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January 2012\*

Volume 45, Number 5 Local 1, American Federation of  
School Administrators, AFL-CIO



# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

## CSA Joins NYSUT in Evaluation Fight

BY ANNE SILVERSTEIN

CSA has filed an amicus brief supporting NYSUT in its legal battle against the state concerning the controversial teacher and Principal evaluations that have Principals around the state in an uproar. NYSUT won the first round in an August court ruling that NYS is appealing.

In a nutshell: In 2010, the state legislature passed a law requiring districts to use student performance data on state tests for 20 percent of teacher and Principal evaluations.

The law stated that the remaining 80 percent of the evaluations were subject to collective bargaining by local districts and unions.

The regulations that SED Commissioner John King published were "an attempt to gut collective bargaining," said CSA General Counsel Bryce Bryant, who is one of the union's three attorneys working on the case: David Grandwetter and Charity Guerra are co-counsels.

"The Commissioner's regulations are a serious attempt to nullify the

*Continued on Page 6*

## School Leaders Plagued by Faulty Data System

School Administrators continue to be maddened by the Special Education Student Information System (SEIS), an online database created by the DOE in 2007 to improve data collection for students with disabilities. Complaints continue to pour in about glitches and SEIS' failure to align with other data systems. CSA received scores of questions, and forwarded them to the DOE. Below are the responses – some not very satisfactory; content has been edited for space reasons.

**QUESTION:** SEIS, Child Assistant Program (CAP), Automate the Schools (ATS) and the Special Education Component (SEC) information is inconsistent across these systems and cannot be fixed at the school level. Schools cannot access CAP to fix inconsistent, incorrect student information. Also, the IEP in SEIS remains out of compliance because it cannot be finalized. What will be done?

**ANSWER:** One of the major

*Continued on Page 10*



PHOTOS/ANTOINETTE ISABLE-JONES

■ "It's about jobs," read the signs as CSA and other union members marched down Broadway.



■ Assistant Principal Donna McGuire.

## Unions March for Jobs

■ CSA Executive Vice President Peter McNally led a contingent of CSA members from Herald Square to Union Square during a mass labor march that demanded jobs and economic equity. The march, sponsored by the Central Labor Council, was inspired by Occupy Wall Street's success. **11**

*More photos, Page*



■ From left, Principal Jeff Slivko, Assistant Field Director Joe Costa, Field Director Stephen Bennett, and Executive Vice President Peter McNally.

### Holiday Cheer



CSA MEMBERS enjoy the festivities at the President's Club Reception on Dec. 8 at Brooklyn Borough Hall. Several elected officials and special guests joined the party.

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### 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

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### PRESIDENT'S PAGE

# How Will We Keep the Principal Pipeline Flowing?

The job of the Principal has lost some of its luster By Ernest A. Logan

Out with the old and in with the new" is a New Year mantra that makes us think of forgiven sins, fresh starts, clean slates. We feel the same way when a new leader takes over a troubled state or city. That's how it was for many NYC school leaders after Mayor Bloomberg took over the school system and we gradually got used to the idea of a smart lawyer, Joel Klein, being his Chancellor.

Now, as I ponder a recent CSA member survey, I see how many of you have lost your optimism.<sup>1</sup> Whether Principals, Assistant Principals or Education Administrators, 48 percent of you were dissatisfied with your jobs in 2009 compared to 59 percent today. Among Principals the rate of dissatisfaction was 68 percent in 2009, which was when the city and state budget cuts began but we were cushioned by President Obama's American Recovery Act. Today, 73 percent of Principals are dissatisfied with their workload, their wages and their job security.

As demands on Principals continue to rise and budgets shrink, we better think about how we'll recruit and retain APs, EAs and teachers to fill the Principal pipeline. Back in 2006, when *The New York Times* reported that a startling number of experienced Principals were fleeing the Bloomberg/Klein school system, the DOE seemed to think the attrition was a normal result of baby boomer burn-out or fear of accountability.<sup>2</sup> Experienced educators were often viewed as enemies of change.

Today, when there are no raises, no good-faith contract negotiations and little promise of happier economic times, we can't count on an endless supply of experienced APs, EAs and teachers to inherit the Principal's chair. They have a bird's eye view of what could happen once they sit in that chair.

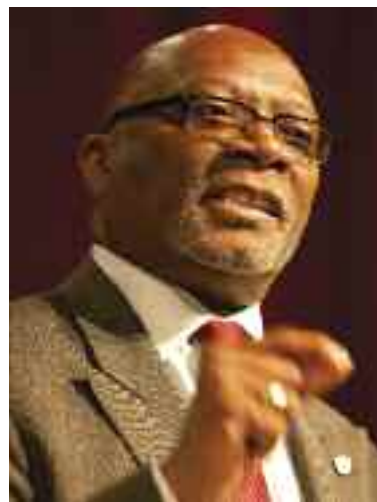
What they see from up close is the DOE frequently experiments with new reorganizations that wear Principals out and do little for student progress. Just when Principals do the immensely hard work of implementing one reorganization, another is announced. Some Principals count four reorgs; others as many as seven.<sup>3</sup> They feel as if the system is now run on chaos theory. It's impossible to tell how a school system is doing if the rules keep changing.



### Educational Forum

JAHMILA JOSEPH

State Sen. John Flanagan was the speaker at an educational forum for school leaders from Long Island on Nov. 21 in Smithtown. Mr. Flanagan is Chair of the Senate Education Committee. The event was sponsored by CSA, the NYS Federation of School Administrators (NYSFSA) and the School Administrators Association of NYS (SAANYS). From left, Kevin Casey, SAANYS Executive Director, Mr. Flanagan; CSA President Ernest Logan and CSA Executive Vice President and NYSFSA President Peter McNally. (More pictures, page 14.)



Educators used to vie to be Principals because they enjoyed leading instructional change, managing budgets and facilities, partnering with parents and liaising with communities. A Principal is often a breed apart, a born multi-tasker, with a big personality and a lot of guts. But today what seems to be change-for-change-sake – including testing instead of teaching – is making these leaders wonder how they can ever get results. It's as if wizards who never spent more than three years in a classroom are playing with magic potions in a lab called Tweed. Nowadays, in addition to test mania, there are ever-shifting, often-unfunded mandates related to special education and ELL students, convoluted new teacher evaluations and a lack of experienced supervision and support that Principals could count on before Mayor Bloomberg obliterated the authority of community superintendents. That authority should be restored immediately.

### What Our Principals Tell Us

- Thirty-five percent of Principals are dissatisfied with their job security in 2011. That's an increase from 24 percent in 2009.
- Forty-three percent of Principals expressed dissatisfaction with their salaries, up from 30 percent in 2009.
- Seventy-three percent of Principals are unhappy with their workload, an increase from 64 percent in 2009.

In this environment, Principals are forced to excess staff, consolidate classes and are told to come up with better results or face disgrace in the media. Today, they face scrutiny in the press for a sudden dip in their performance review due to the recalibration of a state test. And increasingly, they're "guilty until proven innocent" in the tabloids, thanks to a "tip" from a U-rated employee.

These stresses won't be cushioned by realistic school budgets. In 2011-1012, the state provided NYC DOE with \$271 million less in total school funding than it did in the 2010-2011 school year. It will be much worse in 2012-2013 if the new governor doesn't move toward a genuine millionaire's tax.

Meanwhile, morale isn't bolstered when the man who dreamed of being Education Mayor says he'd like to "cut the number of teachers in half . . . weed out all the bad ones and just have good teachers . . . Double the class size with a better teacher is a good deal for students."<sup>4</sup>

What his remarks reveal is that we can't count on his understanding of education or his respect for educators. That's doubly clear now that he's joined the breed of politicians who believe that cutting educators' middle class salaries, health benefits and pensions will fix the economy.

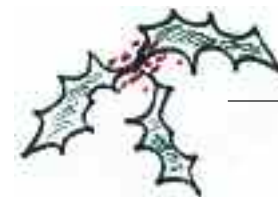
If NYC public schools are going to thrive, CSA and the whole education community will have to pay close attention to who becomes the next mayor. We need one who will throw over the notion that he or she can turn a lawyer, a magazine publisher, or a venture capitalist into a schools chancellor. We currently have Chancellor Dennis Walcott who is a good hearted placeholder. We need to make sure we elect a mayor who recognizes that putting a strong, experienced educator in charge is the only way to keep other strong educators in charge of our schools.

<sup>1</sup> See Page 1, December CSA News, "Member Survey."

<sup>2</sup> *The New York Times*, May 27, 2006.

<sup>3</sup> The four official reorganizations under Mayor Bloomberg are: Regions with ROC (regional organization centers), ISCs and Support Organizations, Empowerment Zone, CFN phased in over two years.

<sup>4</sup> *The New York Times*, Dec. 5, 2011



### Festivities

# Holiday Party for President's Club Members



**Holiday Cheer** Brooklyn Borough Hall was aglitter with wreaths and lights. PHOTOS/ANTOINETTE ISABLE-JONES



**Celebrating** Principal Susan Barnes, City Councilwoman Letitia James, CSA President Ernest Logan, and Principal Yvonne Williams.



**Hearty Welcome** Mr. Logan chats with former Deputy Chancellor Carmen Farina and members.



**Friends and Colleagues** Education Administrators Bill Woods, Joanne Giuliano, and Mark Jacoby pose for CSA's photographer.

## A Toast to Past Achievements and Future Aspirations

More than 225 people attended the President's Club Annual Holiday Reception at Brooklyn Borough Hall on Dec. 8. Several elected officials joined President's Club members to raise a glass together as the end of the year drew near.

CSA President Ernest Logan hosts the annual event to thank CSA members who donate espe-

cially generously to the political action fund each month. The funds are spent on political activities; union dues may not be used for political contributions of any kind.

Among the attendees were City Comptroller John Liu, City Councilwoman Letitia James and Civil Court Judge Sharen Hudson.

—ALS

## COMING EVENTS

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

**JAN. 18, 5 PM: CSA Executive Board**

**JAN. 23, 10:30 AM: Retiree Chapter Financial Seminar (see website, www.csa-nyc.org)**

**JAN. 23, 5 PM: CSA Latino Caucus**

**JAN. 23, 5 PM: Irish American Heritage and Cultural Committee**

**JAN. 26, 10 AM: Retiree Chapter Executive Board meeting**

**JAN. 27, ALL DAY: DOE Pupil Personnel Team Institute**

**JAN. 31, 5 PM: Diane Ravitch / CSA presentation, St. Francis College**

**FEB. 1, 4:30 PM: CSA District Chairs**

**FEB. 13, 5 PM: Association of Assistant Principals**

**FEB. 14, 5 PM: Association of Black Educators of NY**

**FEB. 15, 5 PM: CSA Executive Board**

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

## US Honors Principal Jack Spatola

BY CSA STAFF

Jack Spatola, Principal of PS 172, D-15, Brooklyn, was among seven recipients of the Terrel H. Bell Award for School Leadership presented by the US Department of Education. The award is given to outstanding Principals of Blue Ribbon Schools. The awards were presented in Washington DC on Nov. 15. "You can't have a great school without a great Principal," said US Secretary of Education Arne Duncan in a press release. "It's the Principal who shapes the vision, sets the tone, and targets the energy of the many people who run a school. It's the Principal who inspires, cajoles, and models the excellence he or she knows the school can reach."

## Teachers' Retirement System

December 2012 Unit Values

Diversified Equity Fund: \$5.541

Stable-Value Fund: 19.392

International Equity Fund: 8.289

Inflation Protection Fund: 10.491

Socially Responsive Equity Fund: 10.085

www.trsnyc.org

## CSA Sponsors 7th Annual Teaching and Learning Celebration

Don't miss Thirteen/WNET and WLIW21's premier professional development conference at the Hilton NY, March 16-17.

\$175 per day or \$300 for both days (A savings of \$50 on the one-day ticket and \$75 on the two-day ticket.)

ONLINE REGISTRATION  
web1.accureg.com/ctl12\_prod/webmain/Info.asp

# The Grievance Corner | Bob Reich

## Proper Implementation of PPR Is a Yearlong Affair



If you believe your rating is unfair, we'll help you with your appeal.

The Principal Performance Review is the negotiated three-step process for evaluating Principals. By this time of year, Principals should have developed their goals and objectives collaboratively with their superintendent. The second step is a mid-year evaluation in which the Principal and the superintendent review the Principal's progress in achieving those stated goals and objectives.

Principals should keep a personal log of their progress. (Having difficulty meeting your goals and objectives? Request a special meeting with your superintendent.) During the regular mid-year meeting, Principals must let the superintendent know about all extenuating circumstances, request assistance as needed and request any changes to your goals and objectives. (The personal log will provide you with the material that you can share with the superintendent.)

### Document, document!

For accurate record-keeping purposes, Principals should maintain a file containing the submitted goals and objectives, approved goals and objectives, any requests to the superintendent for help or support, a written note about the support provided, and copies of any modifications or explanations submitted to the superintendent throughout the year. Principals should also keep a copy in this file of any material received including any investigative findings.

Now, if a mid-year conference results in a negative report or critical material, schedule a meeting with the CSA Grievance Department. Then from mid-year through the end of the year, redouble efforts to meet or exceed goals and objectives. Work with your network support organization and your superintendent to figure out ways to motivate staff and students. And make certain that you request and receive professional development assistance.



■ Bob Reich, center, speaks with union members at a reception for new CSA members in October. (That's CSA General Counsel Bruce Bryant to the left.)

When the PPR rating is issued and you receive a "substantially exceeds," "exceeds" or "meets," take time to congratulate yourself. If, however, you receive a "partially meets" or a "does not meet," contact me immediately at bob@csa-nyc.org. I will assign a staff member to work with you on your appeal and to represent you at the appeal hearing. I will provide you with an appeal form for submission.

### Reviewing the Situation

During our initial meeting, we'll review the goals and objectives (31 percent), progress report (32 percent) quality review (22 percent), population with particular needs (5 percent) and compliance (10 percent) to insure that the calculations are accurate. Last year errors were

found and several scores improved without appeals.

It is essential that we prepare the appeal citing each goal and objective as a single item and that we can demonstrate how you met that goal and objective. You should have appealed any errors in your quality review and your compliance report when they were issued so you cannot appeal those scores during your ratings appeal. In addition, if your PPR score was downgraded by the superintendent we must look to see the basis for this.

Remember: You lose your right to appeal if you do not file in a timely manner. Don't wait!

Questions about the PPR or the contract? Email Bob Reich at bob@csa-nyc.org.

## Letter

### New Retiree Chapter Column in CSA News is "Breath of Fresh Air"

To the Editor: I love reading "Bold Faces - Members in the News" in the Retiree Chapter section of the CSA News. Dorothy Schaffner, who was highlighted in the December 2011 issue, was a mentor of mine when I was a young, beginning guidance counselor at JHS 246, Brooklyn. She encouraged me to move on, and I, too, became a licensed Supervisor of Guidance for the high schools in Brooklyn and Staten Island in 1972.

"Bold Faces" is like a breath of fresh air. After scanning the *In Memoriam* feature and reading about budget cuts, it is so refreshing to hear about what some of our retirees are doing that is positive and upbeat. Keep it up!

— FRED CHERNOW  
North Shore Towers, Queens

Send Letters to the Editor to Anne Silverstein, CSA News Editor, 16 Court St., Brooklyn, NY 11241, or e-mail anne@csa-nyc.org.

## Connect With the World

### Fully Funded International Programs for Globe-Trotting Educators

BY CSA STAFF

The Bureau of Educational and Cultural Affairs (U.S. Department of State) offers a number of fully-funded programs for educators that bring people from around the world closer together. The programs are implemented by the American Councils for International Education.

### Connect Internationally

The Educational Seminars Program provides short-term professional development opportunities for teachers and administrators from around the world, for two- to three-week reciprocal exchange programs as well as one-way professional development programs.

Participating countries include Argentina, Brazil, Thailand, and Uruguay for reciprocal exchanges and Greece, India, and Italy for one-way programs. All Educational Seminars provide airfare, training, travel health care, and living costs. Applicants must be U.S.

citizens, have at least three years experience as an educator in the US, have the ability to participate for the full length of the program and meet other requirements as per the specific programs.

For more information, visit [www.americancouncils.org/es](http://www.americancouncils.org/es) or email [edseminars@americancouncils.org](mailto:edseminars@americancouncils.org). The next deadline is March 30.

### Study in Egypt and China

Intensive Summer Language Institutes (ISLI) provides fellowships for U.S. classroom teachers to spend six weeks overseas studying intermediate and advanced-level Arabic in Alexandria, Egypt, and Chinese in Changchun, China. Current K-12 teachers, community college instructors of Arabic and Mandarin Chinese, and students enrolled in education programs who intend to teach these languages may apply.

Participants earn ten hours of graduate credit through Bryn Mawr College, and are pro-

vided with peer tutors and roundtrip airfare. All travel and study-related costs are fully covered.

The trip is from June 19 through Aug. 4. Applicants must be a non-native speaker of Arabic or Mandarin Chinese at the intermediate or advanced levels, be currently teaching Arabic or Chinese as a foreign language at the primary or secondary level at an accredited US public or private school or community college or be enrolled in a program leading to this career, and be a US citizen.

For more information, visit [www.americancouncils.org/isli](http://www.americancouncils.org/isli) or email [isli@americancouncils.org](mailto:isli@americancouncils.org). The next deadline is March 2.

Visit the CSA website to learn about other opportunities for educators.  
[www.csa-nyc.org](http://www.csa-nyc.org)



# Union Built Strength as Retirees Rallied to Return to the CSA Fold

CSA turns 50 on Jan. 30, 2012. Each month, the CSA News is highlighting a milestone in the union's history, and the union will sponsor special events culminating with a gala dinner-dance on April 27 at the Waldorf=Astoria®. This month: The Retiree Chapter.

BY ANNE SILVERSTEIN

The CSA Retiree Chapter is a relatively new entity in CSA's history, formed in May 2004. Its success was immediate. For three months, the telephone did not stop ringing as retirees called the union to find out about the benefits of joining and how to sign up. I know because I sat about 20 feet from George Fener, a retiree and staff member assigned to handle membership inquiries, as he



worked that summer. He fielded hundreds of telephone calls, and made hundreds more, explaining the importance of unionism and supplemental health benefits.

Although the Retiree Chapter is new entity, retirees had an affiliation with CSA through the Retired School Supervisors Association (RSSA), a fraternal organization that was not a union although it did arrange for associate membership with



■ From left, Jack Zuckerman, Gladys Weekes, Jeanne G. DeMasters, William Pinkett and Paul Arden work on the Retiree Chapter Constitution on Sept. 22, 2004.

the American Federation of School Administrators, CSA's national union. Here's a brief history:

Soon after CSA President Walter Degnan took leave as Principal of DeWitt Clinton High School to become the union's first full-time President in 1970, he formed a committee comprised of Irwin Shanes, Tom Ferrigno and John McGreevey to study the formation of a retiree unit. One hundred and fifty-nine retirees plus 109 spouses joined the fledgling group; RSSA's first membership meet-

ing was held on Nov. 18, 1971 under the leadership of Ben Mandel, the first RSSA President.

The group was not affiliated with CSA. CSA Historian Jack Zuckerman explained why in an article from the CSA News September 2005: "Why a separate unit from CSA? The reason given at the time was that retirees comprised a much smaller and older group of people with different needs than active members."

That separation continued for years although the relationship was a good one.

CSA rented space to RSSA, RSSA had several pages in the CSA News. CSA had a paternal relationship with RSSA. RSSA had its independence but its members were not union members.

Things went pretty smoothly until the early 2000s. Under CSA President Jill Levy, the union was growing by leaps and bounds; the staff doubled, then tripled. She saw a place for retirees within the union. Some of RSSA's leaders, however, did not want to see RSSA subsumed by CSA. Without dwelling on the details, friction between the groups grew. In 2004, Ms. Levy, supported by a number of retirees including Mr. Shanes, Mr. Zuckerman, current RC Chair Neil Lefkowitz and others, formed the Retiree Chapter.

A fight for the future of RSSA broke out. With the elections of its officer coming up in the winter of 2004 – the first contested election of RSSA – the sides were clear. Candidate and former CSA President Donald Singer called for RSSA to remain independent. His opponent and Welfare Fund Administrator Irwin Shanes called for a merger. The Shanes slate won 2,691 votes to 861.

Mr. Shanes immediately entered into discussions with CSA's leadership to unite CSA and RSSA and soon brought it to the RSSA Executive Board for approval that spring. A vote by RSSA's membership soon followed. When the ballots were counted on June 27, 2005, 95 percent of the members who voted said, "Yes" to the merger, a testament to their faith in Mr. Shanes and Ms. Levy. On July 1, the merger became official.

### 79TH NYCESPA CONVENTION

## Man of Action, Conviction Selected as Keynote Speaker

BY PIERRE LEHMULLER

NYCESPA will feature a colorful personality and educator as its keynote speaker at its 79th Convention on Jan. 28 at the Brooklyn Marriott on Adams Street.

Dr. James Warford, the senior advisor and keynote speaker for the International Center for Leadership in Education, (Bill Daggett's organization,) works with states, schools and districts nationwide.

Arguably, few educators have a resume as diverse as Dr. Warford's; his personal history is a moving one. His mother was a 14-year-old, unwed, eighth-grade dropout and he was the first in his family to graduate from high school. "Public school teachers, coaches and principals did more than just change my life," he recently wrote. "They saved it."

A former musician and entertainer, he moved into education. Appointed Florida's first K-12 Chancellor in 2003, he led the creation and state-wide implementation of Florida's Continuous Improvement Model (FCIM) which resulted in that state's gains

in student achievement. FCIM remains Florida's required intervention for all low-performing schools. Dr. Warford most recently completed five years as Executive Director of the Florida Association of School Administrators, representing more than 10,000 school leaders.

Dr. Warford's topic at the Convention is: *Common Core Learning Standards Are 21st Century Skills*. "NYC elementary school Principals know that the Common Core Standards and the next generation assessments that will follow, represent the biggest change to the instructional core in a generation. I look forward to helping them prepare for this challenge," he said.

In addition to Dr. Warford's session, the convention will offer 18 workshops on topics as varied as school budgeting, rigorous academic programs for ELLs, financial fitness for kids, time management, the cure for the common core and creating anti-bullying programs to name just a few.

A gala luncheon and raffle concludes the day's activities. A listing of workshops, speakers and the day's schedule is online at [www.nycespa.org](http://www.nycespa.org). Click on the 2012 Convention tab. The registration form is also there.

Questions? Contact Pierre Lehmuller, NYCESPA Executive Director, at [pierre@csa-nyc.org](mailto:pierre@csa-nyc.org).



■ James Warford

## CSA Defensive Driving Class

CSA will offer its accredited Defensive Driving Course on March 29. This class may help you save up to 10 percent on your car insurance or remove up to four points from your driver's record. (The discount is not applicable to fire or theft.)

The course will be offered at 4 p.m. at CSA's Brooklyn headquarters at 16 Court St. in downtown Brooklyn. The class is approved by the National Safety Council.

To register, send a \$40 check, made payable to Image Driving School, to CSA, 16 Court St., Brooklyn, NY 11241, Attn: Driving School. With your payment include your name, title, school, address, the date of the class and a home telephone number.

For information, call Image Driving School at (718) 922-2600.



■ Jeremiah Kane

## DOE Members Receive Annual Accrual Fund Deposit

The Compensation Accrual Fund was established as part of the 2007 contract agreement between CSA and the city. On Dec. 9 of each year, CSA's Department of Education members, who are on payroll that date, receive \$708.

Members must be on payroll on Dec. 9 to participate in the annual deposit. The first deposit, as required by the contract, was made

on Dec. 9, 2009. This money becomes available to members upon leaving CSA.

Members new to CSA this Dec. 9, 2011, will receive a packet of information and an enrollment form from the Policy Research Group (PRG), the firm that manages the funds. If you have questions, please contact PRG at (212) 779-4760.

### Three Cheers for Nuestros Niños!



### Day Care Center Opens Library

Nuestros Niños Day Care Center in Williamsburg celebrated the opening of the Felix Plaza "Everyone Reads" infant toddler library on Sept. 21. CSA First Vice President Randi Herman joined parents and others during the ribbon cutting. The library is named for Felix Plaza, a librarian and child advocate who has worked with Nuestros Niños for more than 28 years. Antonio Reynoso, chief of staff to Councilwoman Diana Reyna and Nuestros Niños graduate, also attended.

—ALS

■ Nuestros Niños Assistant Director Conception Bosque helps students read in the new library.

ANTOINETTE ISABLE

## Principals' Anger Swells in Backlash to Evaluations

*Continued from Page 1*  
statutory requirements that 80 percent of the evaluation must be negotiated," he said.

The state evaluations require that 20 percent of the rating be based on state tests, another 20 percent should be based on other measures of student performance to be negotiated between unions and local school districts, and the remaining 60 percent to be based on other measures including classroom observations, superintendent visits and other items, also to be negotiated.

NYS United Teachers filed its lawsuit last June, and charged that the Board of Regents and the State Education Department Commissioner overstepped their authority, violating state law, with the release of the new evaluations. A judge ruled, for the most part, in NYSUT's favor last August; the state has appealed and the state Appellate Division in Albany will hear the case this winter. CSA, Empire State and the School Administrators Association of New York have filed amicus briefs supporting NYSUT.

The three statewide organizations representing Principals have signed a "me-too" agreement with Commissioner King that says the court's decision with regard to NYSUT's lawsuit will apply to Principals as well.

The new evaluations, with their heavy

dependence on using student data to rate educators, caused a grassroots uprising among Principals in Long Island. In late October, Principals in Suffolk and Nassau counties collected signatures on a letter that condemned the new evaluation system as "unproven" and a waste of "increasingly limited resources."

"More importantly," the letter says, "it will prove to be deeply demoralizing to educators and harmful to the children in our care." (*The letter can be viewed online at [www.newyorkprincipals.org/appr-paper](http://www.newyorkprincipals.org/appr-paper).*)

As of this writing, more than 1,000 Principals in NYS, including 47 NYC Principals, have signed the letter; that's nearly 25 percent of the Principals in the state, according to *The New York Times*.

CSA Executive Vice President Peter McNally, responding to the groundswell around the state, sent a letter to *The New York Times*, criticizing the new evaluation system as "ill-conceived" and "punitive to teachers and damaging to students."

"The training and impossible implementation of this state plan — which has already insulted educators around the state — are nightmares waiting to haunt New York City," says Mr. McNally, who was on the state task force that submitted recommendations on new teacher and Principal evaluations to the state for consideration. (*The letter can be found at <http://nyti.ms/1EcnSV>.*)

## Day Care Advocates Beg State for Relief from EarlyLearnNY

BY ANNE SILVERSTEIN

Early Childhood Education advocates, one after the other, urged a state Senate committee on children and families, to force the city to rethink EarlyLearnNY, the city's ill-conceived effort to redraw how city-subsidized day care is handled.

CSA First Vice President Randi Herman was among the speakers who said EarlyLearn's goals were laudable — better education for young children — but that many questions remained unanswered about the RFP. For example, she said, "CSA understands that only 93 percent of a center's cost would be covered under this model. How will a center bridge a 7 percent gap in funding?" Presently, most centers have no means of raising money.

All the other speakers, with the exception of Sara Vecchiotti, the ACS Acting Deputy Commissioner of Child Care and Head Start, railed against the new funding method, which provides for fewer children to be served as well as creates an impossible task for most day care centers — raising 7 percent of the operating costs themselves. And all the speakers, including Ms. Vecchiotti, urged the state to increase funding for the care and education of young children especially in the

face of cuts in federal spending.

A few speakers called for a more radical approach. James Matison, Executive Director of the Brooklyn Kindergarten Society said, "It is time to stop rearranging the chairs of the Titanic ... Someone should step up to establish free [or affordable] early childhood education for everyone. This should be a goal of our society." He pointed out that when President John F. Kennedy said, "Let's put a man on the moon," it may have sounded ridiculous, but it was accomplished. "We can do this," he said.

The number of children who received city-subsidized care varies depending upon whether one is discussing center-based seats, voucher programs or other arrangements. The Administration for Children's Services serves approximately 120,000 children annually, according to Ms. Vecchiotti's testimony. About 94,000 are in the city's subsidized child care system with the remaining children served through Head Start. About 50,000 are in center-based slots, said Ms. Vecchiotti, but since federal funding has not kept pace with rising costs, "We had no choice but to reduce the number of child care subsidies we could fund by approximately 16,500 children."



ANNE SILVERSTEIN

■ CSA First Vice President Randi Herman listens as Cordelia Grant McNish testifies. Ms. McNish is the Assistant Executive Director for Episcopal Social Services.

### Membership Meeting



YURIDIA PEÑA

■ Day Care Directors and Assistant Directors gathered at CSA headquarters on Dec. 20 to hear CSA officers and staff speak about a number of troubling issues, including EarlyLearn NYC and the contract struggle. Above, members discuss strategies with CSA Counsel Charity Guerra, left, and CSA President Ernest Logan.

### PROFESSIONAL DEVELOPMENT

## A Proper Framework Inspires Better Teaching Practices

BY YURIDIA PEÑA

Charlotte Danielson addressed hundreds of educators at Food and Finance High School in Manhattan to discuss her book *Enhancing Professional Practice: A Framework for Teaching*; her insight provided a context about teacher professional development.

During the talk, Ms. Danielson emphasized the "rounds" approach as a useful tool for conducting classroom visits. "I'm a big fan of a short observation," she said. Five to 10 minute unannounced, informal classroom visits can help create a support system for the teacher when performed with an eye to improving instruction. While formal write-ups are unnecessary, a follow-up meeting is appropriate.

The idea of informal visits suited Vanessa Thomas, ELA Instructional Support Specialist, who said after the presentation, "This allows a conversation to develop between administrators and teachers [and] builds a learning community."

Ms. Danielson's book identifies aspects of a teacher's responsibilities that have been documented through empirical studies and theoretical research as promoting improved student learning. These responsibilities seek to define what teachers should know and do in their profession. In this framework, the complex activity of teaching is clustered into four domains: planning and preparation, classroom environment, instruction and professional responsibilities. Each component defines a distinct aspect of a domain.

"Both teacher practices and results of teaching are important indicators of teacher effectiveness," Ms. Danielson told the audi-



YURIDIA PEÑA

■ Charlotte Danielson's work on teacher evaluation systems has been the impetus for new systems across the nation including New York.

ence. "There are challenges in having good teacher evaluations," she added. Effective teaching evaluation encompasses two basic approaches. The first is an understanding of teacher practices and how well a teaching professional performs the art of teaching. The second is results-oriented, that is, what teachers accomplish — how well their students learn. Ms. Danielson stressed challenges in implementing an effective evaluation system because school cultures are not homogeneous systems. "Big schools get students who are deficient academically. Kids

are lethargic and slow to respond ... Its about energizing them intellectually." She suggested using general evaluation procedures such as reviewing samples of student work because that can help determine if students comprehend the

*'I'm a big fan of a short observation.'*

— CHARLOTTE DANIELSON

material; the analysis of teacher artifacts such as planning documents are also good for evaluations.

Ms. Danielson specializes in teacher evaluation and curriculum planning. Her framework stemmed from an assignment at the Educational Testing Service where she was commissioned to prepare and validate the criteria for PRAXIS III: Professional Assessments for Beginning Teachers® which are used in measuring teaching skills and classroom performance. This system joined the first two PRAXIS systems — Computer-Based Academic Skills Assessment and Subject Assessments to Grant an Initial Teaching License, which are designed for use by education schools and program assessors to assure that teachers-in-training become proficient in this framework. Today, the system is used beyond the licensing of beginning and novice teachers for seasoned educators and administrators. Ms. Danielson later based her book on these structures.

For more information on Ms. Danielson's work visit <http://charlottedanielson.com/>.

### NATION Education

#### NEW JERSEY: Report Cards

New Jersey schools will be rated against one another as well as on overall achievement or gaps in achievement and specific academic goals. The new rating system, devised by the Christie administration, is part of the state's application for a waiver from the No Child Left Behind Act. However, acting Education Commissioner Chris Cerf said, whether the application is approved or not, the rating system will move forward as it is a valuable tool. ([njspotlight.com](http://njspotlight.com))

#### PENNSYLVANIA: Closing Gap

Though the Pittsburgh public schools have a substantial achievement gap between black and white students, recent data provides reason for encouragement. With the progress of the last year, the district effectively lowered the number of years to close the achievement gaps to 24 years, thereby taking nearly 16 years off of earlier projections. Though the numbers are still too high, they are encouraging. Successful schools that have little or no gap at all will be studied further. (*Pittsburgh Post-Gazette*)

#### TENNESSEE:

#### Teacher Eval Hitch

Williamson County is banning student teachers from high school subjects with statewide exams and similar action is being suggested for grades 3-8 since teachers jobs are riding on their students' test scores. Though not a formal policy, the sentiment is that teachers can't afford the time to mentor nor the risk that it could affect their students' scores. (*The Tennessean*)

#### CALIFORNIA:

#### More Budget Woes

California is anticipating a \$3.7 billion shortfall in this fiscal year, according to the state's budget analyst. It is anticipated that this will result in fewer public school days, cuts to libraries and more reductions in developmentally disabled services. K-12 public schools could lose \$1.1 billion for classrooms and \$248 million in funding for school buses mid year. (*The Sacramento Bee*)

#### IOWA:

#### Bilingual Ed

Gov. Terry Branstad hailed the idea of dual-language competency during his tour of the state to promote his blueprint for reform, saying it gives students an advantage when looking for jobs. He later said second languages should be encouraged but competency in dual languages should not necessarily be required. With regard to concerns of teacher evaluations for those teaching non-native speakers, Branstad said evaluations need to be based on individual student progress. ([desmoinesregister.com](http://desmoinesregister.com))

— COMPILED BY  
CHRISTINE ALTMAN

SAVE THE DATE! APRIL 18-20



NEW YORK'S HOTEL PENNSYLVANIA  
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Come to the Ninth Annual  
Young Child Expo & Conference 2012

A joint project of Fordham University's Graduate School of Education and Los Niños Services. Join hundreds of your colleagues at this special conference that explores the typically developing child as well as those children with special needs including autism.

Keynote speakers include: Cecelia McCarton, MD, Executive Director of The McCarton Foundation /McCarton School; Harold S. Koplewicz, MD, President of the Child Mind Institute; John Archambault, author of Chicka Chicka Boom Boom; Bob McGrath, an original cast member of Sesame Street and an author; Maria Hinojosa, President of the Futuro Media Group, Managing Editor and Anchor of NPR's Latino USA, and host of Maria Hinojosa: One-on-One; and Dr. Shelia Evans-Tranum, former Associate NYS Commissioner of Education.

TO REGISTER VISIT

[www.youngchildexpo.com](http://www.youngchildexpo.com)

### Day Care Workshops



YURIDIA PEÑA

On Dec. 1, Day Care Directors and Assistant Directors participated in a daylong professional development event provided by ELI at CSA Headquarters. Pictured above is Dr. Donna Geffner leading the workshop: *How Young Can Children's Auditory Skills be Assessed?* The session covered auditory development scales, its implications and limitations in testing young children. In the afternoon, Angela Murphy, Clinical Supervisor from St. John's University, conducted a workshop on language and early intervention speech services. For a listing of upcoming Day Care workshops, visit the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org).

# Journalism Program Teaches Nuts and Bolts of Business, Creates Unique Student Resource

## A Chance to Succeed

BY CHIARA COLETTI



■ Julieta Velasquez, a student at High School for Construction Trades, Engineering and Architecture, and Breanna King, a student at City-As-School, are on the staff at YCteen. Inset, Keith Hefner, founder of the program.



■ Real Men, an Association of Educational Publishers 2011 award-winning anthology, a recent YCteen cover, and Represent, a magazine by foster-care children.

Teenagers nationwide are finding a valuable resource in publications written by NYC public high school students. The articles that chronicle students' challenges and triumphs are written for the magazine New Youth Connections – recently renamed YCteen. The stories have also been anthologized in books used by middle and high school teachers thousands of miles from the buzzing Youth Communication newsroom on West 29th Street.

The magazine has been popular in NYC's secondary school classrooms since 1980 and Youth Communication, the magazine's parent organization, has been turning the work into books with teachers' guides since 1997. Some 486 public high schools currently order YCteen.

"We always distributed the magazine in Advisory," says Janet Price, former Principal of Brooklyn Preparatory and now a Principal-Trainer at New Visions. "If the teachers were looking for a great Advisory topic, they found it in the magazine."

In 2011, the Association of Education Publishers (AEP) named YCteen *Periodical of the Year* for its straightforward, solutions-based coverage of hot issues. "The AEP award is like our industry Oscar," says Publisher Keith Hefner. Shaped by '60s and '70s idealism, Mr. Hefner won a MacArthur "genius" award for his publishing efforts 21 years ago.

Many of these student stories have a long shelf life in anthologies like *American Me* about the teen immigrant experience, and *Real Men*, with true stories by young men and boys of color on how to deal with staggering challenges. *Real Men* also won the

2011 AEP award for the best high school character education curriculum.

Student writers include Julieta Velasquez, a senior at the High School for Construction Trades, Engineering and Architecture in Queens and Breanna King, a senior at City-as-School. Julieta just interviewed Filipino Pulitzer Prize-winning journalist Jose Antonio Vargas for an immigration story.

Otis Hampton, a Canarsie graduate, found his way to YC through *Represent*, YC's 18-year-old magazine for foster care youth. "I had nothing to do after school," Otis says, "so my social worker told me to check out *Represent*." He's now a student at Kingsborough Community College and continues to write "edgy stories" for the magazine.

Principal Eric Strauss from Manhattan's High School of Art and Design appreciates the stories in *Represent*: "I've adopted three foster kids, so that kind of material is very interesting to me. The fact that they're writing is a great thing and helps other children develop an awareness of what it's like to conquer disadvantages."

Mr. Hefner opened the doors of Youth Communication in the basement of All Angels Church on the Upper West Side in 1979. His dreams of starting a youth magazine flowed from his experience when he was a student editor at Ann Arbor Pioneer High School in 1972. At the time, the Robert F. Kennedy Journalism Awards program invited him to a conference on student journalism in Washington DC. That conference gave rise to a national Commission of Inquiry into

High School Journalism, with a Chicago inner city Catholic school teacher, Sister Ann Heintz, as its muse.

The Commission's report identified a need for the high school press to investigate stories that adult media overlooked; to provide adolescent readers with a realistic reflection of their lives, and to train a racially diverse corps of journalists.

Sr. Ann founded a citywide magazine in Chicago in 1977 and Mr. Hefner brought her idea to New York. In May 1980, he published a trial issue of New Youth Connections. After the first school deliveries, he circled back through boroughs to make sure the bundles hadn't turned into litter. "They were all gone," he remembers. "That was our signal that this was really needed."

Principals suggested that he take orders through Coordinators of Student Activities (COSAs). By September 1981, COSAs had ordered 100,000 copies of the magazine and he never looked back. Today, *The New York Times* donates the printing.

Many YC interns have become professional writers. Edwidge Danticat was a Haitian immigrant when she entered Clara Barton High School and found her way to YC; today she is a winner of the National Book Critics Circle Award for fiction. Mohamad Bazzi, who attended Bronx Science, was *Newsday's* Middle East Bureau Chief. Veronica Chambers, a graduate of Fashion Industries High School, is an editor at Hearst and the author of 11 books.

Several former interns are Principals, including Grismaldy Laboy-Wilson, who graduated from Adlai Stevenson in the Bronx, and went back as a teacher after graduating from Brown University. She became the youngest high school Principal in the history of the system when, at 25, she founded Gautier High School for Law and Public Policy.

"Through my internship, I finally had a venue where I could express my social justice concerns and the things I saw in my community.... It motivated

me to be a success," she says. A story she wrote as a teen, about the unsolved killing of a beloved cousin, was later published in the YC anthology *Things Get Hectic*, about coping with urban violence. The book is used in her school today.

Of the magazine, she says, "It's a valuable resource to achieve curricular goals aligned to the Common Core Learning Standards. ... And the stories let the kids know you do have a voice and you do have power. You can change things."

Chiara Coletti is the Director of Communications at CSA. She is a proud member of the Board of Directors at Youth Communication, which runs this writing program.



■ Malik Frank, a sophomore at Graphic Communications Arts, works on a story.

## How to Use YCteen as a School Resource

### What It Means to You

You can use YCteen magazine in ELA instruction to help low-performing students improve their reading and writing skills. The magazine has high-quality, high-interest stories with especially strong appeal for even the most reluctant reader. The teacher guides include lessons for essay writing, reading comprehension, vocabulary building, and ELA Regents prep.

You can also use the magazine to help teens address social and emotional issues that interfere with learning. YCteen is almost like having an extra counselor in the school. Stories provide advice about how to apply to college, how to find a job, how to succeed in high school, how to find a health clinic and other self-help topics. Because the stories are

developed under the guidance of professional teacher/editors, they are accurate and imbued with educational values.

### How to Order Materials

YCteen magazine and the online teacher guides are free for NYC public high schools and middle schools. Bundles are in multiples of 100. To order, send an e-mail with your name and school contact information to lchan@youthcomm.org, or call Loretta Chan at 212-279-0708, x 115.

The full text of all issues from the current year plus lesson guides for every issue are posted at [www.YCteen.org](http://www.YCteen.org) posts

Books and Lesson Guides: The store at [www.YCteen.org](http://www.YCteen.org) has descriptions of all Youth Communication books, including the

Real Men program. Sample stories from all books are available free on the website. (Youth Communication is working to get its materials in FAMSIS. If you have trouble, call Ms. Chan, above.)

Foster care resources: Youth Communication's award-winning magazine is by and for teens in foster care is also available. See [www.representmag.org](http://www.representmag.org)

### Get Students Involved

Any teacher can have his or her students enter YCteen's writing contests or send letters to the editor. Internships: Many students write for YCteen as part of school-based internship programs. Contact Autumn Spanne for more info: [aspanne@youthcomm.org](mailto:aspanne@youthcomm.org).

## NATION Labor

### KANSAS:

#### Against Governor

Kansas labor unions embarked on a campaign to oppose Gov. Sam Brownback and his allies over anti-worker, anti-family policies. The unions are concerned that Brownback and his supporters will seek tax increases and go after public pensions, union political fundraising and employee bargaining. The Governor's office refutes the assertion that he is not for the working man, stating that the Governor is working for new job creation. (The Kansas City Star)

### NEW YORK:

#### Voting For Union

Up for adoption before the close of 2011 is a proposed Federal rule to hasten union elections; an action opposed by business groups. The proposal has been awaiting a decision since June, when the labor board proposed a vote being held within 21 days of a worker request. The goal of the proposal is to alleviate delays and barriers to unionization. The average time to complete an election is 38 days. (The New York Times)

### CALIFORNIA:

#### Striking Faculty

California State University system faculty members picketed by the thousands, protesting inequalities that reward executives with raises while hiking student fees, increasing class sizes, and keeping faculty salaries stagnant or eliminating positions. Students, members of the community, staff, political leaders, parents and other union members came out in droves to support the university faculty. ([wordpress.com](http://wordpress.com))

### WISCONSIN:

#### Signing Petition

Opponents of Gov. Scott Walker found widespread support in their campaign to remove the Governor from office, garnering 50,000 signatures in two days on a petition to hold a special election to potentially remove the Governor from office next spring. The signatures represent 9% of the total needed. An additional 20,000 people downloaded petitions to assist in the collection of signatures. Gov. Walker lost support when he stripped public employees of collective bargaining rights and made deep cuts to education. ([blog.aflicio.org](http://blog.aflicio.org))

### MARYLAND:

#### Membership Up

Maryland, a union-friendly state, is seeing growth in the number of union members in the public sector, such as teachers and police officers, even as it cuts government jobs. Decline in both the public and private sectors since the 1980s is in keeping with a long-term national trend; however, the recent figures demonstrate the resilience of the public sector. (The Examiner)

— COMPILED BY  
CHRISTINE ALTMAN

## Professional Development Day for School Leaders

CSA members are invited to attend a day of professional development on Feb. 11 at Louis D. Brandeis High School, Manhattan.

The day of PD is provided under the auspices of the Federal Education Leadership Fellows program (FELF), which provides grants to organizations to train aspiring Assistant Principals.

CSA, through the Executive Leadership Institute, provides mentors to FELF graduates who have been appointed NYC public school Assistant Principals. The Feb. 11 event is offered in conjunction with the NYC Department of Education,

Bank Street College of Education and Brooklyn College, which provide the training to teachers who are named as Federal Education Leadership Fellows.

All participants will receive five hours of professional development credit for the day. The event begins at 8 a.m. and runs through 1:30 p.m. Richard Cash, Ed.D, is the keynote speaker. Concurrent workshops are offered. They are Differentiated Instruction, Common Core Learning Standards, and Quality Review.

To register, visit the following web-site: <http://192.168.1.48/eli>.

## Retirements

**ENID SERRANO** retired on Jan. 1 as a Senior ELL Compliance and Performance Specialist. She began working for NYC's schools in 1986 as a paraprofessional at Abraham Lincoln High School, Brooklyn. She earned her bachelor's degree from Brooklyn College and received dual certification in special education and common branch K-12. She worked as a special education teacher at Sara J. Hale High School, then completed a masters degree in teaching English to speakers of other languages at Adelphi University. She also served as a teacher recruiter at 65 Court Street. Other assignments included 131 Livingston St., District 79, and District 75 as a coach for English Language Learner educators and as an ELL ISS. She earned her school administrator certificate at The College of Saint Rose, and worked as an Education Administrator at the Office of English Language Learners.

**MARTHA FRANS** retired on Jan. 1 after serving over 30 years in education. Ten of those years were spent as a senior compliance and performance specialist for the Office of English Language Learners. She began teaching at Reynolds Junior High School, Brooklyn, where she taught Spanish and English for 12 years. She also served in District 3 as a guidance counselor, Assistant Principal and Interim acting Principal at a Dual Language Middle School. Ms. Frans came to the US from Cuba and graduated from Erasmus Hall High School and Brooklyn College where she received her BA, her MS in Reading and also an advanced certificate in administration and supervision. She later received a master's of science in education and school counseling from LIU. In retirement, Ms. Frans will continue working with students including English Language Learners.

## School Leaders Plagued by Faulty Data System

*Continued from Page 1*

issues is the integration of SESIS into CAP. The two data systems are not compatible, which in turn, affects SEC data. SEC data originates from CAP data (ATS data pre-populates certain data fields in SESIS; we have not been notified of any issues between ATS and SESIS). The result is inconsistencies across systems, a problem that a technical team is devoted to solving. Schools do not have access to CAP; entering data into two source systems does not resolve discrepancies and can create even more. Once an IEP is finalized in SESIS, it is the legally binding document that represents the IEP conference and identifies the services that the student is to receive. Data in CAP does not render it in or out of compliance, although admittedly, it is distressing when the reports are inaccurate. The SESIS project team works with the Office of Compliance and other regulators to keep them advised of data issues and to inform their reports around compliance.

**Q:** Only one person at a time can work on a single record. Multiple people serve the same child; therefore, entering evaluation data can take up to four hours. Can you address this?  
**A:** Multiple staff members can access the same document but not the same section. Staff members can simultaneously create goals in the Measurable Annual Goals section of the IEP document.

**Q:** Wait time for the SESIS helpdesk can exceed an hour, and often no one can help once the phone is answered. Ticket numbers are issued for problems that may take several weeks to resolve and meanwhile, the case goes out of compliance.  
**A:** Calling was a frustrating experience last spring when caller volume was high. Since then, we added personnel and expanded our informational channels. The helpdesk reports a wait time less than eight minutes since September and a shorter turnaround on open tickets. Workarounds are published on the SESIS website, communicated in Principal's Weekly and School Support Weekly.

**Q:** The document cannot be checked from beginning to end with a single click. Each document window must be opened, worked on, saved and spell-checked separately; windows are saved and closed before continuing to the next screen. The extensive wait time to complete this often results in being "timed out." How can you help?  
**A:** Please call the helpdesk with timeout issues, so that we can objectively identify and address the problem.

**Q:** Run time errors mean we cannot finalize documents, IEPs and out-of-compliance IEPs.  
**A:** These issues could be a problem with the user's local connection, individual computer, etc. Users are advised to call the helpdesk if they cannot finalize documents.

**Q:** Supervisors cannot access daily attendance of related service providers to check for entry.

*Group size changes based on daily attendance. The daily process of entering attendance information can take 45 minutes.*

**A:** This is an issue we are working on; supervisors will gain access. Group size may change based on daily attendance. Thus, time entering attendance varies day to day.

**Q:** Alternate Placement Paraprofessional field is omitted and does not appear on the IEP.  
**A:** This is a known issue and subject to a request to fix.

**Q:** Why is there not a field to enter time of service for Transportation Paraprofessionals?  
**A:** This is a known issue and subject to a request to fix.

**Q:** Paraprofessionals offer a direct service. Goals/objectives are required if entered in the system as a direct service. Paraprofessionals are not assigned clerical time, therefore, they are entered as an indirect service. Besides lunch, Paraprofessionals are not free during the day.  
**A:** This is a known issue and subject to a request to fix. We are working to remove the constraints that require paras to record anything other than attendance, and will clarify in communication and training documents.

**Q:** Placement Recommendation, which is a required field, lives in the drop-down menu under Special Education Transportation.  
**A:** Actually, the heading is Special Education Transportation/Placement Recommendation – imperfect but not unlabeled.

**Q:** If the document is saved without completing that field, the IEP will not go to CAP.  
**A:** That isn't the case, but we will review.

**Q:** The report for a related service initially records the provider's name. When someone else accesses the report, the provider's name is changed to the name of the person who is viewing the report, which is what will be reflected when the report is printed. Can you explain?  
**A:** This should only be true if that "viewer" is also in the system as a provider; if that is not the case, again, please have the user call the Helpdesk to report as an issue.

**Q:** During the interval between entering information and finalizing the IEP, the information in transportation and group size can spontaneously change. Why does this happen?  
**A:** Because of state-mandated changes to the IEP, we had to re-organize the form over the summer. Things "moved" because the state required them to. The "changes" will not amount to a change in service but in descriptive terminology or categorization of service.

*Thanks to all CSA members who sent in their comments and questions. This article has been edited for space reasons. It can be found in its entirety on the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org) under "Press" in the menu bar, and "CSA News" in the drop-down menu.*

## ABENY's Celebrates Black History

The Association of Black Educators of NY will next meet on Jan. 22 at 3 p.m. at the Bedford YMCA, 1121 Bedford Ave., Brooklyn. For information, contact President Elect L. Victor Millsap at [mllspvct@aol.com](mailto:mllspvct@aol.com). ABENY's annual black history program, *Bridge from Africa*, will take place Feb. 4 at the Cadman Plaza Library, Brooklyn Heights. The guest speaker is Deputy Chancellor Dorita Gibson. For information, contact Pearl Jones at [pjassociat@aol.com](mailto:pjassociat@aol.com).

NYC public high school Principals may nominate a student who has performed outstanding service for ABENY's Human Service Award. The deadline for submissions is March 30. NYC public high school seniors may also apply for an ABENY scholarship. The deadline is April 27. For information, contact Dr. Sheilah Bobo at (917) 412-9099 or [sbobo@schools.nyc.gov](mailto:sbobo@schools.nyc.gov).

## CSA Marches for Jobs and Economic Fairness



**1** Signs are handed out to CSA members prior to marching.

**2** CSA Executive Vice President Peter McNally, back to camera, speaks with Joe Kessler, UFT District 25 rep as demonstrators prepare to march from the 32nd Street meeting place.

**3** Union stalwart and Vice President Richard Oppenheimer heads down Broadway.

**4** Night falls as the CSA contingent passes 25th Street on its way to Union Square.

About 50 CSA members and staff marched with thousands of unionists on Dec. 1 down Broadway to let government know that job creation is the priority in the coming years. The demonstration piggy-backed on the success of the Occupy Wall Street movement that focused on the ever-growing economic disparity between the rich – the 1 percent – and the rest of the population.



PHOTOS/ANTOINETTE ISABLE-JONES

■ One of the drummers from the Local 3, IBEW band.

## Legislative Agenda

Herman Merritt

### Will New Year Bring News On Contracts?

2012. As a new year begins, it is a time of hope. Hope that this will be the year that we can resolve some of the impediments that are keeping us from moving forward.

CSA's last contract with the Department of Education expired on March 5, 2010. Last November, the NYS Public Employment Relations Board (PERB) declared our negotiations with the DOE at an impasse. This places a neutral mediator at the table to assist in negotiating a fair contract. Because of the Triborough Amendment to the Taylor Law, the terms of the expired contract remain in effect until a new contract is signed.

Our Day Care members have not had a new contract since June 30, 2006, and there are no negotiations taking place now. All of our energy is focused on fighting the implementation of EarlyLearn-NYC, the city's plan to overhaul city-subsidized child care. We agree with the goals of the program to raise the academic and developmental standards in the centers but the new proposal also calls for centers to pay nearly 7 percent of the operating cost as well as all employee health care costs. Many of the centers will not be able afford to pay these additional costs and we fear that some of them may be forced to close. This is a protracted struggle that we are waging and will continue to wage.

Looking ahead: Our agenda at the City Council includes making sure that funding is continued for the Executive Leadership Institute (ELI). Over 7,000 CSA members have been served by ELI since it was founded in 2002. We received full funding for this school year despite the massive cuts to the city budget, which included layoffs of city employees. The best lobbying we can do for ELI is for you to continue to support the program by your attendance.


We also actively supported legislation that requires the reporting of the existence of PCBs in schools to the school community with a timeline for its removal. These bills were passed by the Council and will be signed by the Mayor.

CSA continues to support the Respect for All Initiative designed to focus all city schools on the importance of promoting respect for diversity and fostering inclusive learning environments for their students. February 13-17, 2012 has been designated Respect for All Week in NYC.

There are many other issues not directly related to education that we support because they impact on the children and families that we serve. We support the city Living Wage Bill that ensures a minimum \$10 per hour wage for workers at businesses renting from city-subsidized developments. We are working with the City Council to ensure the safety and protection of the city's water supply if hydrofracking is approved.

In recent months, we have been attending rallies and marches demanding economic fairness and calling for the extension of the Millionaires' Tax. We were told that there were commitments not to raise any taxes and there were no avenues for additional revenue. Because of Occupy Wall Street's activities, which threw a light on the nation's income disparity, as well as organized labor's work, Gov. Andrew Cuomo presented comprehensive tax reform that increased revenue by nearly \$3 billion. Thank you to those who rallied, marched and wrote letters to make this happen.

Herman Merritt is the CSA Director of Political Affairs.



**COMMUNITY OUTREACH UNIT**

### Larceny Prevention Tips

- 1) Never walk away from your laptop.
- 2) Never leave your purse, briefcase or backpack on your desk.
- 3) Keep expensive jewelry concealed.
- 4) Never display large amounts of cash.
- 5) Never leave your cell phone in your coat (hanging unattended) or on your desk. Keep your cell phone with you at all times.
- 6) Never leave your keys on your desk or in a desk drawer keyhole.

*Keep an eye on your property!*

■ Thefts are on the rise at NYC public schools. Ramon F. Garcia, Director of Patrol Operations, School Safety Division, suggests you take the precautions listed here.

# The Welfare Fund

Douglas Hathaway, Ph.D

## The Hidden Costs of Prescription Drug Coupons



Coupons may save you money, but they cost the Welfare Fund big bucks.

In last month's column I wrote about the coming flood of generic medications and the savings that these new generics would bring to both Welfare Fund participants, in the form of lower co-payments, and the Funds in the form of lower medication costs.

No sooner had I written that column than I was deluged by ads on television, in magazines, in newspapers and on the Internet, promoting coupons so I could continue to get my brand-name Lipitor for a \$4 co-payment. At first glance this seems like a great deal, but it needs to be examined in greater detail.

Manufacturers' coupons are the latest marketing gimmick that the pharmaceutical industry has developed to stem the flood of generics and maintain profits. The R&D costs of these popular medications have long been recovered, so very little income is lost if they help pay a portion of your co-pay.

What is important to the manufacturers, however, is that they continue to sell the drug. They promote these coupons so that

### Thinking about Retiring?

A pre-retirement workshop for CSA Department of Education members planning to retire this winter will be held on Jan. 18 at the Bronx Educational Leadership Center, MS 127, Room 202, 1560 Purdy St. The workshop starts at 4 p.m. To reserve your spot, call the Welfare Fund at (718) 624-2600. Additional workshops will be scheduled in the spring for those planning to retire next summer.

you will pay less for a brand-name drug. But here's the catch: While you may be paying less – \$4 per month for Lipitor as compared to the typical mail-order co-pay – the Fund continues to pay the high cost of the brand-name drug. This is why benefit managers, including Medco, will not accept coupons. Also, those in a Medicare-eligible drug plan may not use coupons; pharmacies providing the benefit cannot accept them, since doing so is an incentive to use a higher-cost product than is necessary.

Please stay tuned. Who knows what the next drug marketing gimmick will be?

**QUESTION:** I retired in 2011. I attended your pre-retirement workshop and, I remember you saying something about getting reimbursed for prescription drug co-pays. I don't remember the process.

**ANSWER:** As I often told my children when they were young and asked a question, "Nothing would give me more pleasure," except I mean it now! Since the CSA Retiree Welfare Fund does not provide a prescription drug benefit, retirees must purchase the drug benefit through the optional benefits rider to their city-provided coverage (or be covered by a spouse's drug plan). If you are in the GHI drug plan, please send a copy – do not send your original – of the quarterly reports received from Express Scripts to the Fund. Please wait until you have received the Oct. through Dec. 2011 report. We will review the submissions, and file them in date order. As you submit the reports, we send a list

of all our retirees to GHI, which will return an electronic file of all prescriptions filled by our retirees. This file is matched to our database, and when all is in order, reimbursements are made in the order the claims were received.

For those in a non-GHI plan, submit a report from the pharmacy indicating the date of the prescription, name and strength of the medication, days supplied, amount the plan paid, and amount you paid. **PLEASE NOTE:** If the cost of the medication is less than the co-pay amount, you will pay the full amount of the medication. For example, if your prescription costs \$7.50 and your co-pay is \$10, you are not owed anything by the Fund.

### Drugstore Update

Retirees enrolled in GHI/HIP prescription drug plans may continue to use Walgreens and Duane Reade pharmacies. As earlier reported, a major hiccup had developed with services at these stores, but things have worked out for those enrolled in Emblem Health companies.

Emblem Health, the parent of GHI and HIP, has contracted directly with Walgreens and Duane Reade, which will allow members to continue using those pharmacies. Express Scripts will administer the benefit as before, so all you need to do is show your GHI ID card at either pharmacy. Express Scripts will maintain your prescription history and Emblem Health will reimburse the pharmacy.

Unfortunately, this arrangement is only for those in an Emblem Health prescription drug plan. Any family members in a non-GHI or HIP prescription drug plan must find another pharmacy effective this past Jan. 1.

## Insurance Update

# Medicare Part B Premium Standardized for 2012

BY DR. DOUGLAS V. HATHAWAY

Various health plan deductibles reset on Jan. 1. For in-service Department of Education and Day Care members, the SIDS dental deductible of \$25 and the Medco prescription drug deductible of \$50 per person/\$150 per family reset. The 2012 deductibles begin with the first dental visit or prescriptions purchased at a pharmacy in 2012.

For Medicare-eligible retirees, the Medicare Part B deductible

decreases to \$140 from \$162 in 2011. The GHI Medicare Part B deductible remains \$50.

Social Security recipients receive a cost-of-living increase in 2012; the standard deduction for Medicare Part B for all participants will be \$99.90. Therefore, if you paid \$96.40 last year, you will see an increase of only \$3.50 per month. If you paid \$115.40 in 2011, you will save over \$15 per month this year.

For those whose Medicare Adjusted Gross Incomes (MAGI)

is above \$85,000 (for an individual) or \$170,000 (for a couple), the table below shows the various premiums by income and filing status. The total amount is paid by each individual; a married couple, with a joint income of between \$170,001 and \$214,000, each pay an additional amount of \$40.

Medicare Part B premiums, including the IRMAA amount (Income-Related Medicare Adjustment Amount), will continue to be reimbursed by the city consistent with the negoti-

ations between the Municipal Labor Committee and the city.

### Changes to Part D

The Medicare Part D surcharge continues in 2012 and out-of-pocket costs go up.

In 2012, the out-of-pocket limit increases to \$4,700 (from \$4,550 in both 2010 and 2011) before catastrophic coverage kicks in. The pension deduction for this plan will increase to \$126.75 per person.

The point-of-sale discount on brand-name drugs once a partic-

ipant reaches the coverage gap (or "doughnut hole") continues in 2012. As part of the 2010 Health Care Reform law, manufacturers of brand-name drugs will discount the price by 50 percent once a participant is in the coverage gap. (The beginning of the coverage gap used in the calculation is the "standard" amount of \$2,930 not the GHI amount of \$2,250). This will halve the cost of many prescriptions when you're in the gap.

For example, if a prescription cost \$100 in 2010, your cost was 60 percent, or \$60. In 2012, the cost of the medication will be \$50, and your cost will be \$30.

But wait! It gets better. You also get out-of-pocket credit for money you didn't spend. Even though you only paid \$30, you'll get out-of-pocket credit for \$60 the full 60 percent of the original drug cost.

In 2012, those who are subject to an IRMAA assessment on Medicare Part B will continue to be assessed a surcharge on Medicare Part D, according to the table listed here. The total amount is paid by each individual. For example, a couple earning between \$320,001 and \$428,000 each pay an additional amount of \$50.10. The city does not reimburse Part D surcharges.

### Medicare B Premiums 2012

Monthly		Monthly IRMAA* Amount	Total Monthly Premium
Individual Income	Joint Income		
Less than or equal to \$85,000	Less than or equal to \$170,000	\$0.00	\$99.90
\$85,001 to \$107,000	\$170,001 to \$214,000	\$46.10	\$146.00
\$107,001 to \$160,000	\$214,001 to \$320,000	\$115.30	\$215.20
\$160,001 to \$214,000	\$320,001 to \$428,000	\$184.50	\$284.40
More than \$214,000	More than \$428,000	\$253.70	\$353.60

\*IRMAA stands for Income-Related Medicare Adjustment Amount

### Medicare D Surcharge 2011

Individual Income	Joint Income	Surcharge Amount
Less than or equal to \$85,000	Less than or equal to \$170,000	\$00.00
\$85,001 to \$107,000	\$170,001 to \$214,000	\$12.00
\$107,001 to \$160,000	\$214,001 to \$320,000	\$31.10
\$160,001 to \$214,000	\$320,001 to \$428,000	\$50.10
Over \$214,000	Over \$428,000	\$69.10

## Travel Desk

GARY GOLDSTEIN

# Trips for Everyone All Around the Globe

### President's Week Cruise Feb. 19-26, 2012

The Celebrity *Solstice* sails Feb. 19 from Ft. Lauderdale to Grand Cayman, Cozumel, Honduras and Costa Maya! Round-trip airfare is included. Prices won't last.

RATES: inside, \$1,587.43; verandah, \$1,857.43; verandah concierge, \$1,927.43 (best value!); aqua class, \$2,017.43; sky suite, \$3,067.42.

### Romantic Danube May 20-27, 2012 (depart NYC May 19)

Sail from Nuremberg on the *Legend*. Visit the Danube Canal, Kelheim, Regensburg, Passau, Melk, Vienna and arrive in Budapest on May 27. Extend your stay in Prague or Budapest.

RATES: Cat E window, \$2,498; Cat D window, \$2,698 per person; Cat C balcony, \$3,098 per person. Wine, excursions and taxes included. Add air, single supplement and insurance.

### Northern Europe Aug. 11-24, 2012

Fly to Amsterdam on Aug. 11 and sail Aug. 12. We'll cruise on *Celebrity's Constellation* to St. Petersburg (with an optional trip to Moscow), Berlin, Stockholm, Helsinki, Estonia and Copenhagen. Return from Amsterdam.

RATES: inside, \$2,207.18; window, \$2,342.18; balcony, \$2,942.18; concierge, \$3,242.18; sky suite, \$4,522.18.

Roundtrip air to Amsterdam is now available. Also, book a two-night stay in Amsterdam at the cruise's end (Hotel NH Grand Krasnapolsky) for \$432.26 per person.

### Summer Sail to Bermuda July 1-8, 2012

Sail *Celebrity's Summit* from Cape Liberty, (Bayonne), NJ, to the pearl of the Atlantic: Bermuda. Spend three days on the island while enjoying an array of food, beverages, entertainment and amenities on this floating hotel. Take advantage of these special rates for CSA while they last.

RATES: interior, \$1,227.68; window, \$1,257.68; balcony with concierge service (best value), \$1,537.68; aqua class, \$1,735.68; sky suite, \$2,437.68

### Canada New England August 18-25, 2012

Sail with us on the elegant *Maasdam* (Holland America). We leave from Boston on Aug. 18 and arrive in Montreal on Aug 25, 2012. Our ports of call include Bar Harbor, ME, Halifax-Nova Scotia, Sydney, Nova Scotia, Charlottetown, and Prince

Edward Island. We'll cruise the Gulf of St. Lawrence, Quebec City, and the St. Lawrence Seaway to Montreal. Extend your trip for two nights in Boston and/or Montreal. Airfare not included. Call for more details.

RATES: Inside, \$1,311.48 per person; window, \$1,491.48; oversized verandah, \$2,511.48. Insurance on request.

### Motor Tour of Costa Rica Nov. 10, 2012

We fly from NYC to San Jose, Costa Rica's capital, on Nov. 12. You'll travel with a guide on a motorcoach from San Jose through the Monteverde Rainforest to the beaches of Tamarindo in the province of Guanacaste on the Pacific Ocean. Rates include round-trip airfare from NYC, eight nights in hotels, 12 meals, transfers, and taxes, excluding tour guide gratuity.

RATES: double room, \$2,279 per person; single, \$2,679; triples, \$2,249.

### The Intriguing Amazon Jan. 3-17, 2013

Sail the *Pacific Princess* (Princess Cruises) departing Manaus, the bustling Amazon port, home of the world-famous opera house, Teatro Amazonas, on Jan. 3, a year from now. We'll venture into the rainforest when we visit Boca da Valeria, a remote village at the confluence of the Rio da Valeria and the Amazon. On to the rubber port of Santarem and then east into the Atlantic to Devil's Island (Isle Royal) to see the infamous penal colony home of Papillon and Alfred Dreyfus. As we sail to Ft. Lauderdale, our home port, we'll stop in Tobago (Republic of Trinidad and Tobago), St. Lucia and St. Maarten.

Rates: from \$3,420 to \$4,840 per person include government charges and taxes. Airfare and insurance not included.

### Far East Asia Sailaway April 11-25, 2013

*Celebrity* will sail east Asia, and we've secured deep discount pricing! Cruise from Hong Kong to Taipei (Taiwan), Busan and Jeju island in S. Korea, Nagasaki (Japan), Tianjin and Shanghai (China). Pre-trips in Hong Kong and post-trips in Shanghai are available. Rates quoted here hold until March 1. You may cancel without penalty until Jan. 1, 2013. Rates do not include airfare.

RATES: Inside, \$1,608.70 all inclusive; window, \$1,778.70; balcony, \$2,258.70; concierge class, \$2,388.70 (best value); aqua class, \$2,568.70; sky suite, \$3,288.70. Least expensive air available mid-May.

Book by March 1 for a \$100 onboard credit.

## IMPROVEMENTS

# Chapter Enhances Benefits; Dues Remain the Same

A joint letter from CSA President Ernest Logan and Retiree Chapter Chair Neil Lefkowitz was sent to Retiree Chapter members to inform them of improved benefits. The following is the letter in full:

During these very turbulent times, we remain steadfast in protecting your hard earned benefits.

CSA prides itself on offering Welfare Fund benefits that others look upon with envy. Since the Retiree Chapter came into existence in July 2005, we have maintained as a primary goal, continuing and expanding supplemental health coverage for Retiree Chapter members.

We are pleased to inform you that we will be improving the schedule of reimbursements for the 10,000 Retiree Chapter members. There will be no increase in dues.

Effective January 1, 2012, the Retiree Chapter will increase the every 12-

month optical benefit from \$35 to \$55. The Retiree Welfare Fund will continue to reimburse at the rate of \$65.

In addition, we will be improving the Hearing Aid Program. Reimbursement of \$600 minus a \$35 copay is currently provided once every three years from the Welfare Fund. The Retiree Chapter is increasing the supplemental benefit from \$600 to \$800 once every three years. The processing of this additional coverage will remain seamless.

CSA remains proactive in advocating for your rights and benefits. Your Retiree Chapter has been successful in providing you with enhanced supplemental health benefits, outreach services, and professional and recreational opportunities, and will continue to do so.

The Retiree Chapter is here to help you have a healthy, happy and fulfilling retirement and we thank you for your participation.

## In Memoriam

### Frances Anne Zawacky, 59, Psychologist, CPSE Administrator

Frances (Fran) Anne Zawacky, 59, of Jackson Heights, Queens passed away on Dec. 7 following complications from heart surgery. During her 26 years of service, she had worked as a school psychologist and, at the time of her death, she was a CPSE Administrator at CSE 9. "We shall truly miss this devoted woman and her caring nature towards children and families," said Nancy Funke, the Placement Officer of CSE 9.

"Fran was such a deeply dedicated, knowledgeable, and tireless worker on

behalf of children and families in NYC. I was so fortunate to know Fran through my work. She will be deeply missed," said Susan Mason, a speech-language pathologist in private practice in New York City.

Ms. Zawacky is survived by her brother, John Zawacky. Condolences may be sent to him at 26 Galloway Rd., Warwick, NY 10990. Charitable contributions in memory of Ms. Zawacky may be sent to St. Jude Children's Research Hospital, 501 St. Jude Place, Memphis, TN 38105.

■ **LOUIS N. DEL VECCHIO**, 86, the former Principal of Reynolds JHS, Brooklyn, passed away on April 11, 2011. Mr. Del Vecchio, an oboist, began his career as a teacher of instrumental music at JHS 171, Manhattan, in 1950. He also taught at William McKinley JHS, Brooklyn, from 1955 to 1959. From there, he became Coordinator of Instrumental Music for Queens for a year, then served in the same position in Brooklyn until 1967. He was the conductor of the Brooklyn Borough-Wide Junior High School Orchestra during this time. He then served as Acting Assistant Director of Music at the Board of Education until his 1969 appointment as Assistant Principal at Reynolds JHS; he was appointed the school's Principal in 1972 and retired from there 10 years later. Mr. Del Vecchio also taught at the Manhattan School of Music graduate division from 1953 to 1976, at the New York College of Music from 1961 to 1968, at NYU from 1967 to 1974 and at Lehman College from 1982 to 1999. Condolences may be sent to his wife of 61 years, Camille, at 6 Paddock Ct., Edison, NJ 08820.

■ **RUBY WOLYNEZ**, 77, died on June 8, 2011. He earned a bachelor's degree in accounting from Baruch CUNY and became an accountant for several years until he decided to teach. Mr. Wolynez served in the NYC school system for more than 30 years. He started his teaching career at the former Maxwell Career and Technical Vocational High School, Brooklyn. He retired in 1990 after serving for five years as the Principal of Transit Tech High School. He is survived by his brother, Bernard Wolynez, the retired Principal of Sarah J. Hale High School in Brooklyn.

years, Mr. Klein served as a teacher and supervisor with the NYC high schools. He began his career teaching accounting at Bronx Vocational and Dodge Vocational high schools. In the early 1960s, Mr. Klein became an Assistant Principal at Walton High School. From 1967 until his retirement in 1983, he worked in the Bronx High School Superintendent's office. After his retirement, Mr. Klein volunteered at his local ambulance base, first as an ambulance driver and then as a dispatcher. Condolences may be sent to Jean, his wife of 60 years, at 3440 S. Jefferson St., Apt. 1215, Falls Church, VA 22041

■ **HERBERT J. KLEIN**, 89, of Whitestone, passed away on March 16, 2011. For 36 1/2

# RETIREE Chapter

**CHAIR'S MESSAGE**

Neil Lefkowitz

## Hacking Away at Nation's Future



This year's Presidential election will center around three major issues: the economy, the sustainability of Medicare, and the viability of Social Security. The current crop of Republican candidates argues that the nation cannot afford to maintain Medicare and Social Security at present funding levels. These candidates have made several suggestions to avoid what they predict will be huge debts:

■ **PRIVATIZE MEDICARE.** Allow the marketplace to provide medical insurance for all Americans regardless of age to eliminate fraud and waste. The suggestion is that medical care costs will decrease and no longer be a government budget problem. (They argue that privatization is necessary as more doctors are opting out of Medicare programs because the fees are too low.)

■ **ESTABLISH A MEANS TEST FOR MEDICARE.** Wealthier Americans will pay higher premiums and have higher deductibles, helping to subsidize lower wage earners.

■ **REFORM SOCIAL SECURITY.** Unless the funding stream increases, Social Security will be unable to cover future payments.

Throwing away the safety net is not an option.

Here are my thoughts on the subject. For almost 100 years, American labor unions fought for a universal medical system so American workers could receive basic health care. Concurrent with that battle, the labor movement also fought for a system to help sustain retired workers and those unable to work because of illness. The establishment of both Medicare and Social Security were major steps forward in how Americans valued each other, a major step away from the ugliness chronicled in "How the Other Half Lives," by Jacob Riis in 1890.

Throwing in the towel on a safety net for vulnerable older Americans is not an option. We are well aware of the financial problems faced by both entitlement programs. In fact, AARP is kicking off a campaign this month to get feedback from their members as to how they would solve the financial problems of both programs. We would welcome a dialogue among labor unions, political leaders and the public on how we can sustain and improve both programs.

A new year is upon us, and it is going to be a very interesting and important year as we see what direction our nation takes in how it treats its less fortunate citizens. I wish all of you a healthy and happy 2012.

## 2012 Chapter Conference/Meeting

The CSA Retiree Chapter will hold its annual membership meeting and conference on June 2 at the LaGuardia Airport Marriott Hotel. Guided by four concepts – educate, entertain, energize and evaluate – the conference will offer a full day of activities: workshops, a speaker, vendors and luncheon. One of the planned workshops, tentatively entitled *Now That I'm Retired, What's Next?* will feature a panel discussion of retirees who have successfully transitioned to a second career, and/or pursued a vocation or hobby. We're looking for participants – Retiree Chapter members – who would share their experiences. Interested in participating? Email a brief description of the second career, vocation or hobby to John Oricchio at joricchio@csa-nyc.org.

### An Informal Chat with Sen. Flanagan

State Sen. John Flanagan, left, answers a question from RC Chair Neil Lefkowitz during the Nov. 21 educational forum. Sen. Flanagan is the Chairman of the Senate Education Committee. CSA Retiree Chapter member Ernest Logan is at right.

JAHMILA JOSEPH

CSA and two state organizations held an educational forum featuring state Sen. John Flanagan on Nov. 21. About 100 people, mostly educators, attended, including CSA Retiree Chapter members. Sen. Flanagan represents the 2nd Senate District, (the Town of Smithtown and portions of the Towns of Brookhaven and Huntington.) The forum was held at the Frank Brush Barn on the grounds of the Smithtown Historical Society and was co-sponsored by the New York State Federation of School Administrators (NYS-FSA) and the School Administrators Association of New York State (SAANYS).

## Chapter Notes:

### Workshop to Review Benefits

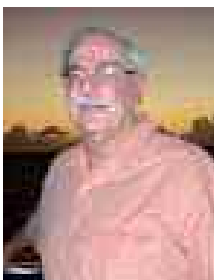
On March 6, Dr. Douglas V. Hathaway, Welfare Fund Administrator will present an overview of benefits offered by the CSA Retiree Welfare Fund, the Retiree Chapter and COBRA. He will also review coordination of benefits. The workshop runs from 9:30 a.m. to 1 p.m. at CSA's central headquarters, 16 Court St., Brooklyn. Outreach Coordinator Felice Hannah is organizing the workshop. To register, call the Retiree Chapter (718) 625-3434.

### Paperless Trail

The Retiree Chapter is updating its email database to save money with paperless communication. If you do not have an e-mail address, perhaps you have a family member or a neighbor who would be willing to receive our emails and pass the information on to you? Obviously, we'll continue with snail mail as well when we have to, but the paperless future is within sight. Email us your email address: Miata Jones at miata@csa-nyc.org or Tonya Willis at tonya@csa-nyc.org.

## Bold Faces

### Members in the News



Philip Berman: "Fortunate"

Philip Berman, who retired in 1991, was a contestant on "Wheel of Fortune" three times and each time was the grand winner. He took home two cars, some cash and trips to Fiji and Los Cabos (Mexico). He was the only contestant to win three times on three appearances.



Aubrey Reuben: Man About Town.

Aubrey Reuben, the retired Assistant Principal Foreign Languages at John Bowne High School, is out on the town most, if not all, nights of the week as a celebrity photographer and columnist. His new weekly column runs in the online Black Tie Magazine. Mr. Reuben also writes *Aubrey's Broadway for Hampton Sheet*. Mr. Reuben is a former member of the Tony

### From Lush Life: Portraits from the Bar

"Rainbow and Stars was the most beautiful cabaret room in New York, and all the best performers appeared there. One of the all-time favorites was the wonderful Rosemary Clooney. One night, she said to me: 'Aubrey, please take a photo of me with my nephew. He's an actor on television.' That was my introduction to the future movie superstar, George Clooney."

—AUBREY REUBEN

Nominating Committee 2000-2003, the former Acting President of Outer Critics Circle 2005 and former Entertainment Editor of *Temas Magazine* 1981-2004. He is on the Executive and Nominating Committee of Outer Critics Circle and a member of Drama Desk. In addition, he is the theatre critic for *15minutesmagazine.com*, and a celebrity photographer for the *NY Post*. He was one of 18 profiles in 2004 book, *On Broadway Men Still Wear Hats* by Robert Simonson, featured in *Lush Life: Portraits from the Bar*, and last, but not least, was profiled in the *CSA News* in November 2004.

Let us know what you're up to! Email your information to Anne Silverstein at anne@csa-nyc.org.

# Setting the State Legislative Agenda

BY DEE-DEE GOIDEL  
LEGISLATIVE LIAISON

As our state legislators begin debating the 2012-13 budget, they'll have one eye focused on their home districts because all 212 seats are open for election this fall. Sixty-two senators and 150 assembly members, if they want to keep their jobs, will be campaigning for the vote.

The legislature also has to finalize the new election districts based on the 2010 census. What that means is this is a good year to make our wants known; our elected representatives will be listening.

Our retiree legislative committee, in conjunction with CSA, has developed an agenda that reflects our chief concerns, many of which are perennial in nature and have to do with protecting benefits negotiated in past contracts when we were employed. Our 2012 legislative agenda is as follows:

- Protect our health benefits by maintaining 100 percent city-paid premiums.
- Protect our pensions in the face of upcoming pension reform measures.
- Work for affordable prescription drugs
- Expansion of and enhanced early childhood education. (Legislation: A7591 Assemblywoman Catherine Nolan/S5650 State Sen. John J. Flanagan)
- Recruit and retain quality school administrators and supervisors.
- TurnAround Schools: Amendments



to the education law in relation to assessments of the persistently lowest achieving schools (Legislation: A7501 Catherine Nolan/S5648 John J. Flanagan)

### Unequal until 2056

Women will have to wait another 44 years to see pay equality, predicts the Institute for Women's Policy Research.

The continued struggle for equal pay for the same job has recently spurred several forums on Capitol Hill conducted by Woman's Policy Inc., a nonprofit, non-partisan public policy organization.

No legislation to date has effectively

closed the gender gap: not the Equal Pay for Equal Work Act 1963, not Title VII 1964 Civil Rights Act, not the 1978 Pregnancy Discrimination Act, not the 1991 amendments to title VII, not affirmative action nor Title IX gender equality in all sports.

We who worked, or are working for the school system, never experienced such wage disparity as we had a union to protect and negotiate for us. But not everyone is so fortunate.

In the United States, women make roughly 77 cents to the dollar that men earn.

According to the National Committee on Pay Equity, "The wage gap exists, in part, because many women and people of color are still segregated into a few low-paying occupations. More than half of all women workers hold sales, clerical and service jobs. Studies show that the more an occupation is dominated by women or people of color, the less it pays."

"Part of the wage gap results from differences in education, experience or time in the workforce. But a significant portion cannot be explained by any of those factors; it is attributable to discrimination. In other words, certain jobs pay less because they are held by women and people of color ..."

Certainly, this inequity shouldn't take until 2056 to correct.

### Visiting Albany

We will, of course, amend the agenda if new issues surface, and, as always, will remain vigilant about school reform measures and cuts to our schools' budgets.

As many of you know, Retiree Chapter members visit Albany every year to bring our message to lawmakers; we are always well received because of our professionalism and the manner in which we discuss our issues. This year, as we did last year, we'll send two delegations - one in late winter, one in mid-spring. I'll keep you posted when we schedule these trips and their outcomes.

## RC Regional Units

### SUNCOAST

The first of our two 2012 meetings is at The Oriental Buffet, 4458 Bee Ridge Rd (intersection of Bee Ridge and McIntosh), in Sarasota, FL at noon on Jan. 10. Details were mailed to members last month. Questions? Call me at (941) 383-0408.

—MICHAEL NEMOYTN

### PACIFIC COAST

We regret that we had to cancel our November meeting. Our spring meeting is on March 21 at 11:30 a.m. at Carrows Restaurant, Laguna Hills. Our guests are CSA Executive Vice President Peter McNally and Welfare Fund Administrator Douglas V. Hathaway. We'll mail more information next month.

—MANNY BIERMAN

### BROOKLYN

We're planning activities for 2012. A gentle reminder: Dues are due! Please forward \$15 to CSA Retiree Chapter, Brooklyn Unit, 16 Court St., Room 711, Brooklyn, NY 11241, attn: Patricia Weston McNabb.

—RON JONES

### Save These Dates!

**MARCH 17-18: The 7th Annual Celebration of Teaching and Learning at the Hilton New York, sponsored by Thirteen/WNET and WLIW21.**

**APRIL 27: CSA's 50th Anniversary Gala at the Waldorf=Astoria®.**

### PALM BEACH

Fund Administrator Douglas V. Hathaway and RC Chair Neil Lefkowitz were expected to attend our Jan. 9 meeting. On Feb. 10, we'll hold our second annual meeting followed by our annual gala luncheon at Benvenuto's Catering. The meeting begins at 10 a.m. and the luncheon is at noon. On Feb. 29, in conjunction with the CSA Retiree Chapter and Welfare Fund, we'll hold a health fair for all Florida retirees. Questions? Contact me at rosecb70@aol.com.

—ROSE BENNET

### ARIZONA

Our first meeting of the school year got off to a great start with a visit by Retiree Chapter Chair Neil Lefkowitz at our Nov. 17 luncheon and conference. He described the current challenges facing our union and the efforts being made to maintain, and in some instances, improve the benefits we derive from belonging to a strong, and effective union such as ours.

Our Unit is now planning the cultural events we will soon be enjoying in the Valley of the Sun.

—MAISHE LEVITAN

### NEW JERSEY

Happy New Year to all CSA Members and their families. A big welcome back to returning members and a special shoutout to our new Unit members. We plan to have a general membership "bagel" meeting in April and a gala luncheon in June. Members can look forward to a special event or trip. If you're a new retiree and you'd like to join the our Regional Unit, contact me at stephenporter@yahoo.com.

—STEVE PORTER

### STATEN ISLAND



The Staten Island "Chapter Singers" performed at the Dec. 5 holiday gala luncheon. From left: Joan Rannie, Pat Campbell, Louise Banks, Janet Scaffa and Don Juliano.

LOU GREENZEIG

## Holiday Magic on Staten Island

On Dec. 5, more than 70 Unit members attended a holiday luncheon at the Hilton Garden Inn. While attendees dined on a four-course meal, they heard updates from Retiree Chapter Chair Neil Lefkowitz and Director Mark Brodsky. In addition, raffles were held for gift certificates at each table, and an overall gift of dinner for two at the Hilton. Festivities were capped by a

sing-along of seasonal songs. **Save the date:** March 13, 10:30 a.m., our Unit's general membership meeting, Hilton Garden Inn. A sumptuous brunch will be served. James Sfrouridis, a consumer fraud expert from the NYS Attorney General's office, will speak about how seniors can better protect themselves.

—AL NILSEN

### LONG ISLAND

On Nov. 21, a dozen members of our Unit attended an educational forum co-sponsored by CSA and the New York State Supervisors and Administrators Consortium (NYSSAC), which is comprised of SAANYS and NYSFSA. (See Page 14 for photo and more details.) State Sen. John Flanagan, Chair of the Senate Education Committee, was the guest speaker. We're looking ahead to May when we've planned a docent-led tour at the birthplace of Walt Whitman in West Hill. The house, built by the poet's father, is listed on the National Register of Historic Places.

—VICTOR RAVENS

### QUEENS

On Jan. 18, our Unit will enjoy a dining experience together as we share an Indian buffet at Jackson Diner, 37-47 74th Street, Jackson Heights, at 12:30 p.m. (Lunch includes soup, salad, several main dishes, including vegetarian offerings, rice bread and dessert.) The price with tax and tip is \$15 for Unit members, \$20 for guests and non-Unit members. If you'd like more information about the restaurant, visit the Jackson Diner website: www.jacksondiner.com. If you have questions about Unit activities, please email me at ster-manlen@aol.com.

—LEONARD B. STERMAN



**Council of School Supervisors & Administrators, NYC**  
 New York State Federation of School Administrators  
 Local 1 AFSA, AFL-CIO  
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## Borough Briefs / In The Schools

Compiled  
 by Yuridia Peña

### Manhattan (DIST. 1-6)



■ Above, children from CPE Elementary 1 and II in East Harlem do school work at Zuccotti Park during OWS on Columbus Day. Right, Principals Julie Zuckerman (CPE1), left, and Naomi Smith (CPE II).

### East Harlem Schoolchildren Participate in History

BY CSA STAFF

Central Park East Elementary I and II, East Harlem, took part in Occupy Wall Street as participants and as observers. Parents organized the first visit; the occupiers warmly welcomed students, staff and Principals Julie Zuckerman and Naomi Smith.

The school's first visit to the Zuccotti Park encampment took place on Oct. 10, Columbus Day, which the school traditionally calls "Un-Columbus Day," to align it with the school's curriculum, said Ms. Smith. Students are taught an alternative historical perspective, recognizing native Americans who lived in the northern hemisphere prior to Christopher Columbus' landing. "Columbus was

looking for a way to India and instead ended up in [Hispaniola] the Dominican Republic," said Ms. Smith.

On Oct. 29, a CPE II teacher held a math/history lesson at Zuccotti Park to explain how one percent of the nation's population controls most of the nation's wealth. (*Editor's Note: According to the Congressional Budget office, the share of after-tax household income for the top 1 percent more than doubled from 8 percent in 1979 to 17 percent in 2007.*)

The CPE school community also marched with more than 30,000 New Yorkers on Nov. 17 – the OWS Day of Action, and participated in December demonstrations. Next: The schools plan to participate in activities on Jan. 16, Martin Luther King Jr. Day.

### Bronx (DIST. 7-12)

#### NY Yankee Helps Celebrate New School Yard



■ Yankees outfielder Curtis Granderson, left and PS 19 Principal Tim Sullivan with school donation. (See story below.)

PS 19, D-11, celebrated its new school yard with a ribbon-cutting ceremony on Nov. 28 complete with an appearance from Curtis Granderson, the NY Yankee centerfielder, and Brenda Beltram from the American Dairy Association and Dairy Council (ADADC). Out2Play, which helps schools build play grounds, was responsible for the coordination and construction of the project, as well as signing up the Yankees and the ADADC as sponsors. Mr. Granderson spoke to students about a healthy diet and about the importance of exercise. (He also participated in a Home Run Derby. For each home run that he hit, PS 19 would receive an additional \$100. His efforts resulted in a donation from the ADA of \$1,500.) Timothy P. Sullivan is the Principal.

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

#### Read-A-Thon Cash, Advanced Chess

PS 8's students read more than 627,000 minutes during its recent Read-a-Thon, which raises money for the school. The PTA planned to distribute 250 gift certificates to children who met the goal, and

each winning class received a \$50 gift certificate for Barnes & Noble. In other news, PS 8 now offers an advanced chess club for students in grades 3 through 5.

### Staten Island (DIST. 31)

#### Children Help Other Children

Seventy-five first graders from PS 3 traveled to Brooklyn to work with middle schoolers at IS 239, D-21, as part of IS 239's leadership program. Seventh-graders made blank books and helped the younger children write and draw Thanksgiving stories. "It was really fun making this book," first grader David Falzone told NY1.

### Queens (DIST. 24-30)

#### Dinosaur Fossils on Wheels

On Nov. 28, the American Museum of Natural History brought its moveable museum exhibit, Dinosaur: Ancient Fossils, New Discoveries, to PS 97, D-27. Students examined dinosaur nests and feathered fossils from Liaoning, China. The mini-museum is an interactive "exhibit on wheels" that travels to schools, libraries and street fairs and community organizations within the five boroughs and neighboring states.



■ PS 97 students explore the Museum of Natural History's traveling exhibit.

To submit an item for Borough Briefs, contact Yuridia Peña at yuridia@csa-nyc.org or call (718) 852-3000.