



February 2010

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Local 1, American  
Federation of School  
Administrators, AFL-CIO

# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

## Day Care

### We Need To See ACS Payroll Data

BY CSA STAFF

CSA has filed a Freedom of Information Law inquiry with the city's Administration of Children's Services to see the payroll for management at that city agency.

CSA President Ernest Logan told the Executive Board on Jan. 20 that he wanted to see how much management at the city agency was paid in light of the fact that the city refuses to negotiate in good faith for a new contract for CSA's Day Care Directors and Assistant Directors.

"If you can't give my Day Care Directors a raise, how come you can give ACS staff a raise and hire new people," he asked rhetorically.

The Day Care contract expired on June 30, 2006, which is also the date of the last .5 percent raise for Day Care members.

In November, CSA filed a similar request with the city Department of Education. Neither request has yet generated the information although the requests were acknowledged.

### Importance Of Arts Education

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### ELI Winter and Spring Program

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### Welfare Fund Complete Benefits

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## Coping—Again!—With A DOE Reorganization

BY ANNE SILVERSTEIN

The Department of Education quietly rolled out its latest reorganization of the NYC school system on Jan. 22 without fanfare.

The reorganization, dubbed a "consolidation" by the DOE, is the latest in a series of restructurings that have taken place since Mayor Bloomberg took over the school district in 2002. (That number is now either three or four depending upon how one defines a reorganization.)

The changes only affect the organizations run by Chief Schools Officer Eric Nadelstern, said the officials who briefed CSA during a telephone conference, although the union is keeping its ears open for possible changes in other divisions that will affect Education Administrators.

Gone are the Integrated Service Centers as well as School Support Organizations as they're defined now. All schools, except those in D-79 and D-75, will now belong to six support structures – called "clusters" – in the expanded Children First Network.



YURIDIA PEÑA

More changes emanate from Tweed.

CPSEs and CSEs are not affected; the six high school superintendents will remain.

The rationale for the changes was to streamline the operation to save money in light of the city-mandated budget cuts. The amount the DOE says it will save: \$13 million.

Continued on Page 6

## New York Applies for Race to the Top Funds

BY ANNE SILVERSTEIN

New York State submitted its application for Race to the Top funds on Jan. 19, but some government insiders and observers were pessimistic that the state would qualify for the federal grant, in part, because the state legislature was unable to resolve the question of a charter school cap.

The RTT money has been looked upon as something of a small life raft for the state's schools; Gov. David Paterson recently announced his budget for fiscal year 2010-11, which

### State gets bogged down in discussion of charter schools.

included a 5 percent or \$1.1 billion cut in local school aid. NYC school leaders, already suffering from cuts last year that decimated afterschool programs, Saturday classes, arts curriculum and staff, are girding their loins for what's coming next year given the grim economic outlook.

Continued on Page 6

## Parents, Community Denounce School Closings



YURIDIA PEÑA

Communities around the city responded in anger when the Department of Education recently announced it would close 21 schools without public input prior to the decision. After the announcement, public hearings, such as the one shown above in downtown Brooklyn, were held citywide. CSA had representatives at each one; above, Assistant Field Director Bill Meehan reads a CSA statement. CSA President Ernest Logan addresses the issue in his column on Page 2.

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## Federal Aid Leaves Some in a Dither

Several members have called CSA to express confusion about President Obama's education stimulus package. A few asked: Will there be more education funding from the feds for individual schools after fiscal year 2009-2010?

The answer is yes. If NYC DOE uses its 2009-2010 stimulus money according to federal guidelines, NYC's public schools will receive a similar infusion of stimulus dollars in fiscal 2010-2011.

Apart from that, money has been set aside through a \$5 billion fund known as 'Race to the Top'. (See story above.) The feds will award grants to states based on a nationwide competition. This has nothing to do with individual school aid. For details, see the June 2009 edition of CSA News, page 6.



### Council of School Supervisors & Administrators

American Federation of School Administrators, AFL-CIO, Local 1

16 Court Street, Brooklyn, NY 11241-1003  
Phone: (718) 852-3000  
Fax: (718) 403-0278  
www.csa-nyc.org

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#### CSA NEWS

Editor Anne Silverstein

Editorial Assistant Yuridia Peña

Production Consultant Michele Pacheco

Production Assistant Christine Altman

Design Consultant Louis Silverstein

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## PRESIDENT'S PAGE

# Did the Schools Fail? Or the Schools' Support?

**We Need Answers On the Closing of 'Failed' Schools. By Ernest A. Logan**

The Department of Education recently announced the closing of 20 schools, some of them with new Principals, some of them just beginning to turn around, and many of them that opened not long ago by the head of the DOE himself: Chancellor Klein. In several cases, Principals, Assistant Principals, teachers, other staff, parents and especially students are stunned, hurt and confused. Many in the school community are perplexed about who is responsible for these failures, whether they are failures at all and, if so, how they could have been prevented.

CSA embraces accountability and believes that schools should close if they have failed over a period of three or more years despite receiving the full support of the DOE. CSA members strongly oppose the propagation of failure. But in the case of several of these proposed closures, I must ask the following question: Is the DOE holding these schools accountable without closely examining the support structures that were supposed to help and sustain them?



pened here?

CSA wants to see the Chancellor and his staff lay bare the process by which they determined these schools should close. We want to know what the superintendents, a Principal's direct supervisor, did before announcing their closings. We need to know how thorough the superintendent was in helping these schools over the last few years. How frequently did he walk the halls of the school? How often did she provide guidance to Principals, particularly new ones? What actions did the superintendent take to help turn the school around? If the answers are not satisfactory, we should be told why the superintendents did not do their jobs and determine if they were inadequate or were thwarted.

An individual accounting for each school should include an analysis of the role of the appropriate SSO. Since each school pays an SSO to advise them on student achievement, coach Principals on school improvement, and perform many other support functions, what sort of services did each of these 20 schools get for their money? Let us see the SSOs careful strategy

And if those support structures failed, then I must ask if, in fact, the schools were truly failing and by what measure they were failing. To rephrase that question, did the Chancellor ascertain if superintendents and school support organizations (SSOs) had provided adequate supports and guidance to these schools? Did the Office of Student Enrollment (OSE) level the playing field or leave these schools on choppy terrain on which they would inevitably stumble?

The NYC public school system has been designed – and redesigned – time and time again in the past eight years, supposedly to better support schools and even create some of these schools now deemed failures. But no one is calling to task the school system for these closures; on the contrary, the DOE is constantly congratulating itself in reports, statements and press releases that tumble out of the DOE press office, one after another. Test scores, graduation rates, attendance rates, school safety statistics have never been better, according to the DOE, as it trumpets its victories in school reform. So what hap-

*Too often, schools are replaced with institutions that also fail their students, parents and communities.*

for integrating operational and instructional support and consistently helping the schools implement the strategy; let us see how often they responded to the school's requests for help; and let us see how hard they tried to help find the best curriculum and faculty for the struggling school.

The accounting would tell us how fairly the Office of Student Enrollment minimized challenges in schools that faced so many other challenges. It is that office, not the Principal, who decides who is enrolling in the school. It is important to know if these institutions received an unmanageable number of ELL students and children with special needs. Were there other schools, facing fewer struggles, that could have handled the needs of these youngsters more effectively? It is important to know if the OSE made the education of high-needs students the central mission of any of these schools. We should also know whether the cream was skimmed off the top, that is, whether the most academically proficient students were sent to neighboring "boutique" schools or charter schools.

The questions that need to be answered in a thorough accounting of each school closing are too many to ask here. However, in the final analysis, we are likely to discover that some schools can't be salvaged, but we're also likely to discover that some could remain open and thrive with adequate attention, support networks and fair enrollment practices. Closing a school is only rarely in the best interest of children, teachers, administrators and communities. Too often, schools are replaced with institutions that are deemed failures just a few years later. Or the children are dispersed into myriad schools that resemble, sadly enough, the ones shuttered.

At the moment, we can accept on faith that these schools were not targeted because of hidden agendas, but for the sake of our children. But we demand to know if some of them would have succeeded if their superintendents, the SSOs, the Office of Student Enrollment and the DOE as a whole were doing their jobs.

## Catastrophe in Haiti

The people of Haiti and their relatives in NYC are in our thoughts and prayers daily. The number killed by the earthquake has risen to more than 111,000. Some three million lives have been gravely affected; hundreds of thousands are homeless. The struggle to provide the basic amenities – food, water, electricity and communications – remains a challenge. Rebuilding will take years.



We urge you to contribute to one of the reputable organizations providing relief. Doctors without Borders, Oxfam, UNICEF, the American Red Cross and

Partners in Health are among the outstanding relief organizations working to save Haitians since this unimaginable tragedy struck. In addition, the NYC Central Labor Council has established a Haitian Disaster Relief Fund.

Closer to home, at least 125 of our schools and many of our city-funded Day Care Centers have a substantial number of Haitian children. Our hearts go out to those CSA members, teachers and students who have lost or are still searching for loved ones.

—ERNEST LOGAN AND THE CSA STAFF

# Arts Education Is a Student Right, Not Privilege say School Leaders

BY YURIDIA PEÑA

On Jan. 20, school leaders attended a Shubert Arts Leadership Institute to learn about how a full-fledged arts curriculum in school helps increase student achievement.

In November, CSA was among a large group of organizations that testified before a NY City Council joint committee hearing on arts education in NYC's public schools. CSA's testimony was an impassioned plea for the city to support the arts in schools.

During the Institute's morning session, Anita Gomez-Palacio, CSA Executive Director Operations; Principal George Young, Deputy Chancellor for Teaching and Learning Santiago Taveras and others stressed the fundamentals of an arts curriculum. "A complete education includes a rigorous arts education," said Paul King, Executive Director, DOE Office of Arts and Special Projects.

"Do you realize the connection between art and human progress and achievement?"



■ Principal Anissa Chalmers of PS 132, D-9, Bronx, was among the Institute's participants



■ CSA Executive Director Operations Anita Gomez-Palacio: "Let us not forget the importance of the arts in our society [and] culture," she said. The Shubert Arts Leadership Institute was designed by the DOE Office of Arts and Special Projects and funded through a grant from the Shubert Foundation.

YURIDIA PEÑA

asked Ms. Gomez-Palacio rhetorically. Corporate leaders often say they need employees with social skills, imagination, and creativity, pointed out Ms. Gomez-Palacio, who served as the Principal of the Marie Curie Middle School, Queens for six years. She also noted that arts education helps balance right-brain/left-brain functioning. (Editor's Note: The right side of the brain controls random, intuitive and subjective thinking; the left side is more analytical, rational, logical and objective.)

Mr. Young, who is the Principal of PS 46, in Manhattan, said offering arts education classes leads to a well-rounded and successful adult; exposing urban youngsters to the arts expands their worlds. "We must remember that having a full, rich, art experience is a right; it's not a privilege," said Mr. Young, a member of the DOE Arts Advisory board.

Mr. Taveras, a former high school art teacher, said that art projects with a focus on

world cultures can help give students a sense of pride and identity. "If you know your culture, you can be proud of who you are and embrace other cultures," said Mr. Taveras. As an art teacher, he said, he often integrated the arts with English and social studies.

Concerned educators expressed worries that the current budget crisis will seriously impede a continued implementation of a rigorous arts education curriculum. They noted that arts education is especially helpful in reaching English Language Learners. "It's a different point of entry for our kids (and) what a difference it makes with language acquisition for ELLs," said one Institute participant, Jennifer Flandro, who is the Principal of PS 306, D-27, Queens.

CSA's Nov. 23, 2009 NY City Council testimony on arts education can be found at [www.csa-nyc.org/governmental-relations](http://www.csa-nyc.org/governmental-relations).

## Partnership Aims to Develop Aspiring APs

BY DAVID BLOOMFIELD

The NYC Department of Education is partnering with Bank Street College, Brooklyn College, and the Council of School Supervisors and Administrators to provide an innovative, tuition-assisted program to develop aspiring Assistant Principals for low performing NYC public schools.

This collaboration – the Federal Education Leadership Fellows Program – combines aspects of a traditional university certification program with a new interactive, online curriculum based on real challenges that NYC school leaders face. The Fellows Program, supported by the US Department of Education, will develop and equip the next generation of school leaders to ensure that all NYC public school students receive a quality education.

Tracy Breslin, Director of School Leadership Development for the DOE, is enthusiastic about the curriculum, which is based on the newly developed School Leadership Competencies. "The DOE is excited to partner with the CSA, Bank Street, and Brooklyn College to prepare aspiring school leaders," she said. "By developing innovative online learning opportunities and incorporating these into each institution's program, we will help participants develop essential School Leadership Competencies that prepare

them – and the students and staff they will eventually lead – for success."

Both Bank Street College and Brooklyn College are accepting students for the next cohort that begins in the fall. Kenneth Grover, the Director of Bank Street's Principals Institute, sees the Fellows Program as "an incredible opportunity to develop a series of tools for beginning school leaders in a very supportive and collaborative environment."

Post-graduate mentoring is another key element in the Program's plan. That part of the initiative is headed by the Executive Leadership Institute, CSA's professional development branch. Said Ada Dolch, ELI's Executive Director: "How extraordinary to be at the curriculum design table ... to make certain that the learning that is taking place is specific to the actual work of a school leader in NYC. In addition, the mentoring aspect of the program will provide each participant with an opportunity to demonstrate ... how they are putting into action" what is learned in class.

For an application and information, visit the [Bank Street College website at www.bankstreet.edu/lpi/felf.html](http://www.bankstreet.edu/lpi/felf.html) or the [Brooklyn College website at www.brooklyn.cuny.edu/pub/1801.htm](http://www.brooklyn.cuny.edu/pub/1801.htm).

*Brooklyn College's David Bloomfield is a Professor of Educational Leadership, Law and Policy and Program Head of the Master's Program in Educational Leadership.*

## CSA Sponsors 5th Celebration of Teaching & Learning

BY CSA STAFF

More than 150 CSA Retiree Chapter members are expected to lend a hand at the 5th Annual Teaching and Learning Celebration on March 5 and 6 at the Hilton NY hosted by Thirteen/WNET and WLIW21.

CSA returns once more as a major sponsor of the event. A highlight of the two-day conference includes a plenary session led by Arne Duncan, US Secretary of Education. Discussing early childhood education will be Lisa Henson, CEO of The Jim Henson

Company, creators of Sesame Street, PBS Kids and other television shows for children.

The Executive Leadership Institute will return as well and plans to present two workshops on the first day. And for the first time, the NYS School Administrators Consortium (NYSSAC) will sponsor an event.

Another highlight of the conference is the Chase Multimedia in the Classroom Award Competition. The 10 winning schools are honored during a special ceremony.

To register, visit the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org)

## TRS UPDATE

1. This month, TRS is mailing a notification of the terms of settlement of the Nager per session class action lawsuit. This calls for TRS to recalculate the benefits of members who retired before Nov. 24, 1998 to account for any per session earnings that should have been included in the computation of class members' pension benefits. In March, TRS will notify those in the affected class who are deemed ineligible. The letter will outline an appeal process if you believe you were improperly

denied status. TRS anticipates it will take at least six months for recalculating pensions after the March mailing.

2. All payments, direct or rollover, as a result of the "20-year" lawsuit settlement should have been completed early this month (February). In-service members will receive a credit to their Increased-Take-Home-Pay accounts and retirees will receive one-time payments by check and/or rollover. The lawsuit challenged the calculation of a specific portion of the TRS retirement benefit for Tier I/Plan A and Tier II/Plan C members.

For more information, visit the TRS web site at [www.trs.nyc.ny.us](http://www.trs.nyc.ny.us)

## COMING EVENTS

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

**FEB. 8, 4:30 PM: Education Administrators Association**

**FEB. 9, 5 PM: ABENY Executive Committee and Board Meetings**

**FEB. 10, 4:30 PM: CSA District Chairs**

**FEB. 11, 4:30 PM: Irish American Heritage and Culture Committee, DOE**

**FEB. 25, 9 AM: CSA Retiree Chapter Executive Board**

**FEB. 25, 5 PM: NYCESPA Executive Board**

**MARCH 3, 4:30 PM: CSA District Chairs**

**MARCH 5-6: Teaching & Learning, Hilton NY**

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

# The Grievance Corner | Bob Reich

## Steps You Need To Take On Important Concerns



Now is the time to review your standing in personnel matters.

**W**ith half the school year under your belt, now is the time to review the steps you should take if you are retiring, concerned about an incorrect salary or have other issues.

**RETIREMENT:** If you are planning to retire in the near future, you should:

- Give your immediate supervisor a 90-day written notice to receive your final entitlement within 90 days of retiring.

- Have a pension consultation prior to retiring. (*Editor's Note:* CSA provides members with three consultations – one per calendar year – over their careers.)

- Contact the CSA Welfare Fund and complete the necessary forms.

- Prepare to join the CSA Retiree Chapter. (Not obligatory, but smart!)

Please note: Those who receive a performance bonus after they retire will see the change in their pensions in about six months. If you do not see the change, email me at bob@csa-nyc.org.

**INCORRECT SALARY:** Are you receiving the correct salary? Visit the CSA website, www.csa-nyc.org, and click on membership. Click on contract. Review your salary. If, after reviewing the salary scale, you still have questions, e-mail me.

**NON PAYMENT FOR PER SESSION:** If you haven't received payment for per session work:

- You must file a grievance within five

days of having knowledge of the act or condition.

- Make sure your time is correctly stored in your Cumulative Absence Reserve (CAR). If you have completed per session work and have not been absent, you'll receive equivalent time in your CAR for every 20 consecutive sessions worked. Provide your payroll secretary with a copy of the form you received documenting your per session activity.

**PENSION CONCERNS:** Review your pension information annually regardless of whether you plan to retire. You should:

- Review your annual statement.

Make sure it accurately reflects your years of service.

- Contact TRS if you have returned from a leave during which time you performed F status work. You may apply to purchase time toward your pension accrued during that F status position.

- Make certain that you've identified beneficiaries for your pension and your TDA. Do not assume you have done this.

- Forward any correspondence you have from TRS directly to me that concerns issues relating to your pension. We will work to expedite a solution.

**LETTERS TO THE FILE:** You can no longer grieve a letter to your file, but you may grieve related issues if there are violations of the collective bargaining agreement. To that end:

- Review your official file to ascertain that no documents have been improperly placed in it.

- Attach a rebuttal to any letter in your file, if you wish. Draft the rebuttal and send it and the original letter to the file to me. CSA staff will review it and then contact you.

**MANAGERIAL POSITIONS:** If you are offered a managerial position, remember:

- As a managerial employee you are no longer a CSA member and become an at-will employee. You will not have tenure nor the right to contractual hearing and appeals before you can be fired.

- You do not have reversion rights to your last appointed position whether you voluntarily leave your job or are fired.

**BECOMING A PRINCIPAL:** Your Superintendent or the Chancellor want to appoint you as Principal of a school that is closing or phasing out. While this may strike you as an honor, the Chancellor contends that a probationary Principal of such a school can be discontinued once the school is closed.

This means that if you do not find a position for yourself, the Chancellor says the DOE does not have to help you.

Furthermore, whether you have a position to which to return depends entirely on your individual circumstances, i.e. whether you had tenure in another appointed position.

## Letters

### Members Praise Executive Leadership Institute's Programs

*To the Editor:* I wanted to thank the Executive Leadership Institute for the many things the organization does to support us, as well as to thank CSA for its assistance.

In early January, I received a CSA Member Update via e-mail. In one of the categories was a hotlink for an ELI seminar on the Teacher Data Initiative (TDI) to be held at 16 Court Street, Brooklyn. TDI was something rolled out last year by the DOE, and the department has made changes to it this year. I attended the meeting on Jan. 12. The seminar was run by ELI Coordinators Beth Peller and Nick Apostolo, who did a fantastic job. They are knowledgeable and engaging. They provided valuable information in their

well-organized presentation.

So, I want to say thank you to CSA for sending the update, providing the hotlink, and organizing the ELI conferences, run by knowledgeable members. I truly appreciate the assistance.

—ANDREW KAVANAGH  
Principal, PS 195  
D-12, Bronx

*To the Editor:* I cannot express my thanks enough to ELI Coordinators Beth Peller and Leslie Gurka for the fine job that they did presenting workshops on the Quality Review to our Assistant Principals. Both their "no nonsense" approach and their honesty in dealing with the sometimes complex issues relating to the QR made their workshop a truly superb experience; the most-heard comment from my cabinet was "that was the best PD we ever had on any subject!" I wholeheartedly agree! I intend to make every effort to come to the workshops offered over the summer through ELI. If they are anything like this one I really can't wait. Again, a heartfelt thanks to ELI and its staff for all their hard work!

—MARILYN SHEVELL  
Principal  
Martin Van Buren HS  
Queens

(*Editor's Note:* Why wait until summer? ELI is offering a host of workshops now. See page 5 for the winter/spring listing of Children's First Workshops as well as single-topic workshops.)

### Letters to the Editor

Letters to the editor are printed monthly in the *CSA News*. If you would like to submit a letter for publication, please send it to *CSA News*, 16 Court St., Brooklyn, NY 11241, or e-mail Anne Silverstein, *CSA News* Editor, at anne@csa-nyc.org. Letters should be no longer than 400 words.

## Briefs

### NAACP Honors Assistant Principal Donald Sexton



■ Donald Sexton

The Bronx Chapter of the National Association for the Advancement of Colored People (NAACP) honored Donald Sexton at its Nov. 6, 2009 Freedom Fund Award Dinner Dance at the Eastwood Manor in the Bronx. Mr. Sexton received the Chapter's Education Award. Mr. Sexton is an Assistant Principal at the High School of World Cultures and the CSA Bronx Chair for High Schools in Districts 7, 8, 11 and 12.

### CSA News Wins Awards!

The *CSA News* received several Journalism Awards from the Metro New York Labor Communications Council. The



awards were given last year for issues published in 2008. The paper received a third-place award for General Excellence; an Honorable Mention for Best Writing; and an Honorable Mention for

Best Graphic Design, for the 2008 December issue that covered the Annual Educational Leadership Conference.

### Irish American Group Holds Annual Reception

The Irish American Heritage and Culture Committee of the NYC DOE will hold its 31st Annual City Hall Reception on March 19 at 5:30 p.m. The honorees are: **Irish Woman of the Year** Marion Casey, Assistant Professor and Senior Archivist, NYU Glucksman Ireland House; **Irish Man of the Year** Michael Mulgrew, President, UFT; **Organization of the Year** "Out of Ireland" Patricia O'Reilly, producer and host, and; **Thomas J. Cuite Award** Brian G. Andersson, NYC Commissioner of Records and Information Services. For information, contact Maureen P. Ingram at scubampi@aol.com.

### Teachers' Retirement System

January 2010 Unit Values

Diversified Equity: 52.629

Stable-Value: 19.374

International Equity: 9.197

Inflation Protection: 9.851

Socially Responsive Equity: 9.059

## PROFESSIONAL DEVELOPMENT

## 'Children First' Leadership Series

The Executive Leadership Institute is collaborating with the NYC Leadership Academy to offer the Children First Workshop Series, a series of classes designed to support NYC's Department of Education school leaders in the areas of instructional leadership and accountability. To register for upcoming workshops, visit the following link: <http://csa-nyc.org/executive-leadership-institute/upcoming-workshops>. Below are our current offerings.

#### Quality Review I: An Overview of Changes

This workshop highlights the changes in the Quality Review process for the 2009-2010 school year. We'll examine the relationship between the leadership competencies and the Quality Review. Participants will develop their leadership skills with an emphasis on accountability.

WED., FEB. 17, 8:30 TO 11:30 AM  
TUES., APRIL 20, 8:30 TO 11:30 AM  
BROOKLYN ELC

#### Quality Review II: The Road to School Improvement

Use the Quality Review as a blueprint for school improvement that is aligned to core competencies. Emphasis will be placed on completing the SSEF, examining the QR scoring rubric, and developing strategies to promote achievement.

WED., FEB. 17, 12:30 TO 3:30 PM  
TUES., APRIL 20, 12:30 TO 3:30 PM  
BROOKLYN ELC

#### Leading Change:

##### Developing High Performing Teams

Examine how high-performing teams operate. Identify one or more of the teams including but not limited to SLT, Inquiry, Instructional Cabinet and Administrative Cabinet. Take a critical look at the efficacy of existing teams and determine how each team can improve student performance. This session will be aligned to the following School Leadership Competencies: (A) Personal leadership (B) Use of Data and (C) Development of Staff.

TUES., FEB. 16, 12:30 TO 3:30 PM  
TUES., APRIL 13, 12:30 TO 3:30 PM  
THURS., MAY 27, 12:30 TO 3:30 PM  
BROOKLYN ELC

##### Data Analysis for Strategic Planning

Look at data through multiple lenses including student learning, parent involvement and attendance issues. This valuable process will enable school leaders to triangulate data, identify patterns and trends, understand budget implications, staff and professional development, and plan appropriate next steps. This session will be aligned to the following School Leadership Competencies: (A) personal leadership, and (B) use of data.

TUES., APRIL 6, 12:30 TO 3:30 PM  
BROOKLYN ELC

##### Effective Communication to Move your Instructional Agenda

Take some time to hone a vision for the upcoming year, understand the importance of and form a consistent message, develop a strategic communication plan to address various stakeholders and identify leverage points, and take an opportunity to practice conversations and other modes of communicating a message. This will be broken down into three parts: setting direction for 2009-2010, developing a Strategic Communication Plan, and get-



For information about ELI's programs, call (718)852-3000, x 379

ting your message across.

TUES., FEB. 16, 8:30 TO 11:30 AM  
TUES., APRIL 13, 8:30 TO 11:30 AM  
THURS., MAY 27, 8:30 TO 11:30 AM  
BROOKLYN ELC

##### Excel - Beginners

Participants will learn how to navigate the worksheet, enter labels and values, format cells, columns and rows, filter and sort data, print and create charts.

THURS., FEB. 25, 8:30 TO 11:30 AM  
BROOKLYN ELC

##### Excel - Advanced

We'll build upon beginners' skills to work with formulas and functions, analyze data and use Excel's advanced features. Prerequisite: Beginners Excel or practical knowledge of Excel.

THURS., FEB. 25, 12:30 TO 3:30 PM  
BROOKLYN ELC

##### Teacher Data Initiative - Analysis, Strategies, and Conversations (for Administrators of grades 4-8)

Provides an overview of the Teacher Data Initiative report, its structure and the component parts that go into the report for each school and teacher. Participants will gain an understanding of how the report reflects relevant factors of student progress.

TUES., JAN. 12, 8:30 TO 11:30 AM  
BROOKLYN ELC  
WED., MAR. 10, 8:30 TO 11:30 AM  
STATEN ISLAND ELC  
TUES., APRIL 6, 8:30 TO 11:30 AM  
BROOKLYN ELC

##### Maximizing Your Budget in Difficult Times (for Elementary Schools)

This workshop will provide principals with insight into maintaining core instructional programs in the face of budget cuts. Participants will obtain understanding of budgeting to survive in bad financial times.

THURS., FEB. 18, 8:30 TO 11:30 AM  
MON., APRIL 5, 8:30 TO 11:30 AM  
BROOKLYN ELC

##### Maximizing Your Budget in Difficult Times (for High Schools)

Insight into maintaining core instructional programs in the face of budget cuts. Participants will obtain understanding of budgeting to survive in bad financial times.

THURS., FEB. 18, 12:30 TO 3:30 PM  
MON., APRIL 5, 8:30 TO 11:30 AM  
BROOKLYN ELC

##### Closing the School Year: Effective Time Management and Delegation Practices

This workshop is designed to help school leaders utilize their time in the most efficient and effective ways. Utilizing tools such as the Responsibility Matrix, leaders will be able to manage and lead all the end of year tasks and put into motion the initial steps for the upcoming school year.

Moreover, this work will provide school leaders with the opportunity to involve and develop their staffs. This session will be aligned to the following School Leadership Competencies: (A) Personal Leadership and (D) Staff and Community.

WED., MARCH 24, 8:30 TO 11:30 AM  
WED., APRIL 14, 8:30 TO 11:30 AM  
BROOKLYN ELC

## ELI Single Topic Workshops

#### Time Management

This workshop is designed to allow school leaders an opportunity to explore "time management" as a self-management challenge. Identify skills, strategies, and

resources needed to effectively deal with time management challenges common to school settings.

FRI., JANUARY 15, 8:30 TO 11:30 AM  
STATEN ISLAND ELC  
TUES., FEB. 23, 8:30 TO 11:30 AM  
QUEENS ELC

#### Emotional Intelligence - Emotionally Intelligent Leadership and Building a Healthy Organization

School leaders will learn about the Emotional Intelligence Leadership framework, its application to school-based challenges, and reflect on their own strengths as the primary representative of their school community. In particular, we will explore how modeling effective emotional management sets a baseline expectation for all staff, strategize about some common obstacles impacting staff morale, and discuss the importance of the principal as leadership coach, i.e. as an active developer of leadership throughout the system.

FRI., JAN. 15, 12:30 TO 3:30 PM  
STATEN ISLAND ELC  
TUES., FEB. 23, 12:30 TO 3:30 PM  
QUEENS ELC

## Day Care Workshops

#### Developing Programs for Families with Infants and Toddlers

PRESENTED BY DANA COTTON

#### The Role of Curriculum and Professional Development

PRESENTED BY VICKI GARAVUSO,  
FRI., MAR. 19, CENTER FOR WORKER  
EDUCATION, 25 BROADWAY, MANHATTAN

#### Children, Families and Communities: It Does Take a Village

The urban community is rich with resources that early childhood providers can use to support their work. This workshop will offer unlikely ways for teachers and directors to access underutilized resources in their school's neighborhood. Participants will be able to use parents and family members not only as a resource but also as a link to the

resources within the community, inviting them to share their special talents in coordination with the early childhood program/classroom curriculum.

PRESENTED BY JANET MCINTOSH,  
TUES., APRIL 27  
BROOKLYN ELC

#### Making Sure Your Team Works

It takes a team effort to ensure that children and their families have a positive experience during an early childhood program. This workshop will provide unique ways to ensure that early childhood program team is always on the same page.

PRESENTED BY JANET MCINTOSH,  
WED., MAY 26  
BROOKLYN ELC

## Feedback

(Members Respond To ELI Workshops)



They provided strategies for us to do what we are doing with teachers. We shared strategies, ideas and practices.

—DAHLIA MCGREGOR, AP  
SCIENCE SKILLS CENTER HS FOR SCIENCE,  
TECHNOLOGY, AND THE CREATIVE ARTS, BROOKLYN

ELI Workshops are a great help because they are very targeted to issues we face in schools. There's also a wealth of information given.

—PHILIP QUINCI  
ASSISTANT PRINCIPAL, PS/IS 384, D-32.



## NATION

## Labor

## MASSACHUSETTS:

## Charter Cap Rises

Gov. Deval Patrick signed a sweeping education bill that will increase the number of charter schools and grant superintendents the power to overhaul failing school districts. The law makes it easier for superintendents to dismiss inadequate teachers and alter workplace rules such as the length of the school day. Raising the cap on charter schools was enacted to allow the state to compete for federal Race to the Top funds. (The Boston Globe)

## MICHIGAN:

## Considering Privatization

Ann Arbor Public Schools have released "requests for proposals" that, if accepted, would privatize bus transportation and custodial services for the schools. The district does not intend to give up ownership of its fleet of buses, which numbers about 150. The proposals are seen as a way to cut costs. (www.annarbor.com)

## CALIFORNIA:

## Term Limits

Billionaire developer Ed Roski, Jr. has joined with labor unions in an effort to change term limits. The goal is to lesson the term a state legislator can serve from 14 to 12 years. Mr. Roski's motive, he says, is to ensure that lawmakers work for the good of the state instead of looking toward their next campaign. Mr. Roski recently worked successfully with unions to secure an environmental exemption for his proposed NFL stadium. (www.sgtribune.com)

## COLORADO:

## Wage Drop

Colorado is now the first state to decrease its minimum wage since the inception of a federal minimum wage in 1938. Colorado is one of a handful of states that ties its minimum wage to inflation but also allows for wage declines. With the drop in the consumer price index due to lower fuel prices, wages might have decreased by four cents an hour but the state is not permitted to go below the federal minimum. (Yahoo! News)

— COMPILED BY  
CHRISTINE ALTMAN

## 25 Years Ago

(1985)

CSA went on the offensive, defending Day Care from attacks in the media. President Ted Elsborg announced the following steps:



radio commercials on the vital role of Day Care; a press conference at City Hall; a letter to the *Daily News*, which responded to a negative cartoon "that damned all of day care"; a booklet tracing the history of Day Care Directors; and a forum on Day Care.

# Hope Fades for NYS in Race To The Top Bid

Continued from Page 1

Up to \$700 million was at stake for New York in the first part of the RTT competition; 40 states and DC applied for grants from a pool of \$4.35 billion set aside by the US Department of Education to improve student achievement. RTT was designed to reward states for past accomplishments and encourage future improvements.

President Obama and US Secretary of Education Arne Duncan made it clear that charter schools are among the reforms they support, and that states that limit charter schools may be at a disadvantage. Other eligibility criteria include linking student test data with teacher performance in evaluating teachers and supervisors.

Gov. Paterson said that Mr. Duncan told him point blank that a state must eliminate its cap or raise it no fewer than 454. NYS has a cap of 200 charter schools and the state is close to reaching that limit.

While the federal government has said that it will examine each application on its own merits – and has designed a points system for evaluating various components of the application – a dozen schools changed or maintained their charter school laws with an eye on RTT funds. Other states changed their rules about linking teacher/supervisor performance and student assessment. NYS's law prohibiting that linking of student data and teacher evaluation and tenure sunsets this spring.

NY's State Education Department qui-

etly unveiled a new protocol on Jan. 21 for how school districts must handle "persistently lowest achieving schools". Identification of these schools is not only a focus of RTT, but is required for states to be eligible for money through the American Recovery and Reinvestment Act.

In this new protocol, school districts may redesign or replace the school (Turn Around Model); convert the school to a charter school (Restart Model); transform the school – schools are given a second chance; or close the school and transfer students to higher performing schools in the district.

The RTT awards will be announced by April. A second round of applications are due by June 1.

## Coping Again With a DOE Reorganization

Continued from Page 1

Although no hard numbers were provided by the DOE, CSA expects about 175 Education Administrators in SSOs and ISCs to be affected, although that number is an early estimate and could be slightly higher or lower. New positions will be created for EAs in the new Children First networks, and CSA expects many of those affected by these changes to be placed in the new positions.

CSA strongly encourages any EA affected by these changes to apply for the

new positions that were posted on Feb. 1. The DOE plans to fill positions in April and have the new structure up and running some time in June, with June 30 as the completion date.

CSA will hold a meeting for Education Administrators on Feb. 22 at 5 p.m. at St. Francis College (180 Remsen St., downtown Brooklyn) to discuss the ramifications of these changes.

Some EAs asked why the meeting wasn't held sooner, but Executive Vice President Peter McNally explained that in light of

this major realignment of support organizations, CSA wanted to have as much information as possible before meeting with the group.

At the end of the Jan. 22 telephone briefing, Mr. McNally immediately asked for a meeting with the DOE's Division of Human Resources to review the changes and negotiate on behalf of the union's EAs. More information was to be sent to CSA members via emailed Member Updates as soon as the union learned details about the reorganization.

## Political Agenda | Noah Franklin

### 'Call To Action' to Settle Day Care Contract



#### New York State competes for 'Race to the Top' funding

In January, CSA began organizing a campaign to try to raise the stakes with regard to the long-expired Day Care contract. CSA also sought to ensure that school leaders' voices were heard in the debate on education reform.

#### Cancelled Meetings

CSA will hold a number of events as a part of the Day Care "Call to Action" campaign. The city has refused to negotiate a contract for the union's 350 Day Care members who run city-funded centers across the city. The contract expired on June 30, 2006.

In March, CSA will ask Day Care Directors and Assistant Directors to meet with the City Council members who represent their centers. At the upcoming city budget hearing for the Administration for Children's Services, we want City Council members to demand that the city provide detailed information about the status of the contract and explain why no agreement has been reached in more than 3 1/2 years.

In the past year, the city's Office of Labor Relations has repeatedly cancelled meetings for negotiations. The Day Care Council, in turn, has refused to agree to binding arbitration. And last, but not least, the city's Office of Management and

#### TO FIGHT PROPOSED CUTS in health benefits and to win a solid contract, CSA urges Day Care Directors and Assistant Directors to get involved.

1) SEND US YOUR CONTACT INFORMATION: We need to keep you informed. Please send us, by the end of February, your first and last name; Day Care Center name; Day Care Center fax number; email address; and cell phone number. Please send to Sondra Peeden by email to [sondra@csa-nyc.org](mailto:sondra@csa-nyc.org) or by fax at (718) 403-0278.

2) JOIN THE ORGANIZING COMMITTEE: Day Care Directors and Assistant Directors need to keep each other informed about CSA activities and to play a leadership role in winning a new contract. To join our "Call to Action" Organizing Committee, call Ms. Peeden at (718) 852-3000, x 1002.

Budget refuses to fund any wage increases and insists upon cuts to health insurance benefits.

#### Aligned Policies

CSA is following a flurry of legislative measures that aim to make NYS a stronger candidate in the competition for as much as \$700 million in Race to the Top (RTT) federal grants. To qualify for these grants, states must have policies aligned with certain federal priorities including the evaluation of teachers using student achievement data, no cap on charter schools and a commitment to building data systems to track student performance.

Qualifying for those federal funds emerged as a priority with the start of the state's 2010 legislative season as the cash-

strapped government faced the prospect of more cuts to education on top of the midyear cuts enacted in recent months.

A fight to increase the number of charter schools ended in a draw as the legislature failed to vote on any bill to increase the charter school cap in time for the Jan. 19 deadline for the RTT application. Education advocates fear this non-action will jeopardize the state's chances for RTT funds, which will be awarded in April. The New York State Federation of School Administrators (NYSFSA) sent a letter to Gov. David Paterson last month outlining its concerns with increasing the number of charter schools without first addressing accountability measures and transparency of these schools' budgets.

16 Court Street  
Brooklyn, NY 11241  
(718) 852-3000  
www.nysfsa.org



President: Peter McNally, NYC  
Vice President: Crystal Boling-Barton, Buffalo  
Secretary: Eric Mayus, Yonkers  
Treasurer: Audrey Fuentes, NYC

## Ideas Flourish in (Surprise!) State Capital

BY PETER McNALLY  
President of NYSFSA



Peter McNally

**M**y New Year's resolution this year must have been to spend more time in Albany. By Jan. 11, I had visited the state capital three times in five days.

Working backwards in time, on Jan. 11, I attended the Board of Regents meeting, which is open to the public, and was pleased to see a real discussion taking place. A sea change has arrived with Chancellor Merryl Tisch. Controversial and important topics, such as early childhood education, high school "exiting" requirements for students with IEPs, and student assessments were discussed publicly and openly, and, based on the comments I heard, I am optimistic that real solutions will be developed and implemented.

In addition, the Regents have acknowledged NYSFSA's input into these discussions, and have expressed appreciation for our insights.

Actions taken included:

1) **Established a work group on early childhood education to be chaired by Regent Lester Young.** The Regents addressed the question: What direction in early education is needed to support the P-12 strategic vision in light of the Regents comprehensive policy on early childhood education adopted four years ago?

In a memo to the Regents, John King, Senior Deputy Commissioner for P-12 Education, said,

*'I am optimistic that real solutions will be developed and implemented.'*

"A central component of [that] policy was the expansion of pre-kindergarten and advocacy for full day kindergarten. Over the past five years, there has been a 135 percent growth in the number of districts implementing pre-kindergarten and a 72 percent increase in funding. There has also been steady growth in the number of districts implementing full-day kindergarten. Currently, 96 percent of districts operate full-day kindergarten." (To read the memo on early childhood education, visit the Regents website at [www.regents.nysed.gov/meetings/2010Meetings/January2010/0110emscd1.htm](http://www.regents.nysed.gov/meetings/2010Meetings/January2010/0110emscd1.htm).)

2) Develop meaningful student assessments. The Regents gave a nod to State Education Department (NYSED) officials to begin discussions with other states the development of rigorous and comprehensive student assessment tools. In addition to saving individual states money, this will help toward developing national standards.

3) Develop high school "exiting" criteria for students with IEPs and some students in CTE. The Regents discussed developing a diploma and/or a certificate for students who presently receive IEP diplomas or for those who need to be

*Continued on Page 12*

## New York State Responds to Obama's Challenge on Innovation



■ The NYS Education Building in Albany.

BY ALITHIA RODRIGUEZ-ROLON

**I**n an education era dominated by the word "reform," one thing we can count on is constant change. Now, partly in response to an unprecedented reform movement out of Washington DC, the NYS Board of Regents and the State Education Department are immersed in exploring reforms that will affect all districts under their jurisdiction.

One of the major proposals includes changes in the way teachers and school leaders are certified. The goals would strengthen teacher preparation, make sure teachers are effective in their subject areas, and better prepare school leaders to strengthen teaching and learning in their schools, especially high-need schools.

### Teachers

Recently, the Regents began discussing a number of recommendations for teachers.

- 1) Create a pilot project that would allow colleges and universities, cultural institutions, research centers and non-profit organizations to certify teachers for placement in high-need schools through clinically-based graduate programs.
- 2) Award master degrees to those students who complete pilot programs.
- 3) Develop incentives to recruit and retain teachers in STEM (Science, Technology, Engineering, Math) areas in high need schools.
- 4) Create transparent data profiles of teacher preparation institutions. Performance-based assessments for initial certification and again for professional certification would be established as well. A more rigorous content specialty test would be developed.
- 5) Secondary level certification applicants could use alternative means to demonstrate content-knowledge with work experience and acceptable rigorous examinations in combination with undergraduate and graduate level coursework.

The SED will reach out to educators across PK-12 and higher education for developing detailed implementation plans.

### School Leaders

In addition to the traditional route through higher education to certification, the state would also expand how school leaders could be developed.

The Regents recommend the adoption of a clinically-rich approach to prepare school principals to strengthen teaching and learning. This includes a proposal for a pilot program to prepare school leaders for high-need schools open to both collegiate and non-collegiate institutions.

The Regents would also introduce performance assessments for initial certification of school principals and expand the leadership academies across NYS ensuring that all of the Big 5 cities have them and that all regions of the state have access to them as well. They would develop a statewide principal career ladder for districts to compensate principals for demonstrating progressive improvement throughout their careers.

In addition, they would create an Annual Professional Performance Review for school leaders focused on strengthening student performance, getting feedback from multiple sources and aligning professional growth with areas that need improvement.

Finally, they would create transparent data profiles for all institutions that prepare school leaders.

*Alithia Rodriguez-Rolon is Assistant Director for Governmental Affairs*

## NYSFSA Recommendations to State Education Department

**In late 2009, NYSFSA made the following recommendations to the State Education Department:**

- Accelerate funding for regional leadership academies that include ongoing professional development for current school leaders.
- Restore funding for professional learning communities.
- Focus on early childhood leadership development programs.
- Identify exemplary professional development programs.
- Turn Around Schools: NYSFSA reserved the right to comment on this issue, which needs to be discussed at individual collective bargaining tables.

## Stay Connected to Albany in Retirement

BY DEE-DEE GOIDEL

As members of NYSFSA, CSA retirees continue to have influence with lawmakers through their affiliation with this statewide organization.

As the NYSFSA representative for retirees, I strongly encourage retired supervisors from around the state who belong to NYSFSA to continue advocating for schools as well as for retiree issues. I

find that our point-of-view is welcomed by lawmakers, who value our insight and experience.

In addition to our knowledge about schools and educational policy, we can also work with lawmakers when they write bills that affect us. Obviously, we can no longer negotiate contracts but we can still have a voice and be heard by those who make decisions that affect us.



■ Cathy Nolan, Chair of the Assembly Education Committee, has been a support to NYSFSA. Here she is, last year, with NYSFSA President Peter McNally.

# Special Students Showcase

## 'Murals on Parade'

BY YURIDIA PEÑA

A very special art exhibit came to Queens last month. Each year, the non-profit organization, Very Special Arts, showcases the artwork of the city's special education students. This year the show, entitled "NYC Murals on Parade," made three stops in the city before heading for Albany. Last month, a CSA reporter visited one of those stops at the Queens Museum of Art and spoke with the educators who bring the show to life.

"They get very excited when they see things that they



■ The posters or "murals" displayed at the Queens Museum of Art displayed group efforts of special education cla



■ "Sunflowers" by PS 176, D-75, Bronx shows a dazzling display of flowers. It was one of 13 pieces selected for inclusion in for VSA's 2010 murals calendar.

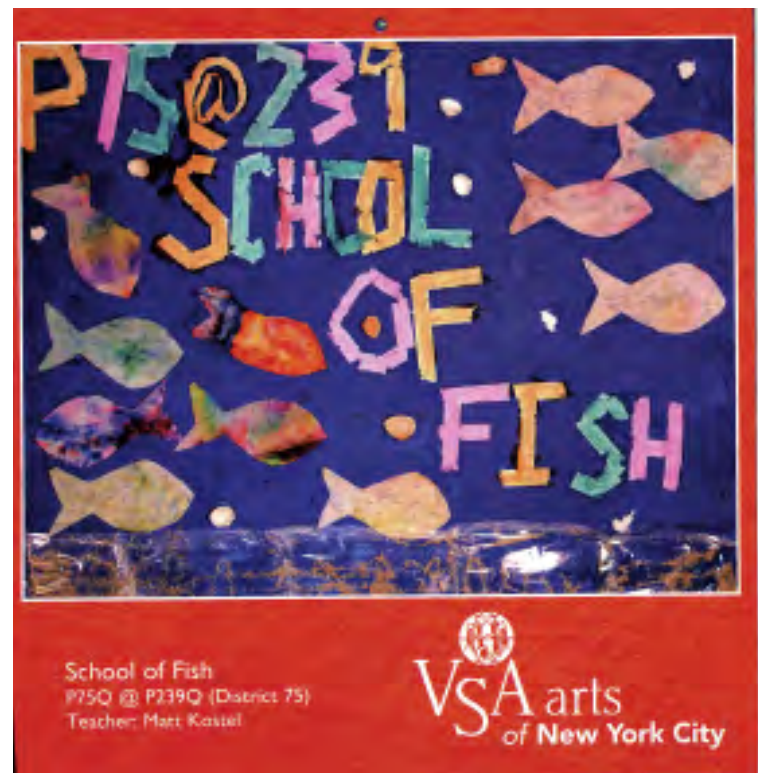
made," said Allyson Funicello, a teacher at PS 176, D-75, Bronx, which specializes in teaching autistic children.

"It's an honor to show a small piece of the great work that comes from this Kennedy Center initiative that supports and promotes arts in the lives of individuals with special needs," said Donnielle Rome, ArtAccess Coordinator at the Queens Museum of Art.

Very Special Arts (VSA) is an international non-profit organization that offers arts education for people with disabilities. Founded in 1974, the goal is to help people with disabilities participate in the arts. In turn, VSA is affiliated with the Kennedy Center initiative, a program designed to provide assistance and consulting to arts organizations throughout the United States. (For more information, visit VSA's website at [www.vsarts.org](http://www.vsarts.org).)

The exhibit began its run at art festivals at St. John's University and Teachers College, Columbia University, moved to the Queens Museum of Art and then made a final stop at the Empire State Plaza in Albany. A companion calendar to the show features 13 pieces from the collection.

CSA Retiree Chapter member Bebe Bernstein is the Executive



■ Work from P 75, D-75, Queens, was another mural selected for the calendar.

Director of VSA of NYC. She first visualized a murals project 25 years ago, and over the years, it has evolved to the traveling show of today. "The program gives recognition to District 75 students and [allows students to have] pride in their accomplishments," she said. Ms. Bernstein retired in 1985 as an Assistant Director of Special Education for the city's schools.

• • •

Education Administrator Kathy London works with VSA to make it all happen. She's an Instructional Arts Specialist in D-75 and the liaison with the Queens Museum of Art and VSA. "Through Kathy London we have an outstanding advocate for providing arts opportunities for D-75 students with creativity and commitment," said Ms. Bernstein.

"For the kids there is a little amount of freedom, and sometimes you find a good artist," said Cheryl Abramson, an art teacher at PS 176, which specializes in teaching autistic children. She says the arts are an important part of the school's teaching strategies, and are folded into the curriculum. "You get all the support you need in there," added Ms. Abramson about the school's administration.



esses from around the city.



■ As with the other pieces shown on this page, this "mosaic" from PS 373, D-75, Staten Island, was included in the VSA calendar.



PHOTOS/YURIDIA PEÑA

■ The Queens Museum of Art in Flushing Meadows is a stone's throw from the 1964 World's Fair unisphere, a landmark for those who travel the network of highways around the park.



■ The people who help make this art exhibit happen. Above: Bebe Bernstein, left, and Donnielle Rome. Inset: Kathy London

## Access for Visitors With Disabilities

"We pride ourselves in quality especially when it comes to children's art work," said Donnielle Rome, ArtAccess Coordinator at the Queens Museum of Art. ArtAccess was developed to make sure visitors with disabilities were afforded access to the museum and were encouraged to participate.

The program offers workshops and tours throughout the year. "I am passionate about illuminating the creative spirit within individuals who experience the world in a unique way. Organizations uniting under shared values and passions allow the arts to impact the lives of many," said Ms. Rome.

## NATION Education

### OHIO: Relationship Class

Gov. Ted Strickland signed a new law requiring Ohio school boards to implement policies to prevent dating violence. In addition, students will receive three weeks of dating violence prevention education as part of the 7th to 12th grade health curriculum. The law is named the Tina Croucher Act in memory of a student who was killed by her former high school boyfriend. (cincinnati.com)

### PENNSYLVANIA: Discriminatory Acts

Allegations of racial discrimination against Asian immigrant students are being investigated. Reports have surfaced that indicate there is discrimination against people who speak English poorly and that it has been ongoing, impacting the Asian community as well as African, Caribbean and other immigrants. If the commission finds violations, sanctions could be imposed and the district sued. (Philadelphia Inquirer)

### WASHINGTON: Virtual Academies

Some students are taking advantage of WAVA (Washington Virtual Academies) in place of the traditional school experience. The program is free; state money goes to WAVA rather than the school district. Families who enroll need a computer, paper and Internet connection. Classes are available in language arts, math, science, history, art and physical education. High school students also take foreign language and can opt for AP courses. Textbooks and instructional materials are included. Children work at their own pace, provided they meet state requirements. (SnoValley Star)

### KENTUCKY: Superhero Lessons

Special Education teacher Jeremy Belcher has turned his students' love of superheroes into lessons. Students use their writing skills to create stories about superheroes. They use their math skills to illustrate their heroes' powers and science skills to tell how those skills work. There is even a social studies lesson to be learned from choosing hometowns for the heroes and researching them. The program has been a hit with his students. (The Courier-Journal)

### MISSISSIPPI: Fast Track

A three-day holiday instructional program called Fast Track was offered to students in grades 3-8, providing instruction in math, language, reading and computer literacy. Parents supported the program, as evidenced by the turnout of some 200 students throughout the week. The program was instituted to strengthen and reinforce skills so that ground wouldn't be lost during the vacation. (The Greenwood Commonwealth)

— COMPILED BY  
CHRISTINE ALTMAN

# The Welfare Fund: Comprehensive

## Summary Of Health Benefits In One Place

Douglas V. Hathaway, Ph.D.

This month, in response to several inquiries, we prepared the accompanying table summarizing all the Welfare Fund benefits we provide our Day Care, CSA in-service, and CSA Retiree members. The Funds' Trustees and I are proud of our benefit programs and believe they are among the best, if not the best, available to any NYC employee.

We have developed these benefits to meet the needs of each group; they are supplemental to the benefits your employer provides. Of special note for our retiree members is a home health aide benefit to assist members who have had surgery or whose health has deteriorated to where they need assistance in performing basic daily activities. We also provide retirees a private duty nursing benefit that supplements the city benefit.



**Our benefit program is among the best in the city.**

One of the pleasures of this job is when we can announce expanded benefits due to an infusion of funds as a result of the collective bargaining process. For example, we announced increases in the SIDS' dental reimbursements in last month's CSA News when funds became available in December, thanks to the contract of 2007. This increase represents an across-the-board increase of 21 percent for the CSA Welfare Fund and 17 percent for the CSA Retiree Welfare Fund, although each Fund received the same dollar amount per member. The difference in percentage is largely attributable to the fact that the Retiree Fund has almost 1,400 more members than the Active Fund.

For in-service members, we increased reimbursement for a cleaning 22 percent, orthodontic coverage 20 percent, simple fillings 33 percent, and root canals, 20 percent. For retirees, reimbursements for cleaning increased 22 percent, surgical extractions 33 percent, and crowns 13 percent.

**Note:** Due to a printer's error, the dental schedules were not mailed in December as stated in the December issue of CSA News, but in mid-January. If you have not received one, please call us at (718) 624-2600.

**GHI Rider Reimbursement:** For those Medicare-eligible members in the GHI Enhanced Medicare Part D drug plan, your 2009 reimbursement checks will be mailed this month. Please wait until March 1 before calling to tell us you haven't received your check. We cannot put a "stop" on a check until we reconcile our February bank statement.

My staff and I are happy to answer any and all questions you may have. Special thanks to Christie Pastor for her work on this chart.

Please call us at (718) 624-2600 with any questions or concerns you may have about benefits or any other issues that concern you.

	DOE In-Service Members
<b>Supplemental Medical</b>	Subject to \$150 deductible and payable at 80 percent up to \$2,000 maximum <b>GHI</b> – Supplemental benefits for expenses not fully reimbursed by your basic city plan. – Physical and speech therapy, up to 20 office visits (\$75 per visit). – Podiatry, eight office visits. – Orthotics, two pair per year, \$400 maximum per pair. – Appliances and emergency ambulance. – Wigs (two annually) for alopecia or cancer, \$1,000 maximum annually. <b>HIP</b> – Supplemental benefits for expenses not fully reimbursed by your basic city plan. – Physical and speech therapy, up to 20 office visits (\$75 per visit). – Podiatry, not routine issues, four office visits. – Private duty nurses <b>Other HMO</b> – Coverage similar to HIP supplemental coverage, see above.
<b>Catastrophic Stop Loss</b>	Deductible \$1,500, reimbursement of 80 percent to \$1,000 then reimbursement of 100 percent to \$50,000 maximum annually, per patient, for covered medical services based on reasonable and customary charges. (Hospital charges excluded.)
<b>Home Health Aide</b>	Not applicable.
<b>Psychiatric</b>	Outpatient co-pays for HMO member are reimbursed subject to \$150 deductible.
<b>Dental</b>	Choice of three plans: <b>SIDS</b> – Cap at \$7,500 based on fee schedule. \$25 deductible, waived for diagnostic and preventive services. \$50 co-pay for certain services. <b>HEALTHPLEX</b> – HMO/restricted to participating providers.
<b>Hearing Aid</b>	Eligibility: Every three years. Maximum of \$600. \$35 co-pay when participating provider is used. Exam is not covered.
<b>Laser Vision Correction Surgery</b>	Eligibility: Once in a lifetime. Maximum of \$500 reimbursement to defray cost of surgery. Participating providers available for discount.
<b>Visual Aid Machine</b>	Not applicable.
<b>Optical</b>	Eligibility: Every 12 months. Participating providers. Services include exam (NY only), frames within benefit allowance and lenses. Free Choice provides \$65 maximum reimbursement to member for all services.
<b>Prescription Drugs</b>	Annual cap of \$15,000. Deductible applicable when local pharmacy is used: \$50 (per person), \$150 (family maximum). Co-pays: 10 percent for generics, 25 percent preferred brands, 35 percent non-preferred brands. Mandatory mail service after original fill and two refills Mail service includes no deductible Co-pays: \$10 for generics, \$25 for preferred brand, \$35 for non-preferred brands. Note: Anti-inflammatory and H2 antagonist drugs are not covered at local pharmacies; they are only covered through mail service after the Welfare Fund receives a letter of medical necessity and approves exception.
<b>Domestic Partnership</b>	Documentation required: NYC registry and proof of primary medical coverage through partner's own employment or member's city plan.
<b>COBRA</b>	Premium: \$23.30 (no drug coverage). Premium: \$66.95 (with drug coverage). Members are eligible for 18 months. Dependents for 36 months.
<b>Life Insurance</b>	\$10,000 for members only.
<b>Survivors</b>	Coverage for CSA active benefits continue for five years at no charge. Additional benefit: continuation of city coverage (through COBRA); premium is reimbursed for first two years.

# Package of Health Benefits

Day Care Members	Retirees/DOE Members Only
<p>Subject to \$150 deductible and payable at 80 percent to \$10,000 maximum  <b>HIP</b> – Supplemental benefits for expenses not fully reimbursed by your basic city plan.</p> <ul style="list-style-type: none"> <li>– Physical and speech therapy for up to 30 office visits (\$75 per visit).</li> <li>– Routine podiatry care, four annual office visits.</li> <li>– Appliances/oxygen/emergency ambulance/anesthesia/private duty nurse</li> <li>– Wigs (two annually) for alopecia or cancer, \$1,000 maximum annually.</li> </ul>	<p>Subject to \$100 deductible and payable at 80 percent/\$5,000 maximum.  <b>GHI &amp; HIP</b> Supplemental benefits for expenses not fully reimbursed by basic city plan. Physical/speech therapy – 20 office visits (\$75 per visit); podiatry, eight office visits; orthotics, two pair annually - \$400 maximum per pair; appliances; emergency ambulance/ambulette (by review only – \$2,500 maximum); anesthesia; radiation/chemotherapy costs (exclusive of drugs); in- and out-of-hospital surgery; surgical stockings – three pair per year and maximum \$100; portable toilet, one annually; wigs (two per year) for alopecia or cancer treatment to a \$1,000 per year maximum; private duty nurse to a maximum of \$10,000, separate \$100 deductible, paid at 80 percent; multi-focal lens at \$500 per eye (once in a lifetime benefit). <i>GHI/Blue Cross members only</i> \$300 hospital admission fee to a maximum of \$750.  <b>HIP/HMOs only</b> Office visit co-pays reimbursed; \$100 deductible; payable at 80%  <b>Medicare-eligible only:</b> Chiropractic benefit at \$40 for first visit; \$30 per additional visits; \$7 modality.</p>
Not applicable.	Deductible is \$1,000, reimbursement of 80 percent to \$1,000 then reimbursement of 100 percent to \$50,000 maximum annually, per patient, for covered medical services based on reasonable and customary charges (Hospital charges excluded)
Not applicable.	Coverage includes post hospitalization with physician authorization and home health aide certification required. \$100 deductible. Payable at 80 percent with an annual maximum of \$6,000. Lifetime maximum of \$18,000.
Outpatient co-pays for HMO member are reimbursed subject to a \$150 deductible.	Outpatient co-pays for HMO member are reimbursed subject to deductible (\$100)
<p>Choice of three plans:  <b>SIDS</b> – Cap at \$7,500 based on fee schedule. \$25 deductible, waived for diagnostic and preventive services. \$50 co-pay for certain services.  <b>HEALTHPLEX</b> – HMO/restricted to participating providers.  <b>DELTA</b> – HMO/restricted to participating providers.</p>	<p>Choice of four plans: <b>SIDS</b> Cap at \$7,500; fee schedule; no deductible; no co-pays. <b>HEALTHPLEX</b> is an HMO and thus restricted to participating providers <b>AMERICAN DENTAL PLAN OF FLORIDA</b> Restricted to participating providers and only available to Florida residents. <b>DELTA</b> is an HMO and thus restricted to participating providers</p>
Eligibility: Every three years. Maximum of \$600. \$35 co-pay when participating provider is used. Exam is not covered.	Eligibility is every three years. Maximum is \$600. \$35 co-pay when participating provider is used. Exam is not covered
Not applicable.	Eligibility is once in a lifetime. Maximum is \$500 reimbursement to defray cost of surgery. Participating providers available for discount.
Not applicable.	Eligibility is once in a life time. Maximum of \$500
Eligibility: Every 12 months. Participating providers. Services include exam (NY only), frames within benefit allowance and lenses. Free Choice provides \$65 maximum reimbursement to member for all services.	Eligibility: Every 12 months. Participating providers. Services include exam (NY only), frames within benefit allowance and lenses. Free Choice provides \$65 maximum reimbursement to member for all services.
<p>Annual cap of \$10,000.  <b>In-Service members</b> pay 20 percent at local pharmacy with no deductible. Mandatory mail service after initial fill and one refill. Mail service provides a two-month supply with no deductible. Co-pays: \$10 for generics and \$25 brand names.  <b>Retired (Non-Medicare)</b> pay a \$50 deductible/annual cap \$1,500 per person. Co-pays: 20 percent at local pharmacies; mail service provides a two-month supply with a \$50 deductible. Co-pays: \$8 for generics; \$15 for brand names.  <b>Retired (Medicare)</b> will be reimbursed prescription co-pays at 100 percent up to an annual maximum of \$1,500 per person.</p>	<p><b>GHI non-Medicare</b> Refund of prescription co-pays at 80 percent after \$100 deductible is met with a \$5,000 maximum.  <b>GHI Medicare D</b> Prescription co-pay reimbursement at 100 percent only for excess of annual applicable True-Out-Of-Pocket-Cost (2010 is \$4,550)  <b>HMO Medicare/non-Medicare</b> Prescription co-pay reimbursement at 80 percent after \$100 deductible is met to \$5,000 maximum.  <b>Diabetic</b> medications are covered by all city basic plans until member is eligible for Medicare, then covered by Medicare Part D  <b>Pica</b> (through Express Scripts) program covers injectible and chemotherapy medications only for non-Medicare eligible members</p>
Documentation required: NYC registry and proof of primary medical coverage through partner's own employment or member's city plan.	Documentation required: NYC registry and proof of primary medical coverage through partner's own employment or member's city plan.
Premium: \$55.25; members are eligible for 18 months. Dependents are eligible for 36 months.	Premium is \$61.05. Dependents are eligible for 36 months.
\$10,000 for active members only.	Not applicable
Not applicable.	Coverage for CSA retiree benefits continue for five years at no charge. Additional benefit: COBRA continuation of CSA retiree benefits for lifetime is available after survivor benefits are exhausted at current COBRA rate

## Good Ideas Emerge, Oddly Enough, From Albany

*Continued from Page 7*

acknowledged for levels of competency in CTE.

4) Make certification changes. The Regents also discussed SED-recommended certification changes for teaching and leadership positions, but decided more information was needed and agreed to discuss this more fully at this month's Regents' meeting. NYSFSA will continue to participate in these discussions.

### My Second Visit

On Jan. 8, I represented NYSFSA at the meeting of the NYSED Cohesive Leadership System Advisory Committee. Many of the SED's initiatives that are part of NYS's Race to the Top federal grant application were discussed, and a number of the proposals will be presented to the Regents for action in February. Mark Frazier, Lead Community Superintendent from Buffalo, joined the committee since Buffalo has been selected for the next site for a Leadership Academy. Mr. Frazier has been in touch with NYSFSA Vice President Crystal Barton, who is the Buffalo Supervisors Association President, and they will work together on a plan for this training facility.

### My First Visit

First, and obviously not last, I attended Gov. David Paterson's State of the State address on Jan. 6. Gov. Paterson did not even mention his goals for education or health in his speech, an omission that most are interpreting as ominous at best. Look for a year with more budget cuts and thus tougher decisions for our school leaders. (For a transcript of the speech, visit [www.state.ny.us/governor/press/2010stateofstate.html](http://www.state.ny.us/governor/press/2010stateofstate.html).)

## Urban League Celebrates 90th Anniversary

CSA President Ernest Logan joined a panel of politicians, activists and Principals on Dec. 11 during the NY Urban League's 90th Anniversary Annual Meeting.



Sandye Johnson

The panel was moderated by news anchor Brenda Blackmon, FOX/MY9.

The New York Urban League was founded by a group of prominent New Yorkers concerned with the poor state of blacks migrating to NYC from the south and the Caribbean islands.

## What's New at CSA: Hires and Promotions

BY YURIDIA PEÑA

CSA welcomes a number of new staff members and said farewell to longtime counsel Barbara Jaccoma, Assistant Director Evelyn Finn, and ELI coordinators Millicent Goodman and Sherri Gregory.

Ms. Jaccoma left CSA last fall to join NYSUT in the Nassau County Regional Office as a labor relations specialist.

"It has truly been a pleasure to have Barbara as part of the

CSA team. I always valued her knowledge and insight. We wish her much success in her new responsibilities at NYSUT," said CSA President Ernest Logan. Ms. Jaccoma joined CSA as a special counsel to President Jill Levy in the summer of 2000, although CSA had been one of her private clients since 1993. CSA is interviewing candidates to replace Ms. Jaccoma.

In the governmental relations department, Sondra Peeden is the new Assistant Director replacing Alex Voetsch, who left in August. Ms. Peeden comes to CSA from the NY City

Council where she was Deputy Chief of Staff for Council member David Weprin.

Another addition to CSA's governmental relations department is Alithia L. Rodriguez-Rolon. Ms. Rodriguez-Rolon was the Deputy Director of Governmental Affairs for the NYS Department of Health in the department's legislative affairs.

Monica McDonald who retired in 2008 from the DOE as the Human Resources Director joins the field service team three days a week as the Special Assistant to Audrey Fuentes, Executive Director Field Services. Ms. McDonald will assist Ms. Fuentes in human resource issues. Evelyn Phair Finn, who previously handled these duties in the grievance department for the past five years, has left to become Principal of John W. Lavelle Preparatory School on Staten Island, a charter school.

CSA also welcomed a new office assistant: Radames Roman, who worked at Cathedral High School in the maintenance department for 12 years. Mr. Roman graduated from the Coalition School for Social Change in Manhattan.

In other "good and welfare" news, last fall, Jose Filpo, who has been at CSA since 1989 as an office assistant, was pro-



Maria Ciccone



Sondra Peeden



Rodriguez-Rolon



Monica McDonald



Radames Roman



Jose Filpo

moted to Assistant to the Information Technology Director Egal Sanchez. He is responsible for helping to maintain the computers, network and other technology in CSA central.

### New ELI Coordinator

In the Executive Leadership Institute, Maria Ciccone joins colleagues Dr. Noemi Angellette-Wallace and Nicolas Apostolo as a Coordinator in the Brooklyn office.

"Maria brings a contagious and enthusiastic energy to pro-

fessional development that will serve our workshop participants well. She is quite knowledgeable in the ELA arena, which will strengthen our offerings," said Ada Dolch, ELI Executive Director.

Prior to joining the ELI team, Ms. Ciccone was Principal of PS 222, D-30 in Queens. She earned a BA in Foreign Language and a MA in Spanish Literature from Queens College. Ms. Ciccone later obtained her supervision and administration certification from St. John's University.

## US NEWS & WORLD REPORT

# NYC's 12 Best Public High Schools

BY YURIDIA PEÑA

US News & World Report released its third annual listing of America's best high schools. More than 21,000 public high schools in 48 states and the District of Columbia were analyzed and 100 schools were chosen as the best – the "gold medalists" – in a three-tier ranking system. Twelve NYC schools made it into the best 100. They are listed below along with their rankings. Many other NYC schools received silver, bronze and honorable mention awards as well. They, too, are listed.

### GOLD MEDAL LIST

- #6 Newcomers HS, Queens
- #19 The HS of American Studies and Lehman College, Bronx
- #31 Stuyvesant HS, Manhattan
- #33 Townsend Harris HS, Queens
- #34 Staten Island Technical HS
- #35 Baccalaureate School for Global Education, Long Island City
- #52 HS for Dual Language and Asian Studies, Manhattan
- #58 Bronx HS of Science
- #63 Brooklyn Technical HS
- #64 New Explorations Science Tech and Math School, Manhattan
- #75 HS for Law and Public Service, Manhattan
- #81 Queens HS for Science at York College

### SILVER MEDAL LIST

- Baruch College Campus HS, Manhattan
- Benjamin Banneker Academy, Brooklyn
- Bronx Engineering and Technology Academy
- Collegiate Institute for Math and Science, Bronx

- Eleanor Roosevelt HS, Manhattan
- Fiorello H. LaGuardia HS of Music & Art/Performing Arts, Manhattan
- Frederick Douglass Academy, Manhattan
- HS of Economics and Finance, Manhattan
- HS for Health Professions and Human Services, Manhattan
- HS of Telecommunication Arts & Technology, Brooklyn
- Hostos-Lincoln Academy of Science, Bronx
- Manhattan Center for Science and Mathematics
- Manhattan International HS
- Millennium HS, Manhattan
- Queens Gateway to Health Sciences Secondary School
- Riverdale/Kingsbridge Academy (MS/HS 141), Bronx
- The Academy of American Studies, Queens
- The Marble Hill School for International Studies, Manhattan
- The Michael J. Petrides School, Staten Island
- The Urban Assembly School of Design and Construction, Manhattan

### BRONZE MEDAL LIST

- All Leadership Secondary School, Brooklyn
- Aviation Career and Technical HS, Queens
- Bedford Academy HS, Brooklyn
- Bronx Academy of Letters
- Bronx Aerospace HS
- Bronx Health Science HS
- Bronx High School of Medical Science
- Bronx Laboratory School
- Bronx Leadership Academy High School
- Bronx School-Law & Finance
- Brooklyn College Academy
- Brooklyn HS for Music & Theater
- Clara Barton Vocational HS, Brooklyn

- Brooklyn International HS
- East New York Family Academy, Brooklyn
- Frederick Douglas Academy II, Manhattan
- Frederick Douglas Academy III Secondary School, Bronx
- Gregorio Luperon HS of Math & Science, Manhattan
- Health Careers & Sciences HS, Manhattan
- HS-Computers & Tech, Bronx
- High School for Careers in Sports, Bronx
- HS for Fashion Industries, Manhattan
- HS for Public Service, Brooklyn
- HS for Global Citizenship, Brooklyn
- HS for Hospitality Management, Manhattan
- HS of Contemporary Arts, Bronx
- HS of Enterprise & Tech, Brooklyn
- HS of World Cultures, Bronx
- Manhattan/Hunter College HS for Science
- Manhattan Village Academy
- Marie Curie HS for Nursing Med. & Applied Health, Bronx
- Mott Hall HS, Manhattan
- New World HS, Bronx
- Pace HSI, Manhattan
- Pelham Preparatory Academy, Bronx
- Performing Arts & Tech HS, Brooklyn
- Repertory School, Manhattan
- Talent Unlimited HS, Manhattan
- Teachers' Preparatory Secondary School, Brooklyn
- Urban Assembly School-Law & Justice, Brooklyn
- Williamsburg Charter HS, Brooklyn
- Williamsburg Preparatory, Brooklyn
- Wings Academy, Bronx

### HONORABLE MENTION

- NYC Lab School for Collaborative Studies, Manhattan

## Notebook

### AAP Student Awards

The Association of Assistant Principals (AAP) is proud to announce two awards programs for NYC students:

■ The Stewart Weiner Scholarship provides three scholarships of \$1,000 each to children of Assistant Principals – members of AAP – who graduate from high school this June. Scholarship winners are selected based upon their responses to a biographical questionnaire, personal evaluations by their Principal and/or guidance counselor, and their academic standings (official school transcript). Both student and parents will be invited to a dinner in June when the scholarship will be presented. The application deadline is May 1. The scholarship is named for Mr. Weiner who

was a beloved Assistant Principal at PS 20, D-20, Manhattan who died of cancer in 2004.

■ The Martin Safran Citizenship Award honors 15 students from elementary, intermediate or junior high schools from the five boroughs who have demonstrated exemplary service to their school and/or community at large. The student must be nominated by his/her Assistant Principal who is a member in good standing of AAP, and write an essay about his/her service. Winning students will receive a \$200 savings bond and be invited with a parent and the nominating AP to an awards dinner in June. The application deadline is April 1, 2010. Martin Safran was an Assistant Principal who served with distinction.

### Student to be Honored

The Association of Black Educators of NY has awards and scholarships available. Principals of every grade level are invited to select a student who has demonstrated outstanding brotherhood and service to compete for the ABENY Human Service Certificate. Deadline for submission is Mar. 30. ABENY also offers scholarships to NYC public high school seniors. The deadline for applications is April 30. For information, contact Dr. Sheilah Bobo at (917) 412-9099.

ABENY's February membership meeting celebrating Black History Month will be held on Feb. 28 at 3 p.m. at the Bedford Stuyvesant YMCA, 1121 Bedford Ave. For information, contact ABENY President Melouise Murdaugh at (917) 971-7162.

## In Memoriam

■ **LOUIS CENCI**, 91 died on Nov. 27, 2009. Mr. Cenci was an educator for 40 years. He earned his bachelor's degree in vocational education from NYU, and his master's degree in guidance from Hunter College. His certification in administration and supervision was obtained from Richmond College, now the College of Staten Island. Mr. Cenci retired in 1979 as Superintendent of Brooklyn and Staten Island schools. In 1984, he was appointed a trustee of CUNY by Mayor Ed Koch and served until 1994. His wife of 65 years, Marie Louise died, in 2006. Condolences to the family may be sent to his daughter, Mamise Costa, 35 Thollen St., Staten Island, NY 10306.

■ **VIC HELTZER**, 71, a former guidance counselor at John Bowne High School, Queens, and Assistant Principal at Susan Wagner High School, Staten Island, died on Dec. 15, 2009. Prior to his retirement in 1993, he served as Treasurer, Vice President and President of the Association of High School Assistant Principals Administration



■ Vic Heltzer

Association. He also served under CSA President Donald Singer as the liaison to the NASSP. In his retirement, Mr. Heltzer was President of his Homeowner's Association and Secretary of the CSA Retiree Chapter Palm Beach Unit. Condolences may be sent to his wife, Judy, at 7768 New Holland Way, Boynton Beach, FL 33437

■ **SIDNEY H. MORISON**, 77, died on Oct. 16, 2009, from pneumonia. He began teaching in the 1950s as a math teacher at JHS 118, Manhattan, and became the acting Math Chairman. He was also the Math Coordinator in District 3, and then the Deputy to the Superintendent in the same district.



■ Sidney Morison

In 1969, he became Principal of PS 84, D-3, Manhattan, where he remained for 26 years. In 1983, PS 84 won national recognition from the Rockefeller Brothers Fund for its integrated arts program, and in 1989, the school received the NYC Schools and Culture Award. After he retired in 1995, Mr. Morrison taught at CCNY, Bank Street College and Barnard College. He also was a consultant to the National Institute of Education, Teachers Corps, Carnegie Corp., and the Ford Foundation. Community Board 7 recently passed a resolution to rename West 92nd Street between Columbus Avenue and Central Park West in honor of Mr. Morison. (The proposal now heads to the City Council for approval.) He was also a veteran of the Korean War. Jacqueline, his wife, taught in District 3 and is now a literacy coach and Dual Language Coordinator at PS 87, D-3, Manhattan. Condolences may be sent to her at 220 W. 71 St., NYC, NY 10023.

■ **MORRIS SABBETH**, 96, died on Dec. 14, 2009. Mr. Sabbeth retired from the NYC school system in 1975 as an Assistant Principal of Sheephead Bay High School in Brooklyn. Condolences may be sent to his daughter, Priscilla Balch, at 201 East 62nd St., Apt. 2D, New York, NY 10065.

## Travel Desk

GARY GOLDSTEIN

### New Programs Span the Globe

For more information about these programs, contact Gary Goldstein, [ggoldstein@csa-nyc.org](mailto:ggoldstein@csa-nyc.org).

#### A South American Dream Cruise

March 13 - 28, 2010

Fly from NYC to Santiago, Chile, on March 13. Sail March 14 from Valparaiso on Celebrity's *Infinity* to La Serena, Arica Chile, Manta, Ecuador, transit the Panama Canal, Cristobal, Panama, Cartagena, Colombia and disembark in Fort Lauderdale for the return flight to NYC.

**RATES include cruise amenities and airfare:** Inside, \$2,574 per person; window, \$2,749; balcony, \$3,279; balcony with concierge, \$3,649. Suites, triple, singles available upon request. Optional insurance is available. Add \$298 port and government charges.

#### Alaska By Land and By Sea

July 16-23, 2010

A brand new program! Alaska by land and sea, if you so desire. We're offering a seven-day cruise through magnificent scenery, but we're also offering a four-day land trip prior to the cruise for those who want a longer visit to our 49th state.

The four-day "add on" bus tour runs from July 12-16 to Denali Park, Fairbanks and Anchorage. Then we'll head down to Seward where we'll board Celebrity's *Millennium* on July 16 to Skagway, Icy Strait Point, Ketchikan, Juneau, and the Hubbard Glacier. You will disembark in Vancouver for the return flight.

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

#### Trains of the Colorado Rockies

Aug. 14 - Aug. 22, 2010

Ride aboard the famous Durango and Silverton narrow gauge Silver Railroad through the San Juan Mountains. Journey on the world's highest cog railroad to Pike's Peak. Then spend two nights in Durango reliving the excitement of the old west.

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

#### Mediterranean Cruise via Spain

Aug. 21-29, 2010

Another brand-new offering to the Mediterranean. We'll fly from NYC on Aug. 21 to Barcelona where we board Royal Caribbean's *Voyager of the Seas* the next day. We'll sail to Naples (Capri), Rome, Florence, Nice, Marseilles and return to NY from Barcelona on Aug. 29. *Voyager* offers fine dining, a major

shopping arcade, ice skating shows and skating, and rock-climbing. (See website for details at [www.royalcaribbean.com](http://www.royalcaribbean.com).) An option for those who would like to spend some time in Barcelona: For \$575 per person, you'll arrive on Aug. 20 for a two-night pre-cruise stay.

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

#### Sail to Canada and New England

Sept. 25–Oct. 2, 2010

Take a cab to the port of Brooklyn and board the magnificent *Caribbean Princess* on Sept. 25, 2010. We'll sail to Newport, Boston, Bar Harbor, St. John and Halifax. We'll return to Brooklyn on Oct. 2. These rates are for early bookings and will not last. Your deposit will guarantee the rate!

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

#### Tropical Heaven

Presidents' Week 2011

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

**RATES** Inside cabin, \$649 per person; window, \$749; balcony, \$899; junior suite, \$1,379. Rates for three and four people per room/suite and singles available as is optional insurance.

#### The Jewels of Asia

March 29, 2011

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

**RATES** below include cruise, taxes, and port charges. Air is not included as some of us will use points or purchase tickets to suit individual preferences. Inside, \$2,048 per person, double occupancy; window, \$2,349 per person, double occupancy; balcony, \$3,599 per person, double occupancy. A \$450 deposit per person holds your stateroom without penalty until 90 days prior to departure. If insurance is purchased, you may cancel for medical reasons any time with full refund.

# RETIREE Chapter

## CHAIR'S MESSAGE

Neil Lefkowitz

## Time to Take On the Drug Companies



**We want Medicare to negotiate the price of non-generic prescription drugs.**

Last month, Welfare Fund Administrator Douglas V. Hathaway and I had the pleasure of visiting our three Florida Regional Units.

As with our colleagues out west whom we visited late last year, our southern friends expressed concerns about the proposed overhaul of the nation's health care system, the early suggestion from the city that we pay part of the cost of our basic health insurance and any changes to our pensions that are detrimental to us.

A fourth concern remains the dreaded "doughnut" hole in Medicare Part D. The federal government's plan for prescription drugs was implemented during the Bush administration and the reimbursement schedule left a lot to be desired. Our members say that they're spending more for drugs than ever before. As disliked as this program is, surprisingly, many of our members tell me that they've actually written to lawmakers

asking them not to change Medicare because they fear change more than the status quo!

The reason we are asking retirees to write to their representatives is we want Medicare to have the right to negotiate the price of non-generic drugs. The latest issue of the *AARP News* reported that drug companies raised the price of many non-generic drugs by 9.3 percent during the month of October 2009! For example: The price of Flomax, taken by many of our male members with prostate issues, was raised an astounding 19.7 percent. Many of us believe the drug companies are preemptively raising their prices fearing future government-enforced price limitations if and when the new Health Care Reform Act becomes law.

### Outreach in Florida

For those who don't know him, Norman Sherman is our Florida Liaison with central CSA. Mr. Sherman is perhaps familiar to many of you because he wrote for the *CSA News* for many years when he was a Field Director for CSA. (His column on Safety and Security was must reading for school leaders.)

Mr. Sherman is making every effort to reach out to members who need assistance because of age or illness. They, or their caretakers, may not be aware of Chapter services and programs.

In other news, our Legislative Committee continues with its lobbying efforts in cooperation with CSA's Department of Governmental Relations. Our Legislative Liaison Dee-Dee Goidel writes about our upcoming efforts in that department elsewhere on this page and on Page 7 in her NYSFSA report.

And finally, the Retiree Chapter will one again be involved with the Celebration of Teaching and Learning next month. More than 150 of us will volunteer at the two-day Conference at the Hilton NY. It should be a wonderful event. I hope to see you there.

## A Strategy for Albany Visit

### Protecting Health Benefits Remains Priority

BY DEE-DEE GOIDEL

As we plan for our trip to Albany next month to speak with lawmakers, the Retiree Chapter Legislative Committee faces a real challenge: How to plan a strategic approach to strengthen or maintain our benefits in grave economic times.

This year, 22 of us will make the trip north. It's a mixed group of new and older retirees. We live in the five boroughs, or in Rockland, Westchester, Nassau or Suffolk counties. While some of us work part-time, others are in full retirement. Because of our different lifestyles and ages, we truly represent CSA retirees in all facets of retirement.

Recently, the governor signed legislation that created a new tier – Tier V – in state pension law. Included was a section that amended Chapter 729 Laws of 1994 (Section 14, Part B) to make permanent a law that used to sunset, i.e., expire annually. This section prohibits a school district from diminishing the health benefits of retirees unless a corresponding diminution of such benefits also applies to in-service employees.

Up until now, we have had to ask our lawmakers every year for this provision because of the "sunset" clause. The new law took effect Jan. 1, 2010

### Shifting Winds

While we appreciate this change, this issue remains our "Maginot Line," if you will.



■ Last year, CSA retirees visited dozens of legislators' offices. Above, from left, Pat DeMeo, Jewel Moolenaar-Marsh, Assemblyman Peter J. Abbate Jr. and Joseph Quinn.

While the current CSA leadership has vowed never to negotiate on the backs of its retirees – CSA President Ernest Logan has repeatedly affirmed his support of retirees in words and deeds – we remain vulnerable for what the future may hold.

If the health benefits of our in-service colleagues diminish in return for other compensation, our health benefits will diminish as well. Since we cannot negotiate, it is unlikely we will receive anything in return. So the legislation connecting retirees with in-service members continues to, potentially, pit one group against the other, a dangerous thing especially in tough economic times.

### Unions Stepped In

Which brings to my mind another financial crisis when unions helped save the city from bankruptcy. Most likely, the general public today does not remember that in the mid-1970s, unions stepped up to the plate to rescue the city during its most desperate hour. (Who among us

who lived through that time will ever forget *The Daily News'* front page of Oct. 30, 1975: "Ford to City: Drop Dead"?)

In a display of solidarity, CSA's members did not take raises and averted supervisory layoffs. In return, the city promised us health benefits in our retirements, a promise that certain lawmakers today should heed before railing about our over-sized pensions and benefits. Let them not forget that because we forewent raises, our pensions are smaller than they would have been had we made more money during our careers. Some of our much older retirees are seriously limited financially and struggle to meet their bills.

Retirees need a bill that protects their health benefits without any strings attached, and indeed, this remains one of our top legislative priorities. It took 15 years to get the word "permanent"; we hope it will take less time to enact a discrete bill to permanently protect our health benefits promised to us so many years ago.

### CORRECTION

In the Spring 2010 Education/Cultural Program printed in the January 2010 *CSA News*, an incorrect time for a trip was listed. The Woodlawn Cemetery trip for May 19 is at 10:30 a.m. to noon. The trip number is SP10T11. Online registration is available at: [www.regonline.com/retireechapterspring2010](http://www.regonline.com/retireechapterspring2010).

Members of the Retiree Chapter can download a membership brochure from [www.csa-nyc.org](http://www.csa-nyc.org).

### CSA Defensive Driving Courses 2010



Felice Hannah

Retiree Chapter Outreach Coordinator Felice Hannah will conduct three defensive driving classes for all CSA members, retired and in-service, in the coming year.

The scheduled dates are March 9, June 28 and Sept. 1. Registration is now open for the March 9 class. The classes run from 9 a.m. to 4 p.m. at CSA, 16 Court St., 4th floor conference room, Brooklyn. The cost is \$20 and lunch is included.

Pre-registration is mandatory. Space is limited to 34 participants, but a minimum of 15 is required. You must bring a valid driver's license to class.

Please make your \$20 checks payable to the CSA Retiree Chapter and mail to the Retiree Chapter, Suite 711, 16 Court St., Brooklyn, NY 11241, attn: Felice Hannah. The check must reach the office by Feb. 8.

If you wish to register for the June 28 or Sept. 1 classes, Ms. Hannah is compiling a class list. Contact her at (718) 625-3434 or email her at [felice@csa-nyc.org](mailto:felice@csa-nyc.org).

## Digital Cameras



MICHAEL EBENSTEIN

■ Participants in last fall's digital camera class pose for a picture, (digital, of course!). Instructor Leonard Fagen is standing in the back row, second from left. His class is among the many offerings the Retiree Chapter is providing this spring under the auspices of the Educational and Cultural Committee. Online registration for any of the events is available at [www.regonline.com/retireechapterspring2010](http://www.regonline.com/retireechapterspring2010).

## Welcome New Members

The Retiree Chapter welcomes the following members who retired from June to December 2009.

### BROOKLYN

Linda China, Pamela Craig, Pearl Elie, Judith Foster, Gail Gaines-Savage, Edward Gentile, Cynthia Greene, Barbara Guinan, Paulette Johnson, Stephen Leo, Martha Lage, Ivan Kushner, Jean Le Bec, Eleanor Leonard, Pamela Montague, Elliott Ringhel, Michael Saporito, Camille Savino, Steven Swaya

### QUEENS

Paul Amato, Stephen Drakes, Scott Feltzin, Audrey Fuentes, Joyce Henderson, Carol Joyce-Brady, Deborah King, Diane Misiura

### STATEN ISLAND

Marylou Aranyos, Adele Armstrong, Richard D'Auria, Terrance Egan, Carmen Faccio, Janis Grieco, Kenneth Lombardi, Constance Montigo, Rosemarie O'Neill, Cynthia Riley,

### MANHATTAN

Sydney Ann Blair, Michael Black, Rosalie David, Deena Forman, Dina Heisler, Howard Freidman, Marilyn Janow, Stephen Koch, Stephen Mittman, Arthur

Ravandet, Genevieve Marchard, Suzanne Muller, Sandra Lausier, Dorothy Greenberg, Jesus Santiago

### BRONX

Jeffrey Block, Alexander Castillo, Rita Fields, Stephanie Johnson, Richard Levine, Sharon Mcleod, Albert Weissberg, Patricia West

### LONG ISLAND

Frank Dody, Stephen Kanfer, Janette Kindler, Betty Miller, Laura Romerio, Ronna Sloan, Stuart Spector, Charles Sticco, Jeanette Tomasullo

### WESTCHESTER

Robin Bruck-Tanner, Carolyn Jones, Carol Porter, Marilyn Smith

### NEW JERSEY

Mary King, Anthony Rafaniello

### OTHER LOCATIONS

Marilyn Smith, Mount Vernon, NY; Jerome Brodsky, Middle Island, NY; Glenn Brown, Middletown, NY

Please contact Anne Silverstein at [anne@csa-nyc.org](mailto:anne@csa-nyc.org) if your name should have appeared in this list.

## Retired Principal Honored As Role Model In Calendar

BY CSA STAFF

Black Women in Sisterhood for Action, a national non-profit organization, has selected retired Principal Edith Bly Jenkins for inclusion in BISA's annual scholarship calendar. The calendar honors African American women who have served as role models and mentors.



Edith Bly Jenkins

Ms. Bly Jenkins retired as Principal of PS 123, D-5, Manhattan, in 2004. Since BISA's inception 30 years ago, the organization has similarly honored more than 350 women.

The 2010 Calendar of Distinguished Black Women will be distributed to schools, libraries, bookstores, universities, colleges and homes nationwide. The calendar will also be placed at the Schomburg Center for Research in Black Culture, NYC; the Bethune Archives in Washington, D.C.; the Moorland-Spingarn Library, Howard University and at other colleges and universities where BISA scholars have matriculated.

On March 20, BISA will host a gala dinner during its annual conference to honor of the 12 honorees and scholarship recipients at the Kellogg Conference Center, Gallaudet University, Washington D.C. For more information about BISA and its calendars, visit [www.bisa-hq.org](http://www.bisa-hq.org)

## RC Regional Units

### PACIFIC COAST

We look forward to greeting members at our March 9 meeting at Carrows Restaurant in Laguna Hills, CA at 11:30 a.m. Welfare Fund Administrator Douglas Hathaway will provide information about health benefits and will answer questions. Details to follow in a letter to our membership. Call Manny at (310) 858-0558 or Gil at (310) 521-0329 with any questions.

—MANNY BIEMAN, GIL GOTTFRIED

### BROOKLYN

We'll meet two days this spring, March 23 and May 25. Please try to attend both meetings. They'll be held at St. Francis College on Remsen Street in downtown Brooklyn around the corner from central CSA. Specific details about each meeting will be mailed to you soon. 2010 dues – \$15 – are due. Please send to: CSA Retiree Chapter, 16 Court St., 7th Floor, Brooklyn, NY 11241-1003, Attention: Ron Jones

—RON JONES

### STATEN ISLAND

Our Unit will hold its first general membership meeting of 2010 on Mar. 15 at the Staten Island Jewish Community Center, 1466 Manor Road. A continental breakfast will be served at 9:30 a.m. and the meeting will begin at 10. Our guest speakers, from the NY Red Cross, will present on preparing for emergencies. Save this date!

—CHERYL OBEY

### BRONX

Happy New Year. We have cancelled our May 4 meeting and rescheduled for March 22 at the Atria in Riverdale. Retiree Chapter Assistant Treasurer Don Juliano will discuss matters pertaining to TRS. In addition, a representative from the NYC Office of Labor Relations will discuss estate planning, required minimum distributions, transferring existing IRAs into a NYC Employees' IRA, and Roth IRAs. A light lunch will be served at noon.

—LEN ZAVLICK

### NEW JERSEY

We are in the process of establishing a welcome committee for new members as well as a membership committee to handle member concerns. We welcome our members' insights and assistance in this endeavor and hope to build a feeling of "family" and of belonging.

—STEPHEN PORTER

### PALM BEACH

On Feb. 24, we'll have an informational meeting at 10 a.m. at Benvenuto's Catering followed by our gala annual luncheon at noon. (Attendance at one event is not required for the other.) March 5, we'll host a health fair at the South County Civic Center. On March 17, we have an all-day bus trip to a man-made wonder, Coral Castle, in Homestead. We'll have lunch there at the Capri restaurant, then take a tour of the Fruit & Spice Park. For more information, call me at (561)689-0255.

—ROSE BENNETT

### QUEENS

The Queens Region wants to invite Retiree Chapter members to these events: April 27 – We'll take a trip to historic Fort Totten, home to the Bayside Historical Society. Fort Totten is a NYC Historical District. May 11 – A general membership meeting at the Queens Theater in the Park will be held. Welfare Fund Administrator Douglas Hathaway will speak. In other news, we welcome Leonard Sterman as the new leader of the Queens Unit. He can be contacted at [stermanlen@aol.com](mailto:stermanlen@aol.com). I will be taking office as the elected Vice Chair of the Retiree Chapter. (Editor's Note: Mr. Rosenberg had been the interim Vice Chair until the recent election.)

—JOSEPH ROSENBERG

### ARIZONA

The theme of our December 2 luncheon/conference in Casa Grande was developing the critical political objectives of our Unit and determining strategies for lobbying for them. CSA Retiree Chapter Chair Neil Lefkowitz was most effective in bringing us up-to-date on major issues on the local, state and national fronts. We were also addressed by President Doug Hart and Executive Director Joan Serviss of the Arizona Alliance for Retired Americans, AFL-CIO; practically all their current goals are consistent with ours. We agreed that by working together we could extend our efforts. Our Unit is looking forward to our annual Health and welfare luncheon/conference on March 10. Welfare Fund Administrator Douglas Hathaway will speak.

—MAISHE LEVITAN

### GEORGIA

The Unit held its organizational meeting on Oct. 13 in Atlanta, and it was great to see former colleagues and meet new ones. Retiree Chapter Chair Neil Lefkowitz and RC Director Gary Goldstein were our guest speakers. The next general membership meeting will be held on April 20. We're expecting CSA President Ernest Logan, Welfare Fund Administrator Douglas Hathaway and RC Legislative Liaison Dee-Dee Goidel to attend. We'll mail out details to members. For those Retiree Chapter members living in Georgia who haven't joined the Unit, please join us on April 20 to find out more about the Unit. For more information, contact me at (770) 693-2399.

—GEORGIA HARRISON

### LONG ISLAND

We have received many compliments from members about our newsletter. Our winter membership meeting will be held on Feb. 22 at 12:30 p.m. at the Plainview-Old Bethpage library, 999 Old Country Road, Plainview. (The library is east of the Old Country Road exit of the Seaford Oyster Bay Expressway/Route 135.)

The featured speakers are Rebecca Dowling of CancerCare of Long Island and Douglas Hathaway, CSA Welfare Funds Administrator. CancerCare is a national nonprofit organization that provides free professional support services to anyone affected by cancer. The session will begin with our famous bagels, spreads, cakes, cookies and beverages. For more information, communicate with Norman Watnick, (516) 747-6291; email address [normanwatnick@aol.com](mailto:normanwatnick@aol.com).

—NORMAN WATNICK

Not getting your Member Updates?  
Send your e-mail address to:  
Antoinette Isable,  
[antoinette@csa-nyc.org](mailto:antoinette@csa-nyc.org).



# Borough Briefs / In The Schools

Compiled  
 by Yuridia Peña

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

### Crafts and Cheer

More than 300 parents and children made vinyl stationery folders, sewing baskets and festive wreaths at the



■ Dancers Sabrina Isakow and Levy Agaronnik dance to a Latin beat at PS 255.

annual Holiday Craft Night at PS 255, D-22. Most of the materials came from Materials for the Arts, a nonprofit that provides thousands of the city's arts and cultural organizations, public schools and community arts programs with supplies. Macy's and Estée Lauder also donated fabric, wallpaper, boxes and other decorative supplies. Students spread the holiday cheer and their talents with a winter concert with instrumental, choral and dance performances.

The pre-kindergarten classes at PS 217, D-22, celebrated the holidays with their families gathering around a life-size gingerbread house. The class read stories illustrated by Jan Brett before constructing their own gingerbread houses. Students also gathered around a holiday hearth where family holiday traditions were displayed. The hearth was used as a backdrop for telling stories and singing seasonal songs.



■ PS 217 pre-kindergartners gather around the family "hearth".

## Gifts for Soldiers and Grants for Science

BY YURIDIA PEÑA

PS 97, D-27, Queens hosted a "Support our Soldiers" drive. Members of the community donated various items for U.S. soldiers serving overseas. Each grade was assigned to donate specific items such as toothbrushes, toothpaste, baby wipes, hand sanitizer and chewing gum. Students also wrote greeting cards with words of thanks and encouragement. The fifth graders prepared dozens of gift bags and earned community service hours to boot!

In other news from the school, the science department received two grants totaling \$1,500 from DonorsChoose.org. Grants were entitled "Geologists Waiting to Explore" and "Insects and Snails and Fish, Oh



■ Left: Third graders hold up Christmas letters they made for soldiers. Right: Ms. Stuart and Principal Maureen Ingram with students on their way to Forest Park for a tour with a parks ranger.



My!" Some science students took a trip to Forest Park where students learned about rocks, the effects of weather on the land and how to recognize poison ivy.

## Queens (DIST. 24-30)

### Toys Collected for Needy Tots

JHS 189, D-25 donated toys to the US Marine Corps Reserve Toys for Tots Program. Students raised \$3,200 and purchased items at Toys "R" Us. The US Marine Corps Reserve Toys for Tots

Program collects toys from October to December for needy children in the community.

To submit an item to Borough Briefs, contact Yuridia Peña at [yuridia@csa-nyc.org](mailto:yuridia@csa-nyc.org) or telephone her at (718)852-3000 x 1042. You may also submit high-resolution digital photographs.



■ JHS 189, D-25, Brooklyn students pose outside Toys "R" Us where they bought toys for the US Marine Corps Reserve Toys for Tots program. The Corps collects new, unwrapped toys each fall and distributes them as Christmas gifts to needy children.

## Manhattan (DIST. 1-6)

### Gifts from NY Cares

Mosaic Preparatory Academy celebrated the holiday season making gingerbread houses and receiving gifts from volunteers from NY Cares' volunteers. The Principal is Lisette Caesar.