



SEPT - OCT

2019



Professionals Who Care

A WSBFA MASH-UP

Maybe it's the 50th anniversary of Woodstock or the smash opening of Moulin Rouge, the musical, but we thought it might be fun to pair some popular songs with some of the more important issues that we suggest you consider and contemplate. According to the rave reviews and 34 million dollar opening ticket sales – a Broadway record, the secret to the success of Moulin Rouge, is due to the thread of popular music both classic and pop, that is woven through the play. To quote one reviewer: "There are chart-topping numbers that many of us fell in love to, made love to and fell out of love to, and they've kept playing in our heads ever since." *While there is no doubt that there is an abundance of love in our BOCES, our selection of songs is more diverse.*

We can work it out: The Beatles (1965)

After almost two years of negotiations, our Unit I members voted in June to approve a new Memorandum of Agreement, 167-23. Our **Chief Negotiator, President, Ernie Lewis**, wishes to extend his sincere appreciation to the entire negotiating team: **Executive Vice President, Devon Anderson, Secretary Treasurer, Nicholas Catti, and First Vice President, Holly Michels**. In addition to the Representative Assembly who approved the Memorandum of Agreement unanimously, Ernie wants to thank the 60% of our members who took the time, during an extremely hectic time of year, to attend one of our three ratification meetings and VOTE! We would be remiss if we did not commend the "other side at the table" for the feeling of mutual respect that they demonstrated during this very challenging economic climate.

Bridge Over Troubled Water: Simon and Garfunkle (1970)

Just a perfect way to explain the **Triborough Amendment** which was added to the Taylor Law in 1982. An easy way to explain it is to think of it as a bridge from one contract to another. It basically means that an expired contract actually remains in effect until a new one is negotiated and agreed upon. Unless otherwise noted, the only item that does not carry over is the "new money". Obviously, there is no salary increase until one has been negotiated. Step increases remain in effect until any modifications are agreed to in the new agreement. Members at the top step do not receive any raise until one is agreed to because they have no step above them. All you need to remember is that the *Triborough Amendment is critical to the health and well being of a fair negotiations process: It levels the playing field and encourages both sides to negotiate, while navigating through very Troubling Tax Cap Waters, in good faith.* In recognizing that labor peace serves the public good, the legislation prohibits public workers from striking while protecting their rights to bargain.

Working for a Livin': Huey Lewis and the News (1982)

The most critical challenge of negotiating in a BOCES is to focus on the fact that we are tuition-based. Rather than reaching out to the public for Budget Approval like each of our 18 component districts do, our Management Team has to establish a tuition rate that includes all essential expenses. The BOCES Budget is presented to the Districts for their approval annually. The rate has to remain competitive in order for our districts to continue sending students to our programs. In any language, this means that jobs can be at stake. The barometer that we use to measure success or failure is the amount of our members who get excessed each year. Incredibly, as **CEO Mike Flynn** said on opening day: "for the 16th consecutive year, we have not excessed one member - in fact 8 new teachers have been hired." According to Mike, while many school districts enrollments have been declining; ours has remained relatively stable. Unfortunately, there always seems to be one or two members who find themselves in jeopardy and the potential loss of even one person upsets us. However, due to the diversity of our programs, we are usually able to work with management to help create pieces of work to help any member who finds themselves in this position. Important: No one is excessed until the August Board Meeting. There are "excessing rights" that you need to be aware of and we will always be here to help.

The Best Is Yet To Come: Frank Sinatra (1959)

2018 RETIREES: Congratulations to the retiree class of 2019: Joanne Balling, Irene Binder, Arthur Castellano, Sallie Jo Grabau, Kathleen Guarino, Paula Madden, Carolyn Martin, Kathleen Oberg and Kim Wilson. We will miss you, but we look forward to celebrating with you at our annual "Welcome Back Party" on October 16th from 4-7 pm at Captain Bill's Restaurant in Bay Shore. Bring your dancing shoes!

Celebrate: Kool & the Gang (1980)

MORE PARTY NEWS: In addition to honoring our 2019 Retirees, 25-year members and newly tenured members, the Unit IX members who have received permanency in 2018-19 will also be recognized. Please be aware that the time period used to determine eligibility for all honorees was from *September 2018 through the date of the August 2019 BOCES Board Meeting*. If you missed the cutoff, you will be recognized at next year's party. Very important: You should have received an invitation in the mail and you must RSVP if you wish to have your name announced. If you think that you are eligible for recognition, and have not received an invitation, please contact our office manager, Lisa in the union office at 631-586-2657.

You've Got A Friend In Me: Randy Newman (1999)

Please join us in congratulating "our own" **2019 NYSUT/WS BOCES Friend of Education, Laurie DiScalfani**, who has devoted over 40 years helping our members. Our past Executive Vice President, Laurie is currently employed as a consultant for both our association and Western Suffolk BOCES. Laurie remains an invaluable liaison between labor management and she is personally responsible for both "recruiting and training" many of the current and future leaders of our association. *We are truly able to better serve our members because of Laurie* who will be recognized at our annual "Welcome Back Party" on October 16th.

Money, Money, Money: Abba (1976)

WSBFA STUDENT SCHOLARSHIP FUND: We need your money. Please support our students by purchasing tickets for our 50/50 raffle for a chance to win CASH! Raffle tickets are currently on sale. The drawing will be held at the **Welcome Back Party on Wednesday, October 16th**. Your generous support of this fund made it possible for our Association to give scholarships to 70 Western Suffolk BOCES students who were recognized at their respective graduation ceremonies. As you will see, our **Professionals Who Care effort** also gives donations to 17 worthwhile organizations.

What a Wonderful World: Louis Armstrong (1967)

OUTSTANDING ACHIEVEMENT: We would like to congratulate ***Padmini Arora, Kelly Blickhahn, Dana Caruolo Tur, Arthur Castellano, Jacqueline A. Gordon, Elizabeth Lignelli, Lori Lynt and Stacy Sullivan*** who were selected by their colleagues for this annual award given by the Western Suffolk BOCES Board of Education. You truly help make our BOCES WORLD a special place.

Power in a Union: Billy Bragg (1986)

WSBFA ELECTION RESULTS: Congratulations to all of our incumbent executive board officers who all ran unopposed. They each want you to know “how much they appreciate your consistent cooperation and support.” Devon Anderson, the incumbent Vice President ran unopposed to fill the Executive Vice President position vacated by the resignation of Rob Caravello. We congratulate Devon and we thank Rob for his service. Make NO MISTAKE: The union’s solidarity that exists on Long Island remains critical to the support of our profession. *The joint support of our collective unions: Unit 1; Unit 7; Unit 9 and Unit 10 is not only essential, but well appreciated.*

Under Pressure: Queen and David Bowie (1982)

NEGOTIATIONS UPDATE: As we have said, WSBOCES is the land of perpetual negotiations. At the present time, we are still in negotiations for a Unit 9 successor agreement, the “new” Unit 1 contract will expire in two years and then we will begin negotiations for a new Unit 7 agreement in February 2020. There is one more summer left for our Unit 10 agreement. *Wahoo: There’s always something to do!*

High Hopes: Panic at the Disco (2018)

LITBF SCHOLARSHIP WINNERS: A very special congratulations to ***Kevin Souhrada***, son of ***Tracy Souhrada***, who was the recipient of the 2019 Long Island Teachers’ Benevolent Scholarship.

With a Little Help from Our Friends: Joe Cocker (1969)

BLOOD DRIVE NEWS: The three 2018-19 Blood Drives were successful and we would like to take the opportunity to thank each of our members who participated. The Western Suffolk BOCES Faculty Association and Alliance of School Based Health Professionals, as part of our “**Professionals Who Care**” effort, support the recruitment of volunteer blood donors and feel a word of special thanks is in order to each and every one of you who donated, demonstrating a responsibility for this vital community service. We should feel very proud. Due to the continued success, the 2018-19 drive resulted in scholarships for the following students in the Medical Laboratory Assisting program: ***Domonique Watts and Nathalie Rodriguez***. The first of our 2019-20 Blood Drives is scheduled for Thursday, October 17th. Mary Brooks, Alliance President and Holly Michels, Unit 1, Vice President are co-chairs for this life-saving event.

BREAST CANCER WALK: Please join us at NYSUT’s annual Making Strides Cancer Walk at Jones Beach on Sunday, October 20th. Last year our association helped NYSUT raise several thousand dollars for this event.

Madman across the Water: Elton John (1971)

Polar Bear Splash: Once again *The James E. Allen Soakers* and their fans joined ***CEO Mike Flynn*** for AHRC’s polar plunge. Incredibly, we raised **\$4,000** which will be divided 50/50 between AHRC and JEA Dix Hills/Melville. Why not consider joining us next year for this fun event? We thank the 2018-19 JEA Soakers: ***Andrew Blee, Nick Catti, Larry Cimino, Dennis D’Abreu, Nick D’Abreu, Andrew Gifford, Jason Laskin, Joe Lenza, Madeline Penalver and all the spectators that gave up a Saturday morning to cheer them on.*** As always, a special thanks to our leader Mike for not only plunging with us, but for *spearheading this annual effort as well.*

Breaking the Rules: AC/DC (1981)

APPR Update: Taking liberty with the rules is exactly what the PARENT’S OPT OUT movement did and thankfully, it seems to have had a positive effect when you examine New York State’s restructuring of the framework of the APPR System. *Please make sure that you take the time to review the changes.*

Purple Haze: Jimmy Hendrix (1070)

PSLF Update: We have been trying to do our best to keep any member, eligible for the Public Service Loan Forgiveness Program, informed of the need to closely and carefully monitor their records of payment. You must be sure to verify that you are filing a new set of forms every year that clearly specifies your income and family size. Any delay can cause a delay in the 120 payments required for loan forgiveness. According to the New York Times Reporter's investigation of this program, you need to be the "Perfect Borrower". *His most recent advice: make sure that you verify that your income based reporting is accurate.*

For What It's Worth: Buffalo Springfield (1967)

"I think it's time we stop, children, what's that sound?" Bullet proof backpacks? A police sledge tool to open locked doors? A 48 million dollar High School designed with safety features like curved hallways so a potential school shooter's vision is limited? It is not only time to stop and listen but time for legislative action as well. We know that **Marty Hearney**, principal of James E. Allen JR/SR High School was speaking simultaneously for all Administration, on opening day, when *he very seriously and comprehensively, reviewed the Building Lock Down Procedure*. Of course, our union is totally in agreement with the unfortunate need to have to concur with these critical recommendations.

Save It For A Rainy Day: Kenny Chesney (2015)

Unlike a school district, BOCES are prohibited from maintaining a **Reserve Fund**, commonly called a "rainy day fund". In fact, our BOCES was cited years ago for maintaining a fund to help offset the future cost of retiree health benefits. *In other words, we were chastised for being financially responsible.* Currently, we will be working with management to jointly support legislation to permit the BOCES to be able to stay on equal footing with our school districts. During negotiations this year, one critical fact was made clear by administration: Western Suffolk BOCES began this year with a 9 million dollar deficit due to the current retiree health insurance cost. In fact, *it will not be long before our retired members outnumber our active ones.* We will be asking for your support for this critical legislative effort. Stay Tuned!

Keep Me in Your Heart: Warren Zevon (2003)

Which is exactly, what **Gina Lieneck** our colleague from the business office did for her daughter, Brianna, who was tragically killed in a boating accident in 2003. Gina and her husband Frank, both injured in the crash along with their other daughter, have worked timelessly over the years to help make boating safer. A recent Newsday cover headline "**Brianna We Did It**" says it all: There is now a state law in Brianna's name which requires that boaters take safety courses. **CEO, Mike Flynn**, was at the Tanner Park ceremony when **Governor Andrew Cuomo** said "I believe it was Brianna inside you" when he praised Gina and all the "legislators involved for working so diligently and signing this bipartisan bill in these highly partisan political times." We are so proud of you Gina – especially those of us who have become, as you said so well, "a member of a club that we never wanted to join". We commend you for the true gift you have given to Brianna and all of us.

We also ask that you join us in thought and prayers for the family of **Lynne Degenfelder**, a member of the Western Suffolk BOCES clerical staff and a conscientious union rep. who lost her courageous battle with cancer over the summer. More sad news: Please join us in extending heartfelt sympathy to the family of retired CTE Teacher **Peggy Dempsey** who recently passed away. Both of these members of our WS BOCES family were true team players who will each be sorely missed.

All you Need is Love: The Beatles (1967)

Wishing you the best for a healthy and happy productive 2019-20 school year. Thanks, as always for your continued cooperation and support. It remains a pleasure and an honor to represent each and every one of you.

Maybe all you need is love after all!

The LINK is an official publication of the Western Suffolk BOCES Faculty Association and is published five times a year.

Officers WSBFA: Ernie Lewis, President; Devon Anderson, Executive Vice President; Holly Michels, First Vice President; Larry Cimino, Vice President; Jennifer Somma-Coughlin, Vice President; Phyllis M. Schwartz, Vice President At Large; Nick Catti, Secretary-Treasurer; ASBHP: Mary Brooks, President; Tara Velez, First Vice President; Virginia Murphy, Second Vice President; Kristin Carney, Recording Secretary; Editor Dennis D'Abreu; Office Manager, Lisa Mercogliano