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CONFERENCE
ISSUE**

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December 2009

Volume 43, Number 4
Local 1, American Federation of
School Administrators, AFL-CIO



Day Care

Union Gets Set to File Complaint

BY ANNE SILVERSTEIN

CSA President Ernest Logan has asked the union's attorneys to look into filing a complaint regarding contract negotiations for the Day Care Directors and Assistant Day Care Directors with the appropriate labor relation's board.

The contract for the union's Day Care members expired nearly 3 ½ years ago, on June 30, 2006.

The status of these union members always presents a problem during contract talks, although during this round of negotiations, discus-

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Logan And Team Re-elected Unopposed To Second Term

Contract Negotiations With City Loom on Union Horizon

BY ANNE SILVERSTEIN

For the second time, Ernest Logan and his slate were elected to office facing no opposition in the CSA triennial election. Mr. Logan begins his second term as President on Feb. 1. He was officially elected on Nov. 18 during the Executive Board meeting when Secretary Mark Cannizzaro cast the sole vote as directed by the CSA Constitution and Bylaws.

Also elected by acclamation were Executive Vice President Peter McNally and First Vice President Randi Herman, who both serve as full-time officers along with Mr. Logan. The remaining officers elected, in addition to Mr. Cannizzaro, are: Treasurer

Laverne Burrowes, and Vice Presidents Jermaine Garden, Robert Kazanowitz, Richard Oppenheimer, Henry Rubio and Nancy Russo.

"I welcome this show of support for the leadership of this union," said Mr. Logan. "We have some tough challenges ahead of us, with the expected budget cuts and with the upcoming contract negotiations for our DOE members. My team is ready to take on those



RACHEL ELKIND

Logan: Ready for the challenges.

challenges."

When Mr. Logan was first elected in 2006 (he took office on Feb. 1, 2007), CSA was in a fierce battle with the DOE over stalled contract negotiations. With the new leadership, the stalemate soon ended and a contract was signed a few months later. As Mr. Logan takes office again this winter, he is expected to face a tough round of negotiations for a new contract, in light of

Continued on Page 16

'Best Ever!' Members Applaud 2009 Conference Three Breakfasts, 126 Exhibitors, 23 Workshops and 1,500 for Lunch



■ Conference guests listen to CSA President Ernest Logan during his annual address to the CSA membership.

PHOTOS/RACHEL ELKLAND



■ Right, Bonnie Boltax, Assistant Principal, PS 304, D-8, Bronx, speaks with a vendor in the Exhibitors' Hall.

*President Logan's
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Council of School Supervisors & Administrators

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PRESIDENT'S CONFERENCE SPEECH

Truly It Is About The Children

Political Will to Address the Real Issues. By Ernest A. Logan



CSA President Ernest Logan made his annual address to the union's membership at the 45th Educational Leadership Conference on Nov. 7. His remarks, below, have been condensed and edited for publication.

It was so important to have Schools Chancellor Joel Klein and Deputy Chancellor Santiago Taveras here today because we are truly partners. Joel says that we get along quite a bit. We do. We don't fight in public. We're like a married couple. You know, behind closed doors. And when he listens, then we don't have to go public. But when he doesn't, then I've got to go public. But we do have a partnership. Why? Because truly it is about our children. And today, what we did was honor some folks who have really been about our children.

I've talked about Jack Zuckerman, the union's historian, for years saying that we stand on the shoulders of those who went before us. Nothing that we're doing today is new. We might have cleaned it up a bit. Put a different color paint on it. Smoothed it out. But before we ever got here, somebody else was doing it. So, I just want to thank Jack again.

We also honored our state Comptroller Thomas DiNapoli and the schools partnership program PENCIL. Lisa Belzberg, who's Chairman of the Board, happened to approach me one day at a PENCIL event. And I said "What can we do as a union to be helpful?" She said, "More people need to know about us." Through Lisa, I met Michael Haberman, PENCIL's President. And I've been going to PENCIL events and talking it up to people ever since.

The only way that we're going to transform schools is by making schools part of the larger community. Our contract would not have happened if I did not talk to people in PENCIL, to my good friend, Kathy Wylde, from the Partnership for NYC. The people in business understand that you need to compensate your school leaders if you want to hold them accountable for changing schools. For a long time, a lot of people in education thought that we should be doing this for almost nothing. So, when you have partners who understand what you do, then you have allies when you go to talk about how you need to be compensated. I want to thank our business partners and to encourage you school leaders to find out where you can find a partner. Because you need more people to understand and support the work that you do.

When it comes to the upcoming budget cuts, we've been down this road before. This time, the financial crisis is more severe. It is not one of our making. Our children didn't do this and we didn't do this. Yet we must deal with the ramifications: How do we provide our children with a sound education – that realizes the possibilities that they have within them – with fewer resources and while we're still listening to the beat of the drums demanding test scores, test scores, test scores?

State Education Commissioner David Steiner today spoke about a curriculum almost driven by tests. (Dr. Steiner was the Keynote Speaker at the Conference Plenary session.) I was sorry

that he didn't talk about what he's going to do about that, but I'm sure that will be made clear in the near future. Because it's not just about changing the tests, it's about getting us back to the point where we start to engage our children in a curriculum that's meaningful. And then we can assess what we've done. These are not just questions of finances. These are political questions. There's a problem when we don't have the political will to step up and say what we need to do – and make the decisions necessary – to meet our children's real needs and to support public education.

Education dollars: It's time for an honest and open discussion.

Are we ready to expose the waste and fraud that dominates state and local budgets? Are we ready now to look at these state authorities that sell bonds and leave taxpayers holding the bag? Are we ready to insist that the DOE look at what they're doing with private consultants? Because we're starting to look foolish. You all read about it: We pay \$370,000 for someone to do morale? (*Editor's Note: The NY Daily News reported on Nov. 6 that the DOE spent nearly \$375,000 on a management consultant, hired to boost morale and increase productivity.*)

Are we ready to take a stand and say that even within our own schools we're prepared to trim the fat? Are we ready to make a stand and say that teachers need to be in the classroom teaching? And if we need other support personnel, are we ready to find them somewhere else but not among the ranks of



■ Conference guests listen to CSA President Ernest Logan's speech.

trained teachers? I know that's not going to get a lot of applause. We all like to hide stuff. Well, the rubber hits the road, folks, because we're going to have to seriously make a stand and make sacrifices. It's not easy. But I'm sure you've accepted the reality.

And is it fair that the central Board pressures us and says, "You can't lay off that person. You can't get rid of that position. But you know what? We'll do the little school aide." So, what have we done? We've been pushed into getting rid of low-paid city employees at the poverty level. We're now going to put them on welfare, into our municipal hospitals to get health care, and we're going to have no pensions for them.

But, oh, you want a school aide? You can hire them. Because we now hire people through a consulting group and an employment agency. They'll hire some of your school aides back for you, gang. But the aides won't have benefits. Three card monte in Department of Ed budgeting; I love it.

So let's start with an open and honest discussion about how education dollars are allocated. First of all, the school budgets shouldn't be so complicated that we have to take special classes just to figure them out. Do you realize that our Executive Leadership Institute program offers a course on how to understand your Galaxy – to teach people how to read their own budgets? Now, if you ask someone at the ISC, they say, it's easy. But we're always confused about what's there and what's not there. Now we're working harder at understanding it, but they don't make it easy.



Second, we have yet to bring all schools to a level playing field when it comes to money. City Councilman Bob Jackson, who was here this morning, was the lead plaintiff in the Campaign for Fiscal Equity lawsuit. And we said, "OK, this is going to level the playing field for our schools."

So, what did we do with the state Contract for Excellence money that was the result of that lawsuit? We gave it to schools no matter what their level of need. Some of the richest schools in our city are getting as much as the poorest schools. Maybe it's time to make the political decision to say, "Gang, you're doing alright, so let us try to help everybody who isn't?"

Some schools in more affluent districts can raise funds to supplement their budgets while others simply do not have the economic wherewithal to do that. Schools have auctions and other events and raise \$200,000 to \$300,000. How could my kids in Brownsville compete with that?

We like to say that Brown vs. the Board of Education changed everything. But in our city we still have schools where things are falling apart, where buildings are dilapidated. We've produced a lot of rhetoric, but we haven't leveled the playing field. Well, now, for the first time in generations, the federal government has said, "Let me give you some money." President Obama and Secretary Duncan mainly want it to go towards raising low-performing schools. If we do the same old, same old with that money, you'll hear me raising hell. Let us not put this money where it's not needed. It is time to make the political stand: Let's bring all our children up to a level we can be proud of.

The President and Secretary acknowledge the fact that early childhood issues need to be addressed. If you look at NYC, you would think that we don't know anything about early childhood education. This union has been fighting with the Agency for Children's Services for 3 1/2 years over a contract for our Directors and Assistant Directors of city-funded day care centers. Those folks have the same certification as school administrators and, yet, get paid one-third of what DOE members get. We have been trying to open the door to negotiations with the Day Care Council and they say, well it's the city. When we try to talk to the city, the city says, well, it's the Day Care Council. So I have directed our legal team to go before the National Labor Relations Board and get a real ruling about who these people truly are. Let us stop begging the question. Let's finally get an answer and stop the foolishness.



To keep the promise in challenging times, here are some solutions we really must consider. Immediately, we need to streamline the bureaucracy at Tweed. Now you know what everybody there says to me: "I've done that." Well, you know what? I want them to open their books. Show me all the people who work there, where they are and how much they make. I'm going to put in a formal letter and inquire. If they decide not to respond, we'll do a FOIL [Freedom of Information Law] request instead. Our books are exposed. Everyone else can open theirs up! I want to see what's happening with the DOE. You have a right to know if most of the money is really in your



PHOTOS/RACHEL ELKLAND

■ The Grand Ballroom, site of the Conference's gala luncheon on Nov. 7

schools. If it's not there, we want it before we have to cut anything else at the school level.

Second, we need to seriously consider how we use the Contract for Excellence money, if we get it. And that's a tough political call. That means the Governor has to make that call, the Mayor has to make that call, the Chancellor has to make that call. I'm calling them out on that. It might be time to rethink how we divide that money among schools. Does every school get the same or do the schools that desperately need it get more?

Finally, we need to follow PENCIL's example. Our schools need to be part of a larger community. It's not about keeping the community out of our schools. It's about bringing it in. And, by the way, we should no longer allow people to tell us

THREE RECOMMENDATIONS

CSA President Ernest Logan made the following recommendations as the school system attempts to move ahead with reforms while facing the current economic crisis.

1. We need to continue streamlining the bureaucracy at Tweed.
2. We need to seriously consider how we use the Contract for Excellence money.
3. Our schools need to be partners with and supported by businesses and nonprofit organizations.

who we can invite into our schools. Whether it's an elected official, whether it's a parent group, whether it's a church group. Our schools are public schools and we can invite in anyone who wants to help us.

Last time I told you "Let's put the 'P' back in public education. So when we worked on the governance bill, we put "public" back in the law. But that doesn't mean a thing if we don't enforce it. You've got to enforce the idea that these are public schools. We've got to keep the promise. We always come here year after year with some battle on our hands. But you know what? We always stand firm. We've shown that no matter what anyone throws at us, our focus has always been on improving the lives of the children placed in our care. We're not going to ever waiver from that. We take this challenge up because we know we can do it. Give us the resources. Allow us to do this, and you'll see that we can have the best education system in the country.

COMING EVENTS

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

DEC. 15, 4:30 PM: Irish American Committee, DOE

DEC. 16, 5 PM: CSA Executive Board

DEC. 17, 9 AM: Retiree Chapter Executive Board

DEC. 29, 9 AM: SSP workshop on The Principal Candidate Pool

JAN. 6, 4:30 PM: CSA District Chairs

JAN. 7, 9 AM: Retiree Chapter Advisory Committee

JAN. 7, 4 PM: NYCESPA Executive Board

JAN. 11, 4:30 PM: Educational Administrators Association

JAN. 12, 5 PM: ABENY Executive Committee/ Executive Board

JAN. 14, 5 PM: CSA Latino Caucus

JAN. 20, 5 PM: CSA Executive Board

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

Teachers' Retirement System

November 2009

Unit Values

Diversified Equity: 49.387

Stable-Value: 19.398

International Equity: 8.937

Inflation Protection: 9.792

Socially Responsive

Equity: 8.455

Help wanted ads are now available on the CSA website, www.csa-nyc.org.

(Navigate to Communications/ CSA News.)

Correction

In the November 2009 CSA News, a story stated that the Retiree Chapter is advocating for a permanent cost-of-living adjustment (COLA). A permanent COLA has been in effect since 2000. The Retiree Chapter is working for a bill that will permanently protect retiree health benefits.

The Grievance Corner

Bob Reich

Observing Time Limits for Filing a Grievance



If you do not file a grievance, your rights may continue to be violated.

The collective bargaining agreement outlines time limits for the filing of grievances, and for the scheduling and hearing of grievances as well. Unfortunately, the DOE is not scheduling grievance conferences in a timely manner, nor is it issuing decisions within the timelines of our contract.

All grievances, other than per session grievances, must be filed orally or in writing within 20 days after the individual has knowledge of the act or condition on which the complaint is based. If the complaint is not resolved, CSA may appeal your grievance to the Office of Labor Relations and Collective Bargaining. According to the contract, the Chancellor or his designee must call a meeting "within 10 school days following the receipt of the appeal, but with not less than two school-days written notice to all those who participated in the second level conference."

Within 15 school days after this meeting, a decision must be issued in writing. If the decision is not in the employee's favor, CSA may take the grievance to arbitration.

OK. So those are the rules and we adhere to them, unlike the DOE, which has failed to schedule many of these grievance conferences in a timely manner or issue decisions within the timelines so clearly delineated in the collective bargaining agreement. As for arbitrations, the process that follows an unresolved grievance, well, frequently those aren't heard for up to one year after the initial grievance was filed!

Many members question why bother filing a grievance if the DOE doesn't

honor a timeframe. Why grieve if one has to wait a year to get a decision? The answer is if you do not grieve, your claims will never be honored. CSA is committed to protecting your rights. CSA has taken many cases to arbitration – a costly procedure – and has prevailed in many.

N.B. Individuals must file per session grievances orally or in writing within five days after the individual has knowledge of the act or condition that is the basis of the complaint.

Parking Permit Update

After a lengthy arbitration, an arbitrator ruled in our favor that CSA members were to receive parking permits in the same way as they had in the past. Unfortunately, the Department of Education opted to disregard this arbitration ruling, saying that it does not have the wherewithal to change a city policy. The CSA has appealed this inaction to the Supreme Court of NYS. We will continue to pursue enforcement of the arbitrator's decision.

2009 Snow Day

Winter is coming and many are asking what happened with last year's "snow day" issue. You may remember: March 2 was declared a snow day but many CSA members reported to work and are now looking for compensation. This case has been moved to arbitration and hopefully a decision will be issued before the NEXT snow day takes place. (In the future, if you have any questions about whether a snow day will be declared, stay tuned to your radio or visit the DOE's website BEFORE heading out the door.)

Retiree Prevails

A newly retired CSA member was having difficulty getting his final entitlement. Negotiations prior to his filing a grievance were unsuccessful, and his original grievance was denied. CSA filed for arbitration and fortunately the member had documentation to support his claim. The arbitration settlement provided this member with all that he was asking for. The moral of this story is: If you have documentation to support your claim of days in your "CAR" or accrued annual leave you will prevail. Documentation can include rating sheets or time sheets, print-outs of Department of Education website or database screens, or any other official papers.

Outstanding grievances

CSA has filed grievances on behalf of individuals to address performance bonus issues. Arbitration dates are still pending for several outstanding cases but many members, as a result of the grievances, have been compensated.

If you do not file a grievance, your rights may continue to be violated and the resolution may not be retroactive to the date of the initial violation. Do not hesitate to call me to discuss any contractual concerns. Being proactive helps to insure your rights are not violated.

CLIP THIS ARTICLE

This column is designed to be cut out and inserted into a three-ring binder. Cut on dotted line, punch holes where indicated, and fold to fit.

TRS Amends Pay-Out Date in '20-Year Pension' Lawsuit

TRS has amended the target date for sending out checks to individuals who were involved in the settlement of the class action dubbed the "20-year-pension" lawsuit.

Last month, the *CSA News* reported that the target date was Dec. 1. Checks will be mailed in early February. TRS has now provided the following clarification:

"[Dec.1] was the timeframe established in the original Settlement Schedule posted at www.20yearpensionsettlement.net, a site maintained by the claims administrator, Gilardi & Co. However, payment has been postponed until early 2010 as a result of additional data analysis required by the court. According to the current schedule, non-retired members will receive a credit to their Increased-Take-Home-Pay accounts by the end of January, and retirees and beneficiaries will receive their one-time payments (by check and/or rollover) in early February.

In addition, before the end of this year, Gilardi plans to mail an update to the 48,000 individuals who will receive benefit payments; that update will summarize the information on file regarding their upcoming payment.

TRS will be posting the new payment schedule on [it's] website very soon and will work with Gilardi & Co. to update the information."

The UFT's class action was filed in 2005 and a settlement was announced last spring. The lawsuit concerned the interest rate earned by Tier I and Tier II members on the member contribution portion of the pensions during the "gap period," the time between the member's 20-year date-of-service and the EPD – earliest payability date. The EPD is either when a member reaches 25 years of qualifying service or age 55, whichever comes later.

The plaintiffs asserted that the interest rate applied to the required member contributions should have been 4 percent, but over time, was increased to 8.25 percent. The higher interest rate resulted in a lower benefit from the city, penalizing members.

Affected members have been notified as to how much money is owed to them as well as how to file any necessary paperwork.

CSA will continue to advocate on your behalf and to keep you informed.

—BOB REICH

CSA GRIEVANCE DIRECTOR

Member UPDATE

Certification Reminder for Supervisors

CSA advises those supervisors who have completed five years of provisional service and have not filed for permanent certification to do so immediately. For more information, please contact your school's HR partner.

Bank of New York Mellon Issues Apology

Due to an error at The Bank of New York Mellon, retiree benefit checks paid through electronic fund transfer on Nov. 2 were erroneously reversed on Nov. 6. This was not an error caused by an individual's bank. CSA immediately reached out to the city Comptroller, the state Comptroller and TRS.

Hours later, in part due to pressure exerted by CSA, the funds were restored to most retiree accounts and Bank of New York Mellon publicly stated that it would cover any out-of-pocket costs resulting from its technical error, and apologized for the error. In a very limited number of cases, funds were not fully restored by that date although everyone should have been made whole by this printing. If you still have a problem, CSA urges you to

call The Bank of New York Mellon at (1-800) 627-8000 to inquire about your personal situation.

Thinking About Retirement?

Three pre-retirement workshops have been scheduled in January for those members considering retirement this winter.

These workshops discuss city-provided health benefits and Welfare Fund benefits for retirees, and review the process for converting from in-service to retiree status. These workshops are for Department of Education members ONLY. Seating is sometimes limited, so call the Welfare Fund at (718) 624-2600 to reserve your seat. If you must cancel, please call the Welfare Fund as soon as possible so we may make your seat available to another member who may be on a waiting list.

All workshops will start at 4 p.m.

Workshops are scheduled for:

- Jan. 21, MS 127, 1560 Purdy St., Room 216, Bronx
- Jan. 26, CSA, 16 Court St., 4th Floor, Brooklyn
- Jan. 27, PS 193, 152-20 11th Ave., Whitestone, Queens

Benefit Changes Outlined for Hospital Services

(Editor's Note: The following information was sent to those people who are non-Medicare members of GHI-CBP/Empire BlueCross Blue Shield. The original letter came from Empire BlueCross BlueShield, the NYC's Office of Labor Relations and GHI and included new identification cards. It described the changes, negotiated by the city and Municipal Labor Committee in June 2009, that will take effect Jan. 1, 2010. This is an edited version; the complete letter is available at www.csawf.org.

The following changes concern the Empire Blue Cross Blue Shield portion of your plan, i.e. the benefits you receive for care at hospitals and out-patient facilities. The benefit has been changed to a Preferred Provider Organization (PPO) plan for you and your eligible dependents.

With a PPO plan, you still have access to in-network and out-of-network care but, by using an in-network facility, you can avoid major out-of-pocket expenses.

The changes apply to hospital charges, ambulatory surgery, and hemodialysis services. Before you have a procedure, please make sure you, or your provider, call the NYC Healthline to ensure that the facility is a member of the Empire network. *(The telephone number appears later in this article.)*

If a non-participating hospital is used for non-emergency services, you may experience "balance billing", a sum that could run into the thousands of dollars. *(See Q&A below for an explanation of balance billing.)*

If you use a non-network center for ambulatory surgical procedures (including colonoscopies and endoscopies), you must pay the full amount of the charges. Those already undergoing hemodialysis at a non-participating center may continue, but all patients beginning treatment after Jan. 1, 2010, will be required to use a Blue Cross participating facility.

Since 94 percent of the nation's hospitals participate in the Blue Cross and Blue Shield Association BlueCard® PPO Program network, you should be able to find a convenient, participating facility. The Q&A below may help you determine how to get the most from your benefits.

Q. What benefits are affected by this change?

A. This change affects benefits including hospital services, ambulatory surgery and hemodialysis facilities and other ancillary services and procedures connected to in-hospital and out-patient facilities. This change does not affect physician services under the GHI-CBP portion of the plan.

Q. How do I find a Blue Cross and Blue Shield BlueCard® Program PPO in-network hospital, ambulatory surgery or other facility?

A. Call the NYC HEALTHLINE (the hospital pre-certification organization) at (1

800) 521-9574 and representatives will confirm whether the facility you wish to use is in the Blue Cross and Blue Shield BlueCard® Program PPO network or will direct you to an in-network facility.

Q. What do I pay when I use an in-network hospital?

For in-network hospitalization, there is no change to your benefit. You will still pay a \$300 inpatient deductible per person per admission, up to a maximum of \$750 in a calendar year.

Q. If I use an out-of-network hospital, what will it cost?

Effective Jan. 1, if you use an out-of-network facility for non-emergency care, you are responsible for a \$500 deductible per person per admission/visit, up to a maximum of \$1,250 in a calendar year. After the deductible is met, Empire will pay 80 percent of the Average County Rate (ACR), and you pay, at minimum, a 20 percent coinsurance fee. The facility can still bill you for the difference between the total bill and the amount received from Empire and you. This is called "balance billing" and it can cost you a bundle. Here's an example of how it works:

Hospital bill	\$15,000
Empire ACR rate	\$11,500
Member deductible	- \$500
Sub-total	\$11,000
Empire pays	
80 percent of \$11,000	\$8,800
Member coinsurance fee (\$11,500 - \$500 x 20 percent)	\$2,200*

*Maximum member coinsurance is \$2,000. Empire pays excess above \$2,000, in this case \$200,

Potential total member cost: \$6,000.

That's the total of the \$500 deductible, the \$2,000 coinsurance fee and the balance of \$3,500. (That's the amount between \$15,000 and the \$11,500.

As you can see, your out-of-pocket costs can be significantly higher when you use an out-of-network facility.

Q. What happens if I have an emergency and am taken to an out-of-network hospital?

Emergency services at any appropriate facility or hospital are covered according to the current program benefits, regardless of whether a facility is in-network or out-of-network. You pay a co-pay of \$50 for a visit to the emergency room. If you are admitted for inpatient care through the emergency room, the co-payment is waived and applicable in-network inpatient cost sharing applies.

Please contact the Welfare Fund at (718) 624-2600 if you have any questions.

The Welfare Fund

Douglas V. Hathaway, Ph.D.

New Year Resets Your Medicare Part D Costs

QUESTION: I am a retired principal in the GHI Medicare drug plan. I had \$2,500 of out-of-pocket prescription drug costs in 2009. Do I have to absorb another \$1,850 in 2010 before I pay only 5 percent?

ANSWER: No. The out-of-pocket amounts that each participant in a Medicare Part D drug plan must absorb is an annual amount. Each year, you start over at zero. The good news is that you will only pay 25 percent of the cost of your medications again, until the drug cost reaches \$2,250. The bad news is that in 2010 you must pay \$4,550 in out-of-pocket drug costs before you are in the catastrophic situation and pay only 5 percent. This increase in out-of-pocket costs was designed and written in the original legislation that created Medicare Part D.



Out-of-pocket costs are calculated on an annual basis.

QUESTION: I am a retiree who just became eligible for Medicare in September. Will I get my \$40 per month for the drug rider for the entire calendar year?

ANSWER: No. You will get a check in early February 2010 for the four months of 2009 that you were Medicare-eligible. The COOS Retiree Welfare Fund will reimburse 80 percent of your prescription drug co-payments, after the \$100 deductible, for all your prescriptions from January through August.

QUESTION: I am an Assistant Principal. My husband is retired, and covered under my health plan. He will be 65 in February, and just received a notice from Medicare that he will be covered by Part A when he turns 65, and may then enroll in part B. I am not ready to retire, and will not be 65 for many years. Should he enroll in Medicare Part B?

ANSWER: He probably should not enroll in Medicare Part B until you retire. Since he is covered as your dependent, Medicare Part B will

CLIP THIS ARTICLE

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be secondary to your city health plan. When you retire, he will be required to enroll in Part B, and will need to complete an SEP Form (Special Enrollment Period form) to avoid incurring penalties on his Part B premium. The SEP form is certified by the Department of Education Health and Welfare Office, and, when presented to the Social Security Administration, will allow him to enroll in Part B without penalty. There may be special reasons why he should enroll in Part B, so please call me to discuss this in greater detail.

--- Cut on dotted line for insertion in Member's Handbook ---

Auxiliary Services Reunion

Auxiliary Services for High Schools' faculty and staff will hold a reunion from 6 to 11 p.m. on April 29, 2010 at Antun's Catering Hall in Queens. (ASHS, phased out two years ago, was the GED test preparation program for the NYC public schools.) Former students are welcome as well. The cost is \$65 per person; parking is free. For more information, contact: Robert Galli at rgalli@aol.com; Joanna Chin at jchin327@aol.com; Margaret Bing-Wade at MBWGED@aol.com; Mary Franklin at BYSHAR@msn.com.

From the Editor

To accommodate coverage of CSA's 45th Educational Leadership Conference, certain features, including obituaries and Travel Desk, were omitted from this issue. Look for them to return in January's CSA News.

CSA Active, Retiree Welfare Funds Announce Enhanced Benefits

At their last meetings, the Trustees of the CSA Welfare Fund and CSA Retiree Welfare Fund approved major enhancements to the reimbursement schedules for the SIDS dental programs, to become effective Jan. 1, 2010. The reimbursements were last improved in January 2004. It is expected that this improvement will encourage more providers to become participating providers in the plan.

A new schedule of allowances will be mailed to each participant this month in advance of the Jan. 1 start.

If you have any questions about the new reimbursement schedule for SIDS, contact the Welfare Fund at (718) 624-2600.

NATION Labor

CALIFORNIA:

Composing Union

The Society of Composers and Lyricists is considering affiliation with Teamsters Local 399. Composers and lyricists are reportedly one of the few groups left in film, TV and videogames who are not represented. Those spearheading the effort say music has suffered a devaluation and salaries have dropped. It is hoped if affiliation is achieved that working conditions and benefits will be established. (www.variety.com)

LOUISIANA:

Complaint Filed

The AFT filed a complaint with the Department of Labor against a firm that reportedly required Filipino teacher-recruits to pay fees that the school districts should have paid. The complaint was preceded by a similar action by the AFT's Louisiana chapter, made on behalf of some 200 Filipino teachers. The complaint said the teachers paid about \$15,000 each to apply for U.S. jobs and 10% of their monthly salary to the recruiting firm. Teachers were also threatened with harm to their families if they refused to pay. (www.shreveporttimes.com)

PENNSYLVANIA:

SEPTA Strike

The Transport Workers largest union, representing bus drivers, mechanics, subway and trolley operators, voted to strike unless a contract was reached by the end of October. For a new four-year contract, SEPTA management proposed no wage increase in the first two years, a 2% increase in the second two years, an increase in health coverage contributions and a freeze on pension benefits. The union was asking for a 4% wage increase each year and an increase in pension contributions. All stops were being pulled out to avoid a strike. (www.philly.com)

TEXAS:

Principal Turnover

The rate of school principalship turnover is being researched in the first national study of its kind. Until now, the only information on principals' career trajectories has come from state research. Researcher Ed J. Fuller at U. of Texas believes the job may have outgrown the ability to be done by one person and that not enough are staying to see reforms through. (Education Week)

INDIANA:

Teacher Contract

Four students who were honored as National Merit Semifinalists accepted their honor and then asked the school board and teachers to settle their contract dispute. The students pointed out that their success is due, in large part, to the teachers who have been without a contract since July of 2008. (www.indystar.com)

— COMPILED BY
CHRISTINE ALTMAN

Receptions Provide Opportunity for Meet and Greet

BY YURIDIA PEÑA

In October, more than 200 members met with elected officials from Brooklyn and the Bronx as part of a series of four legislative receptions CSA hosted this fall. The receptions were arranged by CSA and the CSA Retiree Chapter.

Approximately 150 guests attended a gathering at Frankie and Johnny's Pine Tavern Restaurant, Bronx, on Oct. 22. Members spoke with NYS Assembly members Michael Benjamin, Michael Benedetto, Nelson L. Castro, Marcos A. Crespo, Jeffrey Dinowitz, Vanessa Gibson, Carl E. Heastie and Jose Rivera. City Council members Maria del Carmen Arroyo, Annabel Palma, Helen D. Foster, and James Vacca, and Council member candidate Fernando Cabrera were also present. (Mr. Cabrera won his race.)

A reception at Brooklyn Borough Hall on Oct. 28 offered CSA members the opportunity to meet with City Council members Vincent J. Gentile, then-City Councilman Bill DeBlasio, City Council candidate Brad Lander. (Mr. DeBlasio was elected to the Public Advocate's office the following week; Mr. Lander also won his seat.) State Sen. Martin J. Golden, and NYS Assembly members Inez Barron, Hakeem Jeffries, Alan Maisel and Joan L. Millman, and District Attorney Charles J. Hynes also networked with members.



ANNE SILVERSTEIN

■ In the Bronx, legislators share a laugh with CSA members.



YURIDIA PEÑA

■ CSA First Vice President Randi Herman and Brooklyn Borough President Marty Markowitz.



YURIDIA PEÑA

■ State Sen. Martin Golden and the Retiree Chapter's Dee-Dee Goidel and Gayle Lockett at Brooklyn Borough Hall.

Political Agenda | Noah Franklin

Revving Up to Fight Education Budget Cuts



School leaders are struggling with reductions that range from \$100,000 to \$1 million.

As NYC's election season drew to a close, the CSA Governmental Relations staff focused its political work on assisting candidates in a few key City Council races. Similarly with the City Council and state legislature now picking up their activities, we have stepped up our work with the lawmakers. Our goal: to make sure that school leaders' voices are heard especially when it comes to legislation that affects schools and school leaders.

State Budget Cuts

CSA's new Assistant Director for Governmental Affairs, Alithia Rodriguez-Rolon, testified before a state Senate Finance Committee on Nov. 5 about Gov. David Paterson's proposed mid-year Deficit Reduction Plan (DRP) for the 2009-2010 fiscal year.

Ms. Rodriguez-Rolon told the senators that as a result of last year's budget cuts, NYC schools leaders are already struggling with reductions that range from \$100,000 to nearly \$1 million in some rare instances. This has forced many school leaders to trim after-school programs, support staff and professional development.

While the CSA understands the need for tough decisions, Ms. Rodriguez-Rolon told the senators that CSA strongly opposes the additional education cuts as proposed in the DRP because schools and stu-

dents have already borne enough of the impact of the current economic crisis, and that schools cannot possibly be held to higher standards without the appropriate resources.

Progress Reports

Turning to the legislative front, Mr. Logan testified on Oct. 30 at a City Council Education Committee hearing on Progress Report grades for NYC schools. This is likely to become a critical issue again in upcoming DOE contract negotiations because the grades can have a significant impact on CSA members.

"Progress Reports have been a good thing for our students, our school leaders, and our schools. Given that Progress Report grades have been seen by many as a reflection of the hard work of school Principals, we are proud of the success that they demonstrate," said Mr. Logan after the DOE's presentation on the subject.

Focusing on school leaders' concerns with the reports, Mr. Logan talked about the negative impact mid-year state funding cuts would have on schools in terms of staffing and long-term goals in student achievement.

Mr. Logan also pointed to concerns about the contrast between national NAEP math test scores and NYS math scores for elementary and middle school students. To improve Progress Reports, he urged a meeting of minds on math

metrics on measuring achievement. In addition, Mr. Logan discussed concerns about the methodology of using cohorts for Progress Reports, a process that loses sight of individual students.

Get-Out-The-Vote Effort

Before the November elections, CSA staff and politically active members sent letters, made phone calls and knocked on the doors of their CSA colleagues in areas with competitive City Council races to alert them to CSA's endorsements and to encourage them to vote. CSA targeted competitive races in City Council Districts 30, 32, 36 and 43.

The get-out-the-vote effort was a key part of the CSA political program to educate, energize and mobilize union members to elect those City Council members, and other city officials, who are committed to protecting schools from budget cuts.

The weekend before the Nov. 3 election, CSA staff and members also knocked on doors and talked with fellow union members in Bedford Stuyvesant and Crown Heights about CSA-endorsed candidate Mark Winston Griffith. Before members headed out to canvas, CSA President Ernest Logan met the volunteers at the home of Carol Atkins, CSA Assistant Director Grievances and a retired Principal, and thanked them for their support of CSA's political efforts.

CONFERENCE THEME:

Keeping the Promise in Challenging Times

45th Educational Leadership Conference



RACHEL ELKLAND

■ Conference guests applaud CSA President Ernest Logan as he addressed the luncheon audience in the Grand Ballroom of the Hilton NY.

BY ANNE SILVERSTEIN

CSA's 45 Educational Leadership Conference was a joyful celebration of collegiality, friendship and professionalism. More than 1,450 people, including 720 members and 150 retirees, attended the Nov. 7 event at the Hilton NY, which began at 7:45 a.m. with a nearly line-free registration, and ended at 3:30 p.m. with a treasure-trove of prizes for raffle winners.

A Call for Transparency

One of the highlights of the day was CSA President Ernest Logan's speech at the Conference luncheon. Addressing the Conference theme, *Keeping the Promise in Challenging Times*, Mr. Logan emphasized that while he understands the necessity of tightening the proverbial belt because of the current economic crisis, CSA will fight budget cuts that have an adverse effect on schools and children. Mr. Logan also called for transparency in how the city spends its money.

"Let's start with an open and honest discussion about how educa-

tion dollars are allocated," Mr. Logan said. "Second, we have yet to bring all schools to a level playing field when it comes to money," he said, charging that schools in wealthy neighborhoods still have the upper hand when it comes to how much money they have.

Mr. Logan called for a streamlined bureaucracy at Tweed, serious consideration of how Contract for Excellence money is spent, and support for school partnerships with businesses and nonprofit organizations. (For an edited transcript of Mr. Logan's remarks, see Page 2-3.)

A Pledge to Strengthen Core Elements

Earlier in the day, SED Commissioner, Dr. David Milton Steiner spoke at the Plenary Session. The Commissioner, who took office Oct. 1, touched on the importance of several core elements: quality teaching, leadership, assessment and curriculum, the pillars supporting the state's education reforms.

While acknowledging the current economic climate, Dr. Steiner said that the state will continue to seek all available resources to strengthen

Continued on Page 12

Words and Pictures. A 9-Page Section. ►

Thanks and Honors to Three Friends

BY YURIDIA PEÑA

During the gala luncheon at this year's conference, CSA presented the Peter S. O'Brien award, The Leadership in Government award, and the Leadership in Education award to individuals who serve, or served, the public school system through their non-profit, union and political roles.

This year's recipient of the Peter S. O'Brien award was Jack Zuckerman, CSA Historian and former CSA President. Mr. Zuckerman was a vital factor in the formation of CSA and the national union – AFSA – in the 1960s and 1970s. During his heartfelt acceptance speech, he thanked his wife, Estelle, of 60 years, for her support during that tumultuous time.

Mr. Zuckerman quoted Mr. O'Brien, who in addition to serving as CSA's President, was Mr. Zuckerman's colleague and good friend: "We are the little people

**Keeping
the Promise
in Challenging Times**

in the tough neighborhood, Labor Street, corner of Management Avenue, banding together is necessary to survive; unionism is a way of professional life and collective bargaining is insurance." In his current role as CSA Historian, Mr. Zuckerman partnered with the Tamiment Library and the Robert F. Wagner Labor Archives in NYU to safely store CSA's historical artifacts. (Mr. Zuckerman's complete remarks are printed below.)

The award for Leadership in Government went to Thomas P. DiNapoli, NYS Comptroller. "We are grateful that our state is in such reliable, accountable



■ Comptroller Thomas P. DiNapoli

hands," said Peter McNally, CSA Executive Vice President about the honoree. "You're the individuals making very important determinations on a day-to-day basis that have a direct impact on what's happening... between a teacher and a student," said Mr. DiNapoli.

Earlier in the day, Mr. DiNapoli was a guest at the Retiree



■ PENCIL's Michael Haberman

Chapter breakfast and spoke about the state's finances in light of the current economic crisis. (See Page 18 for more on Mr. DiNapoli's address.)

CSA honored the non-profit organization PENCIL with the Leadership in Education Award. For 14 years, PENCIL Inc. has fostered partnerships between public and private sectors within public schools. "PENCIL has been so successful in NYC, it has expanded nationally and has become a model for similar programs throughout the nation," said Mr. McNally.

PENCIL's President Michael Haberman accepted the award on behalf of the organization at the luncheon. "Over the years we've



RACHEL ELKLAND

■ CSA Historian Jack Zuckerman

helped you create career awareness initiatives, and initiative to get parents more involved in their schools," Mr. Haberman said. "We've helped you develop new brands for your schools. We've helped you integrate technology into your schools. And for some of you we've even helped you build new auditoriums, new playgrounds, new science labs." Currently, PENCIL is working with 400 NYC public schools.

In addition, Shelia Evans-Tranumn, recently-retired Associate Commissioner, NYS Education Department was presented with a bouquet of flowers acknowledging her work with children. (See photo and caption below.)

A Labor of Love

Below is an edited version of remarks made by CSA Executive Vice President Peter McNally upon the presentation of the Peter S. O'Brien Award to former President and current CSA Historian Jack Zuckerman.

Last year, the Peter S. O'Brien Award was established in memory of a former CSA President. It is a labor award, but it also expresses our appreciation for an individual who made a difference in the union's evolution.

Pete was one of the founder's of CSA. He helped establish AFSA, the national union, and he, practically single-handedly, persuaded Gov. Hugh Carey to sign legislation establishing agency shop status for CSA.

But before Pete became a supervisor, others were already fighting for the right to organize during those tumultuous days in the 1960s. This year's second annual Peter S. O'Brien Award goes to one of the – as they called themselves back in the day – young turks of CSA: Jack Zuckerman.

Jack's father was a loyal member of Local 3, the International Brotherhood of Electrical Workers, so Jack's early days were grounded in the importance of unionism. Later, with both a B.A. and an M.A. in history from NYU, Jack was filled with ideals and beliefs, especially about organized labor, when he began teaching in 1948.

He soon became the Chairman of the Junior High School Committee for the Teachers Guild, the precursor to the UFT. In 1959, he became an Assistant Principal and turned his sights on organizing school supervisors. Now in 1960, there was no CSA. It was a loose organization of professional organizations called the Council of Supervisory Associations, and Jack was the delegate from the Association of Assistant Principals.

A brief review of the union's early newsletter reveals, in no uncertain terms, that pulling this assortment of supervisory associations into a unified voice took determination and a vision. Jack was among those visionaries, many of them Assistant

Principals, who fought for full-fledged unionization.

In 1967, he coordinated the AAP strike in support of the UFT strike. Throughout the remainder of the 1960s and well into the 1970s, he and others worked to get a charter from the AFL-CIO to form a national union, which today is AFSA. As Executive Vice President of CSA in 1977, he saved 303 supervisory jobs during the city's fiscal crisis. And during the summer of that year, he stood next to Gov. Carey as he signed legislation making CSA an agency shop.

After his retirement, Jack did not rest on his laurels. Under CSA President Donald Singer, Jack became CSA's official historian. It was a job he was well suited for because he had collected every document, flier, newspaper clipping, envelope and napkin that had anything to do with CSA since the time of the flood. His wife, Estelle, grew strong climbing over boxes of papers in her garage to get to her car.

Recently, however, CSA helped Estelle dig out her car! We arranged for the Tamiment Library and Robert F. Wagner Labor Archives at NYU to become the repository of Jack's records. Because of Jack's incredibly diligent work, CSA's history is safe and available to labor students for decades to come. It has been a labor of love for Jack.



■ Jack Zuckerman and Peter S. O'Brien in 1970.

Thank You

Stalwart Advocate for Children



ANNE SILVERSTEIN

■ **SHELIA EVANS TRANUMN** has been a longtime friend of CSA. She recently retired as Associate Commissioner from the NYS Education Department. At the Conference, the union surprised Ms. Evans Tranumn with a presentation of flowers. During her extemporaneous speech, Ms. Evans Tranumn said, "Labor is not the enemy" when it comes to doing what's right for schools and students. Above: CSA President Ernest Logan, left, and CSA Executive Vice President Peter McNally flank Ms. Evans Tranumn on the dais.

Resources and 'Tools of the Trade'

126 Exhibitors Showed Their Wares



**Something
for
Everybody**



The sponsors and exhibitors at a Conference provide much-needed support to an organization as costs continue to rise for producing an event of this size. But they do more than that. Sponsors and exhibitors add a little razzle-dazzle, a bit of pizzazz! The excitement is palpable in the Exhibitors' Hall as guests scurry among the tables picking up samples and talking to the vendors.

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FROM BAGELS TO TOASTS AT THE HILTON

'My Day at the

**7:45AM**

Registration. First things first. Time to pick up a bag of goodies, (this year CSA included a Power Bar to make sure members had enough energy for the day!), peruse the Conference Program and say hello to friends and colleagues.

**8:00AM**

Breakfast. Members headed to the Exhibitors' Hall for croissants, muffins, Danish, orange juice, and of course, coffee and tea. After eating, there was time for a short spin around the vendor's exhibits before heading to a workshop.

**8:50AM**

Workshops. The first session of the morning offered eight 75 minute-workshops as well as the first half of the two immersion sessions. Each immersion session lasted 2 1/2 hours, and provided an in-depth examination of a topic.

**9:15AM**

Retirees. About 150 retirees gathered in the Trianon Ballroom for their annual breakfast and general meeting. (Magnolia Whettstone, a retired Day Care Director from Queens, came all the way from Washington DC just for the Conference!)

**10:05AM**

Coffee Break 1. After the first workshops ended, members returned to the Exhibitors' Hall to get their second cup of coffee and spend some time visiting vendors, sampling ice cream and chocolates and gathering materials to look at during a quieter moment.



RACHEL ELKLAND

e Annual Conference'



2:00PM President Logan's address at the gala luncheon. The ballroom accommodated 1,470 guests.



10:30AM
Plenary. SED Commissioner David M. Steiner was the speaker here, which drew close to 1,000 guests. He touched on the importance of quality teaching, leadership, assessment and curriculum.



11:15AM
Coffee Break 2. The early morning start begins to catch up with visitors, so everyone headed to the Exhibitors' Hall for a third cup of coffee (!) and a little down time before heading into the second workshop of the day.



11:45AM
Workshops: This later strand of sessions featured nine workshops. Member feedback gave almost universal rave reviews to their sessions. (Yes! We really do want to know what you think!)



1:30PM
Awards/Lunch. CSA presented its annual awards. This year's recipients were PENCIL, CSA Historian Jack Zuckerman, and State Comptroller Thomas DiNapoli, left, with CSA President Ernest Logan.



3:45PM
End of the Day. Great meeting, a perfect day: "See you next year."

“Best Ever!” The 2009 Conference

Continued from Page 7

the aforementioned elements. He also indicated his commitment to high-quality preparation for both teachers and supervisors, to seeing state tests become world-class assessments, and to providing students with engaging curriculum.

“The provision of an outstanding education to each and every student in this state matters equally and matters absolutely.” He added that while he and the Regents are committed to the highest standards for all students, at the same time, he is acutely aware of local variations across our 700 school districts and the need for flexible policies. He said it is his hope that the State Education Department will become a “hub of best practices”, a place to go to for help, not simply regulations.

Dr. Steiner said, “It’s simply impossible to have a great school without strong, effective leadership ... We have, at heart, exactly the same mission – to raise the academic performance of the students of NY.”

Valuable Experience

CSA members responded enthusiastically to the Conference’s workshops and opportunities.

“This year’s conference provided members of our instructional team with hands-on professional development designed for transformational leaders. The conference was certainly a valuable experience and I look forward to next year,” wrote Chad Altman, Principal, PS 100, D-8, Bronx, in an e-mail.

“The CSA members and teachers from my school who were in attendance are still raving about their experience at the convention and are eagerly looking forward to next year’s convention,” wrote Principal

Retirees at the Conference Pages 17-18

Joseph A. Costa, also in an e-mail a few days after the Conference. (He’s Principal of I.S. 218, D-19, Brooklyn.)

The Conference offered a total of 24 workshops, including two in-depth-immersion sessions and four



RACHEL ELKLAND

■ Guests wait for the Grand Ballroom to open for the gala luncheon.

Retiree Chapter workshops, a President’s Club breakfast, a reception for dais attendees and guests of honor, and a two-hour, three-course luncheon (including the Hilton’s much beloved cheesecake). During the luncheon, CSA presented awards to PENCIL Inc., state Comptroller Thomas DiNapoli and CSA Historian Jack Zuckerman. (Complete story on Page 8.) In addition, the exhibition hall featured 126 vendors with thousands of products ranging from laboratory equipment to hand-made building blocks. (Photos, Page 9)

Guests of Honor

Throughout the day, VIPs arrived to participate in various events or just offer greetings to CSA President Ernest Logan and the other officers. They included:



RACHEL ELKLAND

■ Miriam Martinez-Diaz, who retired last year as a Principal in the Bronx, greets friends in the Exhibitors’ Hall.

Chancellor Meryll Tisch; Regents Geraldine Chapey and Lester Young; AFSA President Diann Woodard; President Robert Troeller, Local 891, IUOE; Kathy Wylde, President of Partnership for New York and Schools Chancellor Joel Klein.

Elected officials also dropped in to say hello or stayed for the luncheon. They included: State Sens. Frank Padavan, Suzy Oppenheimer and Toby Stavisky; Assembly members Michael Benjamin, Denny Farrell, Brian Kavanagh, Rory Lancman, Alan Maisel and Cathy Nolan; Manhattan Borough President Scott Stringer; and City Council members Robert Jackson, Gale Brewer, James Sanders and Letitia James.

Christine Altman contributed to this report.

New: Immersion Workshops Longer Sessions for People Who Want More

BY YURIDIA PEÑA

For the first time, CSA offered two immersion workshops at the CSA Conference in response to members who expressed an interest in in-depth professional development at the annual meeting. The workshops offered were *Quality Review 2009-2010* and *Creating a Power-Brain School: Effective Administrators, Happy Teachers, Successful Students*.

“We wanted to offer members an extensive workshop as opposed to just a quick review of the content,” said Ada Dolch, Executive Director, Executive Leadership Institute (ELI).

The Quality Review (QR) is an assessment tool the NYC Department of Education uses to measure how well a school functions. The QR relies on data, classroom observation evaluations, and student academic achievement. ELI’s workshop on QR is among the most sought out by CSA members.

Afterwards, one Education Administrator evaluated the workshop as “Excellent. [A] focused presentation that is practical and informative.” According to Ms. Dolch, many of the workshop attendees were school administrators at schools that received a comment of “well developed” in the past and were seeking information on changes to the assessment tool to ensure a “well developed” in the next QR as well.

The second immersion session led by David Beal focused on engaging participants in physical, emotional, and cognitive exercises to reduce stress, improve health, and overall brain functioning.

Both workshops included a lengthy break so guests could attend the Plenary Session and the Exhibitors’ Hall. CSA members who attended the QR workshop received a certificate of participation toward fulfillment of required professional development hours.



RACHEL ELKLAND

■ Left, Leslie Gurka, and below left, Beth Peller, ELI coordinators led one of the immersion sessions: *Quality Review 2009-2010*. Below, participants in the workshop “*Creating a Power-Brain School*.”



Workshops Targeted Supervisors' Needs



RACHEL ELKLAND

'Team Effort' Michael Schlar, above, and Carol Ildebrand, ELI Coordinators, presented a workshop entitled "Leading Change: Developing High Performance Teams".

**Keeping
the Promise
in Challenging Times**

Programs by and for members



RACHEL ELKLAND

More than 125 attendees. WNYC reporter Beth Fertig's new book, "Why Cant U Teach Me 2 Read", provided a lens for a panel discussion about English Language Learners.



RACHEL ELKLAND

Using the Data Joseph Zaza, Principal of the Leon M. Goldstein High School, was among the presenters during a workshop on how the effective use of data has improved student achievement.

The workshops at the Conference are among the main drawing points of the day. During the past few years, CSA Conference Chair Pierre Lehmuller has overseen the selection of topics that the union believes will be of special interest to its members. The response: Members rated almost all the workshops as superior in quality. Below are the titles of the 75 minute-workshops offered during the day. (Two immersion sessions were also offered (See Page 12) as well as four Retiree Chapter workshops.)

LEADING CHANGE: DEVELOPING HIGH PERFORMANCE TEAMS
Presenters: Michael Schlar and Carol Ildebrando, Executive Leadership Institute Coordinators
Sponsor: Executive Leadership Institute

DATA-DRIVEN HIGH SCHOOL: A CASE STUDY
Presenters: Michael Weinstein, Assistant Principal Organization; Joseph Zaza, Principal; Roger Klein, Program Chairman; Ralph Lewis, Informational Systems Developer. (Mr. Weinstein, Mr. Zaza and Mr. Klein are at the Leon M. Goldstein High School for the Sciences.)

IMPROVING READING COMPREHENSION SKILLS FOR STRUGGLING READERS IN MIDDLE SCHOOL
Presenter: Cara Shores, Educational Consultant
Sponsor: Educators Publishing Service

ASSISTANT PRINCIPALS: THE CHALLENGES WE FACE TODAY
Presenters: Eugenia Ellsworth and Debra Handler, Assistant Principals, PS 86, D-28, Queens
Sponsor: The Association of Assistant Principals

TRANSFORMING EDUCATION: THE FUTURE OF ONLINE CURRICULUM
Presenter: Ryan Lefton, Director of Curriculum Initiatives
Sponsor: Gale, Cengage Learning

HSPA: AN ACTIVE AND VOCAL ASSOCIATION OF HIGH SCHOOL PRINCIPALS
Presenters: Myrna Walters, Melanie Johnson, Jacqueline Foster, Reesa Levy, and Martin Fiasconaro. (All are High School Principals)
Sponsor: High School Principals' Association

USING CHANGES TO NYS TESTS TO BENEFIT YOUR SCHOOL - THIS YEAR!
Presenter: Seppy Basili, Senior Vice President
Sponsor: Kaplan K-12 Learning Services

MOTIVATING STRUGGLING AND DEVELOPING READERS TO IMPROVE FLUENCY/COMPREHENSION
Presenters: Dr. Leonard Golubchick, former Principal at PS 20, D-1, Manhattan; Phyllis Kreuttner, reading specialist; Marlon Hosang, Principal, PS 64, D-1, Manhattan.
Sponsor: Read Naturally Inc.

USING DATA ANALYSIS IN STRATEGIC PLANNING
Presenters: Nicholas Apostolo and Ann Irrera, ELI Coordinators
Sponsor: Executive Leadership Institute

ELL AND SPECIAL NEEDS STUDENTS: FIGHTING FOR THE RIGHT TO READ
Presenters: Beth Fertig, NPR/WNYC Reporter and Author; Dr. Esther Klein Friedman, NYC DOE; John Curry, Principal, MS 258, Manhattan. Moderator - David Saltonstall, NY Daily News

DIFFERENTIATED RESULTS: A SUCCESS STORY
Presenter: Patricia Reynolds, Principal, IS 73, D-24, Queens

ELL: INSTRUCTION AND COMPLIANCE
Presenters: Herman Merritt, SSP Coordinator; Nancy Westerband and Jacqueline Foster, SSP Interveners
Sponsor: Supervisory Support Program

GAME CHANGER: HOW DIGITAL GAMES SUPPORT CHILDREN'S LEARNING AND HEALTH
Presenter: Ann Mythai, Assistant Director
Sponsor: Joan Ganz Cooney Center at Sesame Workshop/HSAPA

TRS BENEFITS: WORKING FOR YOU
Presenter: Monique Providence, Supervisor of Training/Development
Sponsor: Teachers' Retirement System

CHALLENGES AND CHANGES IN NYC/ACS EARLY CHILDHOOD PROGRAMS
Presenters: Shelia Evans-Tranumn, former Associate Commissioner, NYS Education Department; Ruby Richardson, Deputy Director-Field Operations, Bureau of Day Care, Department of Health; Pedro Cordero, Director, Goddard ECC; Cheryl Dewitt, Director, Williamsbridge NAACP ECEC

LIFE PHILOSOPHY: STORIES FOR YOUNG PEOPLE
Presenters: Kenneth E. Pollock, President and CEO, ISIS Publishing House; Dr. Laverne C. Nimmons, Principal, PS 335, D-16, Brooklyn

APPLE'S CONTINUUM OF MOBILITY AND THE IPOD TOUCH
Presenter: David Nash
Sponsor: Apple

Enjoying New Friends and Old

As important as the workshops, speakers and presentations are, having breaks during the Conference to speak with colleagues and others is just as significant. CSA's conference planners take this into account and build into the day's busy schedule enough time for people to "meet and greet."

All day long, happy cries of recognition were heard on the Hilton NY's second and third floors, followed by effusive hugs, ear-to-ear grins and laughter. For others, the Conference is a time to put aside differences and stand together in unified support of the city's schools. As Schools Chancellor Joel Klein said during his greetings at the luncheon, educators need to, "Think hard about how we build the human connections."



ANNE SILVERSTEIN

■ CSA Executive Director Field Services Audrey Fuentes, David Brodsky, Director of the DOE's Office of Labor Relations, and CSA Executive Vice President Peter McNally.



YURIDIA PEÑA

■ Assemblywoman Cathy Nolan was honored at last year's Conference. She is the Chair of the Assembly's Committee on Education.



ANNE SILVERSTEIN

■ Dr. Sandra J. Stein, Chief Executive Officer, NYC Leadership Academy, with Eric Nadelstern, DOE Chief Schools Officer.



ANNE SILVERSTEIN

■ Hail, hail, the gang's all here! From PS 129, D-5, Manhattan. Front row: teacher Carole Sanon, data specialist Dena Robins, District 5 Superintendent Gale Reeves, Principal Odelphia Pierre, Assistant Principal Andrea Story, and teacher Stacey Nealy. Back Row: parent Theodora Rodriguez, parent coordinator Gwendolyn Rowell, parent Darryl Montoute, student affairs coordinator Sherry Cyrus and teacher William Phifer.



ANNE SILVERSTEIN

■ Suzanne Muller, a retired Education Administrator, shares a laugh with District 18 Superintendent Beverly A. Wilkins.



RACHEL ELKLAND

■ Dr. Lester Young, NYS Regent, with Retiree Chapter member Yvette Douglass. Inset: A place setting on the dais.



CHRISTINE ALTMAN

■ Prior to the luncheon, a reception was held for dais guests and others. From left, Borough President Scott Stringer, Mr. Logan, NYS Assemblyman Alan Maisel, PENCIL President Michael Haberman and Assemblyman Denny Farrell.



ANNE SILVERSTEIN

■ The party's over. CSA Conference Chair Pierre Lehmuller and Mr. Logan relax together as a long, successful day comes to an end.

Breakfast with the President

(The President's Club Meets)



YURIDIA PEÑA

■ Members of the President's Club began the day with a sumptuous breakfast and special greetings from union officers.

More than 150 members of the President's Club gathered first thing in the morning in the Mercury Ballroom for an invitation-only sit-down breakfast. The President's Club is comprised of those members who donate \$8 a paycheck (or more) to the political action fund. Each year at the Conference, CSA President Ernest Logan hosts a reception of some type for President's Club members.



■ Domingo Madera, President of Local 105, Puerto Rico, and Anita Gomez-Palacio, CSA Executive Director Operations.



■ City Councilman Robert Jackson, left, hasn't missed a CSA Conference in years. With him is CSA President Ernest Logan.

Keeping the Promise in Challenging Times

'And the Winners Are...'

As the Conference luncheon winds down, the excitement actually builds. That's because the raffle winners are announced as guests finish the last crumbs of their Hilton cheesecake.

The winner of the early bird raffle (for guests who registered before 8:30 a.m.) – a 40-inch television – was Annabelle Martinez, Principal, PS 124, D-15, Brooklyn.

Raquel Smith, PTA President, PS 36, D-8, Bronx, won a digital camera. Desiree McRay, PTA President, PS 106; Renee Banks, parent, PS 63, D-9, Bronx; Eugenia Ellsworth, Assistant Principal, PS 86, D-28, Queens; Ilyssa Mandell, Assistant Principal, PS/IS 208, D-29, Queens; and Felicia Bentine, Education Administrator all won Sesame

Street Theme Park tickets. The HSAPA donated a Tiffany's gift certificate, won by Yvette Allen, Assistant Principal, In-Tech Academy, Bronx. Deborah McClain, Assistant Principal, PS 53, D-9, Bronx, won a \$500 gift certificate toward any trip furnished by the CSA Travel program.

Other raffle winners included Rose Graham, Assistant Principal, who won an American Airlines \$575 gift card; Eleanor Goldstein, wife of Gary Goldstein, who won a vacation package at the Marriott; Kristina Beecher, Principal, PS 3, D-13, Brooklyn, won a Club Getaway vacation; and Margaret Kane, PS 92, D-30, Queens, won a one-night stay at the Hilton.



RACHEL ELKLAND

■ Deborah McClain, AP.



■ Felicia Bentine, EA.



■ Rose Graham



■ Ilysa Mandell, AP.



■ Yvette Allen, AP.

NATION Education

NEW JERSEY:

Physics Shortage

New Jersey is experiencing a shortage of physics teachers. To help raise the numbers, the New Jersey Center for Teaching and Learning, an initiative of the New Jersey Education Association, started a training session last summer to "fast-track" math and science teachers to teach physics. As incentive, the teacher-student's districts pay their tuition. To date, the program seems to be working, with more teachers showing interest in signing up next spring. (www.nj.com)

TEXAS:

Early Warning

Prevent, a new software that claims to provide early warning drop out prevention, was recently launched and is reportedly monitoring some 80,000 students in schools around the country. The software tracks attendance, GPA, failure rate, behavior and test scores. As many as one third of all Texas students drop out of school, many of whom are Hispanic. Further, reportedly only 13% of Hispanic 4th graders read on grade level, thereby being at greater risk of dropping out. (kens5.com)

CALIFORNIA:

Parent Initiatives

Parents have been empowered at 12 underachieving schools and 18 new campuses to date by Superintendent Ramon C. Cortines who has a new plan that would give parents with a majority vote the right to force changes at certain schools. It's possible that a majority of a school's staff may be given similar power in the future. (latimes.com)

MASSACHUSETTS:

To Platoon Or Not

School districts around the country are considering whether or not to "platoon" or departmentalize, instruction in the elementary schools and some have already done so. Test results seem to be at least part of what is driving the trend but proponents say the benefits are more far reaching and allow for greater collaboration in curriculum. (Harvard Education Letter)

ALABAMA:

Loss Of Revenue

With deep cuts looming in its education and general budgets, Alabama is taking another look at how to prevent the loss of sales tax on internet sales to generate more income. Alabama is expected to lose \$104 million in 2009 from online sales that do not collect sales tax. Changing the law is complicated, involving changes by the state government and Congress, as well as the support of businesses and new software. (Alabama Press-Register)

— COMPILED BY
CHRISTINE ALTMAN

Logan and Team Re-Elected

Continued from Page 1

the city and state's current economic woes. The DOE contract expires on March 5. But Mr. Logan remains optimistic that this time, negotiations will not drag on for years in light of the working relationship CSA has developed with the DOE and the Mayor. "Mayor Bloomberg and Chancellor Klein have had a lot to boast about, and they couldn't have done it without our members. I'll be reasonable when it comes to reforms, but I

expect them to be reasonable as well."

Mr. Logan also faces a continued struggle to negotiate a contract for CSA's Day Care Directors and Assistant Directors. That contract expired nearly 3 1/2 years ago. (See story on Page 1.)

The last contested election for union offices was in 2000 when President Jill Levy ran for re-election in a tough race. In 2003, however, she faced no opposition, and remained President through 2006 when she decided against running for re-election having become President of the national, AFSA, earlier that year.



ANTOINETTE ISABLE

■ CSA Secretary Mark Cannizzaro casts the sole ballot.



Ernest Logan



Peter McNally



Randi Herman



Mark Cannizzaro



Laverne Burrowes



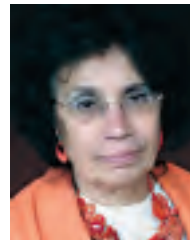
Bob Kazonowitz



Henry Rubio



Richard Oppenheimer



Nancy Russo



Jermaine Garden

CSA Prepares to File Complaint

Continued from Page 1

sions about health care also impeded progress. The city wants to back out of providing insurance for the more than 350 Day Care members of CSA.

In a nutshell, here's the issue: the union's Day Care Directors and Assistant Directors work for many private, non-profit organizations. The boards of these organizations belong to the Day Care Council, which, in theory, negotiates salary and working conditions with the CSA. In reality, since the city provides the money for these organizations (hence the phrase "city-subsidized Day Care"), city officials from the Office of Management and Budget as well as the Office of Labor Relations really control the talks.

So, the perennial question arises: Are these Day Care members city workers or private sector workers?

"It's very cynical of the mayor to

point his finger at the Day Care Council as if they are in charge of the money. The city holds the bag of money, tells the Day Care Council how much they have, and also negotiates health care. The Day Care Council is in a tough spot too," said Mr. Logan. "But that doesn't excuse them. Nobody is lifting a finger to get these talks moving again."

CSA General Counsel Bruce Bryant said CSA has asked the Day Care Council to submit the contract negotiations to an arbitrator for a decision. That letter was filed in early November. "We're waiting for an answer for that," he said.

If that doesn't work – and expectations are not high – CSA will file a complaint with either the state of National Labor Relations Board to complain that the Day Care Council and the city are not bargaining in good faith, Mr. Bryant said.



YURIDIA PEÑA

■ Robert Christophel of CIRS spoke to Day Care members at a meeting in Manhattan on Nov. 12. CSA recently held four meetings around the city for Day Care members to update them on contract negotiations and other issues.

At the Labor Archives



YURIDIA PEÑA

■ From left, Dr. Malmgreen, Ms. Gomez-Palacio and Mr. Logan look at a CSA photo collage stored in the archives.

■ CSA President Ernest Logan, CSA Executive Director Operations Anita Gomez-Palacio and CSA Historian Jack Zuckerman recently visited CSA's archives at the Tamiment Library and Robert F. Wagner Labor Archives at NYU. The facility stores newspaper clippings, photographs, oral histories, banners, letters, t-shirts and buttons. "We take everything," said Dr. Gail Malmgreen, Associate Head for Archival Collections.

—YP

Irish Society Oratory Contest for HS Students

The Irish American Heritage & Culture Committee of the DOE will hold its annual oratory contest on Feb. 27 at the Irish American Historical Society in Manhattan.

Every NYC public high school is invited to send one student to participate in this contest. The winner of the contest will receive \$600 and recite his or her presentation at a later date at the Society's City Hall event.

A second prize of \$400 and a third prize of \$250 will also be awarded at City Hall.

To receive an application, rules and of copy of the speech, "Patrick Pearse's Graveside Panegyric for O'Donovan Rossa," contact Sheila Hudson at (212) 691-6398.

All applications must be received by Feb. 11.

RETIREE Chapter

CHAIR'S MESSAGE

Neil Lefkowitz

A Fitting Tribute to Jack Zuckerman



Georgia and the Carolinas join the ranks of Regional Units.

Among the many enjoyable moments during this year's CSA Conference was seeing former colleagues from my years working for the NYC Board of Education and for CSA.

I was proud to see large numbers of our Chapter members attending the breakfast where we heard from NYS Comptroller Thomas DiNapoli and at the luncheon where the union leadership honored our own Jack Zuckerman, CSA historian and former President. Hearing CSA Executive Vice President Peter McNally pay tribute to Jack was touching and fitting. The awards are covered in full on Page 8.



If the recently introduced House Bill on medical care becomes law, it is estimated our members who are enrolled in Medicare D might save 30 per cent of the cost of non-generic drugs and at the same time reduce the number of our members who might fall into the dreaded "doughnut" hole. I am urging all our unit leaders throughout the nation to have members

write to their Congressmen in support of the House Bill. The Retiree Chapter sent information about the bill to unit leaders last month with a sample letter for members to use.

Welcome New Regional Units

The first meetings of two new Regional Units were held in October, and I was delighted to welcome them into the fold: Georgia and the Carolinas.

Each meeting attracted about 40 retirees. Retiree Chapter Director Gary Goldstein and I provided information about benefits as well as the Chapter's legislative agenda, outreach program and future plans.

Georgia Harrison is the Unit Leader in Georgia. The next meeting there will be April 20.

The day after the Georgia meeting, we attended the Carolinas' meeting in Cary, N.C. People came from South Carolina as well as the southern part of Virginia. Some drove many hours, and, in some cases, spent the night. Ella Ivy is the Unit Leader there, and she and her Steering Committee will hold meetings throughout the Unit's geographical reach to make the meetings more accessible. The next meeting is on April 21 in Charlotte. Dr. Douglas Hathaway, Welfare Fund Administrator, and Dee-Dee Goidel, Legislative Liaison, will present at both meetings.

Pension Check Fiasco

CSA's leadership is in conversation with TRS to insure no recurrence of the Nov. 6 disaster with our pension checks. The Bank of New York Mellon has assured us that we will be reimbursed for any bank fees we may have suffered as a result of this mistake, which turned out to be a human error. CSA was in contact with us through the website and e-mail just hours after the event, and was a major force in getting the money restored in one day. (See story on Page 4.)

Please use the CSA website for further information and news about our Chapter. During December, I will be meeting with our Units in California and Arizona to bring an update on all issues that effect our retirees.

On behalf the officers of the Chapter, I want to wish you and families a healthy and happy holiday and a good New Year.



At the end of the Conference luncheon, attendees visited with each other informally. At left, CSA First Vice President Randi Herman, CSA Historian Jack Zuckerman, retiree Bernadette O'Brien and state Sen. Mr. Zuckerman's award, the Peter S. O'Brien Award, is in the foreground. (Story, page 8.)

PHOTOS/ ANNE SILVERSTEIN

AT THE CONFERENCE

Retirees Come Out in Force to Celebrate and 'Network'

BY ANNE SILVERSTEIN

About 150 retirees attended a special breakfast at CSA's 45th Educational Leadership Conference on Nov. 7 and heard Keynote Speaker NYS Comptroller Thomas DiNapoli address issues relating to the current financial crisis and its impact on retirees.

Mr. DiNapoli cut his attendance short at a conference in Puerto Rico to come to the CSA event. He spoke to the retirees during their breakfast and was honored at the gala luncheon later in the day, receiving CSA's Leadership in Government Award.

After speaking for about 20 min-

Continued on Page 18



At the breakfast: From left, Mabel Cohen, Marvin Goodman, Lenny Zavlick, Marilyn Smith and Edith Bly Jenkins.



From left, Susan McCarthy and Deena Zarboni-Howard from the state Comptroller's office provided onsite assistance for retirees to find out if they have any unclaimed funds in the state's coffers. (For information, visit www.osc.state.ny.us/ouf/index.htm.)

DiNapoli to Retirees: 'We Need You at the Table'



PHOTOS/ANNE SILVERSTEIN

■ Retirees listen to Mr. DiNapoli during his presentation in the ballroom at the Hilton NY. About 150 retirees attended the breakfast.



■ From left, Lora Lucks, Manny Korman, Comptroller Thomas DiNapoli, and Don Juliano.

BY ANNE SILVERSTEIN

State Comptroller Thomas DiNapoli was the featured speaker at the Retiree Chapter's breakfast meeting at CSA's 45th Educational Leadership Conference on Nov. 7.

Mr. DiNapoli hit on a number of topics during his address including the current economic crisis, oversight of school districts, retiree benefits and the state's asset allocation with regard to pensions.

He started his talk with a reference to the Nov. 6 debacle concerning TRS pension checks in which a human error caused direct deposits to be withdrawn from thousands of bank accounts across the nation. He said the event underscores the importance of a comptroller's job, although the state was not involved in this particular event. "The key point is to make sure it doesn't happen again," he said.

Mr. DiNapoli then moved on to discuss the importance of an active Retiree Chapter "to look after yourselves" and as advocates for public schools. He also gave CSA a pat on the back: "CSA does a great job of advocating for your interests."

Other topics included:

■ In March, his office will have completed a five-year audit of all schools and BOCES in New York. The state "got back into the business of comprehensive audits" after \$11 million was stolen from the Roslyn school district, he said. While the audits revealed nothing as shocking as Roslyn, "we need to tighten some controls of how money is spent" to reassure taxpayers that money is spent responsibly. "Education is our most important investment," he added.

■ With Wall Street still foundering, NY State stands to lose 20 percent of its revenue this year. The high unemployment in NYS remains a serious problem because tax revenues – both sales and income – drop when people aren't working.

■ With the current economic crisis comes pressure to cut benefits and pensions. "We need you at the table" to fight for retiree benefits because "I know what the average pension payout is." The state's problems were not caused by the state's pension payouts, Mr. DiNapoli said. The corporate/private sector bears the responsibility for today's problems, and retirees, who worked hard, negotiated pensions and health benefits as part of the bargaining process in lieu of higher salaries. He urged retirees to fight back.

■ Mr. DiNapoli said re-establishing the integrity of the state's pension system is paramount. He has spearheaded a number of changes to ensure that investment decisions aren't made to benefit a middle person rather than retirees. "Our asset allocation is there for the long haul."

Retirees Come Out in Force to Celebrate, 'Network'

Continued from Page 17

utes to the retirees, Mr. DiNapoli and his Deputy of Labor Kathy McCormack spent time chatting with individual members. Mr. DiNapoli also brought two staff members who set up shop with laptop computers to provide access to the state's database on unclaimed funds. Many retirees left the session with smiles on their faces as their name or family members' names came up on the computer. (For more on Mr. DiNapoli's remarks, see story above.)

At the breakfast meeting, which also included remarks from RC Chair Neil Lefkowitz, former RC Chair Irwin Shanes spoke with emotion about this year's Peter S. O'Brien Award recipient Jack Zuckerman. Mr. Shanes, who received the award last year, gave a brief summary of Mr. Zuckerman's early contributions to the union's formation, and his ongoing contributions as CSA Historian. (The actual award was presented during the Conference Luncheon.)

Since the Retiree Chapter was formed in 2004, retirees have been a growing presence at the Conference as both attendees and as volunteers.

"As I reviewed, in my mind, the last five Conferences, I realize the tide has changed for CSA retirees. We are no longer small waves breaking against the shore into oblivion. We, retirees, are part of the CSA ocean, a force of energy and influence in our union and communities," said Dee-Dee Goidel, CSA Retiree Chapter Legislative Liaison and a former Vice

'We retirees are part of the CSA ocean, a force of ... influence in our union and communities.'

—DEE-DEE GOIDEL, LEGISLATIVE LIAISON

President of the Chapter.

Four breakout sessions followed the breakfast. They were:

1) "Smart Seniors Preventing Scams," presented by Assistant NYS Attorney General Rashmi Basisht.



■ Staten Island's Pat DeMeo was a presenter during "Legislative Action: Our Lifeline"

2) "Health Care and Your Rights." Felice Hannah RC Outreach Coordinator, and Eric Housman, Director of the NYS Health Insurance Information Counseling and Assistance Program (HIICAP), conducted a workshop on retiree rights.



■ Eric Housman, HIICAP Director, spoke about health care entitlements.

3) "Accessing Health Care Entitlements." Ms. Basisht discussed how to appeal benefit denials and how the Attorney General's office can help if your health benefits do not come to you as promised.

4) "Legislative Action: Our Lifeline." Presenters: Pat DeMeo, RC Legislature Researcher and Staten Island Legislative Coordinator, and Ms. Goidel. In addition to hearing an update on state and city issues, members received a sample letter to send to federal lawmakers pertaining to reformation of the "doughnut hole" in Medicare Part D.



■ Rashmi Basisht, Assistant NYS Attorney General conducted two workshops.

CSA's Zuckerman Attends Jewish Labor Committee

BY JACK ZUCKERMAN

The Jewish Labor Committee celebrated its 75th anniversary with a Human Rights Award Dinner on Oct. 27 at the Hilton NY.

Stuart Appelbaum, who heads the committee, spoke about the years spent fighting for justice and for the right of workers to organize. Mr. Appelbaum is the President of the Retail, Wholesale and Department Store Union.

Awards were presented to John T. Ahern of the Central Labor Council; Roberta Reardon of the American Federation of Television and Radio Artists; and Morton Sloan, President of the Morton Williams Supermarkets.

The keynote speaker was Richard L. Trumka, President of the AFL-CIO. He stressed the importance of passing the Employee Free Choice Act and achieving true health care reform that includes a



■ Jack Zuckerman and Richard Trumka.

public option. For a transcript of his remarks, visit <http://www.jewishlaborcommittee.org>.

CSA Historian Jack Zuckerman represented CSA at the dinner.

Official Notice

CALL FOR NOMINATIONS FOR 2009 CSA AND RETIREE CHAPTER ELECTIONS

CSA is seeking nominations for delegates and alternate delegates in all membership classifications (i.e. license area) to serve on the Executive Board. In accordance with the CSA Constitution, every three years a census is taken of the membership by membership classification and is used to determine delegate apportionment to the union's Executive Board in the membership classification categories. The census is a snapshot of the membership in good standing as of the close of the union's fiscal year, Sept. 30, 2009. It shows major changes in the numbers of members in various membership categories and necessarily results in changes in the numbers of delegates for several membership classifications.

The Constitution calls for one vote for each 125 members or major fraction thereof of a membership classification. To prevent the Executive Board from becoming too unwieldy in numbers, some delegates are assigned two votes while others are assigned one vote. We seek nominations for delegates in accordance with the following breakdown:

- Assistant Principals (Elementary and Middle Schools)
- Middle School Principals
- High School Assistant Principals – Administration, Coordinators and Assistant Coordinators of Adult Education
- Supervisors of and Attendance Supervisors
- Elementary School Principals
- Assistant Principals – Supervision, High Schools
- High School Principals, Alternative High School Principals
- Special School Principals (D-75)
- Day Care Directors and Assistant Directors
- Education Administrators and Committee on Special Education
- Supervisors of Guidance, Social Workers, Psychologists and Psychiatrists
- Special School Principals and Assistant Principals
- High School Assistant Principal – Special Education and Supervisors, High School Division

Nominations Procedures

Any member of a membership classification, (i.e. license area) may submit nominations for Executive Board delegates and alternates in that classification. (Note: There is no direct relationship between being a member of a membership classification and being a member of a professional organization. Professional associations have no official relationship with CSA or its voting process.) The Constitution requires that nominations and elections for delegates to the CSA Executive Board take place within one month of the deadline for receipt of ballots for the election of CSA officers. That deadline this year is Dec. 15. It is requested that you submit nominations for membership classification delegates by Dec. 11. Membership classification balloting is handled by central CSA. Submit names in nomination, by e-mail, to Anita Gomez-Palacio, CSA Executive Director Operations, anita@csa-nyc.org.

District Elections

In CSA district and Retiree Chapter elections, both the nominating process and the voting must be completed within one month of Dec. 15. Districts and the Retiree Chapter conduct their own elections for district delegate to the CSA Executive Board, secretary and treasurer, and whatever other offices the district chooses. District delegate appointment to the central CSA Executive Board is based on one vote for each 65 members or major fraction thereof. CSA will notify District Chairs of the number of votes they have. The new Executive Board takes office in February. The same date applies to district and Retiree Chapter officers.

Retiree Chapter Elections

Any member in good standing of the Retiree Chapter may run for a position within the Retiree Chapter.

Interested parties should contact the Retiree Chapter office at (718) 625-3434 to obtain a petition, which must be signed by a minimum of 25 members, also in good standing. The petition must be submitted by Dec. 15.

RC Regional Units

BROOKLYN

We had a well-attended November meeting. We wish to thank Dr. Douglas Hathaway, CSA Welfare Fund Administrator, for his detailed and informative presentation. Our next general meeting was scheduled for Dec. 9. Don Juliano, the RC's Assistant Treasurer, was to provide an update on pension information. Dues for 2010 are due in the amount of \$15.

—RON JONES

STATEN ISLAND

We had a successful meeting in October with Dr. Douglas Hathaway addressing the group and answering questions from members. Membership application forms have been mailed. Please complete them and return, with your \$15 dues, to Mike Marotta, 55 Flagg Pl., Staten Island, NY 10304. Also, newly retired colleagues, please contact me at (718) 698-6668 or by e-mail at ac3g@aol.com for a membership application. Our spring general membership meeting will be held on March 15, 2010 at the Staten Island Jewish Community Center on Manor Road. Look for additional information in our next newsletter.

—CHERYL OBEY

SUNCOAST (FL)

Suncoast, FL's first meeting of the year will take place on Jan. 13, 12:30 p.m. at Marie's Italian Kitchen. Members will be notified with further details via the United States Postal Service early this month. CSA President Ernest Logan will provide an update on union issues, and Dr. Douglas Hathaway will discuss changes in Medicare. Questions? Call me at (941) 383 0408.

—MICHAEL NEMOYTIN

PACIFIC COAST

Our spring meeting will take place on March 9, 2010. Our scheduled speaker is Dr. Doug Hathaway. Details will follow in a letter to our membership. Out-of-town members who may be visiting southern California at that time are most welcome to attend our meeting. My number is (310) 858-0558. Gil Gotfried can be reached at (310) 521-0329.

—MANNY BIERMAN

Play Ball!



MARTY SMITH

■ Gayle Lockett poses with a tour guide at Yankee Stadium during a tour of the new facility on Sept. 10. The trip was one of many offered through the RC Educational and Cultural program. More photos are online at www.csa-nyc.org. Navigate to the photo gallery under "For CSA Members."

LONG ISLAND

More than 65 members attended our first membership meeting on Oct. 26. They socialized, partook in a sumptuous repast, and exchanged views with our featured speakers, RC Chair Neil Lefkowitz and Prof. Michael D'Innocenzo of Hofstra University. The topic: proposed reform of the health insurance industry. For more information, communicate with me at (516) 747 6291, or by e-mail at norman-watnick@aol.com.

—NORMAN WATNICK

LOWER HUDSON VALLEY

We invite all newly retired supervisors in the area to join our Unit. Questions? Contact me at johnat26@aol.com or call (914) 238-5266. The January newsletter will include an invitation to all current members to rejoin. General membership meetings will be held in May and June of 2010. Details to follow. (Suggestions for speakers or topics are welcome!)

—JOHN GENTILE

SOUTH FLORIDA

Our first informational general meeting is at noon on Jan. 12 at the Pompano Civic Center. Our second meeting is at noon on Feb., 25, also at the Pompano Civic Center. Refreshments will be served. Executive Board member meetings are at 11 a.m. at the Tamarac Library. Commercial Blvd. and Pine Island on Dec. 16; Feb. 3; and March 17.

—BEN LEITNER

QUEENS

The Unit held its luncheon on Oct. 20 at Antun's Restaurant and a membership meeting on Nov. 10 at the Queens Theater in the Park. Several theater parties and a trip to Fort Totten are planned in the spring.

—JOSEPH ROSENBERG

BRONX

Our Unit helped host the reception for Bronx legislators on Oct. 22. Over 120 active and retired CSA members attended to meet with our elected representatives. (See story, Page 6.) Our fall meeting featured Dr. Douglas Hathaway who provided us with updated information on the Retiree Welfare Fund and Retiree Chapter supplemental health benefits. We will hold our spring meeting on May 4 at the Atria in Riverdale. Our gala luncheon in June will be on City Island.

—LENNY ZAVLICK

NEW JERSEY

This fall, we introduce our new newsletter and new editor, Steve Paris. The Executive Board met in November and discussed, among other topics, our Unit's participation at the CSA Conference at the Hilton NY, as well as our outstanding trip to the American Museum of Natural History. We also discussed our proposed spring trip to the Edison National Historic Site. In addition, we discussed plans to expand member services and hope to attract every retired CSA member in New Jersey to join the Chapter and Unit. After all, we have common issues to support, common interests to develop and a common background to share.

—STEPHEN PORTER



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 Local 1 AFSA, AFL-CIO
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Staten Island (DIST. 31)

PS 30 Gets a Library

Through a grant from Congressman Michael E. McMahon, PS 30, D-31, renovated its library with state-of-the-art technology and furniture. The project began last spring when the old library was completely gutted. The Principal is Denise N. Spina.



Queens (DIST. 24-30)

And a Technology Center for PS 82!

PS 82, D-28, celebrated a ribbon-cutting at its new technology center. The school received a Reso-A grant from City Council member James F. Gennaro. The school purchased laptops, desktops, printers, and a SMART board for the library. The Principal is Angela Boykin.

The community of PS 97, D-27, marched in the Breast Cancer Awareness Walk-A-Thon on Nov. 25. Earlier this fall, students, parents and school staff participated in the March of Dimes Walk-A-thon. The Principal is Maureen Ingram.

Judge Eileen Nadelson conducted a



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■ City Councilman Gennaro with students.

Student Showcase at Saks

Last spring, 28 juniors, all Art majors, at the High School of Fashion Industries participated in "April Showers" a project sponsored by Allegri, an Italian outerwear manufacturer. Their assignment: to produce a line of umbrellas and rain boots that would complement Allegri's fall 2009 line. So impressed were Allegri and the Promotion Factory, Allegri's public relations firm, with the students' designs and story boards that they decided to produce a limited edition from their prototypes, which will be for sale this coming spring at Saks Fifth Avenue. On Oct. 21, Allegri and Saks Fifth Avenue celebrated the students' work with a reception at Saks (above). More than 100 parents, students, industry and DOE guests attended. Three windows on



the 50th Street side of Saks Fifth Avenue displayed the students' prototypes with 15 percent of the sales of Allegri merchandise at Saks for a two-week period to be donated to HSFI. In turn, HSFI will give each participant, now a senior, a scholarship on behalf of Allegri. This project exemplifies the ideal partnering of a CTE school, a dynamic advisory board and industry.

workshop at the Robert F. Wagner Alternate Learning Center in Long Island City as part of Chancellor Joel Klein's *Lawyers in the Classroom* initiative. The topic, *How Just is Justice*, focused on themes involving civil rights, constitutional amendments and the judicial system.



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■ CSA President Logan and Principal Tammy Smith

Bronx (DIST. 7-12)

Success in College Part of the Package

CSA President Ernest Logan visited the Eximius College Preparatory

Academy: A College Board School on Oct. 29. Mr. Logan visited various classes with Principal Tammy Smith and CSA Field Director Juanita Bass. Last spring, the school celebrated its first graduating class. "We have a structure in place where, not only do they get into college, but they are successful in college," said Ms. Smith.

Brooklyn (DIST. 13-23,32)

Honoring Veterans

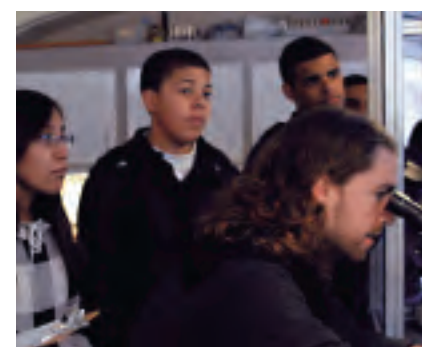
On Nov. 9, PS 206, D-22, honored veterans and in-service soldiers with student performances. During the year, students participate in intergenerational activities with veterans from the VA St. Albans Primary and Extended Care Center and members of the Rolling Thunder's Chapter 1.

Manhattan (DIST. 1-6)

A Bucket of Good Deeds for Children

On Oct. 5, Carol McCloud, author of *Have You Filled a Bucket Today?* visited the Mosaic Preparatory Academy, D-4. During an assembly, Ms. McCloud designated Mosaic Prep as the first "bucket-filling" school in NYC. Her book, and the program designed around it, promotes kindness. Every child in the school received a bucket, which, following the book's plot, they were to fill with notes that depicted good deeds they do, as well as those done for them. The Principal is Lisette Caesar.

High school students at the Community Health Academy of the Heights learned about single-cell organisms on the BioBus, a 1974 transit bus converted into an advanced science lab with research-grade microscopes. (For more information on the BioBus, visit biobus.org.)



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■ Students watch a screen that displays what the microscope "sees".