

News & Notes

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Overview of the September Board of Regents Meeting

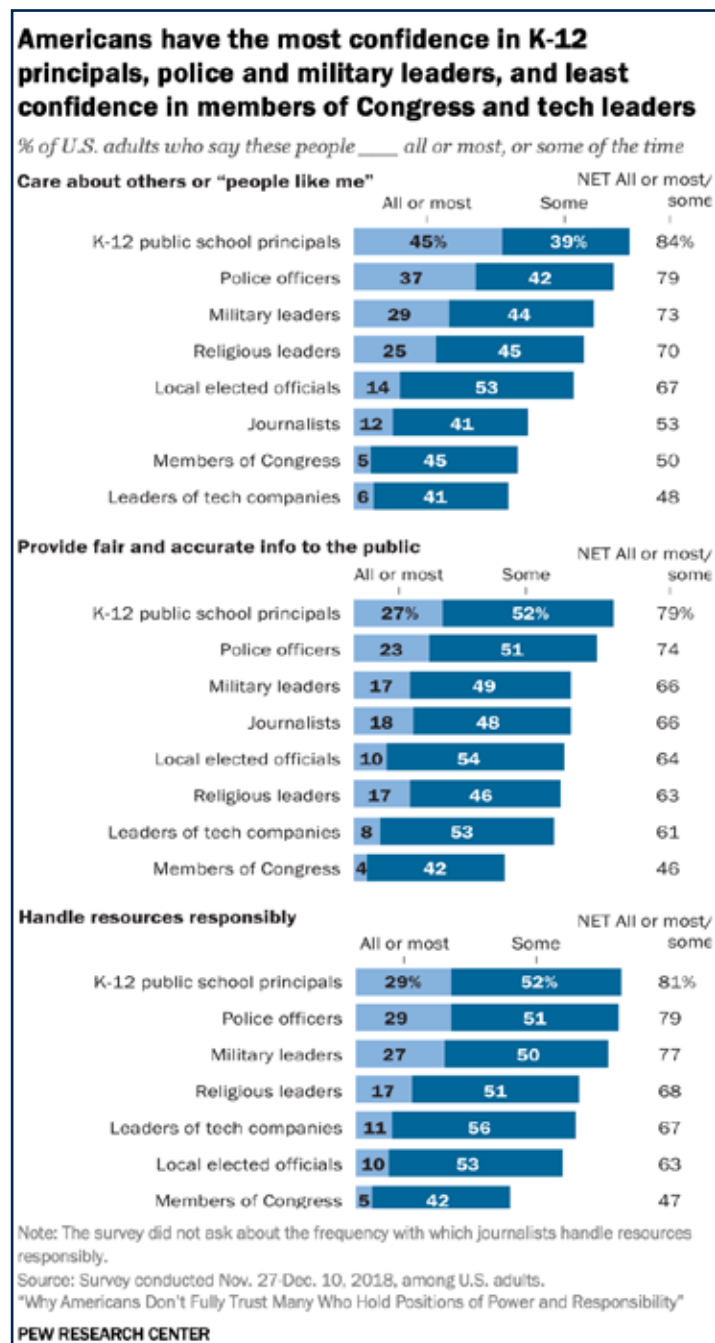
The first Board of Regents meeting of the new school year started out in an unprecedented way. Hundreds of very vocal protesters filled the halls and grounds of the New York State Education Department. The protesters were adamantly opposed to the disallowance of religious reasons for not adhering to required vaccinations for school entrance. Chanting and singing for the first half of the meeting caused delays and adjustments to the agenda. As stated by Chancellor Rosa, “Democracy is messy as we all know,” as she tried to manage the protesters and focus on the work of the board.

Full Board

Presentation on *What Success Looks Like for High Schools that have Dramatically Improved and/or Consistently Surpass the New York State Graduation Rate for Young Men of Color (YMOC)*.

The first item was introduced with a video of the My Brother’s Keeper (MBK) symposium. The video demonstrated that the young men interviewed clearly felt that the support networks and high expectations created by the MBK initiative was key to their successes.

continued on page 3



LEGAL BRIEFS

Offering a False Instrument for Filing

Finding yourself getting busy at work is a daily occurrence. Maybe a surprise meeting springs up, or maybe someone calls in and their tasks are transferred to you. These things happen. Sometimes, in the hustle and bustle of the workday, things are forgotten, or mistakes made. It’s not carelessness, but rather human nature.

While mistakes can sometimes have consequences, it is always the attempt to hide the mistake that causes the SAANYS Legal Department much more serious concern. The SAANYS Legal Department tends to see this issue arise most often in the context of documents that were not completed within a particular deadline and members either ask subordinates to backdate documents or are asked by central administration to backdate something. This is known as offering a false instrument for filing. In New York, offering a false instrument for filing in the second degree is a class A misdemeanor.

To be found guilty of offering a false instrument in the second degree, one must:

1. Have knowledge or belief that a written instrument contained false information, and
2. Register or record the document in the records of a public office or public servant.

Offering a false instrument for filing in the first degree is a class E felony and contains an additional element of “intent to defraud the state.” This is usually reserved for severe cases, such as attempting to get the state to pay large sums of money in fraudulent reimbursements.

What types of documents should you worry about? A “written instrument” includes just about anything that can convey information—including computer data or programs. This means that nearly everything that’s signed and gets filed with the school, state, or municipality is pertinent, from travel reimbursement forms to annual performance reviews.

What is “knowledge or belief”? Maybe you made a mistake initially; perhaps the incorrect date was put down for an annual performance review. Later that week, your memory refreshes and you realize you’ve documented an inaccuracy. If a correction isn’t made prior to filing, then this could be an offering of a false instrument for filing. Another example is when an individual certifies that coaches have received the appropriate mandated CPR and first aid trainings, knowing that some people may have left the program early. Moreover, you don’t have to personally file the document to be guilty of offering a false instrument for filing, you merely need to have knowledge that the document will be filed. Finally, be aware that if another employee, the superintendent, a teacher, etc., drafts a document with incorrect information on it and asks you to sign it, you can still be implicated as a party to the crime.

New York courts have held that knowingly submitting an application for employment to a school district containing incorrect information would constitute offering a false

continued on page 6



2020 Teacher of the Year



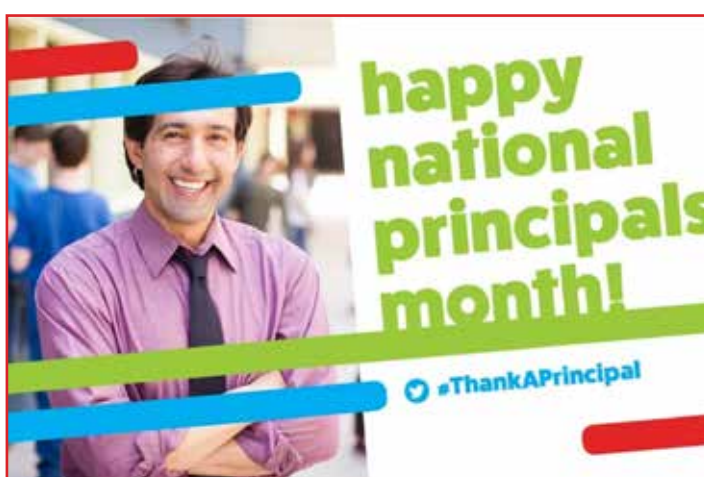
The Board of Regents has named Rachel Murat, a high school social studies and technology integration teacher at Maine-Endwell High School, the 2020 New York State Teacher of the Year.

Commented Thomas Burkhardt, principal at Maine-Endwell Senior High, “Her success in education is evidenced by not only her ability to inspire, it is the volume of young adults who have a gone on to do inspirational things as a result of her mentoring. She approaches each school year and school day as a new learning opportunity with students as her partners.”

State Cracks Down on Vaping

Governor Cuomo announced on September 15 an emergency executive action to ban the sale of flavored electronic cigarettes in New York State - the latest in a series of actions to combat the increasing number of youth using vape products. A few days earlier, the governor also announced an emergency executive order that directs state agencies to deploy education awareness programs on vaping. Particularly,

continued on page 3



SAANYS
 Welcomes New Unit:
 – REGION 12 –
 Grand Island Administrators & Supervisors Council



Executive Viewpoint

Kevin S. Casey, Executive Director

Because You Earned It

You may have heard that according to a recent Pew Research Center survey, K-12 principals are the most trusted professionals among police officers, military leaders, religious leaders, local elected officials, journalists, members of congress, and leaders of tech companies (see chart on page 1). This result does not surprise me. I imagine if educators with titles other than principal were included in the survey, they too would have scored highly.

This result is a compliment not only to principals, but to all the educators who create

and support the environment in which principals operate. It is the school environment to which parents entrust their children. Given the myriad of concerns, threats, and risks that seem to abound in today's world, the results of this survey tell me that educators are doing an outstanding job. Parents are comfortable with, and trust, the building leader. Maintaining a comfort level seems to be an increasingly difficult task. Because schools mirror society, and they are a locus of all that is good and bad in our society. We seek to promote the good (achievement, charity,

empathy, good health practices...) and manage society's ills (think cyber-bullying, vaping, gun violence...). Clearly this is no easy task, especially when coupled with the need to educate.

The trust evidenced by the Pew survey results is trust that is largely earned, as opposed to assumed by virtue of title. I reach this conclusion based on a simple review of what SAANYS programs are popular among our members. Our annual conference is focused on the theme of equity in education, and registrations are higher than they have been in several years. The Sagamore is a lovely property, but we have been there before. We have also recently been to fine properties in Lake Placid and Cooperstown, but current registrations exceed past conferences by a fair amount. I believe the theme of the conference resonates with educators. They

want to provide equity in education, and the effort to do so is respected.

In November, SAANYS is hosting a course in conducting effective student investigations. While the subject of conducting investigations does not conjure a warm fuzzy feeling, investigations are necessary tools to combat things such as bullying and violent acts. When done properly they contribute to an environment that is safer, more accepting, and ultimately more conducive to learning. Also in November, SAANYS is partnering with Educational Vistas, Inc. (EVI) on a safe schools conference that will focus on climate and culture, safeguarding school communities, the role of an SRO, and the sharing of best practices.

Additionally, SAANYS has recently released a special report on student vaping, which examines the extent of vaping, its dangers, and provides

guidance and resources for educators to be current on this topical issue. Several capital area educators also recently took the time to explore this topic with Congressman Paul Tonko during the annual meeting that SAANYS holds with the congressman.

I could go on citing prior events regarding mental health, trauma, the impact of poverty... The important point is that the events I cited are organized pursuant to educators' requests regarding their current needs. It is the active educators driving the agenda and attending the events, often on their own time and at their own expense. The children that parents entrust to you benefit as a result. The survey results show that adults recognize and appreciate your efforts. Is anyone really surprised that you have earned their trust? ■

The Challenges of Cyber Security

Sponsor Opinion Piece by Kenneth A. Facin, Solutions Facilitator, Educational Vistas, Inc.

There have been as many as 600 cyber attacks on k-12 schools since 2016 according to Doug Levin, Cyber Security Researcher at EdSurge. The most recent incident in NYS involved a defunct AIMS web program hosted by Pearson Education that was breached resulting in thousands of students first and last names and emails being stolen. A Long Island school district's computing system was attacked by a ransomware virus with the district

paying \$100,000 dollars to hackers to restore their computing operations. School districts are now protecting their cyber operations with insurance, adding new costs to districts' already stressed budgets. A Central New York district, in August, paid a deductible cost of \$50,000, with their insurance company footing the rest of the bill, to have their computing systems restored. These stories haunt school leaders as we rely more and more

on computing systems to manage our operations.

Do you have safe guards in place and are your practices congruent with your board of education cyber security policies and NYS regulations and laws? Protecting student privacy is more important than ever given the data breaches that have already occurred and that seem to be increasing in frequency. It is crucially important to audit your systems to ensure that your school's information is protected and secure. School software systems and corresponding password access have expanded exponentially over the last decade, potentially

exposing student data and computing systems to breaches.

New York State Education Law 2-d and the Family Educational Rights and Privacy Act (FERPA) provide clear protections for student data. The revised proposed Part 121 regulations to Ed Law 2-d, once adopted, will provide another level of protection for student personally identifiable information.

It is imperative that schools work with agencies and third-party providers to ensure that their cyber security expectations are realized. Educational Vistas has spent the last quarter century working with

school partners ensuring that student data is always protected and secure. We have developed our systems with added layers of cyber protection that exceed the National Institutes of Standards and Technology cyber security expectations.

Kenneth A. Facin, Solutions Facilitator @ Educational Vistas. Ken worked for 32 years in public schools as a high school science teacher, principal, and superintendent of schools. He can be reached at kfacin@edvistas.com. ■

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

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School Administrators Association of New York State

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–Martin Luther King, Jr.

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CAPITAL UPDATE

Board of Regents Meeting

continued from page 1

The primary agenda item was a presentation on a study commissioned by SED through funding from the Bill and Melinda Gates Foundation on ten New York State schools that have been successfully raising graduation rates for young men of color. Regent Young introduced the agenda item stressing that the research presented underscores that there are pockets of success that can be brought to scale. In his opinion, the findings need to be disseminated extensively.

Findings from the study showed that these districts:

- Established a clear theory of action and mission.
- Maintained a high degree of fidelity to implementation and monitored established goals and data.
- Created a culture that believes that no student would fail, with shared accountability.
- Used targeted and high-impact instruction-high levels of student engagement.
- Established sufficient supports and mobilized those supports immediately to ensure that no student fell in between the cracks.

Comments from the researchers stated how impressed they were with the amount of time students were in attendance. On a daily basis, there were already 400-500 students in school by 7:00 am and staying well into the late afternoon/evening. Many schools extended into weekends for tutoring and additional programming.

Discussion Around the Table

Regent Johnson asked if there were equal resources among the 10 schools and the panelist indicated that there were not. However, the researchers offered anecdotal information that a common trait among the 10 schools was to hunt down and maximize resources from many, many sources.

Regent Chin asked about findings regarding class size. Dr. Aronstein indicated that specific research on class size was not part of the study, but anecdotally, the researchers thought that it was more about establishing a system of supports than class size. Classes were considered more like a first step with every aspect of school supports folding in around the instruction to make sure that failure was not an option.

Other remarks by Regent Tillis and Regent Meade stressed the importance of establishing solid foundations at the middle school and forging parent partnerships.

For more information on this item, please scan the QR code.



Graduation Measures in NYS

A short presentation by Deputy Commissioner Kim Wilkins was provided to update the members of the Board of Regents on the initiative to examine graduation measures used in New York. Part of this work will be to establish a Blue Ribbon Commission (BRC) and involve many stakeholders across the state over a two-year period. This is a revised schedule based on input during the July BOR meeting that projected a one year review. Members of the board felt that the one year review was too fast paced. The revised time line is as follows:

- November 2019 – January 2020: regents and district superintendents gather feedback from across the state.
- February 2020: Establish the Blue Ribbon Commission and draft meeting schedule.
- March 2020: The BRC convenes and defines the scope of its work.
- April 2020: The BRC identifies priority areas.
- May 2020 – September 2020: sub-groups meet.
- October 2020 – November 2020: sub-groups develop proposed recommendations.
- Winter 2021: sub-groups advance recommendations to the BRC.
- Spring 2021 – Summer 2021: The BRC finalizes recommendations and a report is prepared.
- Fall 2021: The Blue Ribbon Commission's final report is presented to the Board of Regents for consideration.

Discussions around the table focused on procedural issues with strong emphasis that members of the BOR do not want the same kind of rollout as was undertaken for APPR or ESSA.

More information on this item may be found by scanning the QR code.



P-12 Subcommittee

Due to the delayed start and length of the above items, the original agenda for the meeting was revised and shortened. The following is a brief summary of the items and a link to the actual item.

Grades 3-8 ELA and Math Test Results

Results of the testing indicate a slight overall improvement and persistent gaps in achievement for most sub-groups. The graph on page 5 provides a quick look at gaps in achievement.

Discussion Around the Table

The following questions were raised by some members of the board:

- Regent Collins – Are we going to look at the specific scores of students who come back to a public school from a charter school right before the testing starts? In

continued on page 5



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.



continued from page 1

the order directs the Department of Health to work with the State Education Department to immediately develop and deploy these measures for school districts to incorporate into their curriculums.

State Announces Tech PD Grant

Six million dollars in school funding is now available through the state's Smart Start Computer Science Program. Smart Start supports innovative programs that provide professional development and support to increase expertise in computer science, engineering, and/or educational technology among teachers in grades K-8. Schools across the state are eligible to apply, and preference will be given to high-need schools. Applications are due November 19, 2019 and are available by visiting: <https://bit.ly/2mBm8Wp>. ■

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National Affiliation



SAANYS is the official state affiliate of both the National Association of Elementary School Principals and the National Association of Secondary School Principals and their state / national principal of the year programs.

SAANYS Professional Learning Update



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

'Tis the season – for regions to think about holding a regional SAANYS event that includes a professional learning component. Did you know that SAANYS will help you organize your event, and can often provide a one-hour presentation free of charge to your group?

Here are some examples of regional events that are coming up. We are able to provide lots of options to tailor your region's event according to the needs and wants of your members:

- REGION 5 is holding a get together on October 28 at the Crowne Plaza in Suffern for their members from 5-7 pm. Registration and refreshments will be followed by a panel discussion on the topic of Contract Negotiations and will feature Jen Carlson, SAANYS deputy general counsel; Mike Dawkins and John Knight, SAANYS negotiators; and Harry Leonardatos, an active regional principal who was instrumental in negotiating his own district's contract. Participants can expect lots of good ideas for the contract negotiation process and tips on how to ensure the best result for their units.
- SAANYS helped REGION 10 design a four-part series that will run from October through April, all from 4-6pm:
 - o OCTOBER 15: Contract Negotiations and Hot Topics. Art Scheuermann, SAANYS general counsel. Maplewood Suites, Liverpool
 - o NOVEMBER 6: Panel: Surviving Your First Four Years in Administration, featuring local leaders sharing their experience. Facilitated by Karen Bronson. Maplewood Suites, Liverpool.
 - o JANUARY 21: SED/APPR Informational Update. Dr. Cindy Gallagher, SAANYS director of government relations. Maplewood Suites, Liverpool.
 - o APRIL 28: Retirement Planning with TRS and AXA, featuring representatives from both organizations sharing tips and answering questions. Lake Shore Yacht and Country Club, Cicero.
- REGION 12 recently held a unit presidents dinner and workshop: "When Trouble Finds You, What Should You Do?" with Jacob Verchereau, SAANYS counsel.

These are only a sampling of the topics and formats we can design for your SAANYS regional event. All of them came from requests directly from our regional representatives in those areas. You can find more information about these events, and a general brochure entitled, "Planning Successful Regional Events" at saanys.org under the "PD and Mentoring" tab. The planning starts with a phone call or email to me at kbronson@saanys.org but you may want to start by contacting your own regional representatives to ask about holding an event in your area. ■

2020 Call FOR Submissions

NOV 15 2020 NASSP Assistant Principal Application Deadline

JAN 3 Application Deadline

<p>SAANYS / New York State Awards</p> <ul style="list-style-type: none"> Leader in Digital Education Award Outstanding Educator Award Leadership and Support Award Irving Schwartz (Retiree) Award K-12 Building Principal Award Friend of Education Award 	<p>SAANYS is the official state affiliate to the National Association of Elementary School Principals (NAESP) and the National Association of Secondary School Principals (NASSP) and their annual awards programs.</p> <ul style="list-style-type: none"> SAANYS/NASSP Assistant Principal Award SAANYS/NAESP Assistant Principal Award 	<ul style="list-style-type: none"> SAANYS/NAESP Elementary School Principal Award SAANYS/NAESP Middle School Principal Award SAANYS/NASSP Principal of the Year Award
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Visit www.saanys.org for award criteria and an easy online nomination form.

Conducting EFFECTIVE STUDENT INVESTIGATIONS

SAANYS | LEGAL ONE NY

NOVEMBER 6, 2019

PLAINVIEW HOLIDAY INN

215 Sunnyside Blvd, Plainview, NY

9:00 AM – 3:00 PM

Learn more and register at saanys.org/events.

Safe Schools CONFERENCE

SAANYS | Educational Vistas, Inc.

NOVEMBER 14, 2019

CENTURY HOUSE

997 New Loudon Road, Latham, NY

8:30 AM – 2:30 PM

Learn more and register at saanys.org/events.

SAANYS REGION 10 WORKSHOP SERIES

- OCTOBER 15 | LIVERPOOL
Contract Negotiations and Hot Topics
- NOVEMBER 6 | LIVERPOOL
Surviving Your First Four Years in Administration
- JANUARY 21 | LIVERPOOL
SED/APPR Informational Update: What You Need to Know
- APRIL 28 | CICERO
Retirement Planning with TRS and AXA

AGENDA FOR ALL 4 SESSIONS

4:00 pm–4:30 pm Check-in / Networking

4:30 pm–6:00 pm Presentation and Dinner

\$10 per person, per session

Register for one or more sessions.
Visit www.saanys.org for additional information.

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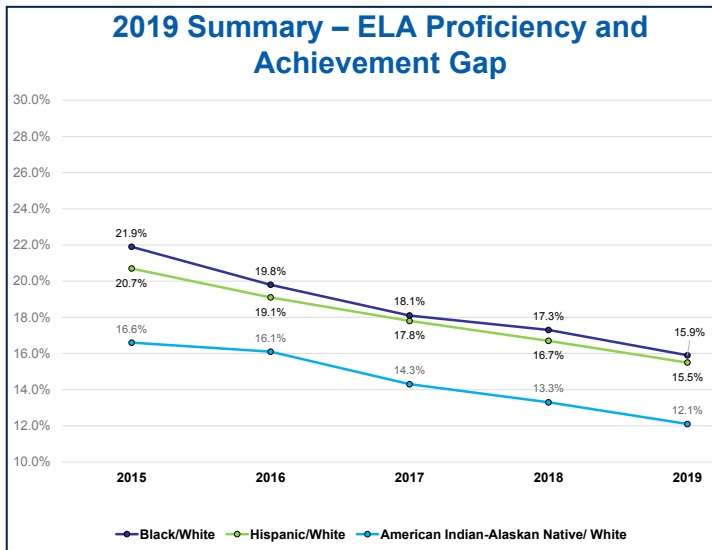
Board of Regents Meeting

continued from page 3

Buffalo, we are at our saturation point.

- Regent Cea – Can we get a breakdown of the results for students with disabilities by disability classification?
- Regent Cashin – What are we really getting from these tests? We go up .5 percent and sometimes we go down. What are we really learning?
- Regent Tillis – For every ethnic group we see girls ahead on every test. Does this hold for even the Regents exams?
- Regent Young – What are we doing for our Level 1 students? What happens after Pre-K?

The full item may be found by scanning the QR code.



Item on Inclusive Athletic Activities

Visit saanys.org to read the overview of this section and watch for a feature article on this program in an upcoming issue of *Vanguard Magazine*.

Board of Regents Priorities for P-12

The board identified eight policy priority areas for P-12.

The next step will be to ask members of the board to identify their top three priorities. The chart below shows the top rated priorities.

Results

The priorities are ranked in ascending order (lowest scores rank as priorities).

	TOTAL	PRIORITY
High School Diploma and Graduation Requirements (new and in support of the Research Workgroup & Full Board)	40	1
Early Childhood and Early Learning (in progress)	54	2
Grades 3-12 Exit Measures (new and in support of the Assessment Workgroup)	63	3
Culturally Responsive-sustaining Education Framework (in progress)	73	4
Standards and Curricular Content (ongoing)	81	5
Teacher Diversity (required under 2018-19 legislation and in partnership with Higher Education)	89	6
Holistic Development of Young People (new)	100	7
Improving Education Programs for Students Involved with the Justice System (probably more suited for a legislative proposal than board policy; as Raise the Age becomes fully implemented, current SED regulations, e.g. seat time, serve as a disincentive)	112	8

A link to this item may be found by scanning the QR code.



Cultural Education Subcommittee

Libraries and the 2020 Census

Libraries will have an important role to play for the 2020 Census.

Why? 80 percent of households will be asked to complete the Census. The information obtained from the Census is vitally important. It is the basis for reapportioning congressional seats and allocating funding to communities which impact housing, education, transportation, and a host of other social service programs.

Unfortunately, 18 to 22 percent of household in NYS do not have broadband and 35 percent of households at or below an income level of \$35,000 do not have broadband. The worst connected cities are Syracuse (24 percent with out broadband) and Rochester (20 percent with out broadband).

For more information on disparities in access, scan the QR code.



Libraries provide internet access to New Yorkers without broadband. Their role in ensuring meaningful participation in the 2020 Census will be very important. ■

Financial Fridays



A SAANYS lunch & learn series

Webinar

Grab your lunch and join us the first Friday of each month at noon for Financial Fridays with AXA. These short 30 minute online sessions are meant to offer tips and ideas for securing your personal financial success.

NOV 1 Investing and How to Deal with Market Volatility

What are the key financial challenges in turbulent markets, and how should you navigate your financial matters during uncertain times? This presentation features four segments: putting market volatility and risk in perspective; identifying practices that could make a difference – in good times or bad; using risk management strategies to help protect investments, and suggesting next steps.

DEC 6 Estate Planning and The Family Love Letter

This presentation covers how a properly created estate plan can help protect a family's financial well-being, preserve property, reduce estate taxes and expenses, as well as help avoid family conflict. Included is a basic overview of the Family Love Letter and its contents, emphasizing the importance of estate planning strategies if sudden incapacitation or death should occur.

JAN 3 Addressing Long-Term Care

This seminar explains what Long-Term Care is, who needs it and what options people have if they need it. The presentation will show that, without proper planning, the potential costs associated with the need for LTC can be devastating to the family and to the assets built over the years.

FEB 7 Basics of Taxes

This seminar provides an overview of basic tax concepts including pre- and post-tax definitions, Roth options for savings alternatives, and others.

MAR 6 Student Loan Forgiveness

There are a number of Student Loan Forgiveness options available to New York State educators, but sorting through all of them can be a challenge. Let us help you navigate the requirements by going over who may be eligible, how you may be able to qualify, all the way to how to submit the paperwork.

APR 3 Your Family, Your Future

This presentation addresses the multitude of issues involved when juggling financial obligations of raising a family while still planning for your long-term financial future.

MAY 1 Social Security

The Social Security system is one of the most important, and often misunderstood, retirement systems out there. Making the right decision is critical to your retirement planning. This seminar provides helpful information about the Social Security.

JUN 5 Summer Planning

Have you been so busy during the school year that you put off addressing any and all personal financial matters? This presentation will provide a checklist of items that should be addressed during the summer, as well as a timeline and suggestions for an easy implantation of the plan.

register online at saanys.org

SAANYS Region 5

Contract Negotiations: What to Negotiate For and How to Negotiate

October 28, 2019
5:00-7:00pm
Crowne Plaza Hotel, Suffern

Join us as a SAANYS negotiating team leads the workshop with ideas for contract negotiations and how to get the best for your unit.

5:00pm Registration
5:30pm SAANYS Presentation
6:30pm Open Discussion and Q&A Session

Facilitator:
Tom Averill, Saugerties, Jr./ Sr. High Principal and Region 5 Chairperson

Panelists:
Jen Carlson, SAANYS Deputy Counsel

Mike Dawkins, SAANYS Negotiator

John Knight, SAANYS Negotiator

Harry Leonardatos, Ph.D, Principal, Clarkstown HS North

Light fare and soft drinks served.

COST:

Free for SAANYS Members
\$10 Non-Members

Register online at saanys.org/events



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LEGAL BRIEFS

A Message from the SAANYS Legal Department



Jennifer Carlson
SAANYS Deputy General
Counsel
jcarlson@saanys.org



Offering a False Instrument for Filing

continued from page 1

instrument in the second degree. This means that it's important to be honest at all times, even at the inception of employment.

Finally, and this is extremely important, the three-year statute of limitations for 3020-a charges aren't applicable when the charges are predicated on a crime. This means that a falsely filed document can lay dormant for years, only to be resurrected as evidence against a teacher or administrator in 3020-a proceedings.

Some of the most common errors are ones that relate to paperwork. Maybe you put down the wrong date on an APPR, or maybe you stretched the truth on mileage on a travel

expenses reimbursement document. Any of these filings could become tools of the district in 3020-a hearings, even many years from the date of filing. To protect yourself, it is important to be as meticulous as possible when drafting documents that ultimately go to a governmental agency, including your employing district. If an error does occur, it is always better to face it head on, rather than try to hide it through inaccurate documentation. The SAANYS Legal Department encourages you to be proactive and contact us should you ever have a concern about paperwork you will file or are being asked to sign. ■

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.

Wappingers Supervisory, Technical, Executive & Professional Staff Association (STEPS), Region 4

Highlights from the recent Collective Bargaining Agreement (CBA) follows:

- Added a fifth year longevity step.
- Added a sick leave stipend by which unit members are entitled to \$500 if they use less than six sick days in any given year.
- 2.25 percent annual salary increases with large equity adjustments for 8 out of the 23 unit members.
- Over the five-year duration of the CBA, the employee health insurance contribution will only increase by .5 percent.
- Added a minimum salary schedule into the CBA.
- Each member will receive \$300 extra in their welfare trust, annually (\$1650 up from \$1350).
- Increased boot allowance from \$100 to \$150.

Clarkstown Occupational & Physical Therapists Association, Region 5

SAANYS General Counsel Arthur Scheuermann assisted the newly formed Clarkstown Occupational & Physical Therapists Association in its first collective bargaining agreement with the Clarkstown Central School District. The four-year contract retroactive to July 1, 2018 sets forth critical terms needed in every contract including a grievance procedure that ends in binding arbitration and includes past practices under the grievance process. Other highlights include:

- Implementation of a salary schedule with step increment at 1.25 percent, with negotiated step adjustments to correct historical inequities among unit members.
- Annual salary increases of 2 percent.
- A defined 6.5 hour workday with a flexible start

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 spoke with a member and several witnesses to investigate a possible retaliation for a whistle-blower action.

REGION 2

SAANYS reviewed an independent SAANYS member's individual contract and provided feedback to assist the member in negotiations.

REGION 4

SAANYS advised a member on an impact bargaining issue as she was given additional duties without any additional compensation.

REGION 5

SAANYS provided a Memorandum of Agreement (MOA) to a unit regarding the tenure status of several administrators.

REGION 6

SAANYS provided an MOA to a unit regarding an after school program to assure appropriate compensation.

REGION 7

SAANYS prepared discovery responses in preparation of an upcoming 3020-a hearing.

REGION 8

SAANYS met with a unit regarding rights and responsibilities of the bargaining unit.

REGION 9

SAANYS reviewed an MOA with a unit which adds a title to the unit and expands the CBA's recognition clause.

REGION 10

SAANYS assisted a member with a rebuttal to a counseling memo.

REGION 11

SAANYS submitted medical records and HIPPA forms to a committee to help get the member approved for disability leave.

REGION 12

SAANYS assisted a unit in a potential grievance related to failure of a district to adhere to its commitments regarding 403(b) contributions.

time, two 30-minute duty-free preparatory sessions, and a paid 30 minute lunch.

- Further defining the work week to 37 treatment/therapy sessions per week and a caseload of no more than 25 students at any given time.
- Compensatory or overtime pay for any work beyond the standard 6.5 hour workday at a pay rate of time-and-a-half or \$110.00 per hour, depending on employee title.
- Spelled out specific terms of employer-provided health insurance, particularly retirement healthcare benefits.
- 15 sick days per year that can be rolled over for an accumulated maximum of 180.
- A retirement incentive of \$17,500 to be paid by the district into an IRS 403(b) tax-sheltered annuity.

South Glens Falls Central School District Administrators Association, Region 6

SAANYS General Counsel Arthur Scheuermann, assisted the South Glens Falls Central School District Administrators Association in negotiating a successor CBA that includes the following highlights:

One equitable adjustment and scheduled salary increases as follows: 2019-2020: 3.0 percent; 2020-2021: \$3,450; 2021-2022: 3.0 percent; 2022-2023: \$3,700; and 2023-2024: 3.25 percent.

Retiring unit members now have the option of receiving a sick leave buyout based on accumulated accrued sick leave (cap at 200 days) at a rate of \$150 per day, which shall be paid into a IRC Section 403(b) account.

continued on page 8

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\$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 #.

274 Contact a SAANYS Attorney

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

After Hours Pager:

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COMMITTEE ON SCIENCE, SPACE, AND TECHNOLOGY
SUBCOMMITTEE ON ENVIRONMENT
SUBCOMMITTEE ON RESEARCH AND TECHNOLOGY

September 12, 2019

Dear Friends,


Thank you for sharing your concerns with me during our meeting on August 13th. I will convey your concerns regarding the public charge rule and Title I funding to the appropriate committee staff. If you have further questions or would like to follow up on these or other issues, please contact my education legislative staffer Noor Teebi (noor@mail.house.gov).

I am following up on the vaping issue which you all shared was a serious concern across all schools and school districts. I am proud to have joined the newly formed bipartisan Congressional Caucus to End the Youth Vaping Epidemic. This caucus will serve as a forum in Congress to discuss needed solutions to better protect American youth from the dangers of vaping and nicotine addiction. The Energy and Commerce Committee, which I am a proud member of, released a [statement](#) yesterday supporting the e-cigarette flavor ban. Our committee will be holding a hearing on September 25th on the public health impacts of e-cigarette manufacturing, sales and use. Additionally, I have cosponsored [H.R. 2339](#), the Reversing the Youth Tobacco Epidemic Act, which aims to address the sharp rise in use of tobacco and e-cigarette products among young people.

The Reversing the Youth Tobacco Epidemic Act of 2019 includes a number of important provisions to curb the rise of youth tobacco use:

- Requires FDA to finalize a rule requiring graphic health warnings for cigarette packages within 12 months;
- Extends FDA regulations on the sale, distribution, and use of cigarettes and smokeless tobacco to all deemed tobacco products, including e-cigarettes;
- Raises the minimum age for purchasing tobacco products to 21 years and makes it unlawful for any retailer to sell a tobacco product to any person younger than 21 years of age;
- Directs FDA to prohibit non-face-to-face sales of all tobacco products including e-cigarettes and e-cigarette accessories;
- Prohibits all characterizing flavors of tobacco products, including menthol;
- Provides FDA with authority to collect user fees from all classes of tobacco products, including e-cigarettes;
- Instructs FDA to issue a final rule on the regulation of products containing synthetic nicotine or nicotine that is not made or derived from tobacco;
- Makes it unlawful to market, advertise, or promote any e-cigarette products to individuals under the age of 21; and,
- Requires the Federal Trade Commission (FTC) to issue an annual report to Congress on the domestic sales, advertising, and promotional activity of cigarette, cigar, smokeless tobacco, and e-cigarette manufacturers.

Again, thank you for sharing your concerns with me. I appreciate the work you all do on behalf of our community.

Sincerely,

Paul D. Tonko
Member of Congress

In August, SAANYS was honored to host a conversation with Congressman Paul Tonko and administrators from his district, where there was considerable discussion on the vaping crisis. As communicated in his follow-up letter to participants and SAANYS staff [as seen to the left], the congressman notes his participation on the Energy and Commerce Committee and its September hearing on the public health impacts of e-cigarettes, as well as a bill that he is co-sponsoring – the Reversing the Youth Tobacco Epidemic Act of 2019. The discussion and the congressman’s questioning during the Health Subcommittee hearing can be viewed here: <https://www.facebook.com/reppaultonko/videos/2341256696123622/>. Thank you congressman Tonko for your steadfast response to, and work on, this critical issue facing our teens and schools. ■

“An investment in knowledge always pays the best interest.”
— Benjamin Franklin

2019 CALENDAR



OCTOBER

Crime Prevention Month

National Bullying Prevention Month

National Principals Month

Oct 8 *The Great Chicago Fire Anniversary*

Oct 11 *General Casimir Pulaoki Memorial Day*

Oct 14-18 *National School Lunch Week*

Oct 14 *Columbus Day / Discoverer’s Day*

Oct 16 *World Food Day*

Oct 21-25 *National School Bus Safety Week*

Oct 23-31 *Red Ribbon Week*

Oct 24 *United Nations Day*

Oct 26 *Make a Difference Day*

Oct 31 *Halloween*



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NOVEMBER

National Native American Heritage Month

Nov 3 *Standard Time*

Nov 5 *Election Day*

Nov 7 *Marie Curie’s Birthday*

Nov 10-16 *Geography Awareness Day*

Nov 11 *Veterans Day*

Nov 12 *Elizabeth Cady Stanton’s Birthday*

Nov 18-22 *American Education Week*

Nov 19 *Gettysburg Address Anniversary*

Nov 20 *Anniversary of Mexican Revolution*

Nov 20 *Education Support Professionals Day*

Nov 21 *National Parental Involvement Day*

Nov 22 *Substitute Educators Day*

Nov 24-30 *National Family Week*

Nov 28 *Thanksgiving Day*

Nov 30 *Mark Twain’s Birthday*

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Contract Settlements

continued from page 6

This option is only available if the retiring administrator opts not to take health insurance in retirement. Otherwise, the accumulated sick leave will be valued and put into a constructive trust to pay for health insurance premiums. The negotiated rate provides that every three-day block of unused accrued sick leave at the time of retirement shall entitle the retiree for one month of paid health insurance at the premium co-pay in effect at the date of retirement, for a maximum of 120 months.

Increased annual allotment for attending professional meetings, conferences, and workshops by \$500.

Eliminated longstanding contract language that provided for the unilateral change in the administrators' health insurance plans based on negotiations between the district and the teachers. Increase health insurance (WSWHE BOCES Alt PPO) premium cost sharing by 2 percent over the five-year contract which will end at 20 percent. If enrolled in HRA (high deductible plan) [no member is] cost sharing increases by 5 percent [Note WSWHE BOCES lowered administrators' cost sharing in this plan by several percent to entice its administrators to enroll.]

The following increases to longevity steps are added to the base salary prior to annual increases: 4 years increased by \$150 to \$750; 9 years: increased by \$200 to \$1,100; and 14 years: increased by \$250 to \$1,450.

The agreement added Christmas Eve as a paid holiday and further, provided that if Christmas Eve or Christmas Day fall on a weekend, a non-school weekday will be established as a holiday.

Potsdam Central School Administrators and Supervisors Association, Region 7

The contract negotiations were led by Unit Co-Presidents Mark Bennett and Jennifer Neaton. Away from the table assistance was provided by SAANYS Labor Relations Specialist Charles Calisti.

Duration of Contract: July 1, 2019 – June 30, 2022

Recognition: Addition of the position of director of curriculum and instruction in 2019-20 (12 month position).

Salary: 2019-20: 3.5 percent; 2020-21: 3.5 percent; 2021-22: 3.25 percent.

Personal Days Accumulated in Year of Service Prior to Retirement: Payment of \$100 per day to administrator's 403(b) account.

Health Insurance: Change from Rider 9 to Rider 10 of the St. Lawrence-Lewis Counties School District Employees Medical Plan booklet. The district pays the premium costs of health insurance for unit members and dependents – 2019-2020: 90 percent (no change); 2020-21: 89.5 percent; and 2021-22: 89 percent.

Cellular Phone: Unit members provided with \$50 per month toward the use of his/her personal cell phone for district business.

Tuition Free Attendance for Children of Unit Members: A Memorandum of Understanding was agreed to which stipulates that if a member wishes to have a child admitted to the district on a tuition-free basis then contract negotiations shall commence. ■

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Member/District Shoutout!

POBCSD Director Achieves Internationally Recognized EdTech Leader Status

Dr. Guy A. Lodico has achieved the distinction of Certified Education Technology Leader (CETL). The CETL is a rigorous internationally recognized professional assessment established by the Consortium for School Networking (CoSN). "In accordance with CETL guidelines, Dr. Lodico has demonstrated his mastery of the body of knowledge defining the leadership skill areas critical to providing vision for and building 21st century learning environments to support student achievement," said Keith Krueger, CEO of CoSN. Congratulations SAANYS member Dr. Lodico!



Capital Region District Recognized for Suicide Prevention Programs

East Greenbush Central School District recently received the NYS Office of Mental Health's "Excellence in Suicide Prevention: Creating and Strengthening Suicide Safer School and Youth Initiatives Award."

The district has offered ongoing and extensive professional development for more than 500 teachers and staff. The district has also engaged students and parents by hosting assemblies, workshops, and programs, including, "Ending the Silence," a suicide prevention and mental health literacy program, which was presented to over 1,500 of the district's high school students.

US Department of Education Honors 19 New York Schools as 2019 National Blue Ribbon Schools

Congratulations to the following SAANYS schools:

- African Road Elementary School, Vestal CSD
- Cornwall Central High School, Cornwall CSD
- Fredonia High School, Fredonia CSD
- Glenmont Elementary School, Bethlehem CSD
- Manhasset Secondary School, Manhasset UFSD ■

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Wednesday, October 30, 2019 - Syracuse

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A message from a SAANYS corporate sponsor



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We stand ready to assist any and all educators that require expertise and our 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. ■

"I am not a teacher, but an awakener."

—Robert Frost