lockwood, principal, Guilderland Elementary School;
- Schenectady City School District – Diane Wilkinson, principal, Schenectady High School;
- Schenectady City School District – Christopher Chank, principal class of 2015, Schenectady High School;
- Schodack School District – Mike Bennett, assistant superintendent for curriculum and instruction and pupil personnel services;
- South Colonie School District – Christopher Robilotti, executive principal, South Colonie High School;
- Stillwater School District – Mario Fernandez, principal, Stillwater High School. ■

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# SAANYS Professional Development Update



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

Here at SAANYS we are always looking for ways to meet you where you are in order to provide an array of services to support you and your work. Professional development is one of the components we are constantly striving to enhance and upgrade to ensure that we are responsive to your needs and schedules.

Like everything else in our world, PD options and formats are changing rapidly, and it is important that we continually explore approaches that provide choice, variety, and opportunities to tailor offerings to the needs of our members.

With that in mind, SAANYS will continue to offer a spectrum of PD opportunities, including traditional face to face workshops that we run in locations around the state (check out the Legal One NY offerings and Bill Daggett events coming up), increased online opportunities (Google hangouts, Google Camp, online workshops, book studies, and webinars), Assistant Principal Academies, after school series, and an annual conference that promises to be outstanding.

**What you may not be aware of is how you can contact SAANYS and specifically request a workshop tailored to the needs of your district or region.** If you can guarantee attendance of 12 or more and are willing to extend the invitation to participants in surrounding areas, you benefit by shaping the program and then

*continued on page 5*



Attendees at the SAANYS/NYSCATE Google Camp held on August 20 at the Radisson Hotel in Rochester.

## LISTEN TO WHAT MEMBERS ARE SAYING ABOUT PROFESSIONAL DEVELOPMENT FROM SAANYS...

- "Great opportunity to hear what other administrators are doing to better align district practice."
- "Excellent resources, ideas, discussion, and materials!"
- "Concrete, tangible resources to assist us in building culture and providing effective feedback to teachers. I am signing up for the SLO workshop!"
- "Informative workshop—provided me with resources and methods that are easy to implement."
- "This workshop built insight and skills for understanding the Common Core and providing useful feedback to teachers in the APPR process."
- "I am already thinking of ways I will utilize the learning from this workshop with my staff!"



# NUTS + BOLTS

## WEBINAR WEDNESDAYS FOR SCHOOL LEADERS

Do you ever wish you could get some quick tutorials on topics that would enhance your skills and make your challenging role more manageable? Sign up for this interactive six-part online series to learn the nuts and bolts about how to run better meetings (both face to face and online), create better presentations, understand the cloud and new flipped models, increase your skill set in difficult conversations, and enhance the productivity of your office staff.

**WEBINAR WEDNESDAYS:** A six-part series of interactive webinars on timely and practical topics from 4:30-5:30 pm on the following dates:



### JEFF OLEFSON

Jeff Olefson has designed and implemented human resources training

programs for Fortune 500 companies, not-for-profit organizations, governmental units and suburban school districts in twenty states.

As a consultant to school districts, Mr. Olefson has conducted organizational and systems studies with the aim of improving efficiency, service delivery, and customer satisfaction. He also functions as a curriculum consultant for building-based initiatives in literacy, interdisciplinary instruction, student management, differentiation of instruction, inclusion, cooperative learning, and building partnerships between teachers and parents.

**Cost:** \$150 for members  
\$175 for non-members

### September 23 – FREE SESSION

Running effective meetings  
(email [sjaronski@saanys.org](mailto:sjaronski@saanys.org))

### October 1

Everything you need to know about the cloud

### October 15

Working effectively with administrative office personnel

### October 29

Honing your presentation skills

### November 12

Strategies for handling difficult conversations

### December 3

Understanding and implementing flipped and blended models

### December 17

Save time and increase productivity with online meetings

REGISTER ONLINE  
[www.saanys.org/events](http://www.saanys.org/events)



# SAANYS SEPTEMBER SLO SERIES

## 3-PART SERIES FOR BUILDING AND DISTRICT LEADERS

**Week One:** Evolution of SLOs – Three years at a glance; where have we come, where are we going, and what have we learned? How SLOs are evolving beyond compliance/teacher evaluation measures to have meaning and impact on learning outcomes.

**Week Two:** Creating the Baseline: High quality pre-assessments or historical data? Characteristics of high quality assessments; examples of pre-assessments; examples of what historical data can be useful and how to use it; the SLO approval process in your district.

**Week Three:** Target Setting, Progress Monitoring and Post-Assessment: Bringing the SLO process to completion over a school year and using the data in meaningful ways.



### CINDY GALLAGHER

Ms. Gallagher has held a wide range of positions in schools, state agencies, and

professional organizations, and is considered a national and state expert in early education and school improvement.

Prior to joining Educational Vistas, Inc. as coordinator of educational initiatives, Ms. Gallagher was a senior manager for the New York State Education Department. At the department her areas of responsibility included early childhood programs such as prekindergarten, Even Start, Reading First, Striving Readers, and kindergarten-grade 4 and preschool special education.

**Cost:** \$75 for members  
\$100 for non-members

**Albany**  
SAANYS Headquarters  
8 Airport Park Blvd.  
Latham, NY

**Newburgh**  
Board of Education  
Auditorium  
124 Grand St.  
Newburgh, NY

4:30 pm - 6:00 pm

**Week 1:** Evolution of SLOs

**Albany – September 15**

**Newburgh – September 16**

**Week 2:** Creating the Baseline

**Albany – September 22**

**Newburgh – September 23**

**Week 3:** Target Setting

**Albany – September 29**

**Newburgh – September 30**

REGISTER ONLINE  
[www.saanys.org/events](http://www.saanys.org/events)



# Great Books



4:00pm-5:00pm

Three Thursdays

## No time to read these great books?



### Facilitators:

Lisa Meade  
Shawn Hunziker  
Bonnie Tryon

Busy administrators may not have time to read all the books they would like to read, yet really want to know about the “big ideas” in books like these that are having such an impact on learning. Register to join this Google Hangout group to learn about these books and share ideas with colleagues.

**Great Books Google Hangout does not come with any understanding that the participants have read the books** or ever will – although you will certainly be more motivated to do so after the appealing overview that this brief but powerful series will provide. The focus is on the predominant themes in the books and, even better, where the connections might be.

### September 25

*Mindset* by Carol Dweck

### October 2

*Explicit Instruction* by Anita L. Archer and Charles A. Hughes

### October 9

*Crucial Conversations* by Kerry Patterson

**Cost:** \$75  
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### DR. BILL DAGGETT

*Founder and Chairman,  
International Center  
for Leadership  
in Education*

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.

1:00 pm - 4:00 pm

**October 22 – Long Island**  
Western Suffolk BOCES  
507 Deer Park Ave., Dix Hills, NY

**November 6 – Westchester**  
Southern Westchester BOCES  
2 Westchester Plaza, Elmsford, NY

**November 12 – Rochester**  
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1133 Lehigh Station Rd., Henrietta, NY

**November 19 – Albany**  
SAANYS Headquarters  
8 Airport Park Blvd., Latham, NY

**December 8 – Lake Placid**  
TBD

**Cost:** \$75 for SAANYS members  
\$100 for non-members

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### EMPLOYMENT LAW:

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### STUDENT SAFETY AND RIGHTS:

#### Essentials of Student Safety

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.

### 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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## Professional Development Update....

*continued from page 4*

receiving several free admissions for your group of twelve or more. For example, East Greenbush hosted a PD event on August 25 consisting of two workshops: Building a Common Core Culture and Effective Feedback Around Instruction. By beginning with a known team of attendees and then inviting both members and non-members from surrounding areas, we start with sufficient attendance to run the workshop, the hosting district or region benefits, and all win by an opportunity to meet with colleagues both within and outside of their districts.

SAANYS is in the process of updating and greatly expanding our SAANYS PD on Demand Catalogue as a primary resource for you to use as you consider your PD needs. SAANYS is also developing a needs assessment survey that will give members an opportunity to let us know what topics, times, and formats work best for you and your busy schedules. Facilitated conversations, roundtable discussions, and ‘camp’ approaches where topics of interest determine the agenda are some examples of “non-workshop workshops” that we hope to offer more of in the future. If you have an idea or a question about a potential PD event for your group, give us a call and we will go from there.

All the best to you for the 2014-2015 school year! ■



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](http://www.highered.nysed.gov/tcert/faqpd.htm) for complete information on requirements.

Have questions? Need assistance?  
Use the “Ask SAANYS” button at [saanys.org](http://saanys.org).

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## Contract Grievances: Who Controls a Grievance?

Terms and conditions of employment are controlled by collective bargaining agreements (CBAs). Violations, misapplications, or misinterpretations of such contracts are handled through the CBA's grievance procedure, if there is one. Otherwise, such breaches are litigated in court as a breach of contract action. This article focuses on the arbitral process found in many contracts, and whether individual unit members or only the unit can prosecute contract grievances.

Questions often arise about when an alleged contract grievance may proceed to the arbitration stage and who decides that it will be so prosecuted. The source of right involving contract grievances is the CBA, and particularly, whether the CBA has a negotiated

grievance procedure.

Some CBAs do not provide for arbitration for settlement of contract disputes at all. The only way to challenge breaches of those CBAs is to sue in court. Other CBAs contain grievance procedures that do not culminate in arbitration. In those cases, either the superintendent of schools or board of education is the final decision-maker as to whether the grievance has merit or not. Similarly, some CBAs have arbitration, but it is only advisory, meaning that the decision of the arbitrator is not binding on the parties. Any grievance procedure that does not result in binding arbitration is viewed less favorably by SAANYS in litigating contract violations.

Moreover, there are many considerations involved in

CBAs that contain binding arbitration provisions. Paramount with any grievance procedure is ensuring any grievance is timely advanced to arbitration within the grievance time frame. Also critically important, is who can prosecute a grievance at arbitration. The answer may not be as easy as one would think. First, check the CBA to see if it is stated as to who has the right to advance a grievance to the next level, particularly when it only impacts one member of the bargaining unit. Some CBAs are silent as to who has the right to file a demand for arbitration or otherwise advance a grievance. Other CBAs grant the right exclusively to advance a grievance to arbitration to the unit alone, to each member individually, or to either/both to prosecute. In the first instance, SAANYS recommends review of the CBA to determine who has the right to file a demand for arbitration.

Since the CBA is negotiated and enforced by the unit, SAANYS recommends that the unit have control of grievances at the arbitration/litigation phase in order to avoid questionable grievances

going to arbitration. If an individual member were allowed to advance a meritless grievance to arbitration, it could be dangerous for the unit if the grievance is lost, creating an unfavorable precedent, especially if the unit was against the individual member filing for arbitration in the first place.

Surprisingly, some CBAs are silent as to grievance ownership at

associated with contract grievances. If the unit has not filed grievances before, and hence, has no past practice, we recommend that the unit set up an internal process in its constitution and by-laws. Then in the next round of collective bargaining, negotiate a clear procedure regarding ownership of grievances, especially at the arbitration stage. Without explicit guidelines for who decides when to arbitrate a grievance, many units could potentially arbitrate grievances that lack merit. An arbitration on average costs around \$10,000

in fees and attorney time. Hence, the decision to proceed to arbitrate also has financial consequences.

It is always recommended that a unit promptly call the SAANYS legal team if there is a suspected grievance, for an analysis of the merits and who may advance the grievance. Additionally, should your unit wish to set up an internal process for grievance adjudication, SAANYS would be happy to assist, including providing a sample constitution and by-laws for your reference. ■

*Paramount with any grievance procedure is ensuring any grievance is timely advanced to arbitration within the grievance time frame.*

the arbitration stage, or any stage for that matter. Therefore, the unit leadership would also be wise to check its constitution and by-laws to see if there is a process set forth for processing grievances. For example, some constitutions and by-laws call for a "grievance committee" to process all grievances. Others call for a majority vote of the unit to proceed beyond any step involving the board of education. If the constitution and by-laws are silent, look at what has been the past practice

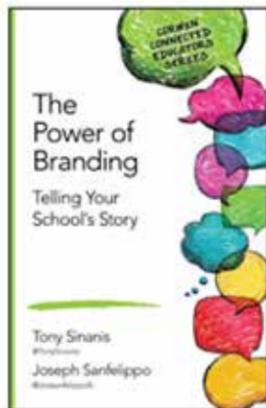
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This book, coauthored by Tony Sinanis, the SAANYS/NAESP 2014 NYS Elementary Principal of the Year from Jericho Central School District, explores the idea of why branding schools is important, the benefits of branding a school, and gives leaders an action plan for branding. Branding is a way for leaders to make students' learning visible to the entire education community in order to share

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-Todd Whitaker ■

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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.

### Cambridge Administrators Association, Region 6

The Cambridge Administrators Association has completed negotiation of a three-year agreement with the Cambridge Central School District to cover the period from July 1, 2014 through June 30, 2017. Salary increases are 2 percent during each year of the contract as well as improvement in longevity adjustments to begin after five consecutive years of employment and to be received after 5, 8, and 12 years of service. An increase in member contribution to health insurance premiums from 10 percent to 17 percent will occur during the term of the contract. The agreement also includes an option for health insurance buy-outs of \$4,500.00 (family), \$3,100.00 (two-person), and \$1,500.00 (Individual). These amounts will be reduced to \$3,500.00, \$2,500.00, and \$1,500.00 by expiration of the contract. Other provisions include an option for each member to be compensated for up to five unused vacation days each year and some adjustment to responsibility stipends. Negotiators Colleen Lester and Tammy Silvernell were assisted by SAANYS Labor Relations Specialist Jennie Pennington.

### Middleburgh Administrators Association, Region 6

The Middleburgh Administrators Association recently completed a negotiated agreement with the Middleburgh Central School District covering the period from July 1, 2013 through June 30, 2016. The agreement provides for a salary increase of 3 percent in 2013-2014, 2 percent in 2014-2015, and 2.5 percent in 2015-2016. A career increment of \$1,300.00 will be added to the base pay of each unit member for every three years of administrative employment beginning with the seventh year. Minor increases in mail order prescription co-pays are part of the prescription drug plan. The agreement reflects a restructuring of administrative positions so that all unit members work eleven months. The Middleburgh Administrators

Association negotiating team of Maura Green and Lori Petrosino was assisted by SAANYS Labor Relations Specialist Jennie Pennington.

### Rensselaer Supervisory Personnel Association, Region 6

The Rensselaer Supervisory Personnel Association recently completed a three-year agreement with the superintendent of the Rensselaer City School District covering the period from July 1, 2014 through June 30, 2017. The agreement provides for base salary increases for each unit member of \$2,500.00 during 2014-2015, 2 percent during 2015-2016, and 2.25 percent during 2016-2017. In addition, longevity amounts will increase by \$500.00 beginning with ten years of service to the district. The "professional credit" flexible amount to be used for dues and/or the cafeteria plan will increase to \$1,200.00. Health insurance opt-out amounts will increase slightly. Compensation for supervision of summer school will be \$350.00 per day. The Rensselaer Supervisory Personnel Association was represented by President Karen Urbanski and SAANYS Labor Relations Specialist Jennie Pennington.

### Schalmont Administrators Association, Region 6

The Schalmont Administrators Association has completed a negotiated agreement with the Schalmont Central School District covering the period from July 1, 2014 through June 30, 2017. The agreement provides for salary increases of 2 percent in each year of the contract. Health insurance contributions by members will increase to 20 percent of the premiums for all unit members by the expiration of the agreement. Presently, employees contribute 10 percent, 15 percent, or 20 percent of the premium, based on date of employment. One-time payments of \$2,000.00, \$1,500.00, and \$500.00 will be provided in recognition of the differentiated increases. Other provisions include an increase in the amount of compensation for unused vacation days from \$200.00 to \$300.00 for each unused day, an increase in tuition reimbursement from \$100.00 to \$300.00 for each credit hour, and clarification of the procedure for Medicare reimbursement for retirees. The Schalmont Administrators Association negotiating team, Joby Gifford and John Gallo, was advised by SAANYS Labor Relations Specialist Jennie Pennington.

*continued on page 8*

## Academic Intervention Service Requirements for 2014-15

Deputy Commissioner Cosimo Tangorra has released the 2014 3-8 ELA and math cut scores for the provision of Academic Intervention Services (AIS). Upon review, the cut scores appear to be the same as those that were in place for 2013-14. In the field memo, which can be downloaded at [saanys.org](http://saanys.org), the deputy commissioner indicates that, "The department will further recommend [to the Board of Regents] that those students scoring at or above these scale scores but below level three/proficient not be required to receive academic intervention instructional and/or student support services during the 2014-15 school year..."

The information contained in the field memorandum was scheduled to be presented to the board of regents for approval at their next meeting, on September 15 and 16. By November 1, 2014, school districts are required to either post on their respective websites, or provide written information to parents regarding their uniform process for determining whether to provide AIS to struggling students during 2014-15. ■

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Francine Leiboff  
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Tyra Denee Lewis  
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Daniel O'Rourke  
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## Contract Settlements...

*continued from page 7*

### Adirondack Central School Administrators Association, Region 8

The Adirondack Central School Administrators Association, assisted by SAANYS Negotiator Fred Kirsch, recently completed negotiations for a successor agreement. Highlights include:

- Four-year agreement with a 4 percent increase in each year.
- One-time payment to each unit member of five days per diem (at current salary) for additional work related to APPR in 2012-2013.
- Ability to work five extra days annually in excess of contractual work requirement at the administrators discretion for per diem compensation.
- Increase from \$65 to \$75 paid for accumulated sick leave at retirement.
- A three-tier drug plan in return for spelling out health insurance terms in the contract, and the establishment of an annual \$5,000 fund for unit members and retirees to submit drug copay receipts for reimbursement.
- The addition of vision coverage for retirees and improved vision benefits for all.
- A 457 savings option was added.
- An increase in personal days by one to six per year.
- In a separate MOU, the unit negotiated a one-time additional retirement incentive of \$40,000 for 2013-2014. ■

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