



# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

May 2010

Volume 43, Number 9  
Local 1, American  
Federation of School  
Administrators, AFL-CIO

**Fighting Back**

## The Battle For Day Care

*On the Front Lines  
in Effort to Keep  
Centers Open*

ANNE SILVERSTEIN

CSA continued its front-line activities to push back against the city's assault on city-subsidized Day Care; the union's efforts are designed to call attention to the slow attrition of Day Care services and the nearly four years CSA's Day Care Directors and Assistant Directors have been without a contract.

The union launched an ad campaign in late April to drum up support for making early childhood education a priority statewide. CSA is also working with state lawmakers to introduce legislation that calls for a study of the topic with the goal of putting administrative control of early childhood education under one roof.

At the city level, CSA Vice President Randi Herman testified before a City Council Committee on the long-expired Day Care contract. In her April 20 testimony before the Committee on Civil Service and Labor, Dr. Herman said, "We believe without



■ **GETTING THE MESSAGE OUT** This CSA ad is running in Albany and New York City where lawmakers will see it.

a doubt that we have reached an impasse in negotiations with the city. Day Care Directors and Assistant Directors have been working 1,385 days, or nearly four years, without a contract since June 30, 2006, because the city has made no genuine effort to negotiate."

Dr. Herman said that low salaries and limited benefits are straining the city's already beleaguered Day Care system, and have contributed to a 50 percent turnover rate of Day Care members in the past five years. CSA, Dr. Herman said, has asked only for the four percent-a-year raise that other municipal union members, including those in DC 37, received back in 2006.

She also pointed out that even if a contract were resolved immediately, Day Care Centers themselves are under attack by the city; ACS has closed 17 due to budget constraints in the past five years, and 16 more programs are slated to close by June 30.

In related news, CSA has been pushing for the passage of a state bill that calls for a waiting

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YURIDIA PEÑA

■ **DAY CARE ADVOCATE** Day Care Director Williesteen Moore is honored by her former colleague City Councilman Danny Dromm, right, on April 14 at City Hall. Story, Page 3

## Officers Monitor Proposed Changes to Educator Ratings

BY ALITHIA RODRIGUEZ-ROLON AND ANNE SILVERSTEIN

CSA President Ernest Logan and Executive Vice President Peter McNally attended a meeting with NYS Education Commissioner David Steiner and Deputy Commissioner John King among others on April 28 in Albany and heard about the state's efforts to ensure the success of its application in Round 2 for Race to the Top (RTTT) funds.

These efforts include statutory changes that would have an impact on CSA member working conditions, said Mr. McNally, which makes them, obviously, a concern to the union. Mr. Logan said members need to stay abreast of what occurs

*NYS needs a new law to shore up its chances for 'Race to the Top' funding.*

update at this time so they can contact their lawmakers if necessary.

NYS was not a winner in the first round of competition for federal dollars this past spring; the state intends to submit an application by the Round 2 deadline of June 1.

One reason NYS did not win funds is that for the state to receive money, local school districts had to secure union support for a number of changes. Federal RTTT reviewers, apparently, were not confident that this support would be forthcoming and indeed, a number of unions had withheld their support. Educators around the state were wary of agreeing to link academic achievement with ratings, for one thing.

The proposed statutory change will link achievement data with teacher and supervisor ratings and no approval from unions is

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## A Step Closer for 'Graduating' APs

BY YURIDIA PEÑA

Sixty Assistant Principals graduated from ELI's Advanced Leadership Program for Assistant Principals on April 20 at the NY Academy of Medicine Library in Manhattan.

"Continue to work with the relationships you have already established. Your mentor principals, they are really the ones that make this work happen for you," said Ada Dolch, Director of the Executive Leadership Institute.



YURIDIA PEÑA

■ Assistant Principal Edele Williams from PS 230, Bronx.

At the closing seminar, a panel of ALPAP alumni who currently work as Principals led a discussion on how to choose the right school to lead, their day-to-day challenges, and how their ALPAP experience shaped them into effective school leaders. The panelists were: Anthony Barbetta, Principal, Thomas Edison

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### PRESIDENT'S PAGE

# 19 Schools Still Open: Now What?

## 'Failing' Schools Require Profound Improvement. By Ernest A. Logan

On March 26, a judge blocked the Department of Education from closing 19 under-performing schools, citing lack of community involvement in the process. Also lacking was any effort to help some of those schools before wiping them out. So now what happens to these 19 schools and the 34 others that are on NYS's "watch list"? Will any effort be made to break the vicious cycle of 1) removing Principals including those who've barely arrived or have been caught in circumstances beyond their control, 2) closing schools, and 3) dumping traumatized children into similar schools or the same schools with new names?

These 53 schools need a roadmap for success, not a death sentence. First, they need someone with authority to help Principals. That person should assist the Principal and the school, come up with a cohesive plan, discuss it with stakeholders and then be allowed to enforce it. There are plenty of strong Principals, with far fewer challenges, who can be given great flexibility and thrive with the professional camaraderie of Network Leaders whom they chose to hire as consultants. However, struggling Principals can't be left with the occasional company of a paid Network Leader and emerge from a tangle of thorny challenges. Their schools need the support of a master educator, a Superintendent, who isn't paid by the Principal and has the authority to make change happen.

The law identifies the person best qualified for this type of reform as the Superintendent. In honor of the state's school governance bill, I'm going to refer to this Superintendent throughout. No question: Gifted Network Leaders exist who, if given the authority, might help lead troubled schools out of the weeds. Some Network Leaders were Principals and can relate directly to them. But since Superintendents have the actual legal authority, I'll assume for now that the DOE will once again allow Superintendents to use this state-given authority and give them the staff to establish and enforce a plan for troubled schools.

To devise the plan, the Superintendent would lead a team that includes the Network Leader, a "mentor Principal" (recently retired) and a curriculum expert from the appropriate grade level who would analyze instructional, social, and community aspects of the school. They would interview stakeholders; examine the data; conduct learning walks, with a clear focus on the measures indicated in a Progress Report, a Quality Review and



any other relevant data instrument; and study attendance rates and safety conditions in and around the building. They would look at trends in student assignments to the school, including ELL and special education. Findings would be discussed with all stakeholders to then dig into the development of a school improvement plan, attached to a clearly defined level of accountability and a timeline for its interim assessment. From these efforts, the Superintendent would develop an instructional and operational roadmap that must be followed.

Some might argue that this process exists in both successful and unsuccessful schools. No. What doesn't exist in most unsuccessful schools is enforcement and sustained support.

A crisis team selected by the Superintendent should be on call regularly for advice. The mentor Principal should be an almost constant presence. Instructional rounds, walk-throughs, and learning walks should continue frequently in the early part of the year and less frequently thereafter. Seasoned educators should be involved, those who understand when there are external and overlooked circumstances that trump any progress that a Principal and staff might have made: a turnover of teachers or an unexpected number of ELL or special education students who require unavailable resources and services. And the Superintendent – the person who signs off on the Principal's Progress Report – should visit at regular intervals to be sure the plan is being followed.

...

A Principal in a troubled school welcomes a mentor as a way of viewing the situation through another educator's eyes. In addition to the mentor Principal, the Superintendent could bring in a panel of Principals to identify specific problems and share best practices. More formal types of professional development are also essential for Principals and Assistant Principals such as the workshops that CSA offers through its Executive Leadership Institute. Constructive criticism offered in any non-threatening environment helps Principals overcome obstacles to teaching and learning and prepare for visits from city and state officials.

The DOE has many other options it should consider if it sincerely wants to turn around the 53 schools under its magnifying glass. At the high school level, the DOE needs to spread out students with histories of incarceration beyond large schools to nearby small schools and charter schools. In middle schools, the DOE should provide more APs, guidance counselors, social workers and psychologists, and give teachers tools to better understand the social and emotional developmental needs of students.

It may seem naive for me to be discussing the salvation of troubled schools at a time when the only promise that state and city governments are making is to deprive children of even more possibilities. It is even more naive for governments to anticipate a return to prosperity tomorrow if educational deprivation is all they can offer today.

### A Trip Down South



■ CSA President Ernest Logan visited retirees in Georgia and in the Carolinas. Left, Mr. Logan with the Georgia Regional Unit on April 20. Above, Mr. Logan and Elizabeth Samuels, a retired principal from District 23, greet each other in Charlotte during the April 21 Carolinas Regional Unit meeting. Story and more photos, Page 13.

# 'We're Here!' Here's Our Message!

## 'SOMOS' Conference Advances Latino Issues

CSA members were well represented at the 23rd Annual *Somos El Futuro* Conference during the April 16 weekend. This year the conference was well-attended not only by legislators and their staffs but by labor unions, SUNY and CUNY students and others from the general public who are interested in public policy.

The annual event is sponsored by the NYS Assembly-/Senate Puerto Rican/Hispanic Task Force. The mission of the task force is to increase the participation of the Puerto Rican/Hispanic community in making public policy and to encourage Hispanic communities to help develop policies, laws, state rules and regulations that address the issues of Hispanics across the state.

Members of the CSA Latino Caucus and CSA staff discussed a number of educational issues with lawmakers that especially concern Latinos including the "achievement gap" – the lower rate of academic achievement for Hispanic and African-American children.

CSA Executive Director Anita Gomez-Palacio served on a panel entitled *Avoiding Poverty's Trapdoor/Latino Drop-Out Prevention Strategies*.

Among CSA's talking points were: maintaining the current level of state aid to schools and enhancement of that funding wherever possible; and increase funding for professional development and systemic support for school leaders in general.



■ Assistant Principal Charles Hernandez, Mr. Flores and Mr. Rubio pose in front of the state Capitol building in between meetings and receptions.



CHARLES HERNANDEZ

■ Principal Brian DeVale was among the honorees at the 2010 *Somos El Futuro* Award Presentation. Mr. DeVale, the Principal of PS 257, D-14, Brooklyn, was named Educator of the Year. Mr. DeVale is also a CSA Chairman for his district.



COURTESY OF THE OFFICE OF STATE COMPTROLLER

■ CSA staff and members spoke with numerous lawmakers, policy analysts and staff assistants during the many events that spanned the three-day conference. From left, CSA Assistant Director/Political Affairs Sondra Peeden, Principal Robert Flores, Assistant Principal Ramona Adorna, Assistant Principal Charles Hernandez, NYS Comptroller Thomas DiNapoli, CSA Executive Director, Operations, Anita Gomez-Palacio, Principal Sonia Nieves, and CSA Assistant Director/Governmental Affairs Alithia Rodriguez-Rolon.

## Are You Ready to Lead?

Do you want to become an Assistant Principal in a high-needs school? Apply for the "Federal Education Leadership Fellows." This program is designed to prepare aspiring school leaders to effect change in NYC schools where it is most needed.

The program combines the best aspects of university certification programs with a new curricular approach utilizing online curriculum grounded in the daily challenges school leaders face. It includes a cohort of like-minded peers and ongoing support once in the Assistant Principal role. Partial tuition-reimbursement is available. Visit the partner websites for more information and to apply: Bank Street - [www.bankstreet.edu](http://www.bankstreet.edu) Brooklyn College - [www.brooklyn.cuny.edu](http://www.brooklyn.cuny.edu) CSA - [www.csa-nyc.org](http://www.csa-nyc.org)

### City Hall Citation

## Day Care Warrior



Williesteen Moore

Williesteen Moore, the Director of the Grant Day Care Center in Harlem, was honored at City Hall on April 14. City Councilman Danny Dromm presented the proclamation praising her dedication to the children of NYC. Councilwoman Inez Dickens also praised Ms. Moore for her work: "You are a beacon of light to the community of Harlem. But you fought for all children not just for Grant, but for all the

children in this great city."

Mr. Dromm and Ms. Moore once worked together at the Grant Day Care Center 25 years ago. Mr. Dromm was the Assistant Day Care Director and Ms. Moore was a teacher; when he left, Ms. Moore was promoted to his job. They were reunited at a CSA President's Club reception on Dec. 16, 2009 for President's Club members and legislators.

CSA President Ernest Logan also used the occasion to criticize the city for its refusal to negotiate a contract with the union's 350 Day Care Directors and Assistant Day Care Directors who have been without a new agreement for nearly four years.

## COMING EVENTS

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

**MAY 10, 10 AM:**  
Retiree Chapter Executive Board

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

**MAY 12, 5 PM:** CSA Latino Caucus

**MAY 13, 5 PM:** NYCESPA Executive Board

**MAY 18, 4:30 PM:** DOE Irish American Heritage and Culture Committee

**JUNE 8, 5 PM:** ABENY Executive Committee/ Executive Board

**JUNE 10, 9:30 AM:** Retiree Chapter Outreach Program - Pension Benefits

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

## Member UPDATE

# CSA on 'Rubber Rooms'

In light of the Department of Education/UFT joint announcement on the elimination of reassignment centers – colloquially known as "rubber rooms" – CSA is now in talks with the Chancellor's office to determine how this agreement will be implemented in schools with minimal disruption. The agreement is an effort to speed the current disciplinary procedures for tenured teachers that a) does not limit a Principal's ability to bring a teacher up on charges, and b) places time limits on investigations (except in grievous cases including sexual misconduct.)

In 1999, CSA General Counsel Bruce Bryant notes, CSA agreed to changes to speed up the 3020a process – the removal process – for Principals and Assistant Principals, and said "It's worked pretty well." Proceedings have to be completed within five months, "and generally are. In addition, more than half of our members who are reassigned pending charges have been placed in administrative offices doing real work," Mr. Bryant said.

# The Welfare Fund

## The Work Has Just Begun on Health Reform

Douglas V. Hathaway, Ph.D.



Even the simplest changes will become complicated as states and localities try to figure out what the new law means.

When President Obama signed the Patient Protection and Affordable Health Care Act legislation at the end of March, it was the culmination of political efforts that began around 100 years ago to provide health care for all citizens. From the time President Roosevelt (the first one!) expressed the desire for all citizens to have appropriate health care, it has been, to quote the Beatles, a “long and winding road.”

While the legislation enacted promises to radically change the delivery of health care in the United States, it fails to meet the desires of everyone including those who were pushing for a single-payer plan such as Medicare for all. I think it's best to consider this law a starting point, in the same vein as the original Medicare and civil rights legislation passed in the 1960s. Civil rights laws and Medicare have evolved since the initial bills were signed into law, and I believe the health bill will evolve as well.

Now that the legislation has been enacted, the real “fun” begins. Government officials, from the Secretary of Health and Human Services, Kathleen Sibelius, to the NYS Department of Insurance, to the NYC Municipal Labor Committee must figure out what the law means and how to implement it. Ms. Sibelius has already shot off a warning letter to insurance companies telling them the federal government will not tolerate their efforts to do an end-run around the law's intent when it comes to insuring children. (See box below.)

Government agencies tasked with drafting

rules, regulations, and guidelines must now begin determining what the legislation means, how entities, such as our Welfare Fund, must operate to comply with the legislation, and what penalties will be assessed for failure to comply. Every detail of the more than 1,000 pages of legislation and 150 pages of reconciliation legislation must be reviewed in this process.

Even something that is seemingly very simple, such as “cover dependents until age 26” is actually very complex. Is the intent to “cover” these individuals dictated by what NYS has mandated for insurance companies at no cost to the plan sponsor, or will the plan have to absorb the costs? And what does it mean for self-insured organizations such as welfare funds?

As guidelines are formulated, I assure you that the CSA Welfare Fund will work to ensure that we not only comply with the regulations but that we make sure they work for

you in the best possible way, and that we will continue to use available resources to provide the best possible benefits to our members.

**Update on Medicare IRMMA (Income-Related Monthly Adjustment Amount):** The city has mailed two batches of payments to those who submitted paperwork for the extra 2008 Medicare B reimbursement, and more are being processed. Please contact the Welfare Fund at (718) 624-2600 if you have questions regarding your reimbursement.



■ Douglas Hathaway speaks with Retiree Chapter member Gerard Grande during lunch at the Georgia Regional Unit meeting on April 20. Dr. Hathaway is among those from central CSA who visit the RC Regional Units annually.

JUDITH BENNETT

## Letters



ANNE SILVERSTEIN

■ An April 20 Quality Review session at the Brooklyn Educational Leadership Center led by Leslie Gurka, left, and Beth Peller.

### Masterful Staff Developers at ELI

**To the Editor:** I would like to thank the Executive Leadership Institute and ELI Coordinators Beth Peller and Leslie Gurka for the wonderful workshop on March 22. I walked away with a backpack of ideas to help the staff understand the whole Quality Review process; the clarity I gained will enable me to better assist my teachers in teaching our students. Both Ms. Gurka

and Ms. Peller are master staff developers. I look forward to attending future workshops.

—EILEEN KAVENEY  
Assistant Principal,  
PS 223, D-27, Queens

### Letters to the Editor

Please submit letters of no more than 250 words to Anne Silverstein, CSA News Editor, at [anne@csa-nyc.org](mailto:anne@csa-nyc.org).

## US Health Secretary Issues Warning to Insurance Companies

US Department of Health and Human Services Secretary Kathleen Sebelius sent a letter to America's Health Insurance Plans on March 29 to express her dismay about media accounts that reported some insurance companies are looking for a way around covering children with pre-existing conditions. (AHIP is the national association representing nearly 1,300 companies.) The following is excerpted from that letter.

Thank you for inviting me to address your members earlier this month to discuss health insurance reform. I appreciate all opportunities to discuss how this comprehensive, historic legislation will improve the health care system for all Americans.

... As we move ahead, we look forward to working with you and your members as well as the public and other stakeholders interested in helping us fulfill the law's potential.

Unfortunately, recent media accounts indicate that some insurance companies may be seeking to avoid or ignore a provision in the new law that prohibits insurance companies from excluding children with pre-existing conditions from coverage.

Health insurance reform is designed to prevent any child from being denied coverage because he or she has a pre-existing condition. Leaders in Congress have reaffirmed this in recent days...

To ensure that there is no ambiguity on this point, I am preparing to issue

regulations in the weeks ahead ensuring that the term “pre-existing condition exclusion” applies to both a child's access to a plan and to his or her benefits once he or she is in the plan. These regulations will further confirm that beginning in September, 2010:

■ Children with pre-existing conditions may not be denied access to their parents' health insurance plan;

■ Insurance companies will no longer be allowed to insure a child, but exclude treatments for that child's pre-existing condition.

I urge you to share this information with your members and to help ensure they cease any attempt to deny coverage to some of the youngest and most vulnerable Americans. For too long, parents across the country have struggled as pre-existing conditions have prevented their children from accessing affordable, stable health insurance coverage. Health insurance reform eliminates this tremendous source of worry and helps ensure children have the care they need.

The American people debated and discussed health insurance reform for more than a year. Congress and the President have acted. Now is not the time to search for non-existent loopholes that preserve a broken system. Instead, we should work together to do the hard work of improving the affordability, quality, and accessibility of our health care system. I look forward to working with you to achieve that goal.

# The Inspiring Past: May is Labor History Month

The NY Labor History Association has declared May as Labor History Month, following a long tradition of federal and state governments

declaring this month a time to honor important events in the history of the American worker.

The NYLHA has published a calendar of events which is available by calling (212) 598-7772. CSA is among the labor organizations that support the work to produce the calendar.

On May 14, Harold Mayer's 1964 labor documentary, *The Inheritance*, will be screened at the NYLHA's spring labor history conference. Refreshments will be served at 5:30 p.m. for a 6 p.m. showing followed by a commentary and discussion led by George Altomare,

Director of Worker Education, UFT, and Irwin Yellowitz, CCNY.

The film shows what life was like “for immigrants and working Americans from the turn of the century through the fight for civil rights in the 1960s,” according to the website for Harold Mayer Productions. Judy Collins sings the theme song and Pete Seeger and Tom Paxton are among the musicians who sing throughout the movie.

The presentation is free at the UFT building, 52 Broadway, Manhattan.



### May Labor Milestones

**MAY 1, 1830:** Birth of Mary Harris Jones aka “Mother” Jones.

**MAY 15, 1893:** Passage of the National Labor Relations Act.

**MAY 2, 1911:** Passage of the Illinois Workman's Compensation Law.

**MAY 9, 1916:** Founding of the American Federation of Teachers.

**MAY 8, 1926:** Founding of the Brotherhood of Sleeping Car Porters by A. Philip Randolph and Milton P. Webster.

**MAY 25, 1932:** Bonus marchers arrive in Washington DC to protest unemployment.

**MAY 30, 1937:** Memorial Day Massacre at Republic Steel in South Chicago.

Compiled by WILLIAM J. ADELMAN, Illinois Labor History Society, Chicago.

## Proposed Changes to Ratings Raise Union Concerns

### In the News

### Honors to Go to Logan and Four CSA Members

*Continued from Page 1*

necessary. The NY State Education Department believes that this bill, should it become law, would better position the state in RTTT; the federal reviewers should have more confidence in the state's plan since approval from local labor unions would be unnecessary and the program's requirements would be applied statewide.

The proposed law would require anywhere between 30 to 40 percent of a teacher or Principal's performance rating be based on student performance. CSA will continue to monitor the state's RTTT activities and is educating legislators regarding the union's concerns, which include how much weight student performance data will have in evaluations as well as the consequences applied for underperforming schools. (More on this subject will appear in the June CSA News.)

The Board of Directors of the National Puerto Rican Day Parade, Inc., will honor CSA President Ernest Logan and four CSA members among its 12 honorees this year at the annual Educational/Leadership Project Banquet.

The CSA members are Principal William Hewlett (MS 203, Bronx); Principal Wilper Morales, (West Bronx Academy for the Future High School); Principal Wanda Soto (PS 5, Manhattan); and Principal Mabel Sardu Muñoz, (PS 86, Brooklyn).

The dinner will be held on May 27 at the Villa Barone Manor in the Bronx. For banquet information, call Aida Rosa (718) 479-3454.

## Got a GREAT IDEA?

We're calling for proposals for workshops for the 2010 Educational Leadership Conference

A “call for proposals” form may be found on the CSA website under the 45th Leadership Conference tab – [www.csa-nyc.org](http://www.csa-nyc.org). Questions may be directed to the Conference Chairman, Pierre Lehmann, by email at [pierre@csa-nyc.org](mailto:pierre@csa-nyc.org) or by telephone at (718) 852-3000, x 1041. The Conference is on Nov. 13.

# Grievance Corner

Bob Reich

## Open Allegations Can Delay a Promotion

You are being considered for a new position as an Assistant Principal, Principal or Education Administrator. There is an open allegation, under investigation, against you. So what happens?

The bad news is your selection can be delayed or denied. It becomes even more imperative to contact me if you are applying for a position or have been asked to assume one and know that there is an open investigation involving allegations against you.

I will work to expedite a completion of the investigation so that it does not interfere with your career. Contact me at [bob@csa-nyc.org](mailto:bob@csa-nyc.org) or (718) 852-3000, x 1023.



An investigator from the city or DOE may request documents and may interview witnesses.

### It's the same old song...

It appears that some of you out there have forgotten that you have the right to representation when an Investigator asks to speak to you.

I urge you: If you are contacted by an investigator, get his or her name and telephone number, and say you'll gladly speak with him or her but only with a union representative present. You can even call me while the investigator is in your office.

OK. You have the right to representation. The investigator, on the other hand, has the right to request copies of records or files. If originals are requested, you should make copies before giving away the originals. The ball returns to your court; you have the right to have the investigator sign a receipt for any material taken. The investigator has the right to question witnesses.

In summary, always cooperate with the investigator's request for files, letters, notices and a room in which he or she may interview witnesses. Never deny an investigator access to a witness. But remember – always exercise your right to representation if you are questioned even if you are not the target of the inquiry.

### Revisiting conflict of interest issues

Although conflict of interest issues were addressed in a column earlier this year, I must mention it again. Conflict of interest issues are sometimes obvious but more often are surrounded with an aura of mystery. Both the Department of Education and the city of New York have a conflict of interest office. Conflicts are defined in many categories. These include, but are not limited to gifts and honoraria, moonlighting, nepotism, post-city employment, ownership interests, financial relationships, political activities and volunteer activities.

If you are uncertain whether a planned activity might be considered a conflict of interest, contact me. I will contact the appropriate office, obtain an opinion and then share said opinion with you. (And in the event that you have a question about a past activity or gift, call me first. If you call the COI Office, you may find yourself the subject of an investigation and faced with a fine or, yes, even termination.)

The NYC Conflict of Interest Office does not have its own investigators. If an allegation is brought to the attention of that office, the case is referred to the Special Commissioner of Investigation (SCI) for investigation. The Special Commissioner investigates and may issue a report to both the Chancellor and the city conflict office. You can be subject to discipline by BOTH the city's Conflict of Interest Office and the Department of Education.

So to review: Never speak with an Investigator (SCI, OSI, OEO, or any other office) without union representation even if an investigator is accompanied by a Superintendent. Tell them you want union representation.

And don't take a gift, hire a relative, solicit funds or ask for favors from anyone until you clear it through me. If a little voice inside you raises a concern, listen to it and call me.

Bob Reich is the Director of Grievances for the union. He can be reached at (718) 852-3000, x 1023 or by e-mail at [bob@csa-nyc.org](mailto:bob@csa-nyc.org). Mr. Reich's column runs every month in the CSA News. Back columns are available online at [www.csa-nyc.org](http://www.csa-nyc.org) under Press/CSA News.

## PROFESSIONAL DEVELOPMENT

## July Programs From ELI

Register online  
at [www.csa-nyc.org](http://www.csa-nyc.org)

School-Based Intermediate Supervisors Institute  
The Principals' Institute  
Leadership Summit

The workshops will be presented at St. Francis College, 180 Remsen Street, Brooklyn, NY



## SCHOOL-BASED INTERMEDIATE SUPERVISORS INSTITUTE: JULY 12 – 15

The School-Based Intermediate Supervisors Institute is designed as a two-year leadership seminar series (Series I and II) to build, expand and enhance fundamental school leadership skills and knowledge through a wide variety of "nuts and bolts" strategies, engagement in critical-thinking scenarios and exploration of educational leadership-related literature.

The SBISI 2010 Summer Program, scheduled for July 12-15 at St. Francis College, will serve as the start of the Series I and Series II seminars. First year Assistant Principals receive individual mentoring as well.

The 2010-2011 Program runs from 7:30 a.m. to 3 p.m. and includes breakfast and lunch. Resources, materials and books will be distributed.

## SERIES 1:

- Roles and Responsibilities of the Assistant Principal
- Using Data as a Leadership Tool to Promote Student Achievement
- The Observation Process
- Letter Writing: Improving Teaching Practices

## SERIES 2:

- School Leadership Competencies /Continuum
- Quality Review/Using Data to Improve Instruction
- Data alignment: Leading to Improve Student Achievement
- Effective Letter Writing for the School Leader

During the 2010-2011 school year, three additional Series I and Series II seminars will be scheduled at borough Educational Learning Centers to support the Assistant Principals, building upon the learnings from the previous workshop sessions. ELCs are in Brooklyn, Manhattan, Queens and the Bronx.

Apply at [www.csa-nyc.org](http://www.csa-nyc.org) by June 1. For information, e-mail Shareen Forsythe at [shareen@csa-nyc.org](mailto:shareen@csa-nyc.org) and please provide a telephone number, or call her at (718) 852-3000, x 1012. An ELI coordinator will contact you to answer your questions about this school leadership program. When you apply, your Principal's signature is required on the application.

## THE PRINCIPALS' INSTITUTE: JULY 19 – 22

Presented in conjunction with The Leadership Academy. This is a tentative schedule due to the April restructuring at the NYC Department of Education. Check the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org), for a complete schedule.

The 2010 Principals' Institute Program runs from 7:30 a.m. to 3 p.m. and breakfast and lunch will be offered. Dr. Frank Macchiarola, the former Schools Chancellor and Chancellor of St. Francis College, will provide the keynote presentation. Participants may select from the following workshops:

Learning (Ronald Schwarz and Miguel Cordero)

- Excel Part 1 & 2 for the School Executive (Maureen Monaghan)

PRESENTED AT THE BROOKLYN ELC, 16 COURT ST.

- Using Data to Improve Instruction Part 2 (Laptop Required) (Nancy Brogran/Laura Winter)
- Differentiated Instruction in Mathematics (Ronald Schwarz and Miguel Cordero)
- Scheduling for Middle School Success (Joel A. Brodsky, Ph.D.)

(Nick Apostolo/Michael Schlar)

- Quality Review II: The Road to School Improvement (Beth Peller/Leslie Gurka)
- Radon: A Dangerous Link in the Decay Series of Uranium. Subject areas: Chemistry, Algebra II, Environmental Science (Denise McNamara)
- Special Education Reform Phase 1 Roll Out Overview (Chief Achievement Office)

## DAY 3/JULY 21:

- Excel for the School Executive (Laptop Required) (Maureen Monaghan)
- Reading for Life: The Importance of a Continuum of Reading Instruction. (Anna Commitante, Kateri Kennedy)
- Leading Change: Developing High Performing Teams (Beth Peller/Michael Schlar)
- Use of Data Analysis for Strategic Planning (Nicholas Apostolo/Leslie Gurka)
- School Law: Problems and Challenges Facing School Leaders (Matt Bromme, TBD)

## DAY 2/JULY 20:

- Quality Review I: An Overview of Changes (Beth Peller/Leslie Gurka)
- A New Look at the Social Studies Exit Project: Project-Based Learning to Promote Historical Thinking, Inquiry, Engagement and Achievement (Anna Commitante, Norah Lovett)
- Emotional Intelligence (Stuart Sears)
- Teacher Data Initiative: Analysis, Strategies and Conversations (Level I)

## DAY 1/JULY 19:

- Using Data to Improve Instruction Part 1 (Nancy Brogran/Laura Winter)
- Instruction Begins with Planning: Using curriculum mapping for cross grade alignment and inquiry-driven instructional units (Anna Commitante, Kateri Kennedy)
- Building Online Capacity to Reach Your Instructional and Operational Goals (James McDermott)
- Teaching Adolescents: Mechanisms of

- Engaging Students and Differentiating Instruction Through Project-Based Learning (Barbara Stripling)
- Excel for the School Executive (Laptop Required) (Maureen Monaghan)
- Special Education Reform Phase 1 Principals Only (Chief Achievement Office)

## DAY 4/JULY 22:

- Effective Communication to Move your Instructional Agenda (Michael Schlar/Carol Ildebrando)
- Leading Change: Developing High Performing Teams (Ann Irrera /Nicholas Apostolo)
- Using Data to Improve Instruction Part 1 and Part 2 (Nancy Brogran/Laura Winter)
- Time Management (Stuart Sears)
- Summer Arts Institute WORKSHOP TO BE HELD AT FRANK SINATRA HS, LONG ISLAND CITY
- Technology, Part I: Using Data to Build High Performing Collaborative Communities; Part II: PRESENTED AT THE BROOKLYN ELC, 16 COURT ST.

## NEW! LEADERSHIP SUMMIT: JULY 26–29

A new program offered this summer. The Leadership Summit provides many of the most popular single-topic workshops offered through ELI in a single week. Participants may select from the following offerings.

The 2010 Leadership Summit runs from 7:30 a.m. to 3 p.m. and breakfast and lunch will be offered.

## DAY 1/JULY 26:

- Using Data to Improve Instruction Part 1 and Part 2 (Nancy Brogran/Laura Winter)
  - Excel for the School Executive (Maureen Monaghan)
- PRESENTED AT THE BROOKLYN EDUCATION LEADERSHIP CENTER, 16 COURT ST.
- Technology: Using Data to Build High Performing Collaborative Communities
  - Special Education Compliance and Supervision (Leslie Gurka, Ronni Abelman)
  - An art education workshop; title TBD

## DAY 2/JULY 27:

- Emotional Intelligence (Stuart Sears)
- Addressing the Instructional Needs of the English Language Learner (Maria Ciccone, Noemi Wallace)
- ELL Instruction and Compliance Part 1 (Supervisory Support Program @ Brooklyn ELC)
- Teacher Data Initiative (Ann Irrera, Nicholas Apostolo)
- The After-School Corporation Expanded Learning Time

## DAY 3/JULY 28:

- School Law: Problems and Challenges Facing School Leaders (Matt Bromme, Maria Bromme)
- Leading Change: Developing High Performing Teams (Carol Ildebrando/Michael Schlar)
- Use of Data Analysis for Strategic Planning (Nicholas Apostolo/Ann Irrera)

- Principal Candidate Pool, Part 1 and Part 2 (Supervisory Support Program @ Brooklyn ELC)
- ELLs (Maria Ciccone, Noemi Wallace)
- Teacher Data Initiative (Nick Apostolo/Ann Irrera)
- Quality Review, Parts 1 and 2: An Overview of Changes (Beth Peller/Leslie Gurka)

## DAY 4/JULY 29:

- Effective Communication to Move Your Instructional Agenda (Michael Schlar/Carol Ildebrando)
- Time Management (Stuart Sears)
- Leading Change: Developing High Performing Teams (Ann Irrera /Nicholas Apostolo)
- Using Data to Improve Instruction Part 1 and Part 2 (Nancy Brogran/Laura Winter)
- Developing an Organizational Plan Part 1 and Part 2 (Supervisory Support Program @ Brooklyn ELC)
- Leading Change: Developing High Performing Teams (Ann Irrera /Leslie Gurka)

## PROFESSIONAL DEVELOPMENT

## ELI To Offer Leadership Summit



ANNE SILVERSTEIN

■ Quality Review is among the classes to be offered this July at the Leadership Summit.

## ANNE SILVERSTEIN

This summer, under the heading of a "Leadership Summit," the Executive Leadership Institute will offer many of its popular single-topic workshops in the space of one week for all CSA members.

"We have arranged four days of intensive professional development during the last week of July," said Ada Dolch, ELI's Executive Director. "The four days will allow CSA members to select from among our most popular workshops and design their own programs. All the topics are totally aligned with the school leadership competencies in collaboration with the Department of Education and with CSA's Supervisory Support Program," she said.

The program is open to all CSA members, at no cost, from the Department of Education and city-subsidized Day Care Centers. Participants may select workshops from among the four-day offerings. A generous grant from the NY City Council makes this program possible.

The Leadership Summit is a new addition to ELI's summer offerings that also include the beginning of a new cohort for participants in the School-Based Intermediate Supervisor's Institute (SBISI) and the Principals' Institute.

SBISI offers training for the first-year and more experienced Assistant Principal. Cohorts begin in an intensive four days of training during the week of July 12 and then continue with workshops and individual mentoring (for first-year APs) through the school year.

The Principals' Institute provides a selection of workshops designed to focus on the specific challenges a Principal may face running a school. The Institute is designed in collaboration with The Leadership Academy, and this year will offer a day of professional development focusing on arts instruction.

The Executive Leadership Institute was founded in 2002 and has provided training for hundreds, if not thousands, of CSA members. Offered at no cost, the workshops, institutes and special presentations are designed to help school supervisors improve their leadership skills in the pursuit of a high-achieving school.

All ELI's summer programs will be offered at St. Francis College in Brooklyn Heights. Registration for ELI's courses is available online at [www.csa-nyc.org/executive-leadership-institute](http://www.csa-nyc.org/executive-leadership-institute). For more information about any of ELI's programs, contact Belinda Bryant (718) 852-3000, x 1007.

Doing 'Rounds' With Dr. Elmore  
Borrowing a Model From the Medical Profession

BY YURIDIA PEÑA

This spring, the Executive Leadership Institute hosted a lecture featuring Dr. Richard F. Elmore, one of the pioneers behind instructional rounds. About 235 CSA members attended the March 17 session at St. Francis College.

Dr. Elmore, who is the Co-Director of Harvard University's Doctor of Education Leadership Program, has become well-known for his work developing instructional rounds networks in which groups of educators observe classrooms together, discuss problems and work out solutions.

What is an instructional round? It is a "process that is designed to bring discussions of instruction directly into the process of school improvements," to quote his book, *Instructional Rounds in Education*. And while it is easy to confuse the idea with the common walkthrough, the differences are monumental.

A walkthrough is usually a brief 'compliance-driven' observation used to evaluate teachers. In the book they are referred to as "profoundly anti-professional."

"Walkthroughs got cannibalized by supervisory behaviors and by accountability-hungry CEOs..." Dr. Elmore said.

Instructional rounds are superior because they are a continual process with pre-determined goals. Inspired by



YURIDIA PEÑA

■ Dr. Richard Elmore: A pioneer.

the medical rounds made in hospitals, instructional rounds are performed in groups, the vocabulary they utilize is consistent, hypotheses are made and solutions are offered. Rounds tend to look for the cause and effect of a problem rather than issue a judgment on a teacher. This approach builds an analytical culture, not to mention camaraderie, among teachers and supervisors.

Typically, a group meets one or two days per month; it can take more than a year for the participants to develop a common and appropriate vocabulary when conducting instructional rounds, but is an important element. Members of a group must mean the same thing when they discuss educational problems; the clearer they can be, the better they can identify solutions.

Dr. Elmore has organized groups of instructional rounds networks in

Community School District 2 in Manhattan and in Connecticut, so he brings a working knowledge to what he preaches: "There has to be a core group of people who are responsible for instructional practice at the school level... there has to be regularly scheduled opportunities for people to interact around practice and there has to be a complete and relatively detailed statement of what the goals are of the organization based on evidence drawn from the context of the school and based on external measure of student performance," he said.

In summary, instructional rounds work best, said Dr. Elmore, when a school is committed to a set of outcomes, where internal processes are in place and where the process is conducted with a specific focus to avoid misconceptions. Rounds are not a solution for every school particularly for failing schools. Those schools, Dr. Elmore said, should close and reopen under new leadership; instructional rounds are not a cure for a school with a pathological culture, he said.

*Instructional Rounds in Education: A Network Approach to Improving Teaching and Learning* was written by Elizabeth A. City, Richard F. Elmore, Sarah E. Fiarman, and Lee Teitel, and published by Harvard Education Press.

## 'Graduating' APs Approach Goals

Continued from Page 1

HS, Queens; Valerie Capitulo-Saide, Principal, PS 101, Queens; Jodi Hyde, Principal, PS 334, Manhattan; Elvira



■ Assistant Principal Iris Clariot, PS 94, Bronx.

Maresca, Principal, PS 36, Bronx; Denise Spina, Principal, PS 30, Staten Island; and Zhen (Tony) Wu, Principal, PS 170, Brooklyn.

The panelists also spoke about problems with time management as well as how important it is to make sure that the Principal has a high level of visibility among students and staff instead of creating a more anonymous presence behind the closed doors of an office.

Panelists advised new graduates on coping strategies with the various DOE accountability systems. "Don't work just toward the Quality Review, the work I [do is] ongoing," said Ms. Hyde.

Since 2002, ELI, CSA's professional development arm, has provided school administrators with numerous workshops, programs and seminars to

develop and strengthen leadership skills. Among ELI's flagship programs is ALPAP – a training program designed for the ambitious Assistant Principal who hopes to become a Principal some day.

"It helped me understand what a Principal goes through," said Veronica Assent, an Assistant Principal at Medgar Evans College Preparatory. "It's given us more confidence," said Mala Ruzi, AP at IS 49, D-31, Staten Island.

Participants in ALPAP must have a minimum of two years' experience as an Assistant Principal and must be recommended by his or her Principal, Network Leader and Superintendent. For further information, e-mail ALPAP Coordinators Janet Aravena at [Janet@csa-nyc.org](mailto:Janet@csa-nyc.org) or Linda Cheliotas at [sunprinces@aol.com](mailto:sunprinces@aol.com).



YURIDIA PEÑA

■ The ALPAP "class" of 2010 on the final day of the 10-month program. The celebration was held at the NY Academy of Medicine.

## Notebook

### EAA Plans Fall Welcome Back Gala

The Education Administrators Association will hold a *Welcome Back Gala* for all Education Administrators on Sept. 29. Network with your colleagues and welcome new members. The festivities begin at 5:30 p.m. at Carasello Restaurant, 162-54 Crossbay Blvd., Howard Beach, Queens. Questions? Please e-mail Lucie McEntee at LMcEnte@schools.nyc.gov.

### 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. Contact Bob Kinglesy by e-mail at aapexcedir@earthlink.net.

### 'Educator of the Year' Honored by ABENY

ABENY's next general membership meeting will be held on May 16 at 3 p.m. at the Bedford Stuyvesant YMCA, 1121 Bedford Ave., Brooklyn. For information, contact President Mellouise Murdaugh at (917) 971-7162. 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's "Educator of the Year" is Dr. Laverne Nimmons, Principal of PS 335, D-16, Brooklyn. Sylvia J. Yearwood, a retired Education Administrator, will be honored as ABENY's 2010 Lifetime Achievement Awardee. Patricia Owens, a business teacher at Clara Barton High School, is "Teacher of the Year." For information, call Nora Barnes, Chair, at (917) 312-3823 or (212) 861-3942.

## Retirement

■ **CHARLES POMARO**, former Assistant Principal at Westinghouse, New Dorp, and Brooklyn Technical high schools and founding Principal of the Williamsburg High School for Architecture and Design will be honored upon his retirement on June 9 at 6 pm at the Bay Ridge Manor, 473 76th Street, Brooklyn. The cost is \$60 per person. Checks should be made payable to the Brooklyn Tech Alumni Foundation Attention and sent to Lilly Magalnik, 29 Ft. Greene Place, Brooklyn NY 11217.

### Teachers' Retirement System

April 2010 Unit Values  
Diversified Equity: 54.716  
Stable-Value: 19.331  
International Equity: 9.248  
Inflation Protection: 9.994  
Socially Responsive Equity: 9.543  
WWW.TRS.NYC.NY.US

# Advanced Leadership Training in School Leaders Network

*Experienced Principals Benefit From Monthly Facilitator-Led Brainstorming Sessions, Inter-School Visits and Presentations*



■ IN-Tech Academy Principal Rose Fairweather-Clunie and Assistant Principal Eve Olivo. Ms. Fairweather-Clunie has been a member of a SLN for more than four years. Educators often visit IN-Tech Academy to find out more about SLN.

BY ANNE SILVERSTEIN

In the world of education, programs often have cute names – acronyms that spell out a “meaningful” word – or are so filled with “educrat-ese” that it is impossible to know what’s at stake.

Fortunately, the School Leaders Network doesn't go that route. The title gives you a decent sense of what the program's overarching goal is – to create networks of topnotch school leaders. The mission: improving student achievement.

To do this, the SLN arranges facilitator-led meetings for groups of public school Principals who work together to solve problems, learn about new techniques in their craft and share information that they can bring back to their schools.



The SLN is the brainchild of Elizabeth Neale, who has been involved for years in designing ways to address improving school leadership. She is presently the co-chair of Harvard Principals' Center Advisory Board, and the former chair of the Northeast Principals Leadership Network at the Educational Laboratory, Brown University. (The Executive Leadership Institute (ELI), CSA's professional development arm, was also involved in this research.)

In 2006, Dr. Neale established the School Leaders Network to address the professional development needs of Principals and to create a community of mentoring and support, all with an eye on preparing students for college-level studies.

ELI has funded NYC Principals' participation in the SLN through the establishment of five networks of 15 or so Principals who meet once a month, said ELI Executive Director Ada Dolch, who also serves as one of the trained SLN facilitators. These facilitators help guide discussions or provide professional development. In between meetings, or on the same day, Principals may visit each other's schools with guided discussions. Facilitators themselves spend several days three times a year training for their roles.

"We're very excited that last year our SLN principals outperformed peer horizon schools in ELA and math. If you're a Principal in NYC, joining an SLN network will increase your capacity to drive student achievement," said Dr. Neale in an e-mail to this reporter.

Denise Brewer, Principal of PS MS 200, Flushing, participates in facilitator James Phair's network. (Mr. Phair is Principal of PS 107, D-25, Queens.) This is what she told him: "It has been a pleasure being part of SLN ... I always felt supported as I shared some of the experiences I was having ... as Principal. There were times when I was faced with several Quality Reviews [when] I felt very overwhelmed, and I [got] honest feedback and support from my colleagues. This was the only place where I felt that I could be open and honest about the ever-evolving role of Principal within the Department of Education. Everyone needs a space into which they can speak and reflect upon their practice, and SLN has been a vehicle to support me in this special role."

Three information sessions on SLN will be held from 5 to 8 p.m. on:

- May 25, Tosca Café, 4034 East Tremont Ave., Bronx
- May 26, Eamonn Doran's Restaurant, 174 Montague St., Brooklyn
- May 27, Dazies Restaurant, 39-41 Queens Blvd., Queens

For Principals only. To register, contact Edward Torres at edward@csa-nyc.org.



■ Judith Tarlo, second from right, with some of the past and current participants in her network.



■ Dr. Elizabeth Neale is the founder of the School Leaders Network.

## Facilitators Describe Impact of Their Programs



**JOHN QUATROCCHI**

“During this school year, our work revolved around developing, and agreeing upon, a common Problem-of-Practice that all Principals could connect to. We are now in the throes of examining the Instructional Rounds process and scheduling our Instructional Round to take place at PS/MS 43Q on May 18th. Our Network is in its third year and has become a cohesive support system for all members.”



**ADA DOLCH**

“While the facilitator guides the discussion and professional development of the group, the topics we cover are often selected by the network members. Thus, Principals can discuss problems they're having, or topics of particular concern and get feedback and solutions from experienced school leaders who understand the culture of the Department of Education and the needs of the city that can be implemented relatively quickly.”



**JUDITH TARLO**

“For network 3 members, the greatest impact has been the lessons learned from each other and the support that developed from the shared passion to be the best educational leaders driving student success. Many have successfully changed the way they conduct professional development, organize the school day or supervise inquiry work as a result of the exchange of ideas that makes this group so vibrant.”



**JACKI FOSTER**

“The major impact SLN has on our network is the connections the members of the network have made with each other. The ability to listen and share concerns and challenges as we do the work needed to move our schools forward. This allows us to be in the present with our work on Instructional Rounds, and use our combined experiences as instructional leaders to help each other to improve the educational growth and achievement of the students in the schools they lead.”



**JIM PHAIR**

“SLN has had a tremendous impact on the principals in our network and redefined our roles as Instructional Leaders. The inclusive and collaborative components of the program have given us the opportunity to be part of a professional community that has incorporated a method of inquiry in order to reflect on educational best practices. The key elements of trust and camaraderie have allowed us all to grow as building leaders and turnkey these attributes when working with our administrative teams and our teachers.”

## NATION Education

TEXAS:

### Compulsory AP Test

The new Superintendent of the Houston Independent School District (HISD) is pushing for mandatory exams. The move is, in part, to insure the district's AP classes are sufficiently rigorous. Until now, students who took AP classes were not required to sit for AP exams, though last year, about three-quarters chose to do so. The rule would also hold true for International Baccalaureate programs. (Houston Chronicle)

INDIANA:

### Federal Stimulus

Indiana will be the recipient of \$61.3 million in federal stimulus funds to bring persistently low-achieving schools up to par. Five elementary schools in Clark and Floyd counties are included in the plan as they have failed to meet anticipated yearly progress for two years yet have not been identified as persistently lowest achieving schools. (courier-journal.com)

CONNECTICUT:

### Power Subs

Greenwich is piloting a program of “power subs”: About 24 of the district's best substitutes will receive additional training in math, literacy and technology to better enable them to take over when needed. The issue came to the forefront recently over the quality of teaching on the days when the regular staff is out on professional learning days. This program aims to lessen the loss of “learning time” when regular teachers are out of the classroom. (greenwichtime.com)

NORTH CAROLINA:

### Using AIMSweb

Cabarrus County schools have implemented a five-year data-driven Response to Intervention program called AIMSweb to learn what is most effective in its curriculum, to customize student learning and to make the whole system more transparent. During the pilot program, launched in 2007-2008, dramatic improvements in achievement were seen. In the elementary pilot school, where 57 percent of the students were below benchmark targets in 2007, 60 percent of those students – who are now in 5th grade – are at or above the targets. (schoolnews.com)

CALIFORNIA:

### China Controversy

A language program at Cedarlane Middle School in Hacienda Heights has come under fire for the way it is funded – by the Chinese government's Chinese Language Council International or Hanban. Hanban provides \$30,000 to \$50,000 in teaching materials, books and a laptop. Opponents fear Chinese doctrine will be part of the curriculum but supporters say nothing could be further from the truth. (LA Times)

— COMPILED BY CHRISTINE ALTMAN

# Political Agenda

Noah Franklin

## Fighting DOE Spending While Bracing for Cuts

With city schools facing millions in budget cuts, CSA has continuously pressed for reductions in Tweed's bureaucracy. Recently, at a City Council budget hearing, CSA stressed the need to force the Department of Education to be more efficient and to drive resources to local school sites. At the same time, CSA is following how other school-leader unions, such as the Associated Administrators of Los Angeles, are coping with budget cuts in their schools.



### Accountability Urged

On March 24, CSA President Ernest Logan testified at the City Council on the 2010-2011 DOE budget. In his remarks, Mr. Logan sought to counter claims made by Schools Chancellor Joel Klein earlier in the hearing regarding Tweed's hiring and spending practices.

Mr. Klein noted that Gov. Paterson's proposed \$1.3 billion in state school aid cuts would result in the loss of about \$418 million to NYC's schools, which could mean 8,500 fewer teachers come September.

Due to past cuts, he argued, "There is simply very little fat left to trim. The [DOE's] central and field operating costs comprise only three percent of our agency budget. We will be forced to cut back on core school operations to fill next year's budget hole."

"Right now, none of us can ignore the severity of the situation," Mr. Logan said as he began testifying. But he raised concerns that, "Many Principals, teachers and parents want to know why the DOE keeps hiring high-paid staff when the school system faces millions in budget cuts."

As a result of CSA's recent Freedom of Information Law request, Mr. Logan explained that CSA recently learned, "The DOE currently has 1,160 employees at the management level whose salaries total nearly \$130 million. To put that \$130 million into perspective, NYC's public schools are slated to lose approximately \$418 million in state budget cuts."

Mr. Logan said, "Our question to DOE continues to be, 'Where is your accountability when it comes to reducing waste and managing smarter?' If our schools are expected to do more with less – or at least maintain the status quo with fewer dollars – so should the central office at Tweed."

Mr. Logan urged the city to take a hard look at "cost-saving measures including the reformation of the DOE's contract procurement procedure, downsizing the top management at Tweed, holding off any new reorganizations that are administratively unnecessary, and placing a moratorium on the creation of new schools."

Several hours after the hearing, the NYS Assembly put forward a proposal that would reduce the financial damage to schools throughout the state, restoring \$600 million of the \$1.4 billion that Gov. Paterson and the NYS Senate want to cut. The proposal would restore about \$193 million of school aid that the city stands to lose under the Governor's plan.

### A Shorter Year in L.A.

To deal with a \$640 million deficit in the nation's second largest school district, the Associated Administrators of Los Angeles reached an agreement with the city to shorten the school year by one week and take 12 furlough days over the next two years. Initially, union leaders had said they were against shortening the school year because it would hurt instruction and amount to a pay cut. Yet, in exchange for the concessions, the school district will not implement any additional pay cuts and will reinstate about 100 administrative positions that would have been cut. The school district estimated that cutting the school year by five days could save up to \$90 million.

### CSA Backs Winner

CSA successfully backed the winning candidate in the 44th City Council district special election on March 23. The CSA-endorsed candidate, David Greenfield, defeated his closest opponent, Joseph Lazar, by more than 2,000 votes out of about 12,000 cast. Mr. Greenfield's district includes parts of Boro Park, Bensonhurst and Midwood.

## Lydia Tait, 91, Day Care Icon

Lydia Lydell Maxwell Tait, 91, a Day Care Director and strong CSA activist died on March 16 after a brief illness. Ms. Tait was among the first to organize Day Care Directors for the union, helped negotiate the first Day Care Directors' contract in 1976 and served as a special assistant to President Peter S. O'Brien immediately following the signing of that agreement. She remained in her part-time position as special assistant for early childhood education until the spring of 1992.

Born in Philadelphia, Ms. Tait grew up in



■ Lydia Tait, seated right, flanked by President O'Brien for the signing of the first Day Care Directors' contract in the nation in 1976.

Toronto and earned a bachelor's degree from NYU in 1939 and a master's degree in education and psychology from Teachers College in 1965.

She began her career as a Day Care Director at the Woodside Children's Center in Queens. In 1969, she headed to Lesley University in Cambridge, MA, where she spent five years teaching about child development. In 1975, Ms. Tait returned to NY to become a Day Care Director, again in Woodside, and also taught briefly at Pace University. She retired in 1984, although she continued as a consultant to Woodside Children's Center, Jamaica Day Nursery and other centers in NYC well into the 1990s and continued working at CSA until 1992.

Her husband, George, died before her. She is survived by two daughters, Zina R. Tait and Clair Burke.



■ Lydia Tait

FILE PHOTO

## On the Front Lines in Battle to Win Day Care Contract

Continued from page 1

period of 12 months before a Day Care Center may close as well as exploring options to keep these specific programs open.

Recently, in part due to CSA's lobbying, the bill was amended to be retroactive, i.e., to include the 16 programs that the Administration for Children's Services announced earlier this year will close by the school year's end. CSA has been working with a number of lawmakers including Sen. Velmanette Montgomery, who chairs the Senate Committee on Children and Families, to stop the closures.

During a meeting between CSA and Ms. Montgomery this spring, Ms. Montgomery indicated that she had several ideas about keeping the Day Care Centers open and that she would ask the bill sponsors to make the bill retroactive. (The bill is sponsored by

Assemblyman Michael Benjamin of the Bronx and Sen. Kevin Parker of Brooklyn.)

CSA has also worked with state lawmakers to promote a bill that was the brainchild of the union. The purpose of the bill is to direct the state education commissioner, "in consultation with other agencies, to review and make recommendations about the education and development of children from birth through five years of age at all settings which care for such children." CSA's ultimate goal is to have early childhood education issues addressed by one state agency rather than the piecemeal way early childhood education is handled now. The bill, A10797 in the Assembly and S7553 in the Senate, was introduced on April 21. Assemblywoman Catherine Nolan and Sen. Montgomery are the initial sponsors, although other Senators have agreed to sponsor the bill as well.



■ CSA's Director of Day Care Margaret Williams presents City Councilman Jumaane Williams prepared statements from CSA about the union's Day Care members.

YURIDIA PEÑA

## Safeguarding Schools | Ray Garcia

### Preparing for the Worst: A Joint Effort to Develop 'All-Hazards' Model



In response to recent inquiries made about this issue, Ramon Garcia, Director of Patrol Operations NYPD School Safety Division, asked Capt. Brian Reilly, who heads the counterterrorism unit of the NYPD School Safety Division, to write about recent department endeavors. Mr. Garcia writes a regular column for the CSA News on school safety.

#### Pointers to ensure safety through the school year.

In recent months, the NYPD School Safety Division Counterterrorism Unit has been working collaboratively with two DOE Safety Administrators, Dr. Jay Findling and Greg Bowen, to create a comprehensive school-based exercise program based on an "all-hazards" paradigm.

The "all-hazards" model of emergency management advances the idea that, with proper planning, an organization can respond to or mitigate almost any type of emergency scenario because the same general principles will always apply. Thus, the emphasis is on testing "functions" (i.e., communications, evacuations, sheltering-in), as opposed to addressing specific "types" of emergencies.

This initiative is an outgrowth of the finalization and promulgation of Building Response Team (BRT) Action Sheets for critical incidents occurring at city public schools where the Counterterrorism Unit played a vital role in ensuring that BRT protocols were consistent with emergency management doctrines prescribed by the Citywide Incident Management System.

#### Plans must be tested

Exercising emergency plans is an integral part of the preparedness phase of the emergency management cycle, because contingency plans are largely theoretical until they are put to the test or "drilled." Once tested, the relevant stakeholders can evaluate what parts of the plan work, and what areas need improvement. Based on lessons learned from the session, an After-Action Review is conducted which eventually culminates in an After-Action Report/Improvement Plan (AAR/IP). Emergency plans such as school safety plans, NYPD patrol guide procedures, and BRT protocols can then be re-visited and revised accordingly.

#### Change in Chain of Command at School Safety



■ Thomas Chan

In January, Assistant Chief Thomas Chan became the new commanding officer for the NYPD School Safety Division. The Counterterrorism Unit is staffed by Capt. Brian Reilly, Sgt. Louis Rapoli, NYPD Officers Spiro Papavasopoulos and Kenneth Moore, and School Safety Agent Jose Rivera. The Safety Plan Unit, a sub-unit, is headed by Administrative School Security Manager Carl Marmo.



■ The NYPD School Safety Division counterterrorism unit: from left, Police Officer Kenneth Moore, Sgt. Louis Rapoli, Capt. Brian Reilly, Police Officer Spiro Papavasopoulos, and School Safety Agent Jose Rivera

COURTESY OF NYPD

The program is designed to incorporate a sequential, building-block approach to exercise scheduling. For example, a seminar (or a modicum of training) is delivered on a given topic (e.g., hazardous material spill) before a tabletop exercise (discussion-based test) is conducted. Further, a tabletop exercise is performed before a functional or full-scale exercise is conducted. Performing a very complex exercise, such as a full-scale exercise, prematurely may result in a rather chaotic session, and

#### Yes! The NYPD School Safety Division has a counterterrorism unit.

limit the value of conclusions drawn from its outcome. Therefore, the progressive and sequential method of exercise planning is preferential.

#### Joint training initiative

In an effort to address the threat of a shooting incident within the NYC schools, (e.g. Columbine High School) a Joint Training Initiative (JTI) tabletop exercise addressing this type of scenario was conducted on Feb. 8 at P.S. 346 in Brooklyn. Among those actively participating were an array of BRT members, as well as uniformed police officers and school safety agents.

The session emphasized best practices, both preventative and mitigating measures, as they relate to staff, faculty and students responding to an incident where an armed individual is attempting to cause multiple deaths in an educational setting. The morning opened with an explanation of the active shooter phenomenon as well as a limited discussion of relevant agency policies, including clarification of the differences between an active shooter and a hostage taker/barricaded subject and other types of crimes-in-progress. Also included in this discussion-based analysis of a fictitious yet realistic shooting event was a segment devoted to what DOE staff and students can expect from responding law enforcement.

Overall, the session proved insightful for all present in terms of gaining familiarity with one another's interrelated roles. Moving forward, both agencies plan to take measures to promote further awareness about this tragic phenomenon that we, as a nation, face, as well as progressing with the JTI and school-based exercise program."

## NATION Labor

### FLORIDA: Votes On Education

Two bills opposed by the Florida Education Association passed the state Senate. One links pay and certification renewal to students' scores and the other expands private vouchers. The teachers' union says the bills are an assault on the teaching profession and violate the collective bargaining agreement. A third bill that would allow class size limits to be loosened is coming up for a vote. (Associated Press)

### NORTH CAROLINA:

#### Teacher Layoffs

About 600 teachers will be laid off following a vote of 6-3 by the Charlotte-Mecklenburg school board. In addition, all 224 Assistant Principals will receive a pay cut for the 2010-11 year; they will be 10-month employees rather than 11-month employees. Nineteen school psychologist positions are also slated to be cut. The board voted against a motion to cut the pay of all employees by 10 percent in an effort to avoid layoffs. (charlotteobserver.com)

### DISTRICT OF COLUMBIA:

#### Contract Close

Members of the Washington Teachers' Union were expected to begin reviewing a contract in April. Negotiations had been ongoing since late 2007. A 20 percent salary increase over five years is anticipated, as is a pay for performance plan that would be voluntary. There is speculation that the contract may also make it easier for Chancellor Michelle A. Rhee to fire or move teachers. The raises are reportedly likely to be financed by donations from private foundations. (The Washington Post)

### CALIFORNIA:

#### Shorter Year

The Los Angeles school year may be shortened by at least five days in order to offset a \$640 million budget deficit if an agreement between the LA teachers and administrators and the school district is ratified. The plan calls for teachers to take five unpaid furlough days in 2010-11 and seven the following year, thereby saving \$180 million, maintaining class size and saving 2,000 jobs. (Associated Press)

### NEW YORK:

#### Staying Open

Nineteen schools that were to be closed will remain open, thanks to the ruling of a Manhattan judge who voided the plan, stating that it "violated provisions of the city's mayoral control law." The law calls for more community involvement. The United Federation of Teachers had sued the city, stating that a community advisory board was ignored and notices of public hearings were insufficient. The city has appealed the ruling. (Education Week)

— COMPILED BY CHRISTINE ALTMAN

## Travel Desk

GARY GOLDSTEIN



■ The Celebrity *Infinity* sails through the Gatun Locks in the Panama Canal. The Gatun Locks are on the Pacific side of Panama during the crossing to the Atlantic Ocean. The Travel Desk headed to South America in March. ELEANOR GOLDSTEIN

## New Winter Caribbean Cruise

## 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.

## Mediterranean Cruise via Spain

Aug. 21-29, 2010

Fly from NYC on Aug. 21 to Barcelona and board Royal Caribbean's *Voyager of the Seas* on Aug. 22. We'll sail to Naples, and then up the coast, returning to Barcelona. For those who would like to spend some time in Barcelona, arrive on Aug. 20 for an additional \$575 per person.

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. 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. Insurance available.

## Israel - The Holy Land

Oct. 27-Nov. 5, 2010

This a Perillo 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; return Nov. 5.

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

## Mediterranean Magnifica

Jan. 15-26, 2011

Sail on the *Magnifica*, MSC Cruises newest deluxe ship. Fly from NYC to Venice on Jan. 14 and sail to Bari (Italy), Rhodes (Greece), Alexandria (Egypt), Limassol (Cyprus), Haifa (Israel), Katakolon (Greece), Dubrovnik (Croatia), and Trieste (Italy). Return to NYC from Venice on Jan. 26 or

extend your visit in Venice. Airfare not included in price.

RATES (based on double occupancy): Inside cabin, \$1036.70; 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, extensions are extra.

## 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.

## A Royal Caribbean Cruise

Feb. 20-27, 2011

This cruise just became available at incredible all-inclusive rates. We'll fly on American Airlines, non-stop, from JFK to San Juan and board Royal Caribbean's *Adventures of the Seas*. Itinerary includes Barbados, St. Lucia, Antigua and St. Maarten.

RATES include airfare. From \$1,098 per person plus \$219 for taxes and fees. For an itinerary, email Gary Goldstein at ggoldstein@csa-nyc.org.

## 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 Ko Samui, 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 trips or about triples or quads, contact Gary Goldstein, ggoldstein@csa-nyc.org or call him at (732) 786-0314.

## In Memoriam

■ **BEATRICE CONAN**, 94, died on Nov. 9, 2009. In Brooklyn, she was a teacher in P.S. 177 from 1949-1959; Assistant Principal of P.S. 212, from 1959-1967, and Principal of P.S. 158 from 1967-1972. The sixth of nine children born to Greek-Jewish immigrants, Ms. Conan graduated from Brooklyn College in 1936 and became a sewing machine operator in a dress factory, the only job she could find during the Depression. When her husband was sent to Europe in 1944 (World War II), she began substitute teaching in P.S. 128, Brooklyn in the art weaving shop classes. After retirement in 1972, she began a second career at the Social Security Administration (1974-1992). Ms. Conan's volunteer life included helping set up a school for migrant farmworkers' children in California, and conversing with English language learners at the International Center in Manhattan. Her husband, Jack, died in 1993. Condolences may be sent to the family at daughter Vivian's e-mail address: vconan1@yahoo.com.

■ **ALFRED NUSSBAUM**, 100, a retired junior high school Principal, died on March 4. Mr. Nussbaum retired in 1973 after 42 years serving the NYC the public schools. He began his education career as a history teacher in middle school, and then moved to Lincoln High School in Brooklyn; he was promoted to Chairman of the Social Studies Department at Lafayette High School. He became Principal of JHS 136, Manhattan, and finally served as Principal of John Wilson JHS 211, Brooklyn, until 1973. After retiring, Mr. Nussbaum trained student teachers at Pace University. His wife of 59 years, Olga, died in 1993. He is survived by a daughter, Ellen Fish, a retired teacher, and a son, Peter.

■ **ELLIOT RICHMAN**, 80, died on March 19 of multiple myeloma, a blood cancer. He worked in the NYC public schools for nearly 40 years. A graduate of New Utrecht High School and Long Island University, Mr. Richman taught fifth and sixth grades at PS 186, Brooklyn, and served as an Assistant Principal at PS 288, PS 247, PS 160 and PS 104, all in Brooklyn. He also served as Acting Principal at PS 160. He retired in July 1990. His wife, Sydel, a public school teacher, died in 1994. She taught at PS 200, PS 101 and PS 186. Condolences may be sent to his son Steven Richman at 8735 Bay Pkwy, Apt. A25, Brooklyn, NY 11214. Memorial contributions may be sent to the Multiple Myeloma Research Foundation.

■ **JANET LUCEY STONE**, 67, of Highlands NJ and Pocono Farms, Tobyhanna, PA, died suddenly on March 31 after a brief illness while vacationing with her sisters in Boca Raton, FL. She retired in 2003 as a Chairperson for the Office of Hearing Handicapped, Visually Impaired (HHVI). Born in Jackson Heights, Ms. Stone graduated from the Mary Louis Academy, Queens, and received her bachelor's degree in English from CW Post/LIU. She held two master's degrees - one in English from CW Post and the second in supervision/administration. Prior to her work as a Chairperson, she taught the visually impaired at George Westinghouse High School, Brooklyn. She also taught English in Beacon, NY as well as Madonna Heights High School, Huntington NY, and in Marlboro, NJ. Donations may be made to the Missionaries of the Poor, an international monastic order serving the poor. (The U.S. mailing address is PO Box 29893, Atlanta, GA.) Her husband, Herbert, died in 2002. Condolences may be sent to her sister's home: Judith Miles, 126 Pine Mill Circle, Doylestown, PA 18901.

■ **LYDIA TAIT**, a Day Care Director and an important activist for CSA, has died. Her obituary is on Page 10.

Obituary information may be sent to the CSA News, 16 Court St., Brooklyn, NY, 11241 or by e-mail to anne@csa-nyc.org. Obitis are printed as space permits.

# RETIREE Chapter

## CHAIR'S MESSAGE

Neil Lefkowitz

## And Now the Reality of Health Care Reform



The new health care reform bill returns \$250 to those who fell into the 'doughnut hole' in 2010.

After months of debate, political maneuvering and a great deal of frustration, the health care reform act became a reality. How the new law will affect our Chapter members remains a question, or as Welfare Fund Administrator Doug Hathaway said at our Rockland, Orange, Bergen counties Unit last month, "the devil will be in the details." There is plenty of material out there to read concerning the impact of this legislation, and of course, during its implementation, other portions will become clear.

However in our initial review of the bill and its provisions, we discovered three immediate benefits to our Medicare-eligible members:

- 1) In 2010, those of us who fell into the prescription drug Medicare Part D "doughnut hole" in 2010 will receive \$250 from Medicare to help defray a portion of our drug costs. (Editor's Note: We don't know yet if this will be in the form of a check or a credit.)
- 2) In 2011, Medicare "D" drug program participants will see a 50 percent reduction in the cost of non-generic drugs.
- 3) Medicare will pay for an annual physical exam to help reduce long-term

medical costs. (The theory is that prevention is a lot cheaper than treatment.) As most of you know, under the current Medicare law, annual physicals are not covered.

Dr. Hathaway addresses some of the changes in his column this month, (see Page 11), and we will continue to update you. (Editor's Note: The New York Times has an interactive website page entitled "How the Health Care Reform Act Could Affect You." Visit the page at <http://www.nytimes.com/interactive/2010/03/21/us/health-care-reform.html>.)

This is the time of the year when many of our local units hold their annual luncheons or other major social events. The dates of these events are usually listed in the CSA News or you may contact the local Unit leaders for information about them.

The Retiree Chapter officers and I encourage you to participate in the local Units - not only is it gratifying to attend parties with former colleagues, the local Units play an important role in supporting CSA's legislative goals in the state and city. Among lawmakers, we are a respected entity because of our experiences and because of the manner in which we conduct ourselves.

Throughout the year, we publish updated information about retiree Welfare Fund benefits, city health benefits, Medicare and Chapter benefits in these pages. I urge you to save this information with your personal papers for your future reference as well as for your spouses' edification. I find that too many spouses are not aware of their Chapter benefits, or the assistance we can provide. (If you or your spouse has questions, contact Outreach Coordinator Felice Hannah at our office.)

## Networking South of the Mason Dixon Line



■ CSA President Ernest Logan joins members of the Carolina Unit for a group picture after their April meeting.

BY DEE-DEE GOIDEL

April was truly a month of reunions and regeneration for members of the two newly formed Regional Units, Georgia and the Carolinas. For CSA President Ernest Logan, Welfare Fund Administrator Douglas Hathaway and yours truly, it was a delight to "meet, greet and speak" with our southern friends and to watch how quickly they have organized themselves into thriving Units.

## Where the Magnolias Bloom

On April 20, Georgia Unit Leader Georgia Harrison and her Executive Board assembled 37 members to a lunch meeting in the suburbs of Atlanta. As each member arrived, I could feel that sincere bonds had been established since the first meeting was held last fall. It was also fun to hear first-time attendees exclaiming to colleagues, "I didn't know you had also retired down here!"

Mr. Logan gave a candid talk on the budget crisis facing New York State and NYC and what its impact could be on schools. He also alluded to the lack of collegial feeling among educators, which may be a result of the Bloomberg/Klein corporate educational model. (I heard palpable signs of relief at this point in Mr. Logan's talk from those who seemed happy to be retired!)

Dr. Hathaway is like the old E.F. Hutton television commercials: When Dr. Doug speaks, everyone listens! His subject matter is always crucial to retirees: health benefits and changes in Medicare. He also touched on the new health reform bill and explained that the devil was in the details - he

will watch how the law is implemented and will continue to update us. (See Dr. Hathaway's column on Page 4 for more of his thoughts on the new health reform legislation.)

I spoke about both retiree and in-service issues we are working on in Albany; CSA and the Retiree Chapter are the guardians of their benefits and take this mission seriously. I also provided legislative training to those members interested in becoming politically active.

### Other photos from down south, Pages 2 and 4.

Other members of the Executive Board also spoke: Constance Woodruff offered discount theater tickets and discussed a proposed museum trip. Carleen Cumberbatch, the legislative/outreach coordinator, recruited members for a local conference on aging.

## Carolina on My Mind

From Atlanta, the three of us went to Charlotte where we were joined by CSA Conference Chairman Pierre Lehmuller. He spoke to the Carolina Regional Unit about the CSA's Nov. 13 Educational Leadership Conference at the Hilton NY and expressed hope that our retirees would make their way north for the meeting.

Mr. Logan, Dr. Hathaway and I again presented our material, and again, we were humbled by the interest and commitment we felt emanating from our retired colleagues.

Regional Unit Leader Ella Ivy gave a special "shout out" to Nettie Williams for her assistance in organizing this second meeting of the Unit.

## 'We Are All the Same'

Georgia and the Carolinas are planning a joint get-away and Ms. Harrison and Ms. Ivy are working out details with Gary Goldstein, Director of the Retiree Chapter. We were delighted to hear about these future plans.

CSA President Ernest Logan seemed overwhelmed with the outpouring of collegial affection between members, and noted that while he was the union leader with many different titles, in retirement, "We are all the same."



■ In Georgia, Unit members listen to guest speakers.

## RC Member Shares Insight Into Surviving Cancer



**NO EXPIRATION DATES: A CANCER PATIENT'S STRATEGIES FOR SURVIVAL**

and sustaining healthy relationships during and after treatment. He even addresses the white elephant in the room of every cancer victim – death. In a chapter entitled “Death Re-viewed,” he says death can be inspirational when looked at with a fresh perspective.

Mr. Weisman was diagnosed with throat cancer in 2007. Doctors predicted he had six months to live; obviously they were wrong and his book is a testament to his life force.

*No Expiration Dates* is available at [universe.com](http://universe.com) or by calling (1-800) 288-4677, x 5022.

Leon Weisman's self-published memoir is a cancer survival guide with tips on breaking the news to family, creating comfort zones, learning medical jargon

## Regional Units

### SUNCOAST, FL

The Suncoast Florida Chapter's next regular meeting will be held in January 2011 with notification to members via the *CSA News* and personal mailing in early December. Between now and then, any question or problems? Call me at (941) 383-0408.

—MICHAEL NEMOYTN

### STATEN ISLAND

Spring has finally arrived! We will have our final luncheon gathering of the 2009-2010 year at the Staaten at noon on June 2. Look for our fall newsletter with our 2010-2011 meeting schedule. Our first meeting of the fall will be held in October, and the exact date will be announced soon. Have a wonderful, safe and healthy summer.

—CHERYL OBEY

### LOWER HUDSON VALLEY

The next meeting of the Lower Hudson Valley region will be held at the Greenburgh Hebrew Center, 515 Broadway, Dobbs Ferry, NY, on June 9 at 10 a.m. Among the topics to be discussed will be our September luncheon. All newly retired supervisors in our region are invited to attend our June meeting. Hope to see all of you at that time.

—JOHN GENTILE

### PALM BEACH

Our Jan. 11 meeting featured guest speaker Dr. Douglas Hathaway, CSA Welfare Fund Administrator, and our Feb. 24 meeting included a presentation on identity theft and crimes against seniors. CSA Vice President Randi Herman spoke at the luncheon that followed. The March 5 Health Fair again featured Dr. Hathaway. Our March 17 bus trip to Coral Castle Capri and Spice Tour was a success despite the inclement weather. (See photo above.) **SAVE THESE 2011 DATES:** Jan. 10 Health and Welfare Meeting; Feb. 17 Informational Meeting; and Annual Gala Luncheon; March 7 Health Fair. For further information, call Unit Leader Rose Bennett at (561) 689-0255. Have a great and healthful summer!

—ROSE BENNETT

### ARIZONA

Our Unit could not have chosen a better time than this past month to have Welfare Fund Administrator Douglas Hathaway and CSA Vice President Randi Herman as guest presenters at our annual Welfare and Benefits Luncheon. We received information critical to our lobbying efforts, and knowledge about our health options and potential changes. We are now planning a workshop to be conducted by the Chapter's Legislative Liaison Dee-Dee Goidel, Unit Legislative Coordinator Henry Telfer and some other members. In addition, we'll propose some cultural and educational trips to our membership for their input.

—MAISHE LEVITAN

### PACIFIC COAST

Our membership wishes to thank Dr. Douglas Hathaway and CSA Vice President Randi Herman for interesting and informative presentations at our March meeting. Gil Gotfried and I are now planning for future meetings. Please give us your input on topics and subject areas that you would like covered. Gil can be reached at [gilgot@ca.rr.com](mailto:gilgot@ca.rr.com) and my e-mail address is: [mnbierman@att.net](mailto:mnbierman@att.net). I look forward to hearing from you.

—MANNY BIEMAN

### LONG ISLAND

Kathleen Rice, Nassau County District Attorney of Nassau County spoke at our general meeting on April 19. (Editor's Note: Ms. Rice is expected to run as a Democratic primary candidate for NYS Attorney General.) In her talk she indicated how her office has supported seniors, retirees and CSA in-service members. We purchased a table at the April 25 CSA Retiree Chapter luncheon and offered Unit members a discounted fee. We look forward to reviewing the Retiree Chapter budget and the expense and income statement for the current fiscal year. For information, communicate with me at (516) 747 6291; email address, [NormanWatnick@aol.com](mailto:NormanWatnick@aol.com).

—NORMAN WATNICK

### QUEENS

CSA Welfare Fund Administrator Douglas Hathaway will speak to the Unit's membership on May 11, about retiree health and welfare benefits at our next general membership meeting at the North Shore Towers Theatre in Building 2. Refreshments will be served at 1 pm. Given the changes in the new health reform law, this meeting should be especially informative. Please let me know that you're coming. Contact me at [StermanLen@aol.com](mailto:StermanLen@aol.com).

—LEONARD B. STERMAN

### A Castle in the Rain



■ On March 17, 52 members of the Palm Beach Unit visited the Coral Castle Museum and the Fruit and Spice Park, both in Homestead. Norm Sherman organized the event (and took the picture.)

### Leadership Visit



■ Neil Lefkowitz, Retiree Chapter Chair, visited the three Florida Regional Units in January. Florida liaison Norman Sherman took these pictures (as well as the one from Palm Beach above.) Mr. Sherman is the outreach coordinator for three Units: Palm Beach (above), South Florida (left), and Suncoast.

## Medicare News: Know Your Hospital Status

BY FELICE HANNAH

If you are in the hospital more than a few hours, find out if you are being treated as an outpatient or inpatient. Your hospital status affects how the hospital bills for services and prescription drugs. Outpatient services are billed to Medicare Part B and prescription drugs are billed to you or your Enhanced Medicare Part D Drug Plan. Whether you are an inpatient or outpatient will also affect whether Medicare will cover your costs should you be transferred to a skilled nursing facility or rehabilitation facility. For Medicare to pay, you need a hospital inpatient stay of three full days. You are an inpatient when a doctor formally admits you to a hospital. The day of formal admission and day of

discharge do not count towards three full days. Always ask if you are being treated on an outpatient basis or if you have been admitted as an inpatient.

If you have a Medicare Advantage Plan, like HIP or Aetna, your costs and coverage may be different. Check with your plan.

This information is condensed from a publication of the Centers for Medicare and Medicaid Services, publication No. 11435. You may access the document at [www.medicare.gov/Publications/Pubs/pdf/11435.pdf](http://www.medicare.gov/Publications/Pubs/pdf/11435.pdf) or [www.medicare.gov/Publications/Pubs/pdf/11435.pdf](http://www.medicare.gov/Publications/Pubs/pdf/11435.pdf).

Felice Hannah is the RC Outreach Coordinator and a Health Insurance Counseling and Advocacy Program (HICAP) Medicare Consultant

### NEW MEDICARE WORKSHOP

An additional Workshop has been added to the list of 2010 Outreach Workshops.

**TOPIC: WHAT'S NEW IN MEDICARE**

*Come and Hear about Medicare from the Expert!*

**DATE:** September 28, 2010  
**PLACE:** 16 Court St., 4th Fl.  
**TIME:** 9:30 am—1pm

**PRESENTER:** Eric Hausman, CMS HIICAP Outreach Liaison & Former Medicare NGO

Are you wondering when reforms in the health reform package will take place and how they will affect you? Are you also wondering what the major benefits

of health reform are for people with Medicare? To help you sort it out, Eric Hausman will provide clear and accurate information about health care reform and Medicare.

To register, call Felice Hannah at (718) 625-3434. Leave your name and phone number if you wish to attend. Your call will confirm your registration.

## Borough Briefs / In The Schools

Compiled by Yuridia Peña

### Queens (DIST. 24-30)

#### New Playgrounds

On April 16, PS 97, D-27, opened two playgrounds with a ribbon-cutting ceremony. Celebrating with the community were NYS Sen. Joseph Addabbo, Jr., Assemblyman Michael Miller and City Councilman Eric Ulrich. The event had performances by Ken Gordon, Woodhaven Branch children's librarian, and kindergarten and first-grade students. The Principal is Maureen P. Ingram.

### Brooklyn (DIST. 13-23,32)

#### Pajama Party

On March 25, pre-kindergartners and kindergartners and their parents came to school dressed appropriately - for a Pajama Party, that is! The event at P.S. 255, D-22, was organized to promote literacy. Principal Linda L. Singer



■ Bedford Academy students at City Hall.

## Bronx Achievers at the White House



■ In the "President's backyard": Students from MS 181, D-11, Bronx.

The six best students from the sixth and seventh grade at M.S. 181, D-11 (Coop City), were invited to the White House for the annual Easter Egg Roll on April 5. Assistant Principal Nelson Medina helped arrange the trip through former Bronx Borough President Adolfo Carrion. Mr. Carrion is now the Director of White House Urban Affairs Policy.

Although the students did not meet the President, they stood about two feet away from him as he walked through the groups of children and adults while greeting people. "The kids said, 'We're in the President's backyard,'" said Mr. Medina.

The children were also treated to a private tour of the Capitol, arranged through Sen. Kirsten Gillibrand's office. They have written letters of thanks to President and Mrs. Obama and Sen. Gillibrand, and arrangements have been made to have them personally delivered.

In photo, back row, Principal Christopher Warnock and Assistant Principal Nelson Medina. Front row: students Sharrod Gorum, Deric Rollins, Abir Mohammed Choudhury, Arya Rammarine, Megi Shehi and Ashley Brown, and Assistant Principal Donna Ridley.

celebrating history. The school converts every floor into models of colonial New Amsterdam, the Western Expansion and the Arctic, to name a few, as part of its year-long social studies curriculum. All grades participated in the school-wide event. "They love getting ready for it. It's a nice culmination of what they've done," said Thea Krummer, literacy coach. Each grade focused on a specific time or culture; students studied manifest destiny, the America's expansion in the West, immigrants on the Lower East Side, the Great Wall of China, polar animals and astronomy. The Principal is Marlon Hosang.

Bedford Academy High School received a proclamation in City Hall on April 14 for its ongoing success. The honor was presented by Councilman Albert Vann. In March, the school's boys' basketball team won the Public Schools Athletic League 'A' championship title. Bedford Academy currently has a 90 percent graduation rate. The Principal is Adolfo Muhammad.

On March 5 PS/IS 206, D-22 held its third annual fundraising assembly for Junior Achievement. The school has collaborated with Junior Achievement for 10 years. During the school's 100th day celebration, pennies were collected for Junior Achievement and \$600 was raised.

### Dedicated to Dance

PS 95, D-21, Brooklyn, celebrated the opening of its dance room last year. From left, Julius Bowens, District 21 CDC Member, Councilman Domenic Recchia and Principal Carolyn Telesmanich. (Editor's Note: This item should have run last fall! Apologies to the school and Principal.)



### Bronx (DIST. 7-12)

#### Chess Champs

MS 15, D-10, in University Heights showed the nation who was king this year when it tied with a Florida school for first place in a national championship competition in Minneapolis. Six students, who call themselves Chess Scholars, played seven matches each during the three-day event. Team members are: Christopher Padron, Minh Mac, Christopher Capizzuto, Jaison Gonzalez, Gabriel Benitz and Christian Rodriguez. The team has made the nationals every year since 1999 and taken two elementary school division titles, but this was the first junior high school victory.

The Keltic Dreams Irish Dancers from PS 59 danced at the White House's St. Patrick's Day Celebration during a reception for Irish Prime Minister Brian Cowen. The Keltic Dreams Irish dancers

have received a lot of publicity because the program is an unusual fusion of cultures. It often combines Irish dance with Latino and African music. PS 59 is comprised of Hispanic and African-American children.

### Staten Island (DIST. 31)

#### Councilwoman Visits School

On March 5, Councilwoman Debi Rose visited the Staten Island School of Civic Leadership in Graniteville. Ms. Rose watched first and sixth graders perform a skit about the life of Harriet Tubman in celebration of Black History Month, Women in History and Respect for all Week. She stopped by the kindergarten classes where students celebrated Dr. Seuss' birthday with activities and read-a-louds.



■ Councilwoman Debi Rose visited the Staten Island School of Civic Leadership.



■ In the stockade at the PS 64 history celebration.



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## The Executive Leadership Institute announces a July designed for CSA members!

- ◆ **NEW THIS SUMMER! The Leadership Summit.**  
Professional Development for all CSA members.  
July 26 – July 29
- ◆ **The School-Based Intermediate Supervisors Institute** reflects today's demands of accountability. For first-year and second-year Assistant Principals.  
July 12 – July 15
- ◆ **The Principal's Institute.** Four days of intensive leadership training designed with the Department of Education and the Leadership Academy.  
July 19 – July 22

The Executive Leadership Institute enters its ninth year of high-level, data-driven, research-based professional development with the introduction of the **Leadership Summit**, a companion program to the highly successful **School-Based Intermediate Supervisors Institute** and the **Principals' Institute**. All programs will be given at

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