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April 2010

Volume 43, Number 8
Local 1, American
Federation of School
Administrators, AFL-CIO



Day Care: Not Without a Fight!



YURIDIA PEÑA

■ CSA First Vice President Randi Herman spoke at a March 3 press conference about the city's decision to close 15 Day Care Centers.

Union Initiatives on Multiple Fronts

By ANNE SILVERSTEIN

CSA mounted a major campaign in March to combat the city's continuous efforts to slowly eliminate Day Care Center services to working families.

From meetings with City Council members over the long-expired Day Care Directors contract to advancing legislation calling for the complete overhaul of how early childhood education/Day Care is handled in the state, CSA continued to fight for its members and for Day Care

Center families.

Coming up this month, the City Council will hold a hearing on the Day Care contract impasse. Councilman James Sanders, Jr., Chair of the Civil Service and Labor Committee, has called for the hearing on April 20. NYC Office of Labor Commissioner James Hanley is expected to testify. CSA has filed a complaint with the NYS Employment Relations Board over the stalled negotiations but is, of course, open to efforts to get the negotiations back on track.

Other activities of the past month include:

- Meetings with more than 20 City Council members over the city's refusal to negotiate in good faith with CSA. The contract expired nearly four years ago, and the city has spent much of that time dragging its feet over health insurance issues saying that the health plan is unaffordable. Meanwhile, every municipal union in the city has managed to sign contracts – with health care intact – with the

Continued on Page 3

Five Exciting Years of 'Teaching & Learning'

BY YURIDIA PEÑA

Nearly 10,000 educators attended the Thirteen/WLIW21 Teaching and Learning Celebration at the Hilton NY on March 5-6. For the fifth consecutive year CSA and the Executive Leadership Institute, CSA's professional development division, were major sponsors.

US Secretary of Education Arne Duncan was this year's keynote speaker. Mr. Duncan addressed adequate teacher and Principal preparation programs, America's dropout rate and early childhood education initiatives.

"In education, talent matters tremendously. Great teachers, great Principals make all the difference in the lives of our children," said Mr. Duncan. His speech was followed by a discussion with Richard W. Riley, former US Secretary of Education during the Clinton Administration. Paula A. Kerger, President and CEO of PBS, moderated the conversation.

The Executive Leadership Institute (ELI) conducted two of its single-topic workshops. *Effective Communication to Move Your Instructional Agenda* was led by coordinators Carol Ildebrando and Michael Schlar and *Leading Change: Developing High*

Performing Teams was led by coordinators Beth Peller and Maria Ciccone.

For the first time, CSA arranged for its members to register separately to avoid congestion at the registration booths. CSA also hosted a coffee with CSA President Ernest Logan first thing Friday morning where guests enjoyed an assortment of bagels, muffins, coffee and tea before beginning the day's full calendar of events.

Later that morning, Mr. Logan participated in the panel discussion, *Middle Schools: Reading the Signs, Supporting the Transitions* moderated by City Council Speaker Christine Quinn. Mr.



YURIDIA PEÑA

■ Arne Duncan

Logan was joined by Kathleen M. Donahue, Vice President of the NYS United Teachers; Betty Edwards, who most recently served as Executive Director of the National Middle School Association; and Andres Henriquez, Program Officer in the National Program of Carnegie Corporation of New York.

Panelists addressed the social/emotional
Continued on Page 7

CSA AT WORK

Off and Running on Budget and Contract

March saw CSA calling for action on many fronts including Day Care Center and school closings, and closing the achievement gap. CSA also decried the governor's budget proposal that, if accepted, would see a cut of \$1.4 billion in state school aid. (The Assembly's bill restores \$600 million to schools.) CSA President Ernest Logan's response, right, was immediate: "Cutting the education budget always does incalculable harm to children near or below the poverty line." (Read Mr. Logan's full statement at www.csa-nyc.org)

CSA also formally announced its readiness to negotiate a new contract with the Department of Education. On March 4, CSA Executive Vice President Peter McNally and First Vice President Randi Herman, far right, went to the Tweed Building to documents. The DOE contract expired on March 5.



JACK MILLER

■ At a March 4 press event, CSA President Ernest Logan denounces proposed budget cuts.



■ CSA's negotiating team arrives at Tweed to formally announce the union's readiness to begin negotiating a contract for DOE members.



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CSA News (004-532) is published 10 times a year for \$35 per year per member by CSA, 16 Court St., Brooklyn, NY, 11241. Second Class Postage paid at Brooklyn, NY and additional mailing offices. POSTMASTER: Send address changes to CSA NEWS, 16 Court St., Brooklyn, NY, 11241.

PRESIDENT'S PAGE

Rethinking DAY CARE

A System Too Fragmented for Today's Demands. By Ernest A. Logan

Our early childhood education system is a crazy quilt of separate providers, of various sizes, shapes and quality, stitched together by different state and city agencies. We need to grab hold of this irregular hodge-podge, shake it out and turn it into something all of one piece and of the highest quality. As President Obama advocates, we must create "a seamless and comprehensive set of [educational] systems and supports for children, from birth to age five." And until that is done, we must keep the programs we have as safe and sound as possible for our tiniest citizens.

CSA's long-term interest is focused on the well-being of all pre-school children; our immediate interest is on those in our city-funded Day Care system whose capable Directors and Assistant Directors we represent. City-funded Day Care is just one piece of the quilt that includes, among other pieces, nursery schools, often for the affluent; public schools for a wide-range of pre-schoolers; Head-Starts for the poor; and – only in NYC – "no-permit-required" facilities for the absolutely desperate.

Right now, it's fair to say that city-funded Day Care Centers, which always served the working class and working poor, are getting trampled underfoot. In the last few years, the city has shut down 17 centers in the name of cost-cutting and recently announced that it will shut down 15 more and send the children to centers farther from home or – quietly, via vouchers – to facilities without permits, where no education takes place.

We're proud of our city-funded Day Care Centers, which sprang from democratic grassroots. They were born out of settlement houses for early 20th century immigrants who wanted to work; and flourished during World War II under the influence of Eleanor Roosevelt, to support working mothers; and united under a single Day Care Council in 1947 to allow parents to continue working and rise to the middle class. Today, they serve similar populations.

NYC's 253 remaining city-funded Day Care Centers, educating more than 203,000 pre-schoolers, are governed, in an uneasy partnership with the Day Care Council, by the Administration for Children's Services (ACS), a city agency that is tired of the job, claims not to have the budget to support the responsibility, and doesn't know the first thing about education, anyway. So eager is ACS to get out of the Day Care business that it is spinning feeble justifications that include low demand due to neighborhood gentrification and the high cost of leases in gentrified areas.

Complicit in the shutdown of these historic centers are the Mayor himself and his staff who have been cooperating with ACS by slowly starving out Day Care Center teachers and administrators. To save nickels and dimes, the city has left these low paid, but highly qualified, licensed educators without a raise or a contract for four years, canceling one negotiation session after another, in some fool's errand involving "waiting it out" till the educators give up in despair and take flight.

They choose to ignore the volumes of statistics showing that sound early childhood education is a long-term economic boon to the city –keeping parents off the welfare rolls, helping financially deprived children get ready for regular school, identifying and meeting their special needs early enough to help them, and improving their odds of graduating from high school and staying out of juvenile facilities. Worse, handing off these little ones to facilities without permits sometimes comes with an immediate price, when the facility turns out to be a drug house and children get caught in crossfire, when barely supervised babies fall down stairways or wander away to be found by strangers on the street.

Not for a moment do we believe that the Mayor is heartless or ignorant or that ACS is run by a band of monsters. What we believe is that the overall universal pre-K system—including



our city-funded Day care program—has become a system too fragmented for today's demands. It needs to be replaced by a system with only quality teachers and leaders and a uniform curriculum, under the watchful eye of the DOE rather than a social service agency and other non-education agencies. Only in this way will all pre-schoolers get a genuine early education in a safe environment.

The overwhelming majority of our Day Care members are qualified educators who would welcome the opportunity to report to fellow educators at the DOE.

Although there's no excuse for the Mayor's refusal to negotiate a contract with our Day Care leaders and teachers and for ACS to shut down Day Care Centers with disingenuous excuses, the work of weaving the programs into one strong system is way beyond the Mayor and his people.

First, the transition must be accomplished in Albany. At the state level, the Day Care system is also governed by a social service agency, the Office of Children and Family Services. Day Care and all early childhood programs should be woven tightly together under the control of the NY State Education Department (SED). This is not unprecedented; several states in fact, including Massachusetts, Maryland, Georgia and Washington, have reorganized agencies and services to include departments of early education within their state education agencies. Until that happens in New York, the early childhood system in NYC cannot become part of DOE.

CSA has drafted legislation that will strengthen the Day Care system statewide, with a focus on real education, under the oversight of SED. We hope, soon, to have sponsors introduce it into the state Senate and Assembly. We welcome all our state and city colleagues and elected officials to move with us in this direction for the sake of our very youngest students.

Day Care Landmarks:

1943:

To help women war workers, the federal government becomes involved. By 1945, 1.5 million children are in Day Care.

1947:

Sponsoring boards form the Day Care Council of New York to fight for survival of established programs.

1962:

The city promises to provide child care facilities in every low-income housing project.



1950

in the 1940s, Eleanor Roosevelt was a major champion for the establishment of Day Care facilities to help women war workers.

1960

Day Care: Not Without a Fight!

Union Initiatives on Multiple City and State Fronts

Continued from Page 1

same city administration at a cost of hundreds of millions of dollars. The city is hard-pressed to explain to CSA how providing insurance for 350 people – the approximate number of Day Care Directors and Assistant Directors – will break the city’s budget.

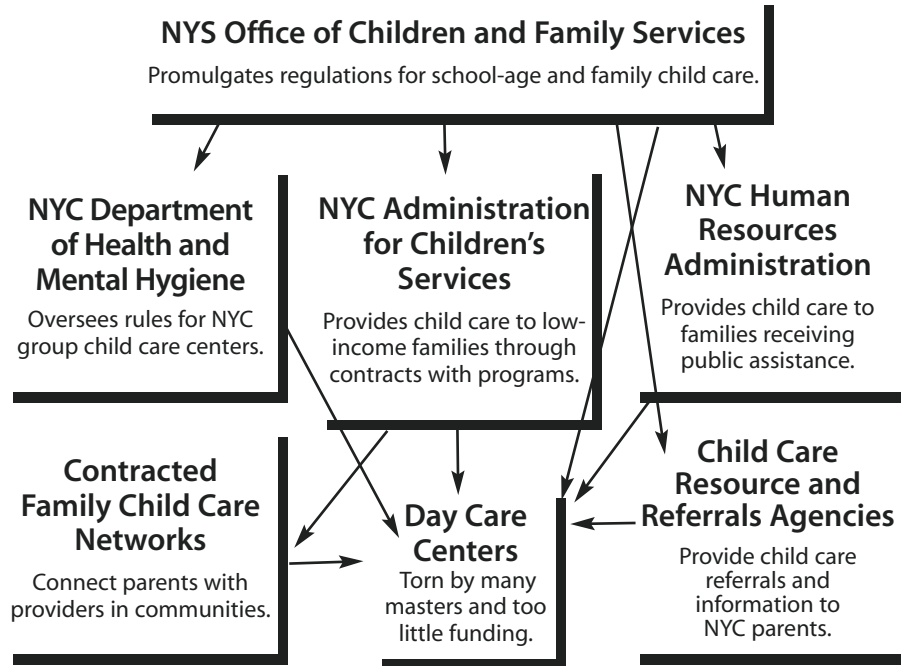
- Advertisements on websites and state and city publications calling attention to the lack of a contract and to the city’s plans to close 15 Day Care Centers (one Center offers two programs) in NYC by July 1.

- Legislation calling for the NYS Commissioner of Education to completely re-evaluate how early childhood education – meaning children ages 0 to 5 – is handled in the state. It also calls for recommendations for the consolidation of Day Care oversight by the State Education Department. The next step is to find sponsors for the bill and introduce it into the legislature in the Capital. (CSA’s Assistant Director for Governmental Affairs Alithia Rodriguez-Rolon will keep the union’s officers updated on its progress.)

- An appearance on March 8 at the NYC Council Committee on General Welfare on the 2011 Preliminary Budget for the Administration for Children’s Services. Pedro Cordero, CSA’s Manhattan Chair for Day Care, testified on how Day Care Centers serve the city’s neediest families and youngsters. He specifically asked the City Council to keep open the slated-for-closing Day Care Centers. He also asked the City Council to put pressure of the administration to come to terms with CSA over a new contract for Day Care Directors and Assistant Directors.

- The launch of a page on the CSA website about Day Care Centers. Three families are featured in stories about how Day Care has made their lives better. The page also offers links to how to become involved in self-advocacy. (Visit the page at CSA’s website, www.csa-nyc.org/csa-members/day-care-members/advocacy/political-action.)

Mixed Signals: Picture of Disorganization



■ CSA Day Care Directors and family advocates met in Brooklyn Borough Hall to discuss strategies for fighting the closure of 15 Day Care Centers.



YURIDIA PEÑA
■ Pedro Cordero testifies at the City Council.

From 1943 to Present

1972: CSA Executive Board votes to permit Day Care Directors and Assistants into union.

1976: It wasn't easy, but finally CSA signs the nation's first Day Care Directors contract.

1978: CSA President Ted Elsberg sets up a Welfare Fund and signs agreement with Day Care Council.

1991: The Professional Association of Day Care Directors celebrates its 25th year with a Manhattan cruise.

2004: Contract negotiations stall. Day Care Directors strike. Finally, a contract is signed in 2005.

2010: Déjà vu. CSA files complaint with state after 3.5-year impasse with city over expired contract



CSA President Peter O'Brien signs the first Day Care Contract.



Day Care Directors walk the picket line in June 2004.

COMING EVENTS

Events are at CSA's Brooklyn Headquarters, 16 Court Street, unless otherwise noted.

APRIL 14, 4:30 PM: CSA District Chairs

APRIL 15, 4 PM: DOE Irish American Heritage Committee

APRIL 21, 5 PM: CSA Latino Caucus

APRIL 22, 9 AM: CSA Retiree Chapter Executive Board & Leadership Council

APRIL 28, 5 PM: CSA Executive Board

MAY 6, 4:30 PM: CSA pre-retirement workshop

May 10, 4:30 PM: Education Administrators Association

May 11, 5 PM: ABENY Executive Committee/ Executive Board

Please check with the event organizer to confirm times and dates.

Member UPDATE

2010 Education Award Nominations

For the seventh year, Education Update is honoring outstanding educators in the NYC public schools, this time on June 4 at the Harvard Club. To nominate a colleague, visit www.educationupdate.com/awards. The deadline is April 25.

TRS

March 2010 Unit Values
 Diversified Equity: 51.840
 Stable-Value: 19.344
 International Equity: 8.708
 Inflation Protection: 9.912
 Socially Responsive Equity: 9.139

Corrections

■ An article in the March CSA News incorrectly stated the dates of some members' work year. Twelve-month Assistant Principals work from July 1 through June 30. Principals work from Sept. 1 to Aug. 31.

■ Sherry Gregory's name was misspelled in the February issue of the CSA News. Also, Ms. Gregory and Millicent Goodman did not retire from ELI. They are no longer ELI coordinators but continue as mentors.

The Welfare Fund

Douglas V. Hathaway, Ph.D.

If You're Thinking About Retirement...



Save your spot at one of our workshops and learn what you need to do to convert to retiree status.

CSA has scheduled pre-retirement workshops for members considering retirement this summer. We'll tell you what you need to know about your city-provided health benefits and CSA Welfare Fund benefits as a retiree, and review the process for converting to retiree status.

These workshops are directed toward Department of Education members ONLY. Seating is limited, so please call the Welfare Fund at (718) 624-2600 to reserve your seat early. If you find you cannot attend your scheduled workshop, please call us as soon as possible so we may make your reservation available to a fellow member who may be on a waiting list. All workshops start promptly at 4 p.m.

- May 6, June 16, June 21, June 23; CSA Central Office, 16 Court St., 4th Fl.
- May 4; Bronx ELC, MS 127, 1560 Purdy St., Rm. 202
- May 25; Queens ELC, PS 193, 152-20 11th Ave., Whitestone
- June 17; Staten Island ELC, Petrides Center, 715 Ocean Terrace, Building C

QUESTION: I am an Education Administrator. I fell on the sidewalk while traveling between schools. I have filed the proper paperwork with the accident unit. What do I do now?

ANSWER: You have done the most important thing already: file a report with the Department of Education. You would be surprised how many members tell me they have been injured on the job but have not reported the incident in a timely fashion. By reporting

the incident, and letting the DOE Line of Duty Incident Unit know you have a claim, getting the DOE to reimburse its portion of the expenses will be easier.

Please call me at the Fund if you have additional questions or are having problems getting your claims paid.

QUESTION: I am a retired Assistant Principal and I am a member of the Retiree Chapter. I submitted my Express Scripts co-payments. I received the Welfare Fund reimbursement, but not a Retiree Chapter reimbursement. When will I get the Chapter check?

ANSWER: Chapter reimbursements generally follow Welfare Fund reimbursements within a week. Sometimes when we process the prescription drug co-pay reimbursements, it takes awhile longer to process the Chapter reimbursements. All prescription reimburse-



MARVIN SILVER

■ CSA Welfare Fund Administrator Douglas Hathaway has visited numerous Retiree Chapter Units this year and will be visiting Georgia and North Carolina in the near future. So far, he has visited retirees in the Florida Units of Palm Beach, South Florida, and Sun Coast, and the Units of Arizona, Pacific Coast and Long Island. CSA First Vice President Randi Herman joined him for the western leg of his expedition. Above, at the Pacific Coast Unit on March 9: From left Roslyn Beck, Dr. Hathaway, Dr. Herman, Gil Gotfried and Manny Bierman.

ments that were submitted in January have been processed, as have the corresponding Chapter reimbursements.

UPDATE: The following hearing aid vendor has joined our panel of participating providers, effective Feb. 1, 2010.

Lexington Hearing and Speech Center
30th Avenue and 75th Street
Jackson Heights, NY 11370

Letters

CSA's Logan Walks a Dignified Line in Remarks on School Closings

To the Editor: I read with great satisfaction CSA President Ernest Logan's excellent column in the February 2010 *CSA News* questioning the Department of Education's decision to close several "failing" public schools. Not only did Mr. Logan expose the hypocrisy the DOE showed by claiming to have produced unparalleled successes in the school system while at the same time it demeaned some of the Principals whose schools it had only recently lauded, but he hammered away at his ever-present theme that the DOE must make its own accountability transparent by indicating what is the exact nature and degree of support its layers of bureaucrats have provided to the schools.

He also pointed out that the DOE's decision becomes even more unreasonable when one realizes that some of the Principals whose schools are threatened with closing have been in their positions for only a relatively short period of time, and therefore to expect them to turn around their schools so quickly – even if they did receive adequate support from their superiors – is completely unrealistic.

By his forthright statement, Mr. Logan has earned even more of my admiration especially since I know firsthand of the difficulty he faced in navigating the fine line between offering what is a legitimate criticism of faulty

DOE policies and exhibiting what might be called "managerial prerogatives". As a former Vice-President of CSA, I frequently observed the Chancellor's office trying to bait us into commenting on management policies so as to have an excuse to terminate our collective bargaining rights. Yet that did not force Mr. Logan to remain silent in the face of rampant injustice but rather inspired him to steer a masterful course, enabling him to express the righteous indignation that so many of us feel at the DOE's unsatisfactory leadership while still safely protecting our union's right to exist.

–BERNARD GORDON
Assistant Principal Assigned, District Administrator of Data-Driven Instructional Programs, D-17 Office (retired)

Members Praise Executive Leadership Institute's Programs

To the Editor: I wanted to thank ALPAP Coordinator Janet Aravena and the ALPAP program for including the Celebration of Teaching and Learning Conference as part of our ALPAP experience. I thoroughly enjoyed this year's Teaching and Learning event. (Last year, I paid and went on my own. It was a totally different experience this year.) From the beginning to the end, we were treated in a professional manner. We had our own CSA check-in area, the recognition we received from CSA

President Ernest Logan was rewarding and the early evening CSA reception was a lovely treat. The content of the conference was excellent; it was really a lovely day full of educational rewards and beyond my expectations. Thank you to CSA, ELI Executive Director Ada

Dolch, Leadership Coach Linda Cheliotis and you; you made us in the ALPAP group feel so good to be educators.

–LILLY LUCAS
Assistant Principal,
Excelsior Preparatory HS, Queens

2010 Sloan Public Service Award



YURIDIA PEÑA

■ The Fund for the City of New York awarded Brooklyn's PS 24 Principal Christina Fuentes, above, its 2010 Sloan Public Service Award last month. Above, Ms. Fuentes speaks during the kick-off press conference for Respect for All Week that was held at her school on March 8. The DOE said that Ms. Fuentes has fostered "a culture of respect and inclusion" at her school and PS 24 "is widely recognized as a model school for its work in this area." (See Page 20 for more on Respect for All Week.) From left, City Councilman Robert Jackson, City Council Speaker Christine Quinn and Schools Chancellor Joel Klein.

Graduation Rates Rise



YURIDIA PEÑA

■ At Mayor Bloomberg's press conference announcing improved graduation rates, CSA President Ernest Logan took the opportunity to speak about the need to continue working to close the achievement gap.

Logan: Gap Remains Wide for Children of Color, Poor

Mayor Bloomberg held a press conference on March 9 at which he announced that the increase in the high school graduation rate for city students was "historic." The city's graduation rate rose to 59 percent last year, up from 56.4 percent in 2008. (The Daily News characterized that change as a modest increase.) CSA President Ernest Logan spoke at the press conference. The following is reprinted from his written remarks:

I would like to applaud our Principals and Assistant Principals for their full-out efforts to keep our students in school through graduation day. Without our school leaders, the gains that the Mayor and Chancellor are announcing today wouldn't be possible. CSA's members should be very proud.

And these gains wouldn't be possible without the hard work of our students, their teachers and parents. They are all unsung heroes. The Chancellor, the Mayor and their staffs have also worked hard to provide the resources to help our schools make these gains. Congratulations to all of you as well. With all my heart, I wish that these graduation rates were as high for our children of color. But the gap has not closed and that calls for a few words.

Whenever school funding is cut, it is these children of color, often children below the poverty line, who suffer. Their families do not have the money to supplement their education in hard times. Their families can't pay for private tutors to help them in English Language Arts and Math, in Advanced Placement preparation and college guidance.

We need to do two things right away if we want to close this gap: First, we need to create and sustain a middle school initiative that provides children from every economic group with the preparation they need to succeed just a few years later, in high school. And creating this initiative isn't enough. We have to vow to keep it going forever. Second, we also have to stand together and work as one team. We have to gather the political will to minimize state budget cuts to education and move towards stopping them altogether. By doing these two things, we'll start closing the achievement gap and the graduation gap and we'll make sure that minority children graduate at the same rate as others. Today's minority students will be tomorrow's leaders. We can't afford to write them off.

CSA Black Caucus



■ The CSA Black Caucus attended the NYS Association of Black and Puerto Rican Legislative Conference the weekend of Feb. 12-15 in Albany. Nine Caucus members attended with members of the CSA governmental relations team. From left, Yvonne Williams, Principal, PS 16, Bronx; US Sen. Charles Schumer; CSA Treasurer Laverne Burrowes; Raine Semaj, Assistant Principal, PS 160, Bronx; and Assemblyman Michael Benedetto.

Grievance Corner

Bob Reich

As School Year Ends, Review Your File Again

It is now early April. Tulips and crocuses are beginning to sprout. Many of our members are beginning to look towards the end of the school year and are already planning for the next. I have a couple of suggestions for members, both those who are planning to retire and those planning to stay a while longer.

IF YOU ARE PLANNING TO RETIRE and are a DOE school-based employee, you must provide 90-days notice to your immediate supervisor if you wish to receive your final entitlement within 90 days of your retirement date. Failure to provide 90-days notice may result in a delay of up to three years in the payout of your final entitlement.

If you are not school-based, you are not required to provide that advance notice. I am certain though that, as professionals, you will give notice to your supervisors. In addition to notifying your supervisor, be certain to notify your HR partner of your intention to retire.

An employee is entitled to accrue up to 200 days in his CAR - Cumulative Absence Reserve. Upon retirement and the filing of Form OP44, you will be paid for half the days in your CAR. Education Administrators, and those who were once EAs, are entitled to be paid for two years of accrued annual leave and a third year of annual leave ONLY IF an immediate supervisor signed the appropriate carry-over letter.

In addition to the final entitlements explained above, those who have a banked summer will be paid for those days too.

Prior to giving your notice – and more important, prior to retiring – you should have a pension consultation. The pension consultant will review your work history, answer questions and discuss your options. It is most important that prior to your retirement all your concerns are addressed. You should also attend one of the pre-retirement workshops conducted by the CSA Welfare Fund. (See page 4 for dates and locations.)

Prior to retiring, review your CAR and determine if there are any outstanding Injury-in-the-Line-of-Duty (ILOD) determinations. If there are, contact me immediately. Until the Medical Bureau has approved ILOD, the days are charged to your sick bank. This can greatly alter your final entitlement.



Prior to giving your notice of retirement, CSA strongly recommends you have a pension consultation. (Call CSA membership for a voucher.)

FOR THOSE WHO WILL RETURN NEXT FALL, as the school year draws to a close, it is a good time to review your official file. The official file should not contain any letters written to you of which you are unaware. Should you find any inappropriate letters or documents in your file, contact me and we will discuss the appropriate action.

Responses to letters written to your file can be attached to the original letter at any time. CSA recommends that you respond to file letters within the year in which they are received. If you send me a copy of the original letter and your draft response, CSA staff will review the response and then call or email you. Our goal is to ensure that you respond to all salient points and provide a clear explanation of items cited. The letters in the file often become the basis of adverse ratings or actions at the end of the school year.

In other end-of-the-year-related business:

- Principals and 12-month Assistant Principals accrue annual leave days monthly. To utilize annual leave (vacation time), you must apply in advance and have the approval of your immediate supervisor. CSA recommends that all requests be made in writing and dated.
- Principals and Assistant Principals: Remember - your vacation time is accorded to you on a "use it or lose it" principle, meaning if it is not used during the calendar year of employment it is lost.
- Principals should review the DOE's Principal's Weekly and apply for Principal in Charge of Summer School when the positions are announced. Please note: If you do not apply, you will not be eligible for payment.

In this column, I strive to provide you with contractual updates, grievance and arbitration information, and information about working conditions. If there are any issues you would like to see addressed in this column or you have any personal questions, please email me at bob@csa-nyc.org.

Bob Reich is the Director of Grievance at CSA. He can also be reached at (718) 852-3000, x 1025

Notebook

AAP Offers Cruise Around NY Harbor

Come join your AAP colleagues for a sail around New York's harbor to celebrate the end of the school year. The cruise on June 29 "sets sail" at 6:30 p.m. from the World's Fair Marina in Flushing (opposite Citi Field.) Price includes a full buffet dinner, an open bar, a DJ and dancing. For AAP members, \$45. Non-members, \$90. Limited space, so make your reservation now. For more information, contact Bob Kinglsey at aapexecdir@earthlink.net.

HSAPA to Hold Annual Luncheon

The High School Assistant Principals-Administration Association (HSAPA) will hold its annual luncheon on May 12 at Terrace on the Park in Flushing Meadows Park. The event is free for HSAPA members. Please RSVP by April 26 to Nancy Russo at (914) 374-8102. More information about the event and the speaker will be provided in a member mailing.

ABENY Offers Annual Scholarships for High School Seniors

The Association for Black Educators of New York offers annual scholarships for high school seniors who attend a NYC public school. The deadline is April 30. For information, call Dr. Sheilah Bobo at (917) 412-9099.

ABENY will honor outstanding educators and scholarship winners at the annual Scholarship and Awards Luncheon on June 19, at noon at Antun's in Queens Village. This year, ABENY will honor Dr. Laverne Nimmons, Principal, PS 335, D-16, Brooklyn, as Educator of the Year. For information, call Nora Barnes at (917) 312-3823.

ABENY's next general membership meeting will take place on April 18, from 3 to 6 p.m. at the Bedford Stuyvesant YMCA, 1121 Bedford Ave., Brooklyn. For information, call ABENY President Melouise Murdaugh, at (917) 971-7162.

Auxiliary Services Reunion April 29

The Auxiliary Services for High Schools reunion will be held on April 29 at Antun's Catering Hall, 96-43 Springfield Blvd., Queens Village. The festivities run from 6 to 11 p.m. and cost \$65 per person. The price includes open bar, smorgasbord and dessert. Please mail checks to Sheila R. Montoute, 951 Lincoln Pl., Brooklyn, NY 11213. (Please note: Walk-ins will not be allowed at the door.)

Brooklyn College Plans a Night of Reunions

If you graduated from Brooklyn College in 1970, 1980 or 1990, save the following date for a reunion at the College at April 17 at 7:30 p.m. For more information, call the Brooklyn College Alumni Office at (718) 951-5065 or e-mail alumni@brooklyn.cuny.edu. (Please let the school know if you have any memorabilia you'd like to exhibit the night of the party.)

New York City's Schoolchildren Working to Help Quake Victims

On Jan. 12, an earthquake of a magnitude 7 on the Richter scale hit Haiti causing catastrophic damage and killing an estimated 200,000 people. Three hundred thousand were injured and the death toll is expected to rise. In addition, one million people are homeless. In all, nearly three million people were affected by the quake, nearly one-third of the nation's population. It will take many years and billions of dollars for any semblance of "normalcy" to return to this island nation; since Haiti was already the poorest country in the Western Hemisphere, world experts remain grim about the nation's future.

Americans have reached into their pockets and donated nearly \$1 billion to Haiti relief efforts. Among those efforts are bake sales, benefit runs and coin donations hosted by schools and community organizations across the United States. New York City's school children responded to the carnage they saw on television reports and came up with ways to help people in need. We collected stories from around the city to share with you.

—ALS



■ **MS 74, D-26, QUEENS**, spent a number of weeks collecting change from students and staff members to help out the earthquake victims in Haiti. Upon hearing the devastating news, the officers of the Student Organization and members of the Builders' Club sprang into action. The students quickly organized a drive to collect change. The drive was conducted each day for several weeks during lunch periods. The school has raised \$1,500. Some students donated holiday money – gifts they had received from relatives – because they saw how much the people of Haiti needed it. Other students donated leftover lunch money or other change they were carrying. Staff members also showed their support through substantial contributions.



■ **THE STUDENT GOVERNMENT OF PS 4, D-6, Manhattan** began a campaign to help a local Haitian organization. Students were encouraged to donate \$1 to the cause. The school raised a total of \$2,100 for the First Baptist Haitian Church. The Principal is Delois White.

■ **"ONCE WE HEARD** about the devastation in Haiti, we knew we had to do something to help. How could we raise enough to ease the suffering of the Haitian people?"

PS 205, D-10, Bronx raised \$2,008. We designed, produced and sold bookmarks. Our school's motto is "Learning in a Special Way" and for the Haiti fundraiser, our motto became "Helping in a Special Way." We sold almost 400 bookmarks! With the help of my fellow officers, Vice President Claritza Felipe, Secretary Tyla McKenzie and Treasurer Gianni Lyman, we met with Student Council



■ **PS 121, D-28, QUEENS** organized a fundraiser named Volley for Hope. Staff members participated in a volleyball tournament and raised \$4,000 for the American Red Cross for Haiti Relief. Assistant Principal Jermaine Green organized the event.

representatives to plan a school-wide bake sale. To advertise for our bake sale, we wrote a letter to students, parents and staff asking for their help. We also made signs and displayed them around our school. During morning announcements, I spoke to students and staff asking for their help. We needed everyone to bring in baked goods – students, teachers and parents.

Our sale was a huge success which made all our hard work worthwhile!

—NAYALYN NEGRON
STUDENT COUNCIL PRESIDENT



■ **TO RAISE MONEY** for the earthquake victims, on March 11 students and staff of PS 269, D-22, Brooklyn, participated in the Mighty Milers Fitness Fundraiser at the Park Slope Armory. PS 269 is located in East

■ **THE STUDENT GOVERNMENT OF PS 323, D-27, QUEENS**, coordinated a "Dress Down for Haiti Relief Dollar Donation Day". More than \$2,500 was raised and donated to Haiti Relief. Funds were also donated to Habitat for Humanity.

■ **THE STUDENT GOVERNMENT OF PS 101, D-21, BROOKLYN**, raised more than \$2,400 for the victims in Haiti. Students saw online images of the devastation, and staff members and students made contributions. "What happened in Haiti was very tragic and I am glad we were there for them," said student government President Jordan Torres.

■ **AFTER THE EARTHQUAKE IN HAITI, PS 53, D-27, QUEENS** students organized a letter-writing campaign and wrote to the children of Haiti. Students also produced a "Sharing Our Dream with the Children of Haiti" show and raised \$3,588 for the Clinton-Bush Haiti Fund.



■ **PS 155, D-27, QUEENS** raised \$2,265 for Haiti through a bake sale called: "Help Haiti, Bake for a Cause." Principal Dorothy Morris and the PS 155 community responded quickly to organize the event. Students, parents, guardians and teachers baked cookies, cakes and special treats to sell. The community dressed in blue and red, the colors of the Haitian flag to honor the victims. Each class donated money and participated by making signs or contributing baked goods. Mrs. Morris reminded the students that they must think about, "What we can do to help others" each day. This event not only helped the school think about the possibilities, but provided the chance to put thoughts into action.

PROFESSIONAL DEVELOPMENT



Five Exciting Years of 'Teaching & Learning'



■ From left, Pat Lombardo, Science Specialist at PS 107, Queens, Assistant Principal Patricia Howell, also of PS 107, and Janet Aravena, Coordinator for ELI's Advanced Leadership Program for Assistant Principals (ALPAP). Ms. Howell is a participant in ALPAP. (For more about ALPAP, see pages 10-11.)



■ CSA kicks off the Teaching and Learning Celebration with a breakfast for its members and guests. CSA President Ernest Logan welcomed everyone to the day's events.

Continued from page 1
 issues adolescents face in the middle school grades, the decline in literacy rates, dropout prevention, enrichment programs to engage students and how to attract highly qualified teachers to work with this often challenging population. "The adults have to truly want to be there to educate those young adolescents," said Mr. Logan.

Mr. Logan also focused on the specific issues surrounding the education of boys

of color, and his continued concern with the achievement gap for them. In addition, he said educators should not deprive students of art programs in response to pressure to produce high-standardized test scores. "It is counterproductive because ultimately you still don't do well on the standardized testing and you don't have a well-rounded student and you know what you've got: a middle school student who is bored," he said.



■ Tina Hannel of Eastern Suffolk BOCES was among the attendees at ELI's workshop on Leading Change: Developing High Performing Teams.



■ Meet the Press' David Gregory moderated a panel on teacher quality and student achievement.

Chase Multimedia Classroom Awards

Winners of the 2010 Chase Multimedia in the Classroom Awards were announced on March 5 at the Teaching & Learning Celebration.

The NYC public school winners were: **IS 62, D-20, Brooklyn** for its video "Living Proof: The Holocaust Happened"; **IS 77, D-24, Queens**, for its video "When Actions Spoke Louder Than Words: The Progressive Era"; **PS 124, D-15, Brooklyn**, for its video "The Super Battery Fairy"; **IS 259, D-20, Brooklyn** for its multimedia project: "A Mural of Mythic Proportions"; and **PS 108, D-27, Queens**, for its website "The Great American Patent Caper".

Projects are collaborations between teachers and students. Winners demonstrated how they effectively use technology in the classroom. The competition is open to all K-12 schools in the tri-state area.

CSA Members Honored

FIAME will Honor Christopher Eustace

The Forum of Italian American Educators will hold its 26th Annual Awards Dinner Dance on April 16 at the Villa Barone Manor. Among the award recipients this year is Christopher Eustace, Principal, PS 105, D-11, Bronx, who will receive the Michael Tomasetti Principal's Award. Daria Sclafani Rigney, District 2 Community Superintendent will receive the Thomas Giordano Leadership in Education Award.

AOJT Honors Three CSA Members in April

The Association of Orthodox Jewish Teachers of NYC Public Schools will recognize a number of educators at its 40th Annual Luncheon to Honor Outstanding Educators on April 25 at The Renaissance.

Among the seven honorees are three CSA members: Mary Bosco, Principal, PS 208, Brooklyn; Wendy Goldberg, Principal, PS 214, Queens; and Arlene Rosenstock, Chairperson - CSE 6, Brooklyn.

Emerald Society Honors Ingram and Donnellan

The NYC Department of Education Emerald Society held its Annual Scholarship Dinner Dance on March 12 and honored seven people including two CSA members and Assemblywoman Catherine Nolan, who chairs the Assembly Education Committee.

The CSA members are: Claire Donnellan, CSE Chairwoman, Brooklyn/Staten Island; and Maureen Ingram, Principal, PS 97, Queens. The party was held at Terrace on the Park in Flushing.

Coming this summer:



ELI presents three weeks of professional development designed for CSA members.

- July 12 to 15: School-Based Intermediate Supervisors' Institute (SBISI) for first- and second-year Assistant Principals
- July 19 to 22: Principal Institute, for Principals Only
- July 26 to 29: Leadership Summit for all CSA members

A complete schedule of workshops will be available in the May CSA News. For an application, contact Shareen Forsythe at shareen@csa-nyc.org.

A Visit to ELI



■ City Councilman Steve Levin (District 33) visited the Executive Leadership Institute on March 3 at the Brooklyn Educational Leadership Center. He spoke to Assistant Principals enrolled in the School-Based Intermediate Supervisors Institute.

NEXT MONTH:



■ Richard Elmore

ELI provided CSA members with an opportunity to hear Dr. Richard Elmore speak about "instructional rounds", a professional development technique Dr. Elmore has modeled after the medical-round teaching method in hospitals. Dr. Elmore spoke on March 17 during a morning session for the Advanced Leadership Program for Assistant Principals. We'll cover his talk in next month's CSA News.

Data-Driven Culture Helps School Hone In on Individual Students

At Leon M. Goldstein HS, Effective Use of Data Provides Key to Success

BY MICHAEL WEINSTEIN
ASSISTANT PRINCIPAL

Among the big questions facing educators lately is, "What does the data tell us?" A better question, perhaps, and one that we're answering at Leon M. Goldstein High School for the Sciences, is, "How do we use the data to improve student learning?"

Principal Joseph Zaza has created a data-driven culture in which the sharing of instructional and administrative information has greatly improved student achievement. Schools have always accumulated data, but who had access to it and what was done with it were questions not satisfactorily answered. Of course, now, with "data-driven accountability" the new buzz phrase, the Department of Education (DOE) helps collect data for teachers and leaders through the ARIS system – Achievement Reporting and Innovation System. While ARIS provides a host of tools to help schools use data, Mr. Zaza has taken the data movement one step further at our Brooklyn campus.

Through the use of FileMaker, a software program, the school can aggregate both hard and soft data into easily accessible databases that can provide meaningful student data to teachers in seconds. (The school defines "hard data" as information that can be quantified statistically; "soft data" is anecdotal information, or information that is informally collected.) Since teachers can easily add anecdotal information to the database, they can share information such as "Diana never completes her homework." Teachers in their grade group meetings or departmental meetings can use this information to inform instruction or intervene with students as a team.

The school developed this software soon after the release of the first DOE Progress Reports in 2006. While *New York* magazine named Leon M. Goldstein one of the "best high schools in New York City" and students and parents have long regarded it as desirable, the school received a score that was the equivalent of a "C"; grades were not issued that year.)

What the Progress Report revealed was



■ Assistant Principal Michael Weinstein and Principal Joseph Zaza with one of the computers they use to quickly access a massive amount of data on their students.

uneven achievement. In response, Mr. Zaza and his database development team came up with what is now regarded by the DOE as an "excellent electronic database". According to the 2008 Quality Review, "The system is proving itself to be invaluable in understanding the performance and progress of every student, class and grade level across the school."

Teachers can access all student data in one place – transcript data, attendance, grades, Dean's notes, guidance notes and even student community service data, FileMaker programmers also created customized groups so that Children First Teams (School Inquiry Teams who focus on the learning needs of students especially of the lower third) and Grade Level Teams can enter anecdotal data and then discuss findings and develop solutions tailored to individual or groups of students.

One feature that is especially useful is the Quick Assessment System. Teachers, using a Likert Scale, can track students in categories including class work, homework, effort and progress towards goals and then meet in groups to discuss significant data trends. After these meetings, teachers develop specific instructional strategies designed to help students.

In a dramatic case last year, the Quick

Assessment System helped us discover that one student actively participated in only one class – Social Studies. Her other teachers noted that she was shy and introverted. The team met and discovered that the Social Studies teacher, an avid sports fan, made sports analogies during class to which this student responded. The other teachers decided to use sports analogies as well. She participated more and demonstrated deeper understanding as evidenced by increased scores on interim assessments across all of her subjects.

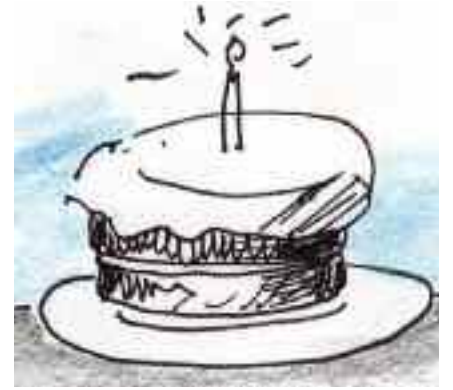
In a school with historically "good statistics," FileMaker gave Goldstein's Inquiry Team the ability to find many more students failing to reach their academic potentials. Since the school implemented the system, it has achieved a B and two As on the Progress Reports and consistently scored "Well Developed" on Quality Reviews. More important, student achievement across all groups including special education has risen, and last year over 95 percent of Goldstein students obtained 10 credits by the year's end. Graduation rates are on the rise and in 2009 – and for the first time in the school's history – all students passed their Regents examinations in English, Spanish, Italian, and US History (Global History was at 98 percent and Algebra was 90 percent.)

While Goldstein's FileMaker system has had a significant impact on how the school analyzes student performance, we use other tools as well. The greatest change, however, is that data no longer remains unread, gathering dust on a shelf. Teachers can now share real time data with each other thereby enabling them to make more informed instructional decisions for the classes they teach as well as support specific unique learning needs of students.

(The DOE has named the school an internal service provider; the LMG Data Group can help schools customize a database. Visit www.lmgdatagroup.com to learn more about the services. If your school would like to learn more about our data project, contact Michael Weinstein, AP/ Project Director (mwein4@schools.nyc.gov)

Michael Weinstein and Joseph Zaza presented a workshop on their FileMaker system at the CSA Educational Leadership Conference on Nov. 7.

Retirements



■ **DR. KATHLEEN M. CASHIN** retired on Feb. 1 as CEO of the Knowledge Network. Dr. Cashin served in the NYC school system for more than 30 years. She was a teacher, staff developer, reading consultant, and program manager. Dr. Cashin was also Principal of PS 193, D-16, Brooklyn for 17 years and later became the Superintendent of District 23. Dr. Cashin has been granted a full professorship at Fordham University's School of Education. A party in her honor will take place on May 20 at El Caribe Country Club Caterers located at 5945 Strickland Ave., Brooklyn, at 6 pm. The cost is \$100 per person, which includes the gift. Checks may be sent out to PS 165 School Funds, 76 Lott Ave., Brooklyn, NY, 11212.

■ **CHERYL M. COLES**, Principal of PS 68, D-11, Bronx, is retiring after 31 years of service in the NYC schools. A party in her honor will be on June 10 at the Greentree Country Club at 538 Davenport Rd., New Rochelle. Make checks payable to PS 68 School Fund in the amount of \$85 and mail to PS 68, 4011 Monticello Ave., Bronx, NY, 10466. For more information please call (718) 324 2854.

■ **NORMA M. PEREZ**, the Principal of IS 528 Bea Fuller Rodgers School, D-6, Manhattan is retiring. She worked for the city school system serving the Washington Heights community for 34 years, 23 of them as a supervisor. A party will be held on May 19 at 6:30 p.m. at the Marina del Rey, One Marina Drive, Throgs Neck. The cost, per person, is \$85. Make checks out to IS 528 School Fund and send to the attention of Jacqueline Joseph, IS 528, 180 Wadsworth Ave., NY, NY 10033. For more information, contact Ms. Joseph at (212) 740-4900, x 2000 or Yvette Romeu-Sommer at x 3020.

25 Years Ago

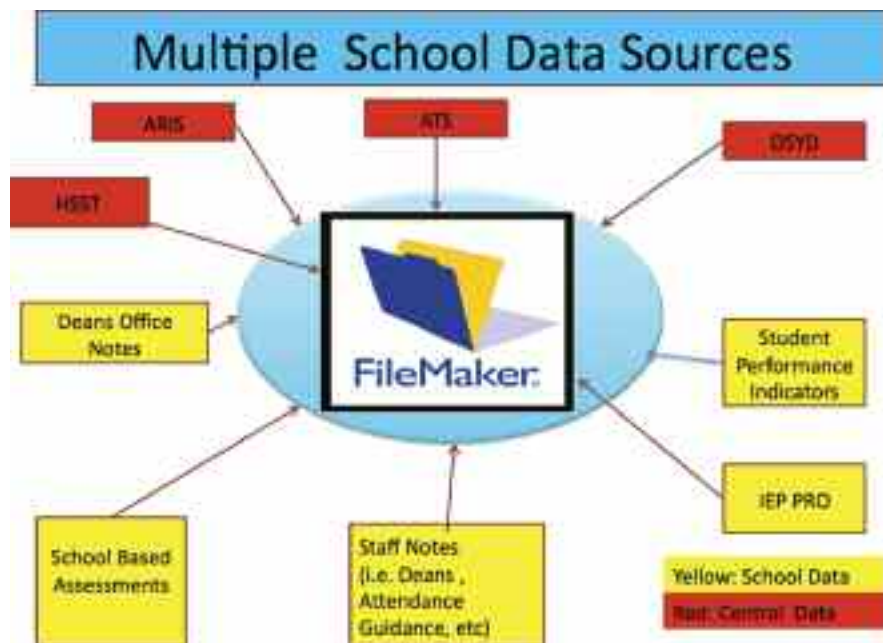
(1985)



CSA President Ted Elsberg sent a letter to UFT President Albert Shanker asking him to withdraw a survey in which teachers were asked to evaluate their Principals.

"The use of this evaluation survey is divisive and serves no constructive educational purpose. Clearly, it has become expedient to use supervisors and administrators as scapegoats in order to deflect the anger and frustration that is felt by some of your members," said the letter, dated April 16, 1985.

"The evaluation survey can only be interpreted as a slap in the face of 4,000 supervisors and administrators in the NYC school system who, as you well know, do a fine job under difficult circumstances."



■ Filemaker is a data aggregation tool that schools can use to analyze multiple data sets and customize for their needs.

Spotlight

Barbara Sanders: Nurturing A Child's Gifts

BY YURIDIA PEÑA

Art, dance, drama, music, and robotics are among the many electives offered to students at the Philippa Schuyler Middle School for the Gifted and Talented (IS 383) in Bushwick led by Principal Barbara Sanders. Since 2003, she has maintained the school's rigorous academic standards while bringing in numerous partnerships to foster its enrichment programs.

"Her approach to gifted and talented students is that they, like all learners, have special needs and she guides her teachers' efforts through systems to ensure that each student's needs are met," said Krista Dunbar, Director of the Cahn Fellows Program for Distinguished NYC Principals at Teachers College. In 2009, Ms. Sanders was named a Cahn fellow.

An alumna, Danimaris Fonseca, remembers the school as a source of inspiration. "They taught me to be unique, to enforce my goals with a disciplined study regimen, and to truly realize that the sky's the limit," said Ms. Fonseca, who graduated in 1996.

"Phillippa Schuyler definitely nurtures the small seeds of talents and gifts that we are all blessed to receive, and in doing so helps individuals bloom and flourish," Ms. Fonseca wrote on the school's official website. As with many students, Ms. Fonseca's talents were nurtured while she developed strong academic skills.

As a visitor walked around the school, she saw that the students seemed completely immersed in their studies. From classroom to dance studio, students were engaged, focused, articulate and attentive. Ms. Sanders fosters a safe, protective environment for her students,



■ Left, the school's drama program has won many citywide competitions. Right, the school's administrators. From left, Assistant Principals Gail Irizarry, Mary Lawton and Charles Harrington, Principal Barbara Sanders, and Assistant Principal Jinny Ching.



YURIDIA PEÑA

where they can explore the school's offerings.

Through a partnership with The Shadow Box Theatre, an old art room was transformed into a \$25,000 state-of-the-art theater space. In the drama



■ The dance program is popular among the girls.

classes, students learn confidence and develop their skills by studying different acting techniques. As a result, students have won several citywide competitions including the Fidelity FutureStage Broadway contest, where students are selected to perform their original plays on a Broadway stage.

Another award-winning elective, the robotics program has a strong partnership with Polytechnical Institute of New York University's Central Brooklyn Robotics Initiative project. Students develop basic engineering skills through studying robotics.

Not only do the students benefit. Doctoral students provide professional development and mentoring to teachers to help them prepare for robotic competitions including the Brooklyn Borough FIRST Lego League Tournament (FLL). (The winners of that later compete citywide at the Jacob K. Javits Center.)

In 2009, the IS 383 team won best design citywide.

Political Agenda

Noah Franklin

Applying Pressure Through City Council Testimony



At hearings, we can question policies made by the DOE and the Administration for Children's Services.

Never underestimate the power of testimony at City Council hearings. That's one of the main venues at which CSA airs its differences with the city in how it runs the schools and Day Care Centers and puts pressure on city agencies. During these hearings at City Hall, we question decisions made by the Department of Education and the Administration for Children's Services.

At a March 2 City Council hearing, DOE officials defended their decision to close 19 schools. DOE Deputy Chancellor John White said these schools had been underperforming. CSA President Ernest Logan, while maintaining support for accountability measures, raised a number of concerns including the DOE's failure to provide support to these schools.

"... Principals at some of these closing schools report that they never saw their superintendent until the day the superintendent came in to announce their shut down," said Mr. Logan speaking before a joint meeting of the Committees on Education and Oversight and Investigations.

"We wonder whether several of these schools could have remained open and thrived if the DOE had provided adequate attention and guidance from superintendents and school support organizations. We must also ask if the Office of Student Enrollment engaged in fair enrollment practices."

Offering Beach Channel High School as an example, Mr. Logan noted, "DOE officials set



YURIDIA PEÑA

■ CSA regularly appears before City Council Committees to challenge government decisions or to offer recommendations.

up the school for failure by sending students from the closed Far Rockaway High School that destabilized the school. Although many of these newly arrived students have high needs, the DOE does not give sufficient support to enable the school to accommodate those students successfully."

(Editor's Note: On March 26, a state Supreme Court Justice blocked the closing of those 19 schools, finding that the city had violated the new state law governing mayoral control.)

On March 8, Day Care Director Pedro Cordero testified at the Council's hearing on ACS' proposed budget cuts.

"In the last four years, we've lost other Day Care Centers, kindergarten classrooms within those centers, after-school programming and

now we stand to lose these additional Day Care Centers... With this latest round of proposed closings, ACS will have closed 32 centers in the past several years. That means that the loss of affordable Day Care slots for more than 2,200 children of working families," noted Mr. Cordero.

Mr. Cordero urged the City Council to halt the \$9 million cut to Day Care and put pressure on ACS to keep centers open. Earlier in the hearing, ACS Commissioner John Mattingly spoke about proposed cuts of \$52 million including the closing of 15 Day Care Centers. Mr. Mattingly defended the move saying that the savings would be significant and that no child would lose services.

Money for School Improvements

Now is the perfect time to ask your school's City Council member – in writing – for capital funds, or "Reso A funding" as it is known. Most often, funds are granted for computers, but depending upon how well the elected official knows the school's needs, grants can vary. Many schools have built new libraries or science labs with Reso A money. If the Council member knows your school well, it obviously increases the chances of receiving additional funds. To that end, we encourage you to invite your lawmakers to events at your school.

As always, contact the CSA Governmental Relations Department if you'd like us to facilitate developing a relationship with your school's City Council member. E-mail me at noah@csa-nyc.org.

Aspiring Principals: Mentor Pro



PHOTOS BY YURIDIA PEÑA

■ **ASPIRING TO BE PRINCIPALS:** Diane Ludvigsen, Maria Lipschutz and Carol Roberts-Heeraman review scheduling issues during their last session with mentor John Quattrocchi.

BY YURIDIA PEÑA

Mr. Q is the type of Principal I would like to be," said Assistant Principal Carol Roberts-Heeraman who is one of Principal John Quattrocchi's protégés this year.

Mr. Quattrocchi, called Mr. Q by teachers and students alike, mentors aspiring Principals through the Executive Leadership Institute's hallmark program, the Advanced Leadership Program for the Aspiring Principal (ALPAP).

"Mr. Q" is the Principal of PS/MS 43, D-27, Far Rockaway, and has mentored numerous aspiring Principals in the ELI program.

"ALPAP embodies the best in the teaching/learning process," said Janet Aravena, ALPAP Coordinator. "It couples advanced leadership seminars with a unique mentoring experience and collegial networking. The yearlong professional development experience allows 60 Assistant Principals to learn leadership skills and have the opportunity to see and hear it in practice."

Mr. Quattrocchi has a hands-on approach to leadership and advises against delegating every aspect of administration especially the budget, scheduling and programming. Although these tasks are time-consuming, Mr. Quattrocchi emphasized that having a handle on them is critical for the strong instructional leader. Hiring outside consultants to perform these tasks could have a negative impact on a school, he said. "There are nuances to writing a program... those nuances sometimes are

'I come here and I feel motivated.'

—JEANNINE STRONG

things only you know," he added.

Summarizing the situation he explained that a Principal knows his school and staff best: Through programming, a school's missions becomes a reality.

Recently, Mr. Quattrocchi and ELI invited a reporter to attend a session of the mentoring experience. It included a tour of the school's dual language program, presentations from his staff, and a lecture about best practices in scheduling and budget. "When you

become Principal, do not feel pressured to make an immediate decision," he advised the four Assistant Principals who are enrolled in ALPAP.

Cruzita Rodriguez, a sixth-grade dual language teacher guided a tour of those classrooms. Ms. Rodriguez summarized the program's curriculum, teacher and student expectations and goals. She explained how the English Language Learners (ELL) population benefits from this type of enrichment program.

"They maintain their native language without losing English [skills]," said Ms. Rodriguez. The program is offered to all K-6 grade students who express an interest in this type of education. (The program's success can be seen in these students' higher scores on the English Language Arts state exam.)

Ms. Rodriguez says the options are endless when it comes to resources and professional growth at PS/MS 43, something Mr. Quattrocchi clearly values. Aside from participating in professional development seminars in Connecticut and Tennessee (to name a few), teachers meet every Friday in groups to discuss student progress, lesson plans, and data. "Its beneficial for us because we work in a group," she said.

PS/MS 43 also has a substantial transient population due to nearby homeless shelters, a population that has its own type of special needs. But the aspiring Principals are inspired by the school's handling of those children.

"I came here and I feel motivated," said ALPAP participant Jeannine Strong, Assistant Principal, PS 237, D-25, Flushing. Ms. Strong's school is working to accommodate a large ELL population and recently the school has seen a large increase in its Asian population, so it was interesting for Ms. Strong to see how Mr. Quattrocchi's school has handled similar issues.

For Assistant Principal Diane Ludvigsen, the ALPAP experience has been invaluable. Ms. Ludvigsen is currently an Assistant Principal at MS 53, also in the Rockaways. "Our schools serve the same population. [There are] a lot of common threads," said Ms. Ludvigsen.

Added Maria Lipschutz, Assistant Principal, PS 207, D-27, Queens: "What's great about this – It deepens your understanding and makes you a stronger AP," she said.



■ A bulletin board in a kindergarten class. The population of the school fluctuates more than most schools because of the number of children who live in homeless shelters in the community.



■ As in any 21st century public school, hands-on activities on the computer are part and parcel of the curriculum.

Program Inspires Them



Mr. Quattrocchi spoke at length about the importance of managing the scheduling and programming for a school. He said although they are both time-consuming, detail-oriented tasks, delegating these responsibilities is a mistake because a Principal knows his school and staff best, and through programming, the school's mission becomes a reality.



PS/MS 43 teacher Vivien Leary, left, visits a kindergarten class in the school's annex led by dual language teacher Cruzita Rodriguez.



ELI: How Creative Principals Are Made

Since 2002, CSA's professional development arm, the Executive Leadership Institute (ELI) has provided school administrators at various levels numerous offerings to develop and strengthen their leadership skills. For example, in 2004, through a collaboration with the Northeast Education Alliance at Brown University the Emeritus Corps provided seasoned Principals, who wished to deepen their practices, professional development programs.

In 2006, under the leadership of founding Executive Director Trudy Erwin, the Advanced Leadership Program for Assistant Principals (ALPAP) was formed for Assistant Principals who demonstrated readiness and interest in becoming a Principal. Its first cohort consisted of 30 Aspiring Principals who worked with about a dozen mentor Principals. The program offers yearlong activities for



Assistant Principals who have successfully met the challenges of their supervisory roles and are looking for advancement. The program includes partnering with a mentor Principal, seminars and field experiences.

Today, the program is twice as big under the leadership of ELI's Executive Director Ada Rosario Dolch. This year, 60 Assistant Principals participated in the program.

Acceptance to the program is based upon a minimum of two-years experience as an Assistant Principal and recommendations from the Assistant Principal's supervising Principal, Network Leader and Superintendent.

For further information or to register for ALPAP, e-mail ELI Coordinator Janet Aravena at Janet@csa-nyc.org.

- YP

NATION Education

NORTH CAROLINA: History Re-Told

Public outcry has forced a turn-about in proposed US history curriculum changes that would have dumbed down or omitted early American events from High School courses. The plan would have put the teaching of early US history in the elementary grades and recent history at the high school level. Seven thousand emails were received in reaction to the plan. (newsobserver.com)

MINNESOTA: Senior Teacher Help

Senior teachers have been assigned to focus on bringing up test scores, pairing 55 "coaches" with targeted students in targeted schools. The select teachers will work with small groups of students, along with their classroom teachers, to provide assistance in Reading and Math. The district hopes to raise its test scores by 10 percentage points in Math and Reading. (startribune.com)

CONNECTICUT: Early Graduation

Connecticut and seven other states are rolling out a program next year that will allow 10th graders to earn a diploma two years earlier than usual and enroll in community college. In order to qualify, students would have to pass board exams in English, Math and other subjects. The National Center on Education and the Economy is organizing the program and has received a \$1.5 million planning grant from the Bill and Melinda Gates Foundation. (The New York Times)

PENNSYLVANIA: Webcam Case

The Lower Merion School District is being investigated by the FBI for allegedly secretly activating webcams in students' homes. School officials admittedly activated webcams 42 times over the course of 14 months in an attempt to locate missing laptops. However, families were not made aware that the cameras might be activated and there was no release for such an occurrence in the paperwork given to students prior to receiving a district computer. The practice has been stopped while the investigation continues. (The Washington Post)

FLORIDA: ELL Surveys

Complaints are arising in various school districts that say students are being labeled English-language learners too quickly. It has been asserted that the common home-language surveys that schools use can be misleading. For example, a 5th grade Florida student was categorized as ELL when the mother answered that Spanish is sometimes spoken in the home. Though English is the primary language, the student now has to prove, by taking a test, that he knows English. (Education Week)

— COMPILED BY CHRISTINE ALTMAN

Summary Annual Report CSA Welfare Fund

Years ending September 30, 2009 and 2008

Statements of net assets available for benefits and benefit obligations as of Sept. 30, 2009 and 2008

	2009	2008
Assets		
Investments at fair value:		
U.S. government securities	\$ 0	\$ 49,536
Mortgage and asset-backed securities	7,802,285	9,019,716
Common stocks	1,866,402	2,006,025
Total investments	<u>9,668,687</u>	<u>11,075,277</u>
Receivables:		
Contributions - sponsors	747,844	741,534
Accrued interest receivable	15,674	19,808
Accrued prescription formulary rebates receivable	212,381	311,124
Due from:		
CSA Retiree Welfare Fund	78,673	0
CSA - optical	5,608	10,334
CSA - supplemental medical	13,922	0
Total receivables	<u>1,074,102</u>	<u>1,082,800</u>
Cash	1,035,405	624,572
Cash at broker	832,130	717,023
Furniture and equipment (net of accumulated depreciation of \$378,005 and \$358,127 in 2009 and 2008 respectively)	56,692	52,342
Other assets	14,300	16,899
Total assets	<u>12,681,316</u>	<u>13,568,913</u>
Liabilities		
Accounts payable for administrative expenses	64,655	43,245
Due to CSA Retiree Welfare Fund	0	3,000
Due to DCC/CSA Welfare Fund	7,402	17,300
Pension plan payable	66,000	57,000
Years of service benefit payable	0	53,978
Total Liabilities	<u>138,057</u>	<u>174,523</u>
Net assets available for benefits	<u>12,543,259</u>	<u>13,394,390</u>
Benefit Obligations		
Health claims payable	279,290	294,799
Claims incurred but not reported	546,510	549,502
Total benefit obligations	<u>825,800</u>	<u>844,301</u>
Excess of net assets available for benefits over benefit obligations	<u>\$11,717,459</u>	<u>\$12,550,089</u>

Statements of changes in net assets available for benefits for years ended Sept. 30, 2009 and 2008

	2009	2008
Additions		
Contributions:		
Board of Education/sponsors	\$9,113,104	\$9,999,617
Council and Fund employees - participants	35,922	65,841
CSA union optical administrative fee	1,470	1,276
Charter school - participants	34,782	28,271
RSSA and CSA Retiree Chapter administrative fees	17,275	21,787
Total contributions	<u>9,202,553</u>	<u>10,116,792</u>
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ 20,266	(\$1,147,547)
Interest	582,493	610,752
Dividends	52,383	63,467
Less: Investment expenses	(23,970)	(40,475)
Net investment income	<u>631,172</u>	<u>(513,803)</u>
Other income	36,726	33,563
Total additions	<u>9,870,451</u>	<u>9,636,552</u>
DEDUCTIONS		

Benefit costs:		
Premiums	143,108	141,604
Direct benefits	9,579,717	8,906,566
Total benefit costs	<u>9,722,825</u>	<u>9,048,170</u>
Management/general expenses	980,256	914,356
Total deductions	<u>10,703,081</u>	<u>9,962,526</u>
Net decrease	(832,630)	(325,974)

Excess of net assets available for benefits over benefit obligations		
Beginning of year	12,550,089	12,876,063
End of year	<u>\$11,717,459</u>	<u>\$12,550,089</u>

Statements of changes in plan's benefit obligations for years ended Sept. 30, 2009 and 2009

Amounts currently payable to or for participants, beneficiaries and dependents		
Beginning balance 10/1/2007		\$ 710,938
- Claims reported and approved for payment		9,044,239
- Changes in actuarial assumptions for claims incurred but not reported		3,931
- Claims paid		(8,914,807)
Ending balance - 9/30/2008		844,301
- Claims reported and approved for payment		9,725,817
- Changes in actuarial assumptions for claims incurred but not reported		(2,992)
- Claims paid		(9,741,326)
Ending balance - 9/30/09		825,800

Notes to financial statements

NOTE 1: DESCRIPTION OF FUND

The following description of the CSA Welfare Fund (the "Fund") provides only general information. Participants should refer to the plan agreement for a complete description of the Fund.

Benefits

The CSA Welfare Fund was formed in 1966 under the terms of an agreement and Declaration of Trust entered into by the Trustees designated by the Executive Board of the Council of Supervisors and Administrators (the "Council"). The Fund provides life insurance, supplemental medical, dental, prescription drugs, optical and hearing aids to persons employed by the New York City Board of Education for whom a contribution is to be made. The Fund further provides coverage for eligible surviving dependents of deceased members

for supplemental medical, dental, prescription drugs, optical and hearing aids for a period not to exceed 5 years. The Fund provides basic hospital and medical coverage similar to the city health plan for a period not to exceed 24 months for these surviving dependents. In addition, officers and employees of the Council and the Fund are covered by payment of the required contribution.

The group insurance contract with the Fund's carriers provides that premiums paid are for insured benefits which are not subject to dividends or premium refunds.

Termination

In the event that the obligation of the City of New York, as employer, to make contributions shall terminate, or upon liquidation of the Trust, the Trustees shall continue to apply the Trust to the purposes specified in the declaration of the trust, and upon the disbursement of the entire Trust, this Trust shall terminate.

Contributions

Contributions are determined according to the negotiated settlement between CSA Union and the City of New York Department of Education funded through the controller's office. Contributions are currently \$124.50 per participant per month.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Fund are prepared on the accrual basis of accounting.

New accounting and authoritative guidance

In June 2009, the Financial Accounting Standards Board ("FASB") issued Statement of Financial Standards No. 168 ("SFAS 168"), "FASB Codification". SFAS 168 (with FASB codification change, new reference Accounting Standards CodificationTM ("ASC") 105-10) addresses the new FASB Codification as the source of authoritative U.S. GAAP to be applied by nongovernmental entities. The Codification is not intended to change U.S. GAAP but is a new structure which takes accounting pronouncements and organizes them by accounting topic. This guidance is effective for financial statements issued for interim and annual periods ending after September 15, 2009. The Fund's adoption of this guidance effective for the year ending September 30, 2009 impacts the way the Fund references U.S. GAAP accounting standards in the financial statements.

In May 2009, the FASB issued Statement of Financial Standards No. 165 ("SFAS 165"), "Subsequent Events". SFAS 165 (with FASB codification change, new reference ASC 855) addresses the new accounting for and disclosure of subsequent events not addressed in other applicable GAAP, including disclosure of the date through which subsequent events have been evaluated. This guidance is effective for interim or annual periods ending after June 15, 2009. The Fund's adoption of this guidance effective with the year ending September 30, 2009 did not have a material effect on the Fund's net assets available for benefits and benefit obligations and changes in net assets available for benefits. The required disclosure of the date through which subsequent events have been evaluated is provided in Note 12. In January 2009, the Fund adopted FASB Interpretations No. 48,

INDEPENDENT AUDITOR'S REPORT

We have audited the accompanying statements of net assets available for benefits and benefit obligations of CSA Welfare Fund as of September 30, 2009 and 2008 and the related statements of changes in net assets available for benefits and changes in plan's benefit obligations for the years then ended. These financial statements are the responsibility of the Fund's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Fund as of September 30, 2009 and 2008, and the changes in its net assets available for benefits for the years then ended in conformity with accounting principles generally accepted in the United States.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules of benefit costs and management and general expenses, also referred to as "supplementary information", are presented for the purpose of additional analysis and are not a required part of the basic financial statements. The supplementary schedules have been subjected to the auditing procedures applied in the audit of the basic financial statements, and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

TARLOW & COMPANY, CPA, PC,
NEW YORK, NY

CSA Welfare Fund

Years ending September 30, 2009 and 2008

“Accounting for Uncertainty in Income Taxes – An Interpretation of FASB Statement No. 109” (“FIN 48”) (with FASB codification change, new reference ASC 740, “Income Taxes”). ASC 740 clarifies the accounting for the uncertainty in income taxes recognized by prescribing the threshold a tax position is required to meet before being recognized in the financial statements. ASC 740 also provides guidance on de-recognition, classification, interest and penalties, accounting in interim periods, disclosures and transition. The required disclosure for which income taxes have been evaluated is provided in Note 11.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 8 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Fund’s gains and losses on investments bought and sold as well as held during the year.

Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations and changes therein, claims incurred but not reported, eligibility credits, claims payable, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Furniture and equipment

Furniture and equipment are stated at cost. Depreciation is being provided by the use of the straight line method over the estimated useful lives of the assets which range from 5 to 10 years. Depreciation expense charged to operations for the years ended September 30, 2009 and 2008 was \$19,877 and \$17,249, respectively.

Claims incurred but not reported

Plan obligations at September 30, 2009 and 2008, for health claims incurred by active participants but not reported at that date are estimated by the Fund’s actuary in accordance

with accepted actuarial principles. Such estimated amounts are reported in the accompanying statement of the Fund’s benefit obligations and were estimated using a “claims development” or “lag” method, a method generally accepted and commonly used in actuarial practice.

NOTE 3 - ADMINISTRATIVE AGREEMENT

The Fund provides administrative services for both the Day Care Council/Council of Supervisors and Administrators Welfare Fund and for the CSA Retiree Welfare Fund through an agreement between the three funds. Under the terms of the agreement, the DCC/CSA Welfare Fund and the CSA Retiree Welfare Fund reimburse the CSA Welfare Fund a percentage of common administrative costs. Such reimbursement was \$847,000 and \$757,200 for the years ended September 30, 2009 and 2008, respectively.

NOTE 4 - LEASE COMMITMENTS

The Fund is obligated for annual rental payments exclusive of escalation clauses as follows:

Year Ending Sept. 30,	
2010	\$124,820
2011	128,565
2012	<u>43,275</u>
	\$296,660

Contingent rentals consist of electric, heat and real estate tax escalations. Electric charges are determined by the actual electric usage by the Fund. Heating and real estate taxes are charged based on 22% of each and every payment the sub-lessee, the CSA Union, is obligated to pay.

Rent expense, including contingent rents, was \$158,287 and \$147,338 for the years ended September 30, 2009 and 2008, respectively.

NOTE 5 - CONCENTRATIONS OF CREDIT RISK

a) The Fund maintains its cash in bank deposit and money market accounts which, at times, may exceed federally insured limits. Accounts in the United States are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 at September 30, 2009 and \$100,000 at September 30, 2008. At September 30, 2009 and 2008, the Fund had approximately \$473,334 and \$459,878, respectively, in excess of FDIC insured limits. The Fund has not experienced any losses in such accounts.

b) As discussed in Note 9, Smith Barney is the custodian

and investment advisor of the Fund’s investments. The Fund had \$10,500,817 and \$11,792,300 invested with Smith Barney at September 30, 2009 and 2008, respectively, consisting of the following investments: cash deposits, money market accounts, publicly traded equity securities, U.S. governmental securities and federal mortgage and asset backed securities. Smith Barney is a member of the Securities Investor Protection Corporation (SIPC).

NOTE 6 - DEFERRED COMPENSATION AND YEARS OF SERVICE BENEFIT

The Fund formerly offered employees a years of service benefit, which approximated two weeks a year, payable as a severance package upon termination of employment with the Fund. As of September 30, 2009, the Fund was not obligated to provide an employee years of service benefit. As of September 30, 2008, the Fund was obligated to provide an employee years of service benefit upon termination of employment in the amount of \$53,978.

NOTE 7 - INVESTMENTS

The Fund’s investments are held and administered by Smith Barney. During the years ended September 30, 2009 and 2008, the Fund’s investments (including investments bought, sold and held during year) appreciated (depreciated) in value by \$20,266 and \$(1,147,547), respectively, as follows:

The fair value of individual investments that represent 5% or more of the Fund’s net assets are as follows: (see table).

NOTE 8 - FAIR VALUE MEASUREMENTS

The Fund adopted Financial Accounting Standards Board (FASB) Statement No. 157, Fair Value Measurements (“FASB Statement No. 157”) (with FASB codification change, new reference ASC 820, “Fair Value Measurements and Disclosure Topics”), which establishes a framework for measuring fair value. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (“Level 1” measurements), gives the next priority to quoted values based on observable inputs (“Level 2” measurements), and the lowest priority to values based on unobservable inputs (“Level 3” measurements). The three levels of the fair value hierarchy under ASC 820 are briefly described below:

(a) Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Fund has the ability to access. For example, stocks listed on a recognized exchange or listed mutual funds.

(b) Level 2

Inputs to the valuation methodology include: Quoted prices for similar assets or liabilities in active markets; Quoted prices for identical or similar assets in inactive markets; Inputs other than quoted prices that are observable for the asset or liability; Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

(c) Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement. For example, real estate using an independent appraisal process.

The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at September 30, 2009.

(a) Cash and Cash Equivalents

Cash and cash equivalents consist of checking accounts which is valued at their respective balances at the reporting date and money market portfolios which are valued using amortized cost which approximates fair value.

(b) Common Stock

The fair value is based on the closing price reported in the active market in which the individual security is traded.

(c) Mortgage and Asset Backed Securities

Mortgage and asset backed securities traded in the over-the-counter market and listed securities for which no sale was reported on the last business day of the Fund period are valued at the average of the last reported bid and asked prices.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Fund believes its valuation methods are appropriate and consistent with other market participants, the use of different method-

NOTE 7- INVESTMENTS

The Fund’s investments are held and administered by Smith Barney. During the years ended Sept. 30, 2009 and 2008, the Fund’s investments (including investments bought, sold and held during year) appreciated (depreciated) in value by \$20,266 and \$(1,147,547) respectively, as follows:

	Sept. 30, 2009		Sept. 30, 2008	
	net increase (decrease) in value during year	fair value at the end of the year	net increase (decrease) in value during year	fair value at the end of the year
Fair value as determined by quoted market price:				
U.S. government securities			7	49,536
Mortgage and asset-backed securities	\$309,330	\$7,802,285	(544,664)	9,019,716
Common stocks	(289,064)	1,866,402	(602,890)	2,006,025
	<u>\$20,266</u>	<u>\$9,668,687</u>	<u>(1,147,547)</u>	<u>11,075,277</u>

The fair value of individual investments that represent 5 percent or more of the Fund’s net assets are as follows:
Investments at fair value as determined by quoted market values

	Sept. 30, 2009	Sept. 30, 2008
<u>Mortgage and asset-backed securities</u>		
Fannie Mae Series 2005-123 6 percent due 1/25/2036, \$740,000 face amount	\$738,905	\$717,800
Fannie Mae Series 2006-53 6.25 percent due 6/25/2036, \$655,000 face amount in 2009 and 2008 respectively.	*477,187	*\$651,725

*Amount represents less than 5 percent of net assets available for benefits but is presented for comparative purposes.

NOTE 8 – FAIR VALUE MEASUREMENTS

The following table presents information about the Fund’s assets measured at fair value as of Sept. 30, 2009 and 2008:

	Assets at Fair Value Level as of Sept. 30, 2009			
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$1,867,535	-	-	\$1,867,535
Mortgage and asset backed securities	-	7,802,285	-	7,802,285
Common stocks	<u>1,866,402</u>	-	-	<u>1,866,402</u>
Total Assets at Fair Value	<u>3,733,937</u>	<u>7,802,285</u>	-	<u>11,536,222</u>
	Assets at Fair Value Level as of Sept. 30, 2008			
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$1,341,595	-	-	\$1,341,595
US Gov’t. Mortgage and asset backed securities	-	9,069,252	-	9,069,252
Common stocks	<u>2,006,025</u>	-	-	<u>2,006,025</u>
Total Assets at Fair Value	<u>3,347,620</u>	<u>9,069,252</u>	-	<u>12,416,872</u>

Summary Annual Report CSA Retiree Welfare Fund

Years ending September 30, 2009 and 2008

Statements of net assets available for benefits and benefit obligations as of Sept. 30, 2009 and 2008

	2009	2008
Assets		
Investments at fair value:		
U.S. government securities	\$	\$1,088,859
Mortgage and asset-backed securities	10,633,382	11,109,502
Common stocks	<u>2,016,731</u>	<u>2,190,224</u>
Total investments	<u>12,650,113</u>	<u>14,388,605</u>
Receivables:		
Contributions - sponsors	770,242	733,779
Accrued interest receivable	23,398	27,191
Due from CSA Welfare Fund	-	3,000
Total receivables	<u>793,640</u>	<u>763,970</u>
Cash	770,534	360,228
Cash at broker	3,318,556	1,107,220
Other assets	4,829	5,749
Total assets	<u>17,537,672</u>	<u>16,625,772</u>
Liabilities		
Accounts payable for administrative expenses	8,537	15,824
Due to CSA Welfare Fund	<u>78,673</u>	-
Total liabilities	<u>87,210</u>	<u>15,824</u>
Net assets available for benefits		
	<u>17,450,462</u>	<u>16,609,948</u>
Benefit Obligations		
Health claims payable	15,763	74,804
Claims incurred but not reported	<u>3,781,850</u>	<u>3,650,680</u>
Total benefit obligations	<u>3,797,613</u>	<u>3,725,484</u>
Excess of net assets available for benefits over benefit obligations		
	<u>\$13,652,849</u>	<u>\$12,884,464</u>

Statements of changes in net assets available for benefits for years ended Sept. 30, 2009 and 2008

	2009	2008
Additions		
Contributions:		
Board of Education/sponsors	<u>\$9,205,822</u>	<u>\$10,150,139</u>
Investment income		
Net appreciation (depreciation) in fair value of investments	380,828	(1,743,889)
Interest	766,763	808,472
Dividends	57,505	70,860
Less: Investment expenses	<u>(26,133)</u>	<u>(44,003)</u>
Net investment income (loss)	<u>1,178,963</u>	<u>(908,560)</u>
Other income	<u>73,291</u>	<u>51,663</u>
Total additions	<u>10,458,076</u>	<u>9,293,242</u>
Deductions		
Benefit costs:		
Dental Premiums	71,142	69,172
Dental Benefits	4,429,842	4,295,286
Optical Benefits	242,398	267,641
Hearing Aids	102,150	136,943
Supplemental Medical Hospitalization	1,744,447	2,245,807
GHI Rider Costs	<u>1,769,560</u>	<u>1,688,480</u>
Total benefit costs	<u>8,543,939</u>	<u>8,888,490</u>
Management/general expenses	<u>1,145,752</u>	<u>1,045,309</u>
Total deductions	<u>9,689,691</u>	<u>9,933,799</u>
Net increase (decrease)	<u>768,385</u>	<u>(640,557)</u>
Excess of net assets available for benefits over benefit obligations		
Beginning of year	<u>12,884,464</u>	<u>13,525,021</u>
End of year	<u>\$13,652,849</u>	<u>\$12,884,464</u>

Statements of changes in plan's benefit obligations for years ended Sept. 30, 2009 and 2008

Amounts currently payable to or for participants, beneficiaries and dependents	
Beginning balance 10/1/2007	\$ 3,573,000
- Claims reported and approved for payment	8,776,120
- Changes in actuarial assumptions for claims incurred but not reported	112,370
- Claims paid	<u>(8,736,006)</u>
Ending balance - 9/30/08	3,725,484
- Claims reported and approved for payment	8,412,769
- Changes in actuarial assumptions for claims incurred but not reported	131,170
- Claims paid	<u>(8,471,810)</u>
Ending balance - 9/30/09	\$3,797,613

Notes to financial statements

NOTE 1 - DESCRIPTION OF FUND

The following description of the CSA Retiree Welfare Fund (the "Fund") provides only general information. Participants should refer to the plan agreement for a complete description of the Fund.

Benefits

The CSA Retiree Welfare Fund was formed on February 8, 1984 under the terms of an agreement and Declaration of Trust entered into by the Trustees designated by the executive Board of the Council of Supervisors and Administrators. The Fund provides dental, optical, supplemental medical, extended hospitalization and hearing aid benefits to retired supervisors formerly employed by the New York City Board of Education for whom a contribution is made, as well as to surviving dependents of such employees for a period of three years from the date of death of the employee.

Effective January 1, 2006, the trustees approved establishing the prescription drug benefit in conjunction with the passage of Medicare Part D. Medicare eligible retirees enrolled in the GHI prescription drug rider plan will receive \$40 per month and payments will be made in the first quarter of the following year.

Group Insurance

Dental benefits provided to the members are either insured through a contract with Healthplex, Inc. and Blue

Cross Dental Network or self-insured and administered through Self-Insured Dental Services (SIDS). The Fund pays for extended hospitalization coverage to Medicare eligible members enrolled in the City Health Plan Blue Cross GHI program.

Termination

In the event that the obligation of the City of New York, as employer, to make contributions shall terminate, or upon liquidation of the Trust, the Trustees shall continue to apply the Trust to the purposes specified in the declaration of trust, and upon disbursement of the entire Trust, this Trust shall terminate.

Contributions

Contributions are determined according to the negotiated settlement between the CSA Union and the City of New York, Department of Education and are funded by the controller of the City of New York. Contributions are currently either \$75.00 per participant per month for retirees enrolled prior to September 9, 1982 or \$111.67 per participant per month for retirees enrolled post September 9, 1982

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Fund are prepared on the accrual basis of accounting.

New accounting and authoritative guidance

In June 2009, the Financial Accounting Standards Board ("FASB") issued Statement of Financial Standards No. 168 ("SFAS 168"), "FASB Codification". SFAS 168 (with FASB codification change, new reference Accounting Standards CodificationTM ("ASC") 105-10) addresses the FASB Codification as the source of authoritative U.S. GAAP to be applied by nongovernmental entities. The Codification is not intended to change U.S. GAAP but is a new structure which takes accounting pronouncements and organizes them by accounting topic. This guidance is effective for financial statements issued for interim and annual periods ending after September 15, 2009. The Fund's adoption of this guidance effective for the year ending September 30, 2009 impacts the way the Fund references U.S. GAAP accounting standards in the financial statements.

In May 2009, the FASB issued Statement of Financial Standards No. 165 ("SFAS 165"), "Subsequent Events". SFAS 165 (with FASB codification change, new reference ASC 855) addresses the new accounting for and disclosure of subsequent events not addressed in other applicable GAAP, including disclosure of the date through which subsequent events have been evaluated. This guidance is effective for interim or annual periods ending after June 15, 2009. The Fund's adoption of this guidance effective with the year ending September 30, 2009 did not have a material effect on the Fund's net assets available for benefits and benefit obligations and changes in net assets available for benefits. The required disclosure of the date through which subsequent events have been evaluated is provided in Note 10.

In January 2009, the Fund adopted FASB Interpretations

INDEPENDENT AUDITOR'S REPORT

We have audited the accompanying statements of net assets available for benefits and benefit obligations of CSA Retiree Welfare Fund as of September 30, 2009 and 2008, and the related statements of changes in net assets available for benefits and changes in benefit obligations for the years then ended. These financial statements are the responsibility of the Fund's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Fund as of September 30, 2009 and 2008, and the changes in its net assets available for benefits for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules of management and general expenses, referred to as "supplementary information", is presented for the purpose of additional analysis and is not a required part of the basic financial statements. The supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements, and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

TARLOW & COMPANY, CPA, PC
NEW YORK, NY

CSA Retiree Welfare Fund

Years ending September 30, 2008 and 2007

No. 48, "Accounting for Uncertainty in Income Taxes – An Interpretation of FASB Statement No. 109" ("FIN 48") (with FASB codification change, new reference ASC 740, "Income Taxes"). ASC 740 clarifies the accounting for the uncertainty in income taxes recognized by prescribing the threshold a tax position is required to meet before being recognized in the financial statements. ASC 740 also provides guidance on de-recognition, classification, interest and penalties, accounting in interim periods, disclosures and transition. The required disclosure for which income taxes have been evaluated is provided in Note 8.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 6 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Fund's gains and losses on investments bought and sold as well as held during the year.

Use of estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations and changes therein, claims incurred but not reported, eligibility credits, claims payable, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Claims incurred but not reported

Plan obligations, at September 30, 2009 and 2008, for health claims incurred by participants but not reported at that date are estimated by the Fund's actuary in accordance with accepted actuarial principles. Such estimated amounts are reported in the accompanying statements of the Fund's benefit obligations and were estimated using a "claims development", "lag" method or "trend factors", methods generally accepted and commonly used in actuarial practices.

NOTE 3 - ADMINISTRATIVE AGREEMENT

The Fund is being provided administrative services by the CSA Welfare Fund through an agreement between the two Funds. Under the terms of the agreement, the Fund will reim-

burse the CSA Welfare Fund a percentage of common administrative costs. Such charges were \$789,800 and \$717,000 for the years ended September 30, 2009 and 2008, respectively.

NOTE 4 - CONCENTRATIONS OF CREDIT RISK

a) The Fund maintains its cash in bank deposit and money market accounts which at times, may exceed federally insured limits. Accounts in the United States are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 at September 30, 2009 and \$100,000 at September 30, 2008. At September 30, 2009 and 2008, the Fund had approximately \$270,383 and \$160,078, respectively on deposit, in excess of FDIC insured limits. The Fund has not experienced any losses in such accounts.

b) As discussed in Note 7, Smith Barney is the custodian and investment advisor of the Fund's investments. The Fund had \$15,968,669 and \$15,495,825 invested with Smith Barney at September 30, 2009 and 2008, respectively, consisting of the following investments: cash deposits, money markets, publicly traded equity securities, U.S. Government and federal mortgage and asset backed securities. Smith Barney is a member of the Securities Investor Protection Corporation (SIPC).

NOTE 5 - INVESTMENTS

The Fund's investments are held and administered by Smith Barney. During the years ended September 30, 2009 and 2008, the Fund's investments (including investments bought, sold and held during year) appreciated (depreciated) in value by \$380,828 and \$(1,743,889), respectively, as follows:

The fair value of individual investments that represent 5% or more of the Fund's net assets are as follows:

NOTE 6 - FAIR VALUE MEASUREMENTS

The Fund adopted Financial Accounting Standards Board (FASB) Statement No. 157, Fair Value Measurements ("FASB Statement No. 157") (with FASB codification change, new reference ASC 820, "Fair Value Measurements and Disclosure Topic"), which establishes a framework for measuring fair value. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities ("Level 1" measurements), gives the next priority to quoted values based on observable inputs ("Level 2" measurements), and the lowest priority to values based on unobservable inputs ("Level 3" measurements). The three levels of the fair value hierarchy under ASC 820 are briefly described below:

(a) Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Fund has the ability to access. For example, stocks listed on a recognized exchange or listed mutual funds.

(b) Level 2

Inputs to the valuation methodology include: Quoted prices for similar assets or liabilities in active markets; Quoted prices for identical or similar assets in inactive markets; Inputs other than quoted prices that are observable for the asset or liability; Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

(c) Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement. For example, real estate using an independent appraisal process.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at September 30, 2009.

(a) Cash and Cash Equivalents

Cash and cash equivalents consist of checking accounts which are valued at their respective balances at the reporting date and money market portfolios which are valued using amortized cost which approximates fair value.

(b) Common Stock

The fair value is based on the closing price reported in the active market in which the individual security is traded.

(c) Mortgage and Asset Backed Securities

Mortgage and asset backed securities traded in the over-the-counter market and listed securities for which no sale was reported on the last business day of the Fund period are valued at the average of the last reported bid and asked prices.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Fund believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table presents information about the Fund's assets measured at fair value as of September 30, 2009 and 2008:

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS

Certain fund investments are managed by Smith Barney, which is an investment advisor and custodian of the Fund's investments. The purchase and sales of these investments and resulting balances are considered party-in-interest transactions and balances. Fees paid by the Fund for investment management services amounted to \$26,133 and \$44,003 for the years ended September 30, 2009 and 2008, respectively.

NOTE 8 - TAX STATUS

The Trust established under the Fund, to hold the Fund's assets, is intended to qualify pursuant to Section 501 (c)(9) of the Internal Revenue Code and accordingly, the Fund's net investment income is exempt from income taxes.

Audit periods remain open for review until the statute of limitations has passed. The completion of review or the expiration of the statute of limitations for a given period could result in an adjustment to the liability for income taxes. The statute of limitations for the tax years 2006 through 2009 are set to expire in January 2010, February 2011, May 2012 and January 2013, respectively. Thus, the 2006 through 2009 tax years are still open for Internal Revenue Service examination. The Fund does not anticipate any impact on the financial statements.

NOTE 9 - RISKS AND UNCERTAINTIES

Actuarial Estimates and Assumptions

The actuarial present value of benefit obligations is reported based on certain assumptions pertaining to interest rates, health care inflation rates, and member demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment Valuations

The Fund invests in various securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible

NOTE 5 - INVESTMENTS

The Fund's investments are held and administered by Smith Barney. During the years ended Sept. 30, 2009 and 2008, the Fund's investments (including investments bought, sold and held during year) appreciated (depreciated) in value by \$380,828 and \$(1,743,889), respectively, as follows:

	Sept. 30, 2009		Sept. 30, 2008	
	net increase (decrease) in value during year	fair value at the end of the year	net increase (decrease) in value during year	fair value at the end of the year
Fair value as determined by quoted market price:				
U.S. government securities	\$2	-	53	\$1,088,859
Mortgage and asset-backed securities	707,871	10,633,382	(1,093,096)	11,109,522
Common stocks	(327,045)	2,016,731	(650,846)	2,190,224
	\$380,828	\$12,650,113	(1,743,889)	14,388,605

The fair value of individual investments that represent 5 percent or more of the Fund's net assets are as follows:

Investments at fair value as determined by quoted market values

	Sept. 30, 2009	Sept. 30, 2008
<u>Mortgage and asset-backed securities</u>		
Freddie Mac Ser 3189 C1 LB, 6% due 7/15/2036, \$944,000 face amount	\$947,313	\$880,280
Freddie Mac Ser 3251 6% due 5/15/2036, \$735,000 face amount	741,608	678,956
Washington Mutual Mortgage Series 2007-1 6% due 2/25/2037, \$726,000 face amount	*404,810	*290,400

*Amount represents less than 5% of net assets available for benefits but is presented for comparative purposes.

NOTE 6 - FAIR VALUE MEASUREMENTS

The following table presents information about the Fund's assets measured at fair value as of Sept. 30, 2009 and 2008:

	Assets at Fair Value Level as of Sept. 30, 2009			
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$4,089,090	-	-	\$4,089,090
Mortgage and asset backed securities	-	10,633,382	-	10,633,382
Common stocks	2,016,731	-	-	2,016,731
Total Assets at Fair Value	6,105,821	10,633,382	-	16,739,203
	Assets at Fair Value Level as of Sept. 30, 2008			
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$1,467,448	-	-	\$1,467,448
US Gov't. Mortgage and asset backed securities	-	12,198,381	-	12,198,381
Common stocks	2,190,224	-	-	2,190,224
Total Assets at Fair Value	3,657,672	12,198,381	-	15,856,053

Continued on Page 16

ASSISTANT PRINCIPAL TRAGEDY

Family Slain in Murder-Suicide



Dionne Coy-Bailey, 42, an Assistant Principal at A. Philip Randolph High School in Manhattan, and her daughters, Yanique, 19, and Yolanne, 14, were murdered on Feb.

21 at their Queens home in what police say was a murder-suicide committed by Ms. Coy-Bailey's husband, Mark.

Yanique was a Stony Brook University student; Yolanne, attended Cardozo High School in Bayside.

According to newspaper reports, Ms. Bailey migrated to the United States about 10 years ago from Jamaica during the period when U.S.

authorities were recruiting teachers from Jamaica.

Gerry Menegatos, Assistant Principal – Organization at A. Philip Randolph, told the press that Ms. Bailey had worked at the school for two years.

In her first year, she worked as a literacy coach and last September, she became an Assistant Principal.

"She was studying and working towards a doctorate in education. Her death was a shock to the entire Randolph community. She will be missed by administrators, parents and students alike," he told *The Gleaner*, a Jamaican news organization that covered the tragedy.

Ms. Coy-Bailey received her Master of Science in Educational Leadership and Administration from the College of Saint Rose in 2008, her

Master of Arts in English from the University of the West Indies in Jamaica in 2000 and her Bachelor of Arts in English from the University of the West Indies in 1993, according to the website *Cambridge Who's Who*.

In 2005 and 2006, she was recognized by *Who's Who Among American Teachers*, was honored with the National Honor Roll's Outstanding American Teacher in 2006, and won an award for creative writing from the Jamaica Tourist Board in 2001. Ms. Coy-Bailey aspired to be the Principal of a school some day.

Prior to moving to this country, Ms. Coy-Bailey was a lecturer at the Shortwood Teachers College and served as the President of the Shortwood Teachers College Staff Association.

Summary Annual Report (continued)

2008-2009 CSA Welfare Fund Reports

Continued from Page 13

ologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table presents information about the Fund's assets measured at fair value as of September 30, 2009 and 2008: (see table on p.11).

NOTE 9 - PARTY-IN-INTEREST TRANSACTIONS

Certain fund investments are managed by Smith Barney, which is an investment advisor and custodian of the Fund's investments. The purchase and sales of these investments and resulting balances are considered party-in-interest transactions and balances. Fees paid by the Fund for investment management services amounted to \$23,970 and \$40,475 for the years ended September 30, 2009 and 2008, respectively.

NOTE 10 - RISK AND UNCERTAINTIES**Actuarial Estimates and Assumptions**

The actuarial present value of benefit obligations is reported based on certain assumptions pertaining to interest rates, health care inflation rates, and member demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that the changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment Valuations

The Fund invests in various securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in

the statement of net assets available for benefits.

The Fund invests in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by subprime mortgage loans. The value liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rate

NOTE 11 - TAX STATUS

The Trust established under the Fund, to hold the Fund's assets, is intended to qualify pursuant to Section 501(c) (9) of the Internal Revenue Code and accordingly, the Fund's net investment income is exempt for income taxes.

Audit periods remain open for review until the statute of limitations has passed. The completion of review or the expiration of the statute of limitations for a given period could result in an adjustment to the liability for income taxes. The statute of limitations for the tax years 2006 through 2009 are set to expire in January 2010, February 2011, May 2012 and January 2013, respectively. Thus, the 2006 through 2009 tax years are still open for Internal Revenue Service examination. The Fund does not anticipate any impact on the financial statements.

NOTE 12 - SUBSEQUENT EVENTS

The Fund did not have any other subsequent events through February 4, 2010, which is the date of the financial statements were available to be issued for events requiring recording or disclosure in the financial statements for the year ended September 30, 2009.

ditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE 10 - SUBSEQUENT EVENTS

The Fund did not have any other subsequent events through February 4, 2010, which is the date of the financial statements were available to be issued for events requiring recording or disclosure in the financial statements for the year ended September 30, 2009.

CSA Retiree Welfare Fund Report

Continued from Page 15

that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

The Fund invests in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage asset backed securities, including securities backed by subprime mortgage loans. The value liquidity and related income of these securities are sensitive to changes in economic con-

In Memoriam

■ **HERBERT DAVIS**, 80, a retired High School Chairman, died Jan. 24 after a long illness. He retired in 1988 as Chairman of the Business Department at Christopher Columbus High School in the Bronx where he was assigned from 1973 to 1988. Prior to that appointment, he taught at Central Commercial High School in midtown Manhattan from 1956 to 1972. A Brooklyn native, Mr. Davis graduated from James Madison High School in 1948 and from Baruch College, CUNY. After retirement, he spent time pursuing his passion for painting. Condolences may be sent by e-mail to his wife, Rita Davis, at gbdavis@nyc.rr.com.

■ **EMANUEL FICHTENBAUM**, 87, passed away on Feb. 1. Mr. Fichtenbaum was Principal at PS 191, D-17, Brooklyn for 10 years before he retired in 1984. He is survived by his wife, Mavis. Condolences may be sent to her at 35 Retford Ave., Staten Island, NY 10312.

■ **HELENE KOSOFF**, 66, died on Dec. 21, 2009. Ms. Kosoff served as a teacher at Forest Hills High School and as a guidance counselor there and at other locations. Prior to her retirement in 1995, she served as an Education Administrator as Director of Special Projects. Condolences may be sent to her husband, Steven Kosoff, at 1352 Planting Fields Rd., Oyster Bay, NY 11771.

■ **BARBARA PLANT**, 80, died on Nov. 22, 2009 after a long battle with breast cancer. Prior to her retirement in 1999, she was a Special Education Supervisor at PS 160, D-11, Bronx, for 14 years. At age 20, while attending NYU, she



■ Barbara Plant

contracted polio and, for one year, was paralyzed from the neck down. Readmitted to NYU in a wheelchair, she completed her BA in elementary education with her original class. She eventually learned to walk again with just a slight limp. Unfortunately, the Board of Education refused to allow her to teach for 15 years because it was worried about what would happen to her in the event of a fire. Finally, she was allowed to

pursue her chosen career and taught emotionally disturbed children. Both her daughters later pursued careers in education as well: Linda Hamilton is a teacher at PS 194, D-11, in the Bronx and Alana Plant is an Assistant Principal at CS 152, D-8, also in the Bronx. In Mrs. Plant's memory, a certificate and gift card will be presented annually to a PS 160 student for "Striving for Academic Excellence." Donations can be sent in Mrs. Plant's memory to the White Plains Hospital-Dickstein Cancer Research Center, 2-4 Longview Avenue in White Plains, NY. Condolences may be sent to Alana Plant at APlant@schools.nyc.gov.

■ **LEONARD SCAPPATORI**, 83, died on Jan. 15. He graduated from Assumption College, Windsor, Ontario, with a bachelor's degree in education. He also held a master's degree in education from Wagner College, Staten Island. He served the NYC public school system for 40 years and retired as Assistant Principal of IS 61, D-31 in 1989. During WW II, he served in the US Navy and participated in the invasion of Normandy. Mr. Scappatori is survived by his wife of 56 years, Rose.

■ **JOHN SNOWBER**, 89, passed away on Feb. 25. Mr. Snowber was the husband of Jacqueline Snowber, a retired Principal of PS/IS 308, the District 16 Magnet School for the Intellectually Gifted. In her many years with the NYC schools, Mrs. Snowber also worked at P.S. 243, D-16, Brooklyn, as a Staff Developer, and spent her early years teaching at the old P.S. 122, D-14, in Williamsburg. Condolences may be sent to Mrs. Snowber at 59-27 69th Place, Maspeth, NY 11378.

Death notices are printed each month as space permits. Submit information about the death of a CSA member or spouse of a member to Anne Silverstein, Editor, CSA News, 16 Court St., Brooklyn, NY, 11241 or by e-mail at anne@csa-nyc.org.

Stay in touch with the union and let us know if you've moved. Please contact the CSA membership department at membership@csa-nyc.org.

NYCESPA Convention

Daylong Event Attracts Over 700

NYCESPA held its 77th convention on Jan. 30 at the NY Marriott at the Brooklyn Bridge. Among the events were workshops, presentations, more than 100 exhibitors and a gala luncheon at which NYCESPA gave out its annual awards. From left, Diane Cargile, NAESP President; Jim Phair, Principal, PS 107, Queens; Eleanor Andrew, Principal, PS/MS 270, Queens; and CSA President Ernest Logan. Mr. Phair and Ms. Andrew were honored for 20 years of service as elementary school Principals. Among the special guests: TV star Rachel Ray and celebrity foodie, inset.



PETER PARELLA

Travel Desk

GARY GOLDSTEIN

New Cruise Heads to Mediterranean

Alaska By Land and By Sea

July 16-23, 2010 (with optional land trip July 12-16)

A seven-day cruise and an optional four-day land trip prior to the cruise. The bus trip runs from July 12-16 to Denali Park, Fairbanks and Anchorage. Then we'll head to Seward where we'll board Celebrity's Millennium to Skagway, Icy Strait Point, Ketchikan, Juneau, and the Hubbard Glacier. You will disembark in Vancouver for the return flight.

RATES Cruise only, and airfare: Inside cabin, \$2,098; window, \$2,449; balcony, \$2,998. **Cruise, land tour and airfare:** Inside, \$2,999; window, \$3,398; balcony, \$3,948. Add \$200 to balcony rate for concierge service. Add \$198 for port and government charges. Optional insurance is available.

Trains of the Colorado Rockies

Aug. 14 - Aug. 22, 2010

Ride aboard the famous Durango and Silverton narrow gauge Silver Railroad through the San Juan Mountains. Journey on the world's highest cog railroad to Pike's Peak. Then two nights in Durango for an "Old West" experience.

ALL-INCLUSIVE RATES include airfare. \$2,399 per person based on double occupancy. For an itinerary, email Gary Goldstein at ggoldstein@csa-nyc.org.

Mediterranean Cruise via Spain

Aug. 21-29, 2010

We'll fly from NYC on Aug. 21 to Barcelona and board Royal Caribbean's *Voyager of the Seas* the next day. We'll sail to Naples (Capri), Rome, Florence, Nice, Marseilles and return to NY from Barcelona on Aug. 29. An option for those who would like to spend some time in Barcelona: For \$575 per person, you'll arrive on Aug. 20 for a two-night pre-cruise stay.

RATES, including airfare, have been reduced by \$350 for a limited time: Inside cabin, \$2,599; window, \$2,899; balcony, \$3,199; junior suite, \$3,799. Add \$198 for port and government charges. Optional insurance available.

Sail to Canada and New England

Sept. 25-Oct. 2, 2010

Board the magnificent Caribbean Princess on Sept. 25 in Brooklyn! We'll sail to Newport, Boston, Bar Harbor, St. John and Halifax and return to Brooklyn on Oct. 2.

RATES (for double room): Inside, \$899 per person; window, \$1,169; balcony, \$1,479; mini-suite, \$1,749 (best value!) Add \$108 port and government charges per person. Optional insurance is available.

Mediterranean Magnifica

Jan. 14-26, 2011

MSC Cruises has just launched the Magnifica, its newest deluxe ship this spring, and we'll be on it next winter. We'll fly from NYC to Venice on Jan. 14 and sail to the exotic ports of Bari (Italy), Rhodes (Greece), Alexandria (Egypt), Limassol

(Cyprus), Haifa (Israel), Katakolon (Greece), Dubrovnik (Croatia), and Trieste (Italy). We return to NYC from Venice on Jan. 26 or you can extend your visit in Venice. Air is not included; at this time, Delta's fare is approximately \$875 per person, roundtrip.

RATES (based on double occupancy): Inside cabin, \$1,036.70; window, \$1,236.70; balcony (standard), \$1,436.70; balcony (deluxe), \$1,566.70; suites from \$2,636.70. Rates are inclusive of taxes and government charges, based upon double occupancy and are subject to change anytime. Insurance and extensions are extra.

Israel - The Holy Land

Oct. 27-Nov. 5, 2010

Perillo Tours is now offering a tour of Israel. This a land tour that visits Tel Aviv, Jerusalem, Masada, Bethlehem, Tiberias, Nazarus, Galilee, Haifa, and Caesarea. Program includes roundtrip air, hotels, daily breakfast, three lunches, eight dinners, driver tips, meal gratuities, motorcoach travel, tour escort, transfers and baggage handling. Depart JFK on Oct. 28 and return on Nov. 5.

RATES: \$1,950 per person, double occupancy with \$1,375 air fare (approximate).

Tropical Heaven

Presidents' Week 2011

Sail with us on the beautiful Carnival Valor departing Miami on Feb. 20, 2011 and visiting Honduras, Belize, Grand Cayman and Cozumel, Mexico. We return to Miami on Feb. 27. At this time, the rates reflect tremendous value as all taxes are included! Book now and lock in the best rates yet! (Airfare is not included but will be added when the contracts are in.) You may cancel anytime for a full refund up until 120 days prior to departure.

RATES Inside cabin, \$649 per person; window, \$749; balcony, \$899; junior suite, \$1,379. Call for rates for three and four people and singles.

The Jewels of Asia

March 29, 2011

It's never too early to save money while traveling in luxury through a tour of Southeast Asia! Join us in Hong Kong on March 29, 2011, as we board the elegant Azamara Quest and sail to Hue (Vietnam), Ho Chi Minh City and Sihanoukville (Cambodia), Bangkok and Singapore. This regal vessel holds only 650 passengers.

RATES below include cruise, taxes, and port charges. Air is not included as some of us will use points or purchase tickets to suit individual preferences. Inside, \$2,048 per person, double occupancy; window, \$2,349 per person, double occupancy; balcony, \$3,599 per person, double occupancy. A \$450 deposit per person holds your stateroom without penalty until 90 days prior to departure.

For more information about these programs, contact Gary Goldstein, ggoldstein@csa-nyc.org or call him at (732) 786-0314.

NATION Labor

NEW YORK

Bus Leader Arrested

Warren Annunziata, 75, of Roslyn, and the former President and Executive Director of Local 91, was arrested for extorting \$500,000 in cash payments from bus company owners between 1992 and 2009 in violation of the Taft-Hartley Act. Local 91's members include bus drivers and bus escorts who work for the NYC DOE. Local 91 is part of the United Craft and Industrial Workers' Union. Mr. Annunziata is the local's pension fund administrator. (Courthouse News Service)

DISTRICT OF COLUMBIA:

Effort For Haiti

The AFL-CIO Solidarity Center is providing union-to-union aid to Haiti in the form of truckloads of food, water and supplies. It is also helping Haitian unions restore offices. Donations are being collected through the Center's Earthquake Relief For Haitian Workers fund that directly links to Haitian workers and their unions. To donate, go to: <https://co.clickandpledge.com/advanced/default.aspx?wid=20780>. (Workers Independent News)

NEW JERSEY:

Short Funds

A new report names New Jersey as one of the eight worst states when it comes to funding its pension system with the ability to cover only 73 percent of pension benefits. Its pension system was fully funded in 2000. New York is one of only four states that had a fully-funded pension system as of 2008 along with Wisconsin, Florida and Idaho. Illinois and Kansas are in the worst shape of all, with less than 60 percent of what is needed to meet pension obligations. (Workers Independent News)

CALIFORNIA:

Negotiations & Cuts

San Diego and Vista Unified school districts are trying to cut teachers' salaries - 8 percent and 2 percent respectively - even as they try to negotiate new contracts. Talks are reportedly becoming more hostile and a state mediator has intervened in negotiations with Vista. While teacher union officials say they are aware of the situation, they want to ensure that cuts to the classroom are the last consideration. (kpbs.org)

RHODE ISLAND

Vote To Fire Staff

President Obama has incurred the wrath of unions and educators with his support of the wholesale firing of the staff of Central Falls High School, a failing school. Superintendent Frances Gallo has returned to negotiations with the local teachers' union in an effort to resolve the situation after she gave pink slips to all 93 staff members, notifying them that their jobs would be gone by the school year's end. (Combined news services)

— COMPILED BY
CHRISTINE ALTMAN

RETIREE Chapter

CHAIR'S MESSAGE

Neil Lefkowitz

Myriad Ideas and Activities to Sample



We may be retired, but our interest in our profession has not waned

For the past two years, Retiree Chapter members have volunteered at the Celebration of Teaching and Learning, a two-day mega-conference in New York devoted to exactly that: teaching and learning.

This year, approximately 170 RC members volunteered at the Celebration, which is presented by Thirteen and WLIW21 and sponsored by a number of organizations including CSA.

As I walked around the Hilton NY and attended workshops and panels, I saw many of our people who told me they were returning as volunteers for the second year; they also spoke about how much they enjoyed the event. I, too, enjoyed the Celebration. Thousands of people attended, and everywhere you looked, it seemed, an activity, a multimedia presentation or a professional development session was taking place. This year, I especially enjoyed meeting educators from all over the United States and hearing a number of the speakers.

We may be retired, but our interest in our profession has not waned. We still want to learn about new (and sometimes recycled-and-announced-as new) ideas that will have an effect on the education of America's children.

One person whom I heard speak was Diane Ravitch, who was discussing the impact of the federal law No Child Left Behind on schools and the growth of charter schools. Dr. Ravitch has been in the news lately because she has, over the course of the past several years, reversed herself on ideas that she helped promulgate during her career. As an article in *The New York Times* read, on March 2, "Once outspoken about the power of standardized testing, charter schools and free markets to improve schools, Dr. Ravitch is now caustically critical."

During the interview, Dr. Ravitch raised serious questions about the value of No Child Left Behind because, she said, school systems are teaching to the test and failing to develop a well-rounded curriculum; the result is America's children are receiving a watered-down education. Dr. Ravitch also criticized charter schools for excluding low-performing students and students with special needs, although NYC charters are supposed to be open to all. (Editor's Note: This idea that charter schools "cream" the best students remains highly contested, although anecdotally, CSA has heard that students having a hard time are sometimes counseled to leave charter schools.)

Last, Dr. Ravitch said that closing a school should be the last resort of action. A school system is obliged first to provide intensified training for the school staff to raise the level of education in a low-performing school; firing staff without understanding a school's needs does not address the underlying causes of educational failure.

...

I'm looking forward to seeing many of you at our annual Membership Luncheon on April 25 at the North Shore Towers. Our guest speaker is Judge Arthur J. Schack of the Kings County Supreme Court. Welfare Fund Administrator Douglas V. Hathaway will also speak, providing us with an update on our health benefits.

The Ides of March!

Retirees Remain Undeterred by Albany Distractions

BY DEE-DEE GOIDEL

On March 15, the Ides of March, 21 members of the Retiree Chapter Legislative Committee boarded the Albany-bound Amtrack train at 8 a.m. Our trip seemed to fly by as the various teams of two or three members worked the telephones making last-minute changes to our carefully crafted appointment schedule. Pat DeMeo of Staten Island, who has been a stalwart advocate for retirees for years, had spent weeks arranging 88 visits to legislators and/or their staffs. (A new record for us!)

The distractions of the last month concerning Gov. David Paterson did not deter us from our mission. Nor did the ticking of the budget clock as the state deficit grows almost daily. Most of Albany has accepted the fact that it is now Lieutenant Governor Richard Ravitch who is in the key position to design a financial bail-out. It is ironic that Mr. Ravitch finds himself in this vital



■ From left: Claudia Loftis, Pat DeMeo, Sen. Diane Savino and Michael Sussman during their Albany meeting.

We need a bill that says the state cannot diminish a retiree's benefits, period.

spot through a strange quirk of political fate since he was at the helm of the NYC rescue in the 1970s as most of you will remember. (His appointment last summer when the NYS Senate was at, perhaps, its most dysfunctional, may be the best thing to have happened from the state's point-of-view.) Mr. Ravitch has a fine reputation for not playing political games or at least knowing how to maneuver without compromising his integrity. We hope he will come through again without drastic cuts to schools and other needed programs.

Our chief priority this year is this: to get a bill that says the state cannot diminish a retired educator's health benefit, period. A number of legislators thought this problem had been solved in the last go-round in December when the Pension Reform Act was passed.

But that law still ties the diminution of our benefits to the diminution of active member benefits. At the suggestion of several lawmakers, CSA

will write the bill and submit it to the legislature.

Other priorities:

■ We need to revisit COLA and make several changes so that our cost-of-living-adjustments are somewhat in tune with the expenses of everyday life in 2010. (I know: Those of us who retired before supervisory salaries increased meaningfully would need thousands of dollars to bring our pensions to that point. But honestly – those of us who go to Albany to advocate for retirees are grateful to legislators for any increases we can get especially in today's economic climate.)

■ We need to work with our legislators so that health care and prescription drugs are affordable once again. We are supporting several bills on this subject.

■ We are supporting training requirements for certification for staff members who administer dialysis. Currently, no standard education requirement exists for these technicians in New York State. We support legislation establishing this requirement, which also would mandate that these technicians work under the direct supervision of a registered nurse.

■ We support the NYS Compact for Long Term Care, a bill that would establish a patient-state relationship for long-term care. Individuals would pledge a certain amount of their resources to pay for such care, and the state would pick up the remainder of the expense without demanding that the individual become a pauper.

■ A bonus for veterans for those who served in the Korean Conflict similar to the bonus established for some World War II veterans in 1947.

■ The Retiree Chapter is also working on behalf of the schools and active members. We want legislation that supports professional development for our colleagues, creates transparency and accountability for charter schools and invests in quality early childhood education and the professionals that provide early childhood education.

The CSA leadership has made it clear that they are proud of those of us who represent the union in the state capital. The feedback CSA President Ernest Logan receives from legislators lets us know that we are on the right track, that our input is valued. The CSA Assistant Director for Governmental Affairs, Alithia Rodriguez-Rolon, who is permanently based in Albany, has proved an invaluable resource in reaching out to lawmakers and navigating the system.



■ Left, Stanley Wilson and Susan Serrano on the March 16 trip home.

We Weren't Born Yesterday!



ANNE SILVERSTEIN

■ **NO POLITICAL NOVICES HERE!** The Retiree Chapter depends upon members to use their leadership skills during the Chapter's annual trips to Albany. (See Page 18.) Above, the Legislative Committee met on March 8 to review material for the March 15-16 trip. From left, seated, Jewel Moolenaar-Marsh, Ron Jones, Susan Serrano, Eathelle Clay, Irma Schonhaut and Stanley Wilson. Standing, from left, Mary W. Covington, Constance Testa, Susan Rapp, Marvin Goodman, Howard Friedman, Pat DeMeo, Michael Sussman, John Oricchio, Dee-Dee Goidel and Larry Becker. Not pictured, Irma Godlin, Manny Korman, Claudia Loftis, Joe Quinlan and Patricia McNabb-Weston.

**Retiree Chapter
Spring Membership/Executive Board Meeting
and Gala Luncheon, April 25**

**Towers Restaurant & Caterers at North Shore Towers
272-48 Grand Central Parkway, Floral Park, 10:30 a.m.**

AGENDA

- 10:30 – 11 a.m. Registration and continental breakfast.
- 11 – 11:15 a.m. Greetings from CSA First Vice President Randi Herman; Dr. Douglas V. Hathaway, Welfare Fund Administrator, will provide an update on the Fund and benefits.
- 11:15 a.m. – Noon. Guest speaker – Hon. Arthur J. Schack, Supreme Court, Kings County
Judge Schack will talk about the judicial system and its relationship to the community. He has most recently presided over significant cases involving home foreclosures of New Yorkers.
- Noon – 1 p.m. Executive Board/General Membership Meeting
- 1:15 – 3:15 p.m. Luncheon

Cost: \$37 per person (The Retiree Chapter is subsidizing much of the cost.) (You must cancel at least four days prior to the event to be eligible for a refund.)

Name _____ Telephone _____

Address _____

City _____ State _____ Zip _____ E-mail _____

I wish to be seated with: _____

NOTE: Requests honored ONLY if the people you request as table companions request you as well.

I (we) will attend: Meeting only ____ (no charge) Luncheon only ____ (\$37)
Meeting and luncheon ____ (\$37)

Number of tickets _____ Total enclosed \$ _____ Date _____

SEND TO: Alana Segura, Event Coordinator, CSA Retiree Chapter,
16 Court St, Room 711, Brooklyn, NY 11241

RETIREE UPDATES

Save the Date!

The Retiree Chapter will host its annual Fall Getaway at the Villa Roma for four days of sports, activities and parties. The festivities begin on Sept. 21. Details in next month's CSA News as well as on the CSA website.

Nager Lawsuit

The terms of the Nager lawsuit settlement have been amended by the courts,

TRS has announced. A letter outlining the ruling will be forwarded to all affected members in May. CSA will keep you updated when we have more information.

Another Member!

Diane Revinskas of Long Beach, NY, retired on July 1, 2009, and was inadvertently omitted from a list of retirees in the February 2010 CSA News. Ms. Revinskas retired as an Assistant Principal – Mathematics from John Dewey High School in Brooklyn.

Regional Units

SUNCOAST, FL

We held our second and final meeting of the year on Feb. 26. All 35 attendees obtained important information and had their questions answered by Dr. Randi Herman and Norman Sherman while consuming a delicious buffet lunch at Marie's Italian Kitchen in Sarasota, FL. I'm pleased to announce that our Unit now has a total of 47 members from about a 100-mile radius covering the Florida's west coast. Our next regular meeting will be held in January 2011 with notification to members via the CSA News and personal mailing next December. Any questions or problems? The CSA can find a way. Call me at (941) 383 0408.

—MICHAEL NEMOYTN
(This item would have appeared last month but for an editor's error.)

CAROLINAS

The next meeting of this Unit will be an April 21 luncheon meeting at the Holiday Inn Charlotte City Center, 230 North College St, Charlotte, NC. CSA President Ernest Logan, Welfare Fund Administrator Douglas Hathaway, and Legislative Liaison Dee-Dee Goidel will be our featured speakers. This is a great opportunity to network with colleagues as well as to explore the city of Charlotte. Rooms for CSA members are available at the special rate of \$109 per night. You may contact Billie Walker at the Holiday Inn (704) 335-5400 X 458 to book your room. For further information, contact Ella Ivy at (919) 552-1206.

—ELLA IVY

BRONX

We are proud of the many Bronx retirees who assisted at the "Teaching and Learning Celebration" at the Hilton NY on March 5. We were also pleased that our spring meeting was well-attended and successful. Thanks to Don Juliano, Retiree Chapter Assistant Treasurer who brought us up-to-date information from TRS. Our annual end-of-the-year luncheon will be held at the Lobster House on City Island on June 10.

—LENNY ZAVLICK

MANHATTAN

Save the dates: Our next general membership meeting is at 1:30 p. m. on May 21 at Manhattan Comprehensive Night and Day High School, 240 Second Avenue at East 15th Street. Our annual luncheon is on June 18 at the National Arts Club at 20 Gramercy Park South. A three-course lunch with wine, soda and coffee is \$40. We'll disseminate more information about both events in the near future. For information about these events and about our Unit, call me at (917) 692-2942.

—STANLEY WILSON

BROOKLYN

Our next Unit meeting is May 25. We sent our first Unit Newsletter to all Retiree Chapter members with a Brooklyn address! Future newsletters will be sent to dues-paying Unit members only. (\$15.) In other business, we'll be trying to identify those Unit members who are actively involved in social action or community projects geared to helping our young people or senior citizens. Questions? Contact me by email at rejepsilon66@aol.com

—RON JONES

GEORGIA

The Georgia Regional Unit will hold its second general membership meeting on April 20 at Simon's Restaurant, 3529 Main St., College Park, GA. Our guests include CSA President Ernest Logan; Welfare Fund Administrator Douglas V. Hathaway; and RC Legislative Liaison Dee-Dee Goidel. Details will be mailed to you. We welcome new retirees. For more information, contact me at (770) 693-2399.

—GEORGIA HARRISON

STATEN ISLAND

The Unit is preparing for our annual Spring Gala. Check our newsletter for complete information and reservation form. We look forward to a wonderful time seeing our colleagues. Contact Cathy Piszko at cpiszko@gmail.com or Frank Carpenito at lexus10305@yahoo.com if you have not received our newsletter. Hope to see you all then.

—CHERYL OBEY

QUEENS

The April 27 trip to historic Fort Totten has, in the past, been well received by members. (We still have room for a few more people!) There is no fee for this trip. Afterwards, we have scheduled an optional Dutch treat lunch at Donovan's of Bayside. To reserve your spot, contact me at StermanLen@aol.com. **Save the date:** May 11, Welfare Fund Administrator Douglas V. Hathaway, will address our unit.

—LEONARD B. STERMAN

LOWER HUDSON VALLEY

Membership in our regional Unit is at 100-plus and growing. Save the following dates for our general membership meetings that are held at the Greenberg Hebrew Center: May 12 and June 9. The Executive Board and I continually try to provide guest speakers of interest as well as exciting trips for our Unit. We need your input! Hope to see you in May.

—JOHN GENTILE

LONG ISLAND

March is when we welcome back our "snow birds," we distribute our spring newsletter, we plan for our April 19 general membership meeting and the CSA Retiree Chapter meeting on April 25; and we consider plans for May activities. Don't forget to mark your calendars for our June 9 walking tour and our June 15 luncheon. For more information about our "doings," communicate with me at (516) 747-6291, or e-mail me at norman-watnick@aol.com.

—NORMAN WATNICK

Free Natter's 'Bluebook'

Complete this coupon and mail to:

Miata Jones, CSA Retiree Chapter, Room 711, 16 Court St., Bklyn, NY 11241.
Miata@csa-nyc.org

(Only one book per member. Please return the coupon by June 30. We may be unable to accommodate requests after that date.)

NAME _____

HOME ADDRESS _____

PHONE NUMBER _____

E-MAIL _____



Borough Briefs / In The Schools

Compiled
 by Yuridia Peña

Manhattan (DIST. 1-6)

Students Visit Concentration Camps in Europe

Students at the High School for Law Advocacy and Community Justice raised money to pay for a trip to four World War II concentration camps. The trip was arranged through the Education First Cultural Travel. The expedition took students to concentration camps in Hungary, Poland, the Czech Republic and Germany. Six of the students were featured in an article in the NY Daily News on their efforts to raise funds for the trip, and as a result, the school received donations from many New Yorkers.

Mosaic Preparatory Academy held its first Family Math Night on March 18. Math activities included math bingo and cooking graphing among other activities. Prizes were also awarded to winners. The Principal is Lisette Caesar.

On March 6, Murry Bergtraum High School's basketball team, the Lady Blazers won its 12th consecutive title in the PSAL girls AA basketball championship in Madison Square Garden against John F. Kennedy High School's No. 3 Knights.

Citywide



YURIDIA PEÑA

■ First Vice President Randi Herman, center, visits a class at PS 24 during Respect For All Week.

'Respect For All Week' Launched

The Department of Education, in partnership with the City Council, CSA and the UFT launched Respect For All Week on March 8 at schools across the city.

In an effort to foster respect for people of all religions and cultures, as well as to fight bullying, various activities were planned including topical lessons for children of different ages.

CSA First Vice President Randi Herman joined Schools Chancellor Joel Klein at PS 24, D15, Brooklyn, for the official kickoff of the week-long event. Principal Christina Fuentes' school was selected because Ms. Fuentes has made it a priority to foster a culture of respect and inclusion. (In other news, Ms. Fuentes is a recipient of the 2010 Sloan Public Service Award. See Page 4.) PS 24 has partnered with the Morningside Center for Social Responsibility to develop students' social-emotional learning and conflict-resolution skills.

Brooklyn (DIST. 13-23,32)

Happy Birthday To Dr. Seuss

For the seventh year, PS 132, D-14, celebrated Dr. Seuss' birthday on March 2 with a Read Out Loud that included elected city officials and community members. Education reporter Art McFarland read as did City Councilwoman Diana Reyna, Brooklyn Borough President Marty Markowitz and a number of NYPD detectives. Students then asked guests questions about their careers. Principal Beth Lubeck-Cefalia kicked off the event seven years ago during her rookie year as Principal to promote literacy in a fun and engaging way. "We really wanted to change the focus.... [and] encourage a fun activity," she said.



■ Education reporter Art McFarland at PS 132, Brooklyn.

Queens (DIST. 24-30)

Drama and 100 Days

PS 97, D-27, celebrated its 100th day of school this year on Feb. 24. Students wore hats with 100 pennies, T-shirts with 100 stickers or beads, and necklaces comprised of 100 paperclips. In other news, on March 3, parents participated in a Grade 3 NYS Math Test Prep



workshop, which reviewed student strategies to prepare for the test.

This winter, the drama club at the Young Women's Leadership School of Astoria's performed "You're a Good Man, Charlie Brown." Students are also participating in The Stock Market Game, which teaches students how to invest, save and understand basic economics through the use of on-line portfolios using virtual (pretend!) money.



■ At The Young Women's Leadership School in Astoria: Left. The cast of "You're a Good Man, Charlie Brown." Above, students who participated in The Stock Market Game.