

## 50TH ANNIVERSARY

Diane Ravitch  
to Present Seminar  
on Unions and  
Education

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November 2011

Volume 45, Number 3

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

# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

### CSA AT WORK

## Small Change, Major Havoc

*'Supervisors of' Face  
New Reorganization*

BY ANNE SILVERSTEIN

The re-assignment of six Supervisors of Psychology from the recently disbanded Cluster 3 this summer has snowballed into an avalanche of questions about how some "Supervisors of..." should receive new assignments.



Ms. Fuentes.

CSA has been in weekly, sometimes daily, conversations with the Department of Education since early August concerning Supervisors of Speech and Supervisors of Psychologists. The number of members affected has grown as the conversation topic has expanded: Now the assignments of about 30 Supervisors of Speech and 30 Supervisors of Psychology are at stake.

"We believe that district-like assignments make the most sense in providing support services to schools," said CSA President Ernest Logan. With the current system of cluster assignments, Supervisors of... may have schools in two or three boroughs. "We're wasting valuable time sitting in traffic and

*Continued on Page 5*

## Layoffs: School Aides and Parent Coordinators Axed



YURIDIA PEÑA

■ CSA President Ernest Logan spoke at an Oct. 4 press conference called by DC 37 on the fired school aides and others.

BY YURIDIA PEÑA

Nearly 700 of the lowest paid school support staffers received pink slips from the Department of Education last month after negotiations with the city and Local 372 (District Council 37) collapsed.

"In the current situation, districts are being pitted against districts, schools against schools, and unions against unions," said CSA

*Why did the most  
vulnerable schools  
get hit hardest?*

President Ernest Logan. Mr. Logan said that Principals were mandated to comply with the DOE's demand to reduce staff, and had little choice

but to lay off non-mandated staff members including school aides, family workers and parent coordinators. The DOE still hasn't explained why schools with the most vulnerable populations were hit hardest.

Lillian Roberts, the head of DC 37, blamed the city for refusing to continue discussions. "In recent negotiations with the administra-

*Continued on Page 6*

## Creating that Competitive Edge

BY YURIDIA PEÑA

As student data continues to drive curriculum planning, public schools have increased test prep and college readiness courses forcing the number of extracurricular programs to dwindle. Virtual Enterprise International, however, is one of the few specialty programs that has survived the chopping block because it provides students with a competi-

*'Virtual Enterprises' aims to make high school students business savvy.*

tive edge for college and the workplace.

Virtual Enterprise International (VEI) offers intensive courses on economics, computer software systems and marketing, to name a few.

*Continued on Page 8*



■ Roy A. Diudonne of New Dorp High School at the Business Plan Competition last spring.

## Day Care Directors Express Fears, Frustrations

BY ANNE SILVERSTEIN

About 25 Day Care members attended the first of CSA's annual borough meetings on Sept. 27 in East New York, Brooklyn.

Each year, the union holds a meeting in each of the boroughs except for Staten Island. The meetings are held to provide information to the members as well as to get feedback from the members.

CSA First Vice President Randi Herman and CSA Counsel Charity

*Continued on Page 3*



### Council of School Supervisors & Administrators

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

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

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#### CSA NEWS

Editor Anne Silverstein

Editorial Assistant Yuridia Peña

Production Consultant Michele Pacheco

Production Assistant Christine Altman

Design Consultant Louis Silverstein

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## PRESIDENT'S PAGE

# The Relevance of 'Occupy'

'Occupy Wall Steet' has meaning to educators.

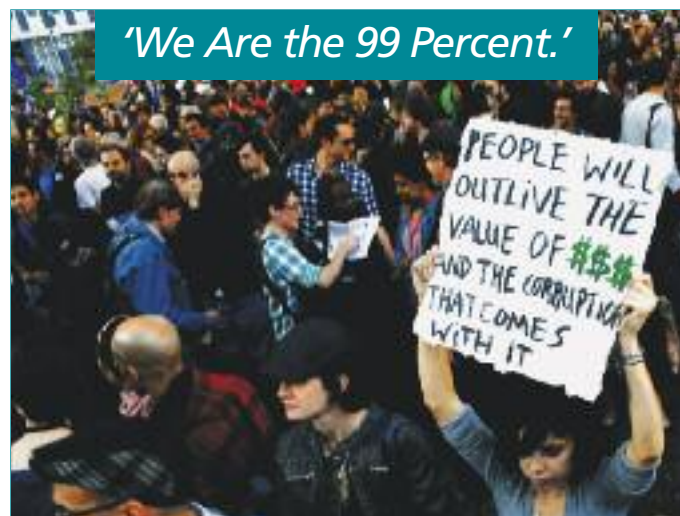
By Ernest A. Logan

Who would have imagined that schools would make Occupy Wall Street (OWS) a field trip destination or teachers would be planning to "Occupy Tweed"? Let's face it: There's a direct relationship between a healthy public school system and the survival of our middle class and our democracy. NYC has suffered continuous budget cuts to education over the last three years, with the Mayor promising another 2 percent in January and another 6 percent in June. Meanwhile, billionaires continue to invest in our schools as *de facto* leaders of reform. Even the Mayor is taking money out of his pocket to subsidize an initiative for black and Latino male students.

This fashionable trend to pour private money into public education is no substitute for public funding. There are risks attached to giving free rein to rich folks with unproven theories about how kids learn. If we keep stripping away public funding and depend on the kindness of billionaires, we will eventually have a semi-privatized education system in which the children of the 99 percent are increasingly at the mercy of the 1 percent. We'll be heading away from democracy toward plutocracy and Occupy Wall Street will prove a sorry point.

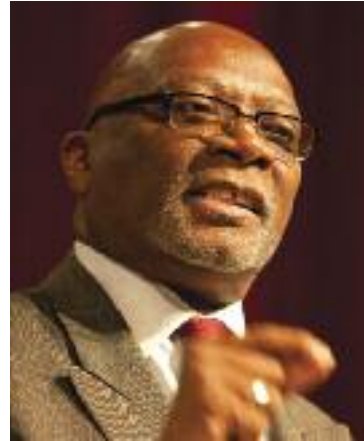
Long before the protesters took to the streets calling for equitable taxes, most of us were calling for that. If the Mayor still sees himself as the education mayor, he will start fighting to raise revenues through equitable taxation. Not only would that restore education funding, it would help our poorer families with safety nets like health care, unemployment insurance and early childhood education.<sup>1</sup> Meanwhile, the DOE should trim the fat at Tweed, including consultants in test development and accountability systems.

Testing is necessary to gauge where our children are strong and where they need to be stronger. But, remember, as NYC placed greater emphasis on tests starting in 2003, the tests became an end, not a means. Testing allowed the city to boast of "historic progress" in student achievement as rising rates in scores outpaced those in the rest of the state. Then in 2010, fate tore back the curtain; the state recalibrated scores and revealed what many of us feared. The passing rates fell nearly to what they had been seven years earlier.



YURIDIA PEÑA

■ Unions joined the Occupy Wall Street protestors on Oct. 5 during a mass rally and march that began in Foley Square and wound up at Zuccotti Park, where the encampment was in its third week. Union leaders congratulated demonstrators for bringing to the nation's attention the disparity between the 1 percent who hold most of the country's wealth and the other 99 percent. These same leaders admitted that unions have been unable to gain much traction on the topic.



In the meantime, teaching-to-the-test had practically become the law of the land; the arts and other untested subjects were put on the back burner; schools were closed and replaced with smaller ones; and school leaders were held responsible for the game change. Money that could have gone to nurturing children in the classroom was squandered on reducing student achievement to a snapshot in time. We should take a tip from the rich and say, "This isn't good enough for our children."

When the focus is on scores, graduation rates also mean less. Since 2003, graduation rates in NYC have improved at a higher rate than the rest of the state. That's good, but graduation rate isn't synonymous with col-

lege-readiness. Only a quarter of our city's high school graduates are college-ready. Many, who actually go into crippling debt to go to college, find themselves in remedial classes and the majority soon drop out of school owing great sums of money. This is no way for young people to aspire to the next rung of the socio-economic ladder; it's a journey to nowhere.

In the midst of all this austerity, school choice is more available than it was eight years ago. If a student is lucky enough to end up in a school with more affluent families or in a DOE pet-project school, the child might thrive. Judging from parent satisfaction rates today compared to 2004, there actually is more school choice and the majority of parents are satisfied with their choice of schools.<sup>2</sup> We applaud this.

On the other hand, if a family doesn't luck out, the child is more likely to be in an overcrowded classroom. The most reliable studies link smaller classes to student achievement.<sup>3</sup> But because budget cuts prevent Principals from hiring teachers, thousands of classrooms exceed size limits; Principals are teaching some classes themselves, and the support of school aides is often not there. The DOE got rid of hundreds of aides a few weeks ago and laid the fault at the feet of Principals. I doubt that many among you would have chosen to lose an aide if you could have helped it.

While there's no proving this, that lay off of struggling, mostly minority school aides – many of them single mothers – seemed to inspire members of education unions and parent organizations to join forces *en masse* with Occupy Wall Street at the march from Foley Square to Zuccotti Park on October 5.

Ironically, in these times, with marching in the streets, the DOE dares to embark on expensive initiatives: the special education initiative with SESIS, its glitchy data system; the middle school initiative with its plan to launch a constellation of charter schools; and the ELL initiative, which "calls for placing the main burden of accountability on its more than 1,600 principals."<sup>4</sup> The DOE also has turned 22 persistently low-performing schools over to EPOs, outside organizations, paying them to restart those schools. Frankly, I'd rather see us do it ourselves as we did successfully with the Chancellor's District in the '90s.

"The best predictor of low academic performance is poverty," says education scholar Diane Ravitch. If we accept that premise, we must continuously examine our public school system to see where it succeeds and only claims to succeed. We'll do that, not to be a nuisance, but to hold public education up as the highest priority of a democracy. In the words of Phil Weinberg, Principal of the High School of Telecommunications Arts and Technology, "We believe that in America, education is the key to owning your own life." In these ways, the interests of public education intersect with those of Occupy Wall Street.

1) I would like to point to "Occupy the Classroom" by Nicholas D. Kristof, *The New York Times*, Oct. 19, 2011: "But the single step that would do the most to reduce inequality has nothing to do with finance at all. It's an expansion of early childhood education."

2) *The New York Times*, Sept. 6, 2011

3) *Education Week*, July 1, 2011

4) *The New York Times*, Oct. 13, 2011

# Day Care Directors Express Fears, Frustrations Over Stalled Contract

*Continued from Page 1*

Guerra discussed the moribund Day Care contract, which expired more than five years ago. They both told members that they must continue to reach out to elected officials, community boards and CBOs to educate people about the services early childhood centers provide to children and families.

Dr. Herman said, "We need to educate people about what we do. They're not hearing from educators. They're not hearing from people who are working with children and families everyday."

Members expressed their frustrations about the contract situation because they fear that their health benefits will be stripped away. They also expressed their fears that they will lose their jobs as the city overhauls the Day Care system during the implementation of EarlyLearn NYC.

EarlyLearn requires that Day Care Center boards reapply for city money to stay open. The application is lengthy and complicated and some Directors fear they didn't have the resources to even fill out eligible applications. One of the most upsetting requirements of EarlyLearn is that the Day Care boards will have to contribute 7 percent of the Center's operating costs, an impossibility many Boards say.

"In the past, at least, there were meetings where we could talk about contract rights. Now all doors are shut. It's now a waiting game. What is the union doing?" said George Peña Herrera, who is the Director of East Calvary Day Care Center, Manhattan.

Dr. Herman acknowledged that she, too, was angry at the city's refusal to negotiate with CSA, but emphasized that Day Care Directors and Assistant Directors continue to have an important job to do – preparing the city's children for their school careers.

The city refuses to acknowledge that Day Care Directors are city employees saying that the Directors work for independent boards

■ **RIGHT:** Members listen as union representatives tell them to continue to reach out to legislators.

■ **BELOW, LEFT:** CSA First Vice President Randi Herman, left, and CSA Counsel Charity Guerra smiled during a brief, lighter moment at the meeting. Members are worried about their jobs as well as whether their Day Care Centers will exist next year.

■ **BELOW, RIGHT:** Lorna Johnson, Director, St. Malachy's CDC, welcomed CSA members to her center.



YURIDIA PEÑA



that run individual Day Care Centers and are, as such, individual contractors with the city. CSA has tried various legal avenues, including filing a grievance with the NYS Public Employment Relations Board, to have some government agency acknowledge what is so clear to union officials as well as Day

Care members: that they do, indeed, work for the city. Most Directors and Assistant Directors have more interaction with the city's Administration for Children's Services and other city agencies that with their own boards.

*Yuridia Peña contributed to this report.*

## ELI Presents Day Care Workshops

BY CSA NEWS STAFF

The Executive Leadership Institute will present its six workshops for Day Care Directors and Assistant Directors beginning this month and running through May. The workshops are made possible through funding from the NY City Council. (The first workshop on autism was held Nov. 3.)

Dec. 1, Dr. Donna Geffner will present *Auditory Development Skills and Intervention for the Young Child* at CSA's Brooklyn office.

Feb. 3, 2012, Sara Seiden presents a morning workshop entitled *NAEYC Accreditation:*



ANNE SILVERSTEIN

■ **Liege Motta**, a staff developer at Bank Street College, is among the presenters scheduled for this year. Above, Ms. Motta presented last winter on Jan. 7 at CSA's headquarters.

*What You Can Learn From the Process* and in the afternoon, Dr. Vicki Garavuso will present, *Supervision: What to Look for When Teachers Are Teaching*. Both presenters are from the Center for Workers Education, CUNY, which partners with ELI in these workshops.

March 9, 2012, Liege Motta, staff developer, Bank Street College of Education, presents the morning workshop, *Language and Literacy in Early Childhood Classrooms: What Do the Standards Mean to You?* Dr. Garavuso presents in the afternoon, *How to Plan Hands-On Workshops for Staff*. At CWE, 25 Broadway, 7th floor, Manhattan.

April 4, 2012, Dr. Elizabeth Matthews presents the morning workshop *Forming an Assessment Plan Using the Whole Child Approach*. In the afternoon, Dr. Garavuso will present *How to Build a Community of Learners: Teachers' Professional Development*. At CWE.

May 18, 2012, Lynn Hurdle-Price will present *Decisive Communication and Leadership: Communication that Supports Effective Management and Supervision*. At CSA's new location: 40 Rector St., Manhattan.

Workshops begin promptly at 9 a.m. after breakfast at 8:30. Lunch is served at noon, and the day ends at 3:30 p.m. Please note: Food and materials are ordered for registered participants only. To register for this workshop, visit the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org), to download an application.

For more information, contact ELI at (718) 852-3000.

## COMING EVENTS

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

**NOV. 8: CSA Annual Member Meeting at Food and Finance High School**

**NOV. 10, 9 AM: Retiree Chapter Executive Board Meeting**

**NOV. 14, 5 PM: Association of Assistant Principals Executive Board**

**NOV. 21, 5 PM: Irish American Heritage and Culture Committee**

**NOV. 29, 5 PM: NYCESPA Executive Board**

**NOV. 29, 5 PM: CSA Latino Caucus**

**DEC 1, 4 PM: CSA Defensive Driving Class**

**DEC. 7, 4:30 PM: CSA District Chair Meeting**

**DEC. 9, 10 AM: Retiree Chapter Advisory Committee Meeting**

**DEC. 9, 5 PM: NYCESPA-sponsored professional development**

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

## Retirement



■ **JENNIFER CANTON-CLARKE** retired on Sept. 7 after more than 30 years of service in public education. Ms. Canton-Clarke has been an advisor at CUNY, a teacher in District 17 (nominated as "Teacher of the Year" in 1996), and a school administrator for 13 years. Her final position was as an Assistant Principal at Shellbank I.S. 14, D-22, Brooklyn. A retirement notice that ran in the October CSA News had some incorrect information in it. The Editor regrets the error.

## Help a Colleague

Principal Sean Walsh (IS 291, D-32) is battling cancer and must undergo another round of chemotherapy. His doctor told him he could return to work after the winter break but by Nov. 28, he will have exhausted his Cumulative Absence Reserve balance. CSA is asking members to donate CAR days to help Mr. Walsh. To donate, your CAR balance must have at least 40 days in it or less than 180 days. For every day you donate, two days are deducted from your CAR. Download the donor form from the CSA website at <http://bit.ly/p4Xs7t>. Send the form to IS 291, 231 Palmetto St., Brooklyn, NY 11221, attn: Joanna Salas.

# The Grievance Corner | Bob Reich

## Leaves of Absence, Sick Leave and Sabbaticals



The union has fought for your right to request leaves.

**C**SA's collective bargaining agreement, negotiated by your union, provides you with the right to request leaves of absence and sabbaticals. This month, I want to review the applicable contractual clauses with you.

### Leaves of Absence and Sick Leave

The contract gives you the right to request a leave without pay for the following purposes:

- Study related to the supervisor's license field.
  - Study to meet eligibility requirements for a license other than that held by the supervisor.
  - Acceptance of a supervisory or teaching position in a foreign country for one year, with such leave renewable for an additional year. Such position shall be sponsored or approved by the US government.
  - Acceptance of a teaching or supervisory position in the City University of New York or a college of SUNY for one year with such leave renewable for one year.
- The processing of leave applications for

the above reasons requires a) the approval of your supervisor and b) submission to the DOE's Leaves Unit. It is important to note that when granted a leave, as a member of the Teacher Retirement System, you continue to accrue retirement credit for the duration of the aforementioned leaves.

A member may also apply for a Leave Without Pay to Adjust Personal Affairs. This leave is granted for reasons including, winding up of a family business on the death or incapacitation of the family member in charge, or if the member is ill. The period for this leave may be for up to two years.

### Sabbaticals

Supervisors who have completed probation or acquired tenure in the license in which they are serving currently or in a previous supervisory license may apply for sabbatical. Sabbatical salary is calculated at 60 percent of the supervisor's regular pay. The sabbatical leave pay of supervisors who receive a bonus shall be based upon their annual salary and the amount of the annual bonus received. Unfortunately, Education

Administrators are not eligible for a sabbatical leave of absence.

A sabbatical may be requested for a period of six months for study. The course of study is subject to approval by the appropriate supervisor. A sabbatical may also be granted for restoration of health. When applying for a restoration of health sabbatical the written approval of the School Medical Director is required. Applicants and or their physician must submit a confidential medical report (OP 407) to HR Connect – Medical Administration Office. Chancellor's regulation C-650 outlines the requirements for a health sabbatical.

Upon completion of your sabbatical, you must return and work for three years of active service. However, a waiver may be requested in writing due to a serious illness or physical incapacity.

**E**ach month this column is written to make you aware of your rights, new rules or regulations and of course grievance issues. Don't wait! Questions, concerns or thoughts? Contact me at bob@csa-nyc.org.

## 1968: A Year of Strife, Anger and Fear

CSA turns 50 on Jan. 30, 2012. Each month, the CSA News will highlight a milestone in the union's history. This month: The strike of 1968.

BY PIERRE LEHMULLER

**N**early two generations have graduated from NYC public schools since one of the city's seminal moments: the 1968 fall school strike that closed the schools for 36 days until nearly Thanksgiving and left New Yorkers bitterly divided.

Set against a tumultuous year in which Martin Luther King, Jr. and Robert F. Kennedy were assassinated, students took over Columbia and cops beat up protesters at the Democratic National Convention in Chicago, an experiment in community control spiraled out of control when local governing boards attempted to dismiss hundreds of Jewish teachers, Assistant Principals and Principals and hire African-Americans in their place.

The resulting strike, led by the UFT and joined by CSA, saw picket lines outside schools, a mayor under attack and huge demonstrations for and against a community's right to select staff how it saw fit. The racial divide was ugly but many white and black activists joined together in support of due process for teachers and supervisors.

For CSA, it was a defining moment as well. The fledgling union had just appointed its first District Chairs who were suddenly called upon to be strike captains for their districts. They certainly got more than they bargained for; I was the first CSA Chair in District 8 at the time, and I remember organiz-

ing meetings every morning after people finished picketing their schools.

I also remember organizing rallies with my UFT District Rep in Poe Park in the Bronx, demonstrating vociferously in front of the then-hated *New York Times* on West 43rd Street, tying up traffic on Fifth Avenue around 56th Street (near Gov. Rockefeller's office), and picketing City Hall. (**Editor's Note:** Mr. Lehmuller says a few sympathetic superintendents brought paychecks past picket lines in front of schools to distribute to striking staff.)

The settlement satisfied no one but allowed schools to reopen. Due process was preserved, and teachers and supervisors got their jobs back. But in the interim, because of the anger and fear for their safety, many staff had secured transfers to other parts of the city. The settlement also included an additional 45 minutes of instruction every day and the elimination of planned school holidays to make up for lost time.

*Pierre Lehmuller is the CSA Conference Chair when he isn't demonstrating against social injustice.*



CORBIS/BETTMANN

■ UFT President Albert Shanker, left with glasses, and civil rights leader Bayard Rustin at a rally of about 15,000 educators at City Hall on Sept. 16, 1968.



## A Retrospective of Unions and Education in NYC



As part of the union's celebration of its 50th anniversary, we have arranged for a lecture by education historian Diane Ravitch for CSA members. Please join us Jan. 31 at St. Francis College.

Registration is online only at the CSA website: [www.csa-nyc.org](http://www.csa-nyc.org)

Jan. 31 at 5pm • St Francis College, 180 Remsen Street, Brooklyn

### And Don't Forget...

The 50th Anniversary celebration culminates with a gala dinner/dance at the Waldorf=Astoria® on April 27. Stay tuned for details!

## New Member Reception

# Union Meet and Greet



■ New Principal Jacque Coombs (PS 325, D-19), chats with CSA President Ernest Logan

CSA hosted a reception for new members at its Brooklyn headquarters on Oct. 13. CSA's officers and staff introduced themselves and described the services the union provides to its members.

Among those who spoke were Executive Director Field Services Audrey Fuentes (pictured below); Executive Director Operations Anita Gomez-Palacio; General Counsel Bruce Bryant; ELI Executive Director Eloise Messineo; Communications Director Chiara Coletti and Political Affairs Director Herman Merritt.



■ Audrey Fuentes, Executive Director Field Services tells new members about the function of the Field Teams. At right, listening, is Executive Vice President Peter McNally.

ANNE SILVERSTEIN

## Small Change, Major Havoc for 'Supervisors of' Assignments

*Continued from Page 1*

looking for parking spaces," Mr. Logan said.

Summarizing the situation is difficult because the problem has grown – and changed – since the question of how to reassign six Supervisors of Psychology from Cluster 3 arose. Briefly here's what happened, according to Audrey Fuentes, Executive Director Field Services, who has spearheaded the union's efforts to bring member concerns to the DOE's attention:

After the dissolution of Cluster 3 this summer, the DOE made tentative assignments for the six Supervisors of Psychology and planned to ask for feedback on the proposed placements in the remaining five Clusters, said Ms. Fuentes. During an early exchange with the DOE, Ms. Fuentes asked who would be the new rating supervisors for these members, and then opened the proverbial can of worms by asking, "What will happen to Cluster 3's Supervisors of Speech?" Meanwhile, the six Supervisors of Psychology were tentatively reassigned.

By Aug. 29, the first day back for 10-month Supervisors, the DOE responded to Ms. Fuentes' question with a proposal that perhaps all Supervisors of Speech should be aligned by Districts/Boroughs; the DOE then sent a survey to about 30 Supervisors of Speech assigned to Clusters to ask them their preferences. (Editor's Note: Readers may be confused about the DOE asking anything about districts since from 2003 the DOE has assiduously battled to eliminate districts and assignments by district.)

Ms. Fuentes responded by expressing her concerns as to how member preferences will be handled, i.e. what would happen if two people wanted the same assignment, and what recourse members would have if they were unhappy. (She also asked to see the assignments for the Cluster 3 Supervisors of Psychology.) The DOE's response was a little

opaque, but ultimately said experience and prior work in a specific district was to be the criteria.

"Supervisors of Speech heard about the reassignments unofficially," said Ms. Fuentes recently, "and there was an uproar from speech supervisors in terms of their assignments." At this point, Ms. Fuentes asked Johannah Chase of the DOE's Division of School Support and Instruction with whom she had been dealing, for a complete list of new assignments. "Our members were asking, 'How come I got this district when I asked for another district?' Others felt they had been discriminated against, or thought one supervisor had been 'favored' over another." Ms. Fuentes suggested these supervisors write to Ms. Chase.

"It was not clear to our members how decisions were made," said Ms. Fuentes; the DOE's attempts for transparency had not only fallen flat, but had created anger. So more meetings were held in September to discuss the issues. "We said, 'If you're going to ask for preferences as you make changes, you need to use seniority to make the decisions to be transparent and fair; you have to use a method that can be easily explained to the people involved.'"

While the DOE has OK'ed assigning Supervisors of Speech in alignment with districts/boroughs (since their jobs are closely aligned with schools,) it continues to say "no" to this method for placing Supervisors of Psychologists. The explanation is that Supervisors of Psychologists are aligned with clusters, which cross district and borough lines.

At a Sept. 26 meeting, the DOE said it was having trouble compiling seniority lists for Supervisors of Speech. By Oct. 26, Ms. Fuentes said, the list was to have been delivered to her but still hadn't arrived. As for Supervisors of Psychologists, CSA is still pushing for the DOE to assign them by district/borough, but continues to meet resistance.

## Legislative Agenda | Herman Merritt

### Old Battles Pick Up New Steam

Attacks on public employees nationwide, symbolized by the taking of workers' collective bargaining rights in Wisconsin, have led to a movement to fight back. Quietly, activists have been struggling around the country to educate the public about this trend. In Wisconsin, there were recall elections in districts resulting in the removal of two incumbents who supported the weakening of workers' rights, and unfortunately we face similar challenges here in New York as we face an attack on provisions of the Taylor Law which regulates collective bargaining in the state.

Currently, the Taylor Law prohibits strikes by public employees and mandates severe penalties for those who break this law. An amendment to the law – the Triborough Amendment – levels the playing field by keeping the provision of the expired contract in place and allows workers to continue to receive their incremental salary step raises. Unfortunately, there have been calls in the editorials for the abolition of this amendment which we believe would create an atmosphere of instability and bad faith negotiations.

Repeal of the Triborough Amendment is non-negotiable!

On a federal level, CSA strongly supports the American Jobs Act which we feel is great for labor. President Obama has proposed a \$447 billion program to create jobs and increase consumer spending. Unemployment is at an unacceptable rate and there must be some stimulus from the government to create jobs. History shows that government stimulus programs have created, not only jobs in times of a poor economy, but



**We could have to fight all over again for the right to collectively bargain.**

### The state's 'millionaires tax' will end in December.

improved the infrastructure of the country. This bill would also modernize schools, hire and re-train teachers and extend unemployment benefits.

A number of us have visited the protesters of Occupy Wall Street, or marched with them on Oct. 4, demanding that America's wealthiest share the burden of those with low to moderate income. With layoffs of city and state workers on the horizon, impending budget cuts, overcrowded classrooms, and the reduction of essential services for children, there is a renewed call for the extension of the "millionaires' tax" scheduled to sunset in December. CSA has been working with legislators in Albany to insure that we find increased revenue streams to guarantee that adequate funding is allocated to the schools.

The Executive Leadership Institute presents a plenary with

Charlotte Danielson

**"Enriching Professional Practice: A Framework for Teaching"**

All CSA members are invited.

Nov. 17, the Church of Saint Paul the Apostle, 405 W. 59th St., Manhattan

Breakfast will be served at 8 a.m. The plenary begins at 8:30. Register at <http://bit.ly/saTIU>

# The Welfare Fund | Douglas V. Hathaway, Ph.D.

## Changing Dentists and Plans is Easy as 1-2-3



**We build in flexibility in our dental plans.**

**QUESTION:** I am an Education Administrator and I have been a member of the Healthplex dental program since I became a CSA member. My dentist retired and sold his practice. I do not like the new dentist. What can I do?

**ANSWER:** You have a great sense of timing. All three CSA Welfare Funds (CSA Welfare Fund for in-service DOE participants, CSA Retiree Welfare Fund for DOE retirees, and DCC/CSA Welfare Fund for Day Care Directors and Assistant Directors and retirees) conduct an open enrollment for dental programs each November.

You may select any dental plan available to participants in your fund and the change will take place Jan. 1, 2012. A description of each of these dental plans is printed below. (If you stay with Healthplex, you may change your primary care dentist at any time.)

**QUESTION:** I am a retired Assistant Principal and Medicare is my primary cov-

erage. I am in the GHI-Enhanced Medicare D drug plan, and my September monthly statement from Express Scripts indicated I was in Catastrophic Coverage. I read somewhere that the CSA Retiree Welfare Fund would reimburse costs if I came out of the doughnut hole. How do I apply for this reimbursement?

**ANSWER:** You remember correctly. The laws that created Medicare Part D prohibit us from reimbursing drug co-payments until you reach the catastrophic level – also known as leaving the doughnut hole. Once you reach this level, send us a copy of ALL the pages of the monthly drug report you receive from Express Scripts. The first page or two simply identify you and disclose what level you have reached. It does not have the itemized list of drugs and associated costs that we need to reimburse you. The additional sheets have details about the medications, such as the prescription date, the drug strength, and the amount both you and the plan paid, but does not have identifying information on it.

Once we receive the required documentation, we reimburse 100 percent of your out-of-pocket costs, with no deductible, until we reimburse \$5,000. Since your catastrophic payment is about 5 percent of the cost of the drug, you are essentially getting the next \$100,000 of medications for free!

For those who do not reach the catastrophic level, remember that you will receive, for one family member, a reimbursement of \$40 per month for each month you are in the GHI-Enhanced Medicare D drug plan. Reimbursements are made in February of the following year – 2011 reimbursements should arrive mid-February 2012.

We have a new optical center on the participating panel of our Funds: Great Neck Opticians – 146 Middle Neck Rd., Great Neck, NY 11021, (516) 466-3874 – has joined our independent panel. If you are in the area, please consider them when you receive your next optical voucher.

### OFFICIAL NOTICE

## Open Enrollment for Dental Plans

Every November, members of the DCC/CSA Welfare Fund, CSA Welfare Fund or CSA Retiree Welfare Fund may change their dental plans for the coming calendar year. If you wish to change your coverage as of Jan. 1, 2012, call the CSA Welfare Fund at (718) 624-2600 and request a dental selection form. **If you are happy with your dental plan, do nothing!**

Here are the plans, in summary:

#### SIDS DENTAL PROGRAM

**For in-service and retired members:** This CSA self-insured dental program is administered by Self-Insured Dental Services (SIDS). You select a dentist of your choice from a list of participating dentists OR one who is not on the list and reimbursement is based on a set schedule of fees. Using a participating dentist, however, will probably reduce your costs because many of them

**N.B. Members in the Healthplex Dentcare or the Delta Dental plan may change primary care dentists at any time if they are dissatisfied with their dentist.**

accept the CSA schedule of allowances as payment in full (except for a small co-payment where indicated in the schedule).

#### HEALTHPLEX DENTCARE

**In NY, NJ and PA, for in-service and retired members:** This is a pre-paid plan (HMO) which offers you a unique arrangement with no claim forms or outlay of monies (except for a \$50 co-pay to cover some lab charges for crowns and \$125 for orthodontics). Members select a primary care dentist from a list. This dentist provides total care at no additional cost and, when necessary, arranges for treatment by participating specialists in-

cluding surgeons, endodontists and periodontists - also at no cost. Dentcare dentists are private practitioners in New York, New Jersey and Pennsylvania.

#### DELTA DENTAL/DELTA CARE USA PLAN 2A

**For retirees only:** For an annual fee, this HMO provides no-charge dental care for preventive services such as cleanings, x-rays and exams. Basic services, such as fillings, are also either free, or cost substantially less than regular charges. Major work such as crowns, bridgework, and orthodontic care cost about half the usual charges for these services.

This is a good choice for members who live where there are few SIDS or Healthplex participants. A large number of participating dentists can be found in Arizona, Florida, California, New York, New Jersey, Washington DC, Georgia, Nevada, Pennsylvania, Texas, Maryland and Massachusetts. A list

of dentists in your area is available upon request. (Note: This plan requires a minimum of five member enrollees in a state or it is unavailable.)

#### HEALTHPLEX S200 FLORIDA PROGRAM

**For retirees living fulltime in Florida:** The new Healthplex S200 program covers more procedures than the previous plan offered with CompBenefits, and had a greater number of participating providers. With over 2,300 participating providers plus hundreds of specialists in Florida, you may select any participating provider without a referral. Some procedures have a defined co-payment and no additional reimbursement is provided.

Douglas V. Hathaway is the CSA Welfare Fund Administrator. Call him with questions about your dental plan at (718) 624-2600 or email him at dhathaway@csawf.org.

## School Aides Axed in Mass Layoffs

*Continued from Page 1*

tion, the union offered a proposal generating significant savings so we could save these jobs. However, the city refused to continue discussions and directed Principals to go forward with the layoffs," said Ms. Roberts.

The city, naturally, continues to blame DC 37 for refusing to make real concessions to salvage the positions of school aides, parent coordinators and others. "I am sympathetic to these workers, but, in part, because other unions would not work with us to find more savings, schools have to absorb cuts to their budgets, and from there our Principals made the best staffing decisions for their students," said Schools Chancellor Dennis Walcott.

The Municipal Labor Committee, of which DC 37 is a member, rejected a proposal last spring to give the city \$200 million from the Health Benefits Stabilization Fund to help close a budget gap. Other

MLC member unions, including the UFT, developed alternative ways to avoid layoffs.

DC 37 offered the city three proposals that included reduced hours and imposed furloughs but was turned down. The DOE never asked school Principals for feedback about these options; the city claims it was honoring the Principals' earlier staffing decisions, and that Principals told them that DC 37's proposals were not feasible to run schools. But Santos Crespo, Local 372 President disputes that.

"Our first proposal, they claim was too much money ... Principals told them that they could not do a day-to-day operation with [what] we were proposing [but] when the President of the principals union and I communicated, [he said he was] never part ... of that discussion," said Mr. Crespo. Mr. Logan confirmed that he was never a party to DC 37's proposals, and was stunned that the decision to lay off

these employees was the only option offered.

Soon after workers were discharged, the city posted non-union vacancies for the same jobs performed by the discharged unionized public employees. "We have been told that this has nothing to do with a political vendetta that this mayor has against this union. ... That is not the truth," said Henry Garrido, DC 37 Assistant Director.

Schools Chancellor Dennis Walcott was lambasted by the City Council at a public hearing the week after the layoffs on Oct. 7. Mr. Walcott justified the layoffs saying they'll save the DOE \$28 million. City Council members, and others including Mr. Logan, rebutted this assertion saying the layoffs will cost taxpayers about \$11 million in public assistance programs.

"Layoffs in the public sector simply shift one line item from one budget to the

next and no one wins – our tax dollars either keep a worker employed and our schools running smoothly, or our tax dollars go to pay for unemployment and other social services needed as a result of job loss," said Mr. Logan, who was one of the speakers at the hearing.

"There is a disproportionate impact in the struggling schools and the communities of color. This will have a devastating impact on our communities," said Assemblyman Karim Camara during an Oct. 4 press conference at City Hall. Most of the fired employees are minority women.

School aides make about \$14 an hour; parent coordinators about \$35,000 a year, according to printed reports. In the last three years, DC 37 has lost more than 2,200 school support positions in neighborhoods including Brownsville, Washington Heights, East New York, Williamsburg and the South Bronx.

## Travel Desk

GARY GOLDSTEIN

# Magnificent Destinations

## Samba to Brazil

Jan. 13-20, 2012

Sail on the *Vision of the Seas* from Sao Paulo on Jan. 13 to Rio, Salvador de Bahia, Buzios, and Ilhabela and return to Sao Paulo.

**RATES:** Per person, based on double occupancy: inside, \$989.94; window, \$1,119.94; verandah, \$1,309.94; junior suite \$1,439.94. If transfers are required, add \$56 per person round-trip. A visa for Brazil is required (\$160 per person.) Airfare not included.

## President's Week Cruise

Feb. 19-26, 2012

The award-winning 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. Book now!

**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 20-2012 (depart NY 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 to St. Petersburg (with an optional trip to Moscow), Berlin, Stockholm, Helsinki, Estonia and Copenhagen. Return from Amsterdam. Visit these magnificent cities while traveling in elegance aboard Celebrity's *Constellation*. Don't wait. These rates will increase!

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

Onboard credits available until Dec. 1 for the staterooms as follows: sky suite, \$200; all others, \$100. Optional insurance, singles upon request.

## 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. If you book and deposit prior to Dec. 1 you will receive onboard credit for sky suites of \$200 per cabin; all other cabins receive \$100 per cabin onboard credit.

## 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** all-inclusive: Inside, \$1,311.48 per person; window, \$1,491.48; oversized verandah, \$2,511.48. Singles, triples and quadruplets also available. Insurance on request.

## We Need To Hear From You!

*New itinerary for Princess Cruise's most elegant vessel, the 700-passenger Pacific Princess. If you think this is for you, contact me ASAP so we may secure discounted rates.*

*Fly Jan 3, 2013 from NY to Manaus, Brazil (Amazon jungle). Board the Pacific Princess sailing first through the Amazon to Parintins, Boca de Valeria and Santarem. Continue north to Devils Island. Enter the Caribbean and stop in Scarborough, Tobago, St. Lucia, Saint Martin. Dock Ft. Lauderdale on Jan. 17. This is just one of two sailings to this area of the world.*

*For third, fourth person rates, single rates, optional insurance or any other questions, email Gary Goldstein at [ggoldstein@csa-nyc.org](mailto:ggoldstein@csa-nyc.org).*

## CSA Defensive Driving Class

CSA will offer its accredited Defensive Driving Course on Dec. 1. 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.

## Notebook

### Parent Resources

#### – Arts Education

The Center for Arts Education has released a new resource for parents of middle and high school students. The guide – *Getting the Best High School Arts Education: A Guide for Parents and Students in NYC* – is an "action-oriented resource that can help families ensure their child is receiving the arts education they deserve." The book, in English and Spanish, outlines how to get the arts education mandated by state law, and what parents can do to support arts education in schools. Visit <http://bit.ly/high-school-parent-guide-order> to order your copy. You may also download a PDF version there.

#### – Guide to College

The New York Urban League has published a free guide to parents on the ins and outs of the college application process. The guide includes information on financial aid, the application process as well as specific supports for parents. The guide is free and can be ordered from the NYUL or downloaded from its website. Visit [www.nyul.org/parentguide](http://www.nyul.org/parentguide) for more information.

## ABENY's Annual Black History Celebration

ABENY's annual Black History celebration will be Sat., Feb. 4 from 1-3 pm at the Cadman Plaza Library in Brooklyn Heights. The winners of the ABENY Essay Contest, for students in grades 2 to 10, will be honored. The deadline for essay submissions is Jan. 9. Principals may

nominate a student for outstanding service to the school for a Human Service certificate. The deadline for nominations is March 30. High school seniors may apply for an ABENY scholarship. The deadline for applications is April 27. For information, call Dr. Sheilah Bobo at (917) 412-9009 or email [sbobo@schools.nyc.gov](mailto:sbobo@schools.nyc.gov).

ABENY's November General Membership meeting will take place on Sun., Nov. 20 from 3-6 pm at the Bedford Stuyvesant YMCA, at 1121 Bedford Ave. For information, contact L. Victor Millsap at (201) 294-4557 or [mllspvct@aol.com](mailto:mllspvct@aol.com).

## Fall Computer Conference

The NYS Association for Computers and Technologies in Education will hold its annual conference on Nov. 20-22 at the Rochester Riverside Convention Center, Rochester, NY. More than 100 one-hour workshops and presentations will be offered. Visit [www.nyscate.org](http://www.nyscate.org) for conference information.

## Teachers' Retirement System

October 2011 Unit Values

Diversified Equity: 51.100

Stable-Value: 19.289

International Equity: 8.002

Inflation Protection: 10.200

Socially Responsive Equity: 9.208

[www.trsnyc.org](http://www.trsnyc.org)

## CSA Goes Green



ANNE SILVERSTEIN

## Paperless Policy Takes Effect

■ CSA has embarked on a new paper management system. The union recently installed scanning equipment, and the staff has been busy creating a massive database of newly scanned documents. As documents are digitized, the originals are collected and shredded in mobile shredding trucks. The net result: Less storage space is needed at CSA. Above, Joel Hanson, office assistant, moves boxes of papers into the mobile shredding truck in September.

# Creating that Competitive EDGE



**PLANNING SESSION** Timur Lobov, a senior at Fort Hamilton High School, is the Senior Vice President of the school's virtual company, Safe Guard Security Inc.. Here he's discussing his plans to go to California to attend a VEI trade show on Nov. 29. At right is Fort Hamilton Principal Jo Ann Chester; left with her back to the camera is Mary Grace Alfredo, a business teacher who has led the program at Fort Hamilton for 12 years.

## 'Virtual Enterprises, Inc.' Provides Real-Life Business Experience for High School Students

*Continued from Page 1*

Students participate in national competitions where their teams present their business plans to a "Board of Directors" – a panel of judges. An international trade show offers students from around the world the opportunity to showcase virtual companies, sell products and promote their brand while analyzing their competitors' businesses.

Virtual Enterprises International derives from European apprentice programs that can be traced back to the 17th century when practice firms were set up for young adults who wanted to learn a trade or transition from, what today, we'd call a blue-collar job to an administrative position. In 1994, a group of school administrators visited Austria to observe an office simulation classroom that left them in awe. Superintendents, Principals and Assistant Principals piloted the program in seven high schools in NYC. The first high schools were mostly comprehensive sites with business programs including Murry Bergrau, Norman Thomas and Evander Childs.

Today, advanced technology enables students to manage and sustain their companies online making it easy for high school students from around the world to trade, sell, merge and acquire stocks from their competitors. VEI has a network of 5,000 student-run companies – involving thousands and thousands of students – in 40 countries that offer a

menu of products and services – from banking, insurance and technology to publishing, advertising, retail, travel and leisure.

Expectations are high for students who participate in VEI programs. In addition to the courses



**VIRTUAL EXECUTIVE** Saiqa Khaskali, a senior at Fort Hamilton High School, is the Vice President of Human Resources for one of the school's two virtual companies.



**TRADE SHOW** A wide-angle lens captures the view at a virtual enterprise trade show where students made business arrangements and networked. It's an exciting day.

mentioned above, students must also take a basic computer class offering Microsoft Word, Excel and PowerPoint tutorials. "I think we do a disservice for young people not to be ready (for the workplace) after 12-plus years of schooling," said Eddy Bayardelle, President of Virtual Enterprise International and the former President of the Merrill Lynch Foundation.

Mr. Bayardelle believes the program's mission is giving inner city kids a competitive advantage by providing them with the kinds of skills they'll need after college, or even after high school should they need to work through college or if college is not an option. "I'm not saying that you don't need degrees, but I don't think you should leave high school without business skills," he said.

Each Virtual Enterprise has a life span of seven years until they are liquidated. This fall at Fort Hamilton High School, seniors began to lay the foundation for a new enterprise. After many brainstorming sessions and pitches for a new company by students, the class narrowed down their options and decided between a security company and an application software company. The apps enterprise won the popular vote.

However, when the student-led executives later met, they overturned the vote and decided that the apps market was too fickle and a security company – later named Safe Guard Security Inc. – would be the best decision.

"The No.1 goal right now is to make a stable foundation. We don't want a weak company," said Artur Katsev, CFO, Safe Guard Security.

Chief Operating Officer Esraa Elzin juggles her regular classes and a college-credit business course with a part-time job at a local pharmacy. She says VEI "helps you be ahead of the game." Saiqa Khaskali enjoys her role as VP of Human Resources: "It doesn't really involve the business planning; it's more organizational and paper work."

"The class is about time management, they learn personal finance and how to be better consumers," said Mary Grace Alfredo, a VEI business teacher who has facilitated the program for 12 years.



VEI trade show last spring at the 69th Regiment Armory. Students from across the nation showcased their products, for all the high school entrepreneurs involved.



VEI

**NEW PRODUCT**

A Norman Thomas High School student representing her school's company talks to a visitor – Chris Park, President, of the New York Life Foundation – at the VEI Trade Show last April at the 69th Regiment Armory in Manhattan.

“It really gives them insight in post-graduate pursuits, and makes them college and career ready,” said Principal Jo Ann Chester.

Fort Hamilton has two virtual companies and last spring, both of them made it to the National Business Plan Competition, a real accomplishment since teams compete by borough, region and then state before getting to the nationals. (One of Fort Hamilton's team, Bon Voyage Travel, placed third!)

The high school's VEI alumni seem to have made good use of their school experience - one of Fort Hamilton's grads now works as an executive at Chase and another works at the US Department of the Treasury.



**BUSINESS STRATEGY**

Students from Fort Hamilton High School won third place at the National Business Plan Competition. Here students presented their business strategy to a roomful of executives from private and public sector organizations.

VEI

A STuDEnT'S STo Ry

**My Life Revolved Around It**

BY MAI-AJAH KEEL

**M**y experience in Virtual Enterprise was the most significant of my high school career. The program is a simulation of business that teaches the financial, ethical, managerial and definitely the competitive aspects of how companies function today.

VE students are “employees” working for various virtual companies in different schools. In VE, a majority of the employees are seniors although juniors also participate. It depends upon the school.

We had the opportunity to travel and attend workshops to meet others and practice our professional manner in public and while still having fun and learning in the process.

Every employee used skills learned during their first three years of high school, and com-

bined his or her knowledge with others to help sustain their company. Both of the firms at my school, the Academy of Finance and Enterprise in Queens, are financial firms so the usage of Microsoft Office, including Excel and PowerPoint was vital and was something we had to learn.

The environment is also similar to many companies with real cubicles, computers, telephones, conference rooms, mail boxes, the stress and more.

Most surprisingly, VE never became a chore. In fact, my school life grew to revolve around it. I put most of my time in it and gained at least twice as much in return, and that will help differentiate me from my competition.

*Ms. Keel was an intern at CSA for the summer of 2011.*



YURIDIA PEÑA

■ From left, John Jastremski, VEI Associate Director, Mai-ajah Keel, and Eddy Bayardelle, VEI President. Mr. Jastremski is an Education Administrator who writes the curriculum for VEI in New York City. Mr. Bayardelle has a long resume of high-ranking education jobs including Superintendent of the Hempstead school district.

**NATION**  
*Labor*

**DISTRICT OF COLUMBIA:**  
**AFL-CIO Job Push**

The AFL-CIO has organized a nationwide campaign to push lawmakers to support job-creation programs. The campaign supports President Obama's American Jobs Act that would dedicate \$447 billion to rebuild, including modernization of schools. The campaign also supports the call for a tax increase for America's wealthiest. Hundreds of events are anticipated across the country. (The Hill)

**GEORGIA:**  
**Bill To Do Away With NLRB**

Legislation, sponsored by Representative Trey Gowdy (SC), aims to do away with the National Labor Relations Board (NLRB). The bill is being co-sponsored by U.S. Rep. Lynn Westmoreland (Ga). If enacted, the NLRB's responsibilities would be given to the Department of Justice and the Office of Labor-Management Standards at the Department of Labor. Supporters of the bill contend the NLRB has been putting its support of labor unions ahead of workers. (The Times-Herald)

**CALIFORNIA:**  
**Occupy Wall St.**

AFL-CIO President Richard Trumka announced his support of the Occupy Wall Street demonstrations that have been cropping up across the country. He said, “The labor movement backs the goals of the Occupy Wall Street protesters... and will work with such groups.” Trumka said the AFL-CIO's agenda is similar to that of the protesters and outlined demands of the union that include investment in job creation, the halting of foreclosures and dealing with problem mortgages. (Los Angeles Times)

**ILLINOIS:**  
**Job Creation Plan**

A job creation plan has been proposed for Chicago to create 40,000 jobs. The plan involves imposing a \$.25 per contract speculation fee on traders on Chicago's two main exchanges: the Chicago Mercantile Exchange and the Chicago Board Options Exchange. The tax would create \$1.4 billion annually. (talkingunion.wordpress.com)

**ARKANSAS:**  
**Walmart Policies**

Following a U.S. Supreme Court ban on pursuing a class-action lawsuit filed ten years ago that alleged sex discrimination, a number of women's groups joined organized labor to call on Walmart to review its pay scale for women; they contend practices described in the lawsuit continue. Walmart denies the allegations. (Washington Post)

— COMPILED BY  
CHRISTINE ALTMAN

## In Memoriam

■ **CYNTHIA EPSTEIN**, wife of Leonard Epstein, the former Principal of PS 161, D-17, passed away on Oct. 6. Mrs. Epstein was an assistant teacher for seven years at PS 260 Annex, Brooklyn. Condolences may be sent to Mr. Epstein at 41A George Washington Dr., Monroe Twp., NJ 08831.

■ **BLOSSOM GELERNTER**, 79, the first Principal of PS 234, D-2, Manhattan, died on June 16. Ms. Gelernter came to the school from its inception in 1976, when the fledgling program opened as an annex to PS 130 in Independence Plaza, a large downtown housing development in Tribeca, long before Tribeca was a hip neighborhood. (The program subsequently served as an annex to PS 3.) Once PS 234 was designated as a school, Ms. Gelernter became the Principal, a position she held until 1989, the year after the school moved to its present location on Chambers Street. Said the Tribeca Trib in its obituary, "P.S. 234, in its early years, was in the city's vanguard of progressive education, in part because many of the neighborhood's parents were free-thinking artists..." Ms. Gelernter retired from the Board of Education in September 1991; she continued working in education in various jobs including as a mentor to Principals at the Bank Street College of Education. Her husband, Sandy, died in 1985. Condolences may be sent to the family at her brother's home: Michael Gosset, 65 Pickwick Drive North, Syosset, NY 11791. Donations may be made to the Pulmonary Hypertension Association.

■ **WOODROW (WOODY) WILSON JACOBS**, 91, died on July 30. Born in South Carolina, he was raised in Mattituck, NY, and served in the US Army. He began his education career at Bushwick High School and became an Assistant Principal at JHS 162, D-16, Brooklyn. He also served as a Supervisor at IS 291, D-32, Brooklyn. He retired in early 1978. His wife, Charlena, died in 2006. He was a longtime member of St. Gabriel's Episcopal Church, Hollis, Queens.

■ **DR. JOSEPH WASHINGTON SANFORD**, 84, a former NYC public elementary school Principal and the husband of NYS Regent Adelaide Sanford, died on Oct. 9. A graduate of USC and UCLA, Dr. Sanford, a musician, began his NYC education career as a music teacher and moved up through the ranks. He received his Ph.D. in educational administration from Fordham University in 1977. A lifelong political and civil rights activist, Dr. Sanford was present at the 1963 March on Washington, and was present when Malcolm X was assassinated. After his retirement in 1982 from the NYC school system, Dr. Sanford served as the Principal of a Connecticut school and then later as a Principal of a private school in Brooklyn. Condolences may be sent to Dr. Adelaide Sanford at 194-17 104th Ave., St. Albans, NY 11412. Donations may be made to the Board for the Education of People of African Ancestry, the Dr. John Henrik Clarke House, 286 Convent Ave., NY, NY 10031. Dr. J.W. Sanford had a key role in establishing the Dr. John H. Clarke House.

Obituary information should be sent to CSA News Editor Anne Silverstein at 16 Court St., Brooklyn, NY 11241 or by email to [anne@csa-nyc.org](mailto:anne@csa-nyc.org). Obituaries are printed as space allows.

16 Court Street  
Brooklyn, NY 11241  
(718) 852-3000  
[www.nysfsa.org](http://www.nysfsa.org)



President: Peter McNally, NYC  
Vice President: Charles Whelan (Yonkers)  
Secretary: Steve Murphy, Buffalo  
Treasurer: Audrey Fuentes, NYC

# Race to the Top Moves Forward But Stumbling Blocks to Implementation Crop Up

BY CHIARA COLETTI

On the cusp of spring and summer, we anticipated dealing with challenges that accompanied New York State's triumphant bid for a federal Race to the Top (RTTT) grant. The bittersweet fruits of our victory included adopting new standards and assessments based on the Common Core State Standards (CCSS); implementing elaborate new data systems; adopting new teacher and Principal evaluations; and participating in new initiatives for turning around low-achieving schools. All of this was to happen just as the architect of the state's RTTT application, Commissioner David Steiner, was stepping down and his replacement had yet to be named.

In that blink of an eye between summer and fall, John B. King was appointed Commissioner and most of these major initiatives bumped ahead. For the most part, NYS moved forward with professional development in CCSS. Network teams trained first. Then nearly all school leaders and teachers trained for ELA/Literacy, math and arts standards. During the current school year, every teacher in the state is expected to provide at least one course that is aligned with the new standards. By the 2014-15 school year, standards are expected to be fully absorbed into the DNA of all NYS schools.

A rockier part of the RTTT process this summer involved the continuing development and selection of models for turning around persistently low-



Early last summer, John B. King was appointed commissioner of education

achieving schools. The choice of a model comes with a hefty federal School Improvement Grant (SIG) to each school in need of improvement. All federally prescribed models hold certain risks for the contractual rights of Principals and require constant vigilance from NYSFSA and CSA. To receive funding to support important reform work for low-performing schools, one of these models has to be adopted:

- Restart, which converts a school or closes it and reopens it as a charter school or under an educational partnership organization (EPO).
- Turnaround, which replaces the Principal and rehires no more than half of the current teachers, while adopting a range of reforms. (This has

not been negotiated with NYC.)

- Transformation, which replaces the Principal and introduces comprehensive curriculum reform, professional development and extended learning.
- Closing the school.

Following prolonged discourse and resolution, Yonkers accepted both a transformation model and a turnaround model and was awarded \$3.5 million in SIG money; Buffalo accepted six transformation models and was awarded nearly \$9.3 million; and NYC accepted 21 transformation and 14 restart models and was awarded \$105 million. For NYC, all but the restart models were determined earlier than this summer. (The Restart schools account for nearly half of the money.)

Finally, progress was made in the most controversial area – Principal and teacher evaluations – but the matter is far from resolved. (*See story at right.*)

Now that the state and its districts have defined their RTTT scopes of work, educators remain divided about its goals.

Some view this monumental federal initiative to improve the nation's schools as little more than a continuation of No Child Left Behind, which places a dangerously high priority on reading and math scores thus leaving little room for more than a minimum standard. Others believe that RTTT is more flexible and conducive to higher standards. Few doubt President Obama his good intentions for introducing RTTT, but the implementation will remain in question for a long time to come.

## Buffalo Superintendent Resigns and Many Layoffs Are Rescinded

BY ALITHIA RODRIGUEZ-ROLON

The Buffalo Board of Education voted in August to accept the resignation of Superintendent James A. Williams, ending what has been a bumpy tenure. Over the course of Mr. Williams' six years in charge, his relationship with stakeholder groups, including labor unions, has been shaky and occasionally volatile; Mr. Williams' achievements as superintendent are also spotty. For instance, recent graduation rates released by the NYS Education Department showed an increase for all of the Big Five school districts with the exception of Buffalo, which dropped to 47.4 percent. The average statewide graduation rate was 73.4.



Amber Dixon

The Buffalo Board of Education appointed Amber Dixon, a longtime school district employee and a member of the Superintendent's cabinet, to serve as Interim Superintendent. The Board approved Ms. Dixon's contract at its Sept. 14 meeting and her term began on Sept. 15, when Mr. Williams' resignation took effect.

[Editor's Note: Mr. Williams' resignation was not a total surprise; last June, he announced plans to retire in June 2012.]

Amber Dixon began her career in the district as a math teacher. She taught for 10 years before going on to serve in a variety of administrative positions within the district. Her salary will be \$175,000, \$45,000 less than that of her predecessor. (Printed reports say that Ms. Dixon suggested this cut because it is in line with Gov. Andrew Cuomo's proposed Superintendent Salary Cap legislation of last year.)

In other news, the Buffalo School Board voted unanimously to use its entire contingency fund – \$1.2 million – to restore the positions of some teachers and teacher aides who had

received layoff notices. In late July, the district sent layoff notices to 117 teachers and 150 teacher aides. These cuts were part of the Board's adopted budget.

Some parents and teachers responded by aggressively lobbying board members to restore the positions. Parents at City Honors High School were particularly vocal. City Honors was in line to lose six teachers, many of whom had received special training in International Baccalaureate courses.

Board members Ralph R. Hernandez and Mary Ruth Kapsiak introduced a resolution to reinstate laid-off teachers and evaluate hiring back the teacher aides who had been laid off. And late in August, Buffalo's CFO Barbara Smith and Mr. Williams sent a memo to board members informing them that 28 teacher layoffs would be rescinded soon and a possible 32 more would be rescinded later. In addition, 27 teacher aides' layoffs were rescinded.

As the CSA News goes to press, the school system was still sorting out the final numbers.

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



The New York State Federation of School Administrators (NYSFSA) represents more than 14,000 school supervisors from Buffalo, Yonkers and New York City.

# State Evaluations In Flux

BY PETER McNALLY  
President of NYSFSA

I am quite sure that school leaders, or anyone else for that matter, won't quickly forget the beginning of this school year. First, an earthquake, then a hurricane named Irene and then more budget cuts. In addition,



Peter McNally

school leaders are looking ahead at a school year full of challenges not the least of which will be questions concerning the new teacher and Principal evaluations as mandated

by state education law 3012c, which was passed in May 2010.

Last year, NYSFSA was represented on a NY State Education Department Task Force charged with making recommendations concerning new evaluations; we were disappointed, and somewhat surprised, when we saw the final regulations approved by the Board of Regents.

New York State United Teachers (NYSUT) sued the NYSED and Board of Regents over a number of these "surprises" and in late August won a favorable decision on many of the contested issues. Most notable was the judge's ruling on a portion of the rating scale that deals with student achievement data.

The evaluation is supposed to rate an educator in this manner: 40 percent on student achievement data and 60 percent on other variables. Of the 40 points, 20 are supposed to be based on state-given standardized tests. The remaining 20 points were supposed to be based on other data collected by the district. The percentages were created in state law to take into account unions' concerns that a fair evaluation process be implemented.

The Regents' regulations did not impose this division and allowed for all 40 points to be based on those standardized tests. The judge ruled – we believe correctly – that state law clearly mandated that other data be used to determine 20 percent of the total rating. The NYSED, not surpris-

ingly, is appealing the decision.

In the meantime, NYSFSA and several other statewide organizations that represent school administrators have signed an agreement with the state Board of Regents that says the Principal evaluation will have the same terms as whatever the state ultimately uses for teacher evaluations.

NYSFSA continues to talk to Empire State and the School Administrators Association of NYS to develop ongoing strategies.



In other business, NYSFSA and ISAANYS are developing a comprehensive plan of action for the school year/legislative session. NYSFSA and SAANYS, working together under the umbrella group, the NYS Supervisors and Administration Consortium (NYS-SAC), advocate for – or fight against – laws and regulations that will affect school leaders and their work. Our elected officials and the Regents need to hear from us to understand our concerns. After all, we all have the same interests at heart: better schools for better student achievement.

## Yonkers Union Begins Rebuilding Effort

BY LLOYD POHOLSKY

The Yonkers Council of Administrators (YCA) spent the morning of Aug. 15 gearing up for another school year. This annual gathering was anything but business-as-usual for administrators, however. A massive crisis was staring them in the face as they reviewed the hard facts about a smaller teaching staff, a skeleton pupil support staff, the scaling back of the pre-Kindergarten program to a half-day, and a greatly reduced budget overall.

However trying the times seem for

Yonkers administrators, they are seeing some forward momentum within the union. After losing their President and Vice President and approximately half of the YCA Executive Board members by the close of the 2009-2010 school year, members are starting the current year without looking back. The previous school year was a year for rebuilding the YCA. Re-elected President Charles Whelan and the remaining Executive Board identified vacant positions, held elections, and began a dialogue with the members-at-large about the status of the union and ways to

move forward effectively. They have organized new committees for contract negotiations, professional development, by-law review, and grievances, to help both streamline these processes and gain additional membership support.

Despite all the budget reductions within the district, the YCA looks forward to working with the superintendent's office to uncover opportunities to continue providing a quality education for all students.

*Lloyd Poholsky is an Assistant Principal in Yonkers.*

### LEGISLATIVE UPDATE

## Controversial Property Tax Cap Bill Becomes Law

BY ALITHIA RODRIGUEZ-ROLON

The end of the New York State legislative session was marked by the historic passage of a controversial property tax cap bill to become effective in 2012. The bill, signed into law by Gov. Andrew Cuomo, caps the property tax increase that a locality can seek to 2 percent and does not apply to the Big Five School Districts. The 2 percent cap may be exceeded and overridden by a vote of the public.

Other bills of interest:

**Head Injuries:** Legislation, awaiting action by the governor, requires the State Education Department, in conjunction with the NYS Health Department, to establish head-injury guidelines for schools across the state.

Under the law, school coaches, physical education teachers, nurses and athletic trainers are required to undergo head-injury training to learn how to identify symptoms of a concussion and to seek medical treatment for an injured student.

The law also requires the immediate removal from a game of a student athlete who has or may have suffered a concussion. That student would only be permitted to return to athletic activity 24 hours after being declared symptom-free by a physician.

### Pension Bills

**Outside of New York City:** Mr. Cuomo vetoed a bill to allow school districts outside of New York City to borrow money by selling bonds with-

out voter approval to pay for employer pension costs to the New York State Teacher's Retirement System.

Many argued that groups that supported the property tax cap bill believed this bill would undermine the newly enacted cap.

**New York City:** Mr. Cuomo signed into law an extension of the current interest rates used to calculate employer pension costs for the five retirement systems.

The law also extends the current rates of supplementary interest, special interest and additional interest to be paid into city retirement systems, and the interest to be credited on accumulated member contributions and increased take-home pay reserves for Tier I and Tier II members.

## NATION Education

### VIRGINIA:

#### Financial Literacy

A new requirement, beginning with the current high school freshman class, requires students to pass economics and personal finance in order to graduate. To meet the needs of the students in this endeavor, the Richmond Public Schools have partnered with the New Generations Federal Credit Union to provide hands-on learning opportunities. John Marshall High School has an operational branch of the credit union in the school. (Richmond Times-Dispatch)

### ALABAMA:

#### Immigration Law

A court ruling upholding portions of the state's new law on illegal immigration has created a climate of fear resulting in an exodus of Hispanic students from Alabama's schools. There are no specific numbers on how many students have left school but some parents told school officials they would leave the state. Children of illegal immigrants are not barred from public schools but new procedures require schools to report additional data to the state department. (eSchool News)

### DISTRICT OF COLUMBIA:

#### Autism Act

The Combating Autism Act received a three-year extension from President Obama recently that calls for \$231 million to be set aside annually to fund autism research, prevalence tracking, education, early identification and intervention. Had the reauthorization not been signed, many programs would have been in jeopardy. (disabilityschool.com)

### COLORADO:

#### Online Teachers

The Colorado Department of Education has recommended the creation of more programs to train teachers in online teaching, recognizing that there is a shortage of teachers who are equipped to transfer their expertise to the virtual world. While the University of Colorado Denver has a Master's with "eLearning" emphasis, some feel a more formal program requiring certification of some sort may be in the offing. (The Denver Post)

### TENNESSEE:

#### ADHD Strategies

Tennessee teachers, though not specifically trained in handling ADHD children, are implementing a variety of creative strategies to deal with the 11% of their students who are diagnosed with ADHD, including "wobble cushions," chewing gum and peppermints. Tennessee is among the Southern states that tops the nation in numbers of ADHD diagnoses. (tennessean.com)

—COMPILED BY  
CHRISTINE ALTMAN

# Who's Who: CSA's Elected Officers

## CSA Advisory Committee



**From left:** CSA President Ernest Logan; Executive Vice President Peter McNally; First Vice President Randi Herman; Secretary Mark Cannizzaro, Treasurer Laverne Burrowes; Vice Presidents Sandy DiTrapani, Jermaine Garden, Richard Oppenheimer, Henry Rubio and Nancy Russo; Special Vice President (Retirees) Irwin Shanes; Members-at-Large: William Pinkett (Retirees), Rajinda Kaur (not pictured), Myrna Walters and Ronald Williams.

## Executive Board Representatives

### Membership Classifications

**FIRST ROW:** (From left) *r e p r e s e n t i n g* *a s s i s t a n t p r i n c i p a l s*, Joseph Simione (not pictured), Juanita Johnson, Stella Kostopoulos, Eva Proctor, Debra Handler, Maria Cruz. Not pictured: Stefani Fanizzi, Marybelle Ferreira



**SECOND ROW:** *r e p r e s e n t i n g* *d a y c a r e* *d i r e c t o r s* and *a s s i s t a n t d i r e c t o r s* Lawrence Provette and Sheila Willard; *e d u c a t i o n* *a d m i n i s t r a t o r s* and *c s e c h a i r s* Nicole Gourdine Mew, Bonnie Seiler and Rajinder Kaur; *h i g h s c h o o l a s s i s t a n t p r i n c i p a l s -* *a d m i n i s t r a t i o n* Barbara Vellucci, Giovanni Raschilla, Ronald Williams.



**THIRD ROW:** *r e p r e s e n t i n g* *h s a p -* *s u p e r v i s i o n*, Mauro Bressi, Jeff Engel and Lisa Pollari; *e l e m e n t a r y s c h o o l p r i n c i p a l s*, Louis Pavone, Susan Barnes and Paulette Foglio; *s u p e r v i s o r s o f & c o o r d i n a t o r s / a s s i s t a n t* *c o o r d i n a t o r o f a d u l t e d u c a t i o n* Madelyn Fink.



**FOURTH ROW:** *h s p r i n c i p a l s* and *a l t e r n a t i v e* *h s p r i n c i p a l s*, Sana Nasser and Myrna Walters; *m i d d l e s c h o o l p r i n c i p a l s, k-8*, Sonia Nieves and Casimiro Cibelli; *h s a p - s p e c i a l* *e d u c a t i o n*, Halley Tache; *p r i n c i p a l s - s p e c i a l* *s c h o o l s*, Barbara Hanson; *a s p i r i n g p r i n c i p a l s* and *n i n s*, Janet Smith-Hackshaw



### Retiree Chapter



Neil Lefkowitz (Retiree Chapter Chair), William Pinkett

### District 33



Left, Angela Carey Adams and Karen Anderson.

### District 75



Elena Talamo

### Brooklyn



**FIRST ROW:** (From left) Mitra Lutchman, D-13; Lizabeth Caraballo, D-14; Laverne Nimmons, D-16; Frantz Lucius, D-17; Leslyn Ward, D-18 **SECOND ROW:** Andrew Frank, D-20; Joann Nurdjaja-Acuna, D-21, Ilene Altschul, D-22; Stephen Appea, D-23; Robert Flores, Not pictured: Dale Kelly, D-19

### Staten Island



Joseph Mennella, D-31

### District 79



Anesh Ghoram

### High Schools



**FIRST ROW:** (From left) *M a n h a t t a n* - Patricia Minaya, Juan Villar. *B r o o k l y n* - Eileen Kaplan, Benjamin Shuldiner *B r o n x* - Ramon Namnun. **SECOND ROW:** *B r o n x* - Mindy Zinn; *Q u e e n s* - Steve Dorcely, Saul Gootnick and Ellen Mandel, *S t a t e n I s l a n d* - Gary Giordano. Not pictured: *M a n h a t t a n* - Juan Villar

### Queens



**TOP:** (From left) John Lavelle, D-24; Valerie Sawinski, D-25; Naomi Drouillard, D-27. **BOTTOM:** Paulette Glenn, D-28; Sandra Johnson, D-29. Not pictured: Anthony Armstrong, D-26.

### Bronx



**TOP:** (From left) Ramon Gonzalez, D-7; Sheila Durant, D-8, Manuel Ramirez, D-9; Luis Liz, D-10;. Not pictured: Christopher Warnock, D-11; Thomas DeGrazia, D-12.

### Manhattan



**TOP:** (From left), Loretta Caputo, D-1; Nancy Sing-Bock, D-2. **BOTTOM:** Eileen Perez, D-4; Deborah Payne, D-5; Christopher Anest, D-6.

# and Appointed Representatives

BY ANNE SILVERSTEIN

Each year, the “face” of CSA changes as members retire and/or CSA Executive Board elections are held. On these two pages, you’ll “meet” the men and women who work on your behalf to ensure that the CSA contract is enforced.

The Executive Board meets the third Wednesday of every month;

the District Chairs meet the first Wednesday.

The Executive Board is the union’s legislative body and consists of CSA’s elected officers, the elected representatives of each membership classification, the elected representative from each CSA district or high school borough and two retiree member representatives.

The CSA President appoints a Chair for each District, and may, at

his discretion, appoint an Assistant Chair as well.

CSA’s Advisory Committee consists of the elected officers of CSA, members-at-large and the Special Vice President for Retirees. (The Retiree Chapter has its own Executive Board and its members are listed on the Retiree Chapter pages of the CSA website.)

If you haven’t met your union reps, take a moment to email him

or her. When a district meeting is scheduled, try to attend. You’ll learn important information relating to your contract. You’ll find contact information for these union officers and reps on the CSA website, [www.csa-nyc.org](http://www.csa-nyc.org).

*If your picture is missing from this spread, and you would like to be included in an upcoming issue of the CSA News, please contact Yuridia Peña at [yuridia@csa-nyc.org](mailto:yuridia@csa-nyc.org).*

## District Chairs and Assistants

NOTE: Some district chair positions were vacant at the time of publication.

### Brooklyn

**TOP ROW:** (From left) **Chairs** Kristina Beecher, D-13; Brian De Vale, D-14; Maria Nunziata, D-15; Karen Hambright, D-16; Valeria Godbred, D-17; Neil J. McNeill, D-18.



**SECOND ROW:**

**Chairs** George Andrews, D-19; Dianne Gounardes, D-20; Joelene-Lynette Kinard, D-21; Linda Singer, D-22; Beverly Logan, D-23; Mabel Sarduy, D-32. **Assistant Chair** Sharyn Hemphill, D-13.



**THIRD ROW: Assistant Chairs** Celina Napolitano, D-14; Roderick Bussey, D-19; Chris Ogno, D-20; Mark Goldberg, D-21; Shirley Wheeler, D-23; Wilma Kirk, D-32.



### High Schools



**TOP ROW:** (From left) **Chairs** Donald Sexton and Freddy Cedeño, Bronx; Ralph Santiago, Grace Zwillenberg and Stephen Duch, Queens.

**SECOND ROW: Chairs** Tessa Austin, Sam Akel and Stephen Noonan, Manhattan; Fran Karul, Brooklyn; Zona Gurian, Staten Island.

### Queens

**TOP ROW:** (From left) **Chairs** Joseph Lisa, D-24; Fran Walters, D-25; Jeff Slivko, D-26; Dorothy Morris, D-27; Patricia Cooper, D-28; Eleanor Andrew, D-29.



**SECOND ROW: Assistant Chairs** Debra Rudolph, D-24; Katiana Louissant, D-28; Dolores Reid Barker, D-29; Sharon Sanders, D-30. Not pictured, Linda Spadaro, D-27;



### District 75



From left: **Chair** Jacqueline Keane; **Assistant Chair** Elizabeth DeFrancisco

### District 79



**Chair** Victor Gathers

### Manhattan

**TOP ROW:** (Left to right) **Chairs** Marlon Hosang, D-1; Amy Hom, D-2; Charles DeBerry, D-3; Sandra Gittens, D-4; George Young, D-5.



**SECOND ROW: Chair** Wanda Soto, D-6; **Assistant Chairs** Beth Hermelin, D-2; Roxieann Johnson, D-5; Donna Maguire, D-6.



### District 33

**TOP ROW:** (From left) **Assistant Chairs** Orlando Rodriguez, Marcia Buckhout, Renee Raines, Rosa Denoon.



**SECOND ROW: Assistant Chairs** Rosemarie Sinclair, Roseann Napolitano.



Not pictured: **Assistant Chair** Glen Rasmussen.

### Day Care Borough Chairs



**TOP ROW:** (From left) Pedro Cordero, Manhattan; Lois Lee, Queens; Cheryl DeWitt, Bronx; Lorna Johnson, Brooklyn.

**SECOND ROW: Griselda Velasquez, Brooklyn/Staten Island.**

### The Bronx

**TOP ROW:** (Left to right) **Chairs** William Hewlett, D-7; John Hughes, D-8; Lauren Wilkins, D-9; Robert Mercedes, D-10.



**SECOND ROW: Chairs** Jeremy Kabinoff, D-11; Peter Oroszlany, D-12.



# RETIREE Chapter

## CHAIR'S MESSAGE

Neil Lefkowitz

## Hacking Away at Nation's Future



### School Principals were given a 'Hobson's Choice'.

**A** New York Times' Oct. 8 editorial pointed out that the present economic crisis in our country has affected the lives of millions of children, not only through the high unemployment rate of their parents, but by the drastic reduction in the number of teachers in our classrooms.

The Economic Policy Institute, using data from its September analysis of school staffing in our country, reported a loss of 278,000 teaching jobs since 2008, and if you add increased pupil population in the public schools, the true loss is closer to 326,000 teachers. This has led to larger class sizes in every school system in our nation.

This problem was brought home to us again in New York City when Mayor Bloomberg's administration ordered more cuts and school Principals had to make a "Hobson's Choice" by laying off school aides and parent coordinators. (See story, Page 1.) The crisis in education funding reminds me of the old furniture stores advertisements: "Buy now, pay later." By the time you finish paying for the furniture, you had paid twice the price! Are we doing the same to this generation of children?

We have read about the economic disparity that continues to grow in our country. (The Occupy Wall Street movement has spread across the nation in large part as a response to the knowledge that 1 percent of the population controls 40 percent of the nation's wealth.) These cuts in education will only exacerbate the growing problem.

Congress was debating the President's job bill as of this writing. The proposed bill will add additional funds to our nation's schools giving the school districts the money to rehire thousands of teachers and support staff. If this bill becomes law it will be a right step in improving the quality of education in our nation.



**I**n another matter, the officers and I are proud to report that our chapter membership has grown as a result of our outreach efforts to newly retired CSA members; our local Regional Unit leaders have also reported an increase and that, too, is thanks to their efforts. The increase in membership allows us to consider additional Retiree Chapter benefits. I established a sub-committee to investigate what additions we should make. We'll provide further information in the December CSA News. I want to wish everyone a healthy and happy Thanksgiving. I hope to see you at our Regional Unit meetings.

## Welcome New Chapter Members

The Retiree Chapter welcomes the following members:

Yvonne A. Isley (retired July 1)  
Geraldine Walker Pettis (retired Feb. 1)

## Bold Faces

## Members in the News

Each month we want to highlight the interesting things retirees are doing. Are you running in a marathon? Managing a campaign? Volunteering at an animal shelter? Sailing around the world? Email your information to Anne Silverstein, CSA News Editor, at [anne@csa-nyc.org](mailto:anne@csa-nyc.org). **Keep it brief, please!**

Tennessee, and her son Paul's girlfriend from San Francisco.

**Martin Dodell** retired in 1975 after 20 years as Principal of PS 85, Queens, and moved to Sun City Center, FL. He became active with the Mary Martha House, a shelter for abused women and children in south Hillsborough County, and eventually became its President. He and a friend founded the only synagogue in Sun City Center, which is still flourishing today. He was a member of the faculty of the Community Church College for 12 years, teaching courses on Judaism; he also taught, with Protestant ministers, "the Christian and Jewish point of view of different religious areas." He and his wife, Carrye, retired from their "retirement" in 2002 and now take great joy in their children and grandchildren.

**Steve M. Satin**, the former Assistant Principal Organization at Stuyvesant High School, was among the speakers at a 9/11 memorial in Port St. Lucie, FL. He spoke about his experiences at the school during the terrorist attack 10 years ago, and praised the staff for getting everyone out of the building safely. Several hundred people attended the ceremony.

**Franklin Schargel**, the former Assistant Principal at George Westinghouse Vocational and Technical High School, Brooklyn, is the author of 11 books, including the recently published Dropout Prevention Fieldbook, focused on dropout prevention, career and technical education and at-risk learners. The US Department of Education and the Educational Goals Panel have recognized the strategies that Mr. Schargel has developed with co-author Dr. Jay Smink, Executive Director, the National Dropout Prevention Center, Clemson University, as the "most effective strategies to help solve our school dropout problem." In 2005, the National Dropout Prevention Network awarded him its Crystal Star Award and this year, he received the "Program of the Year Award" from the International Association for Truancy and Dropout Prevention. He has delivered workshops in 49 states and nine countries. Visit his website at [www.schargel.com](http://www.schargel.com).



STUART SYLVESTER

■ **George Greco** playing in Eisenhower Park (Nassau County) with the Nassau Pops Orchestra.

RC member **George Greco** plays saxophone for several different orchestras and bands around Long Island; last summer, he was a soloist with the Nassau Pops Orchestra in Eisenhower Park (Nassau County).

**Clara Baker**, the former Principal of PS 145, Brooklyn, was honored in June by the Historical



Steve Satin



■ **Clara Baker**, in the pink jacket, was honored by the Historical Society of Laguna Woods (CA) in June.

Society of Laguna Woods Village, CA, for her volunteer work in the community. (She moved there in 1997 six years after she retired.) Her family poured in from around the country to attend the ceremony including her son, Gilbert, from Indiana, her brother-in-law and his wife from

## President's Club Reception

THIS DECEMBER AT BROOKLYN BOROUGH HALL

CSA President Ernest Logan will host a holiday reception for all members of the CSA President's Club. (That club is comprised of extra-generous contributors to the union's PAC.) Details will be sent to all President's Club members.

## EDUCATIONAL CULTURAL COMMITTEE

# Exciting Changes For Winter

BY MICHAEL EBENSTEIN

The Retiree Chapter's Educational Cultural Committee is happy to announce that we'll offer two programs in January and February during the "intersession" between the fall and spring programs.

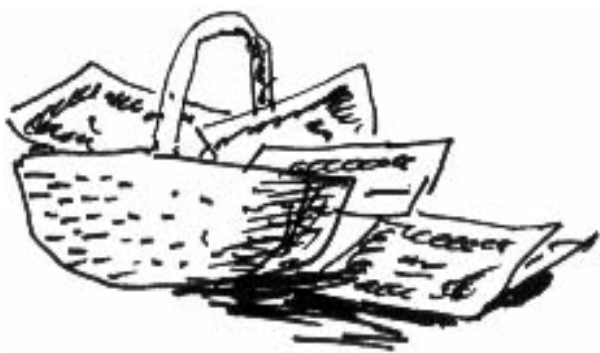
A financial lecture on Required Minimum Distributions of retirement plans will be offered in January. In February, we're planning a trip to Channel 13's studios. More details will be provided in next month's CSA News. **Please note: Registration will only be online for these two programs.**

The Retiree Chapter wouldn't be where it is today without the dedication of Marty Smith, who recently retired after 20 years of service to CSA retirees. Mr. Smith, who retired on Oct. 1, was at the forefront of arranging events, trips and classes for the RSSA – the precursor to the Retiree Chapter – and brought his knowledge and resources to the CSA Retiree Chapter when the Chapter and RSSA merged in 2005. We wish him well in his retirement. (A story on Mr. Smith ran in the September 2011 CSA News.)

We welcome Lucie Elio, a former Assistant Principal – she retired in 2008 – and an active union member, who has been hired to fill Mr.

Smith's position. She is a member of the RC Executive Board, the Chapter's Educational Cultural Committee, and the Bronx Regional Unit's Executive Board, and is the editor of the Bronx Unit's newsletter. She also is the editor of the Association of Assistant Principals' newsletter. We are very excited at having Ms. Elio join our office.

In the coming months, the Educational Cultural Committee will make other significant changes to its regular programming. To reduce waiting lists for popular offerings, we're going to offer two sections of those



events, and you'll see that in our spring brochure, which will be printed in the February 2012 CSA News. We're thrilled that so many people want to participate and that we will, finally, be able to accommodate them.

We're also re-evaluating overnight offerings through different travel vendors. Your suggestions with respect to these changes are welcome. Contact me at mebenstein@csa-nyc.org.

## RC Regional Units

### QUEENS

Queens will be initiating a dining club beginning this month. We'll make arrangements to visit a different type of restaurant once a month for the next three months. If this is successful, we will schedule more in the spring. Look for a flyer describing the details of each event. Space will be severely limited so if you're planning to come, reserve your spot early! If you have any questions about any of our clubs or activities contact me at stermanlen@aol.com.

—LEN STERMAN

### BRONX

RC Chair Neil Lefkowitz and Director Mark Brodsky addressed the Unit's Oct. 11 meeting. Welfare Fund Administrator Douglas V. Hathaway told members about changes in Medicare and how it will affect Welfare Fund reimbursements. The Unit is expanding its outreach program and is arranging trips in the Bronx. We're also discussing the possibility of a multi-ethnic cuisine experience. The fall newsletter, **The Bronx Banner**, was sent to all Unit members. We will also hold a special meeting for new retirees.

—MARVIN GOODMAN

### PALM BEACH

As our snowbirds return from the cold north, we'll resume our activities. We're delighted to welcome Welfare Fund Administrator Douglas V. Hathaway and RC Chair Neil Lefkowitz on Jan. 9 for a general membership meeting. On Feb. 10, we'll hold our second membership meeting and on Feb. 29, in conjunction with the Central CSA Retiree Chapter and Welfare Fund, we'll hold a health fair open to all our Florida retirees. If you have questions, email me at rosecb70@aol.com.

—ROSE BENNET

### SUNCOAST

Our first meeting of the year is set for noon at Jan. 10 at the Oriental Buffet (Bee Ridge and McIntosh, Sarasota, FL). Details will be mailed to members and guest attendees in early December. Feed your mind and your body. Questions? Call me at (941) 383 0408.

—MIKE NEMOYTIN

### ROCKLAND/ORANGE/BERGEN

We held our fall meeting on Oct. 13 with a full agenda. Outreach Coordinator Barbara Sabatini presented information from an Oct. 4 meeting at CSA that concerned a number of items including the recent problem with Walgreen and Express Scripts. (See Welfare Fund Administrator Douglas V. Hathaway's column in the October 2011 CSA News for a full discussion about this topic.) RC Director Mark Brodsky brought greetings from CSA and provided information about upcoming events including the 50th Anniversary celebration in April. Our guest speaker was Assistant Attorney General Gary S. Brown (Westchester regional office). Mr. Brown provided a wealth of information about scams and frauds, especially those that target retirees. He described the benefits of using credit cards instead of debit cards.

—BART BOOKMAN



Gary S. Brown

### ARIZONA



Arizona Congressman Raul Grijalva and Henry Telfer, a member of the Arizona Regional Unit Executive Board.

We're looking forward to two luncheon/conferences. On Nov. 17, RC Chair, Neil Lefkowitz will join us. In addition, we'll reflect on the loss of one of our members, Frank Longo. Congratulate member Henry Telfer on his election on the Executive Board of the Arizona Alliance for Retired Americans, AFL-CIO.

On March 20, we'll hold our Annual Health/Benefits Lunch and Conference featuring CSA Executive Vice President Peter McNally and CSA Welfare Fund Administrator Douglas V. Hathaway. For more information, email maishelevitan@aol.com.

—MAISHE LEVITAN

### BROOKLYN

The Unit will hold its next meeting on Dec. 7 at St. Francis College, 180 Remsen St., Brooklyn.

—RON JONES

### STATEN ISLAND

We will hold our first Health Fair on Nov. 14 at Staten Island University Hospital, 450 Seaview Ave. from 3:30 to 6 pm. The event will feature presenters from the hospital, the CSA Retiree Welfare Fund, the YMCA as well as contracted benefit providers. In other news, our social committee is finalizing plans for our Dec. 5 gala at the Staten Island Hilton from noon to 4 p.m. As usual, we will have our gift exchange as well as Toys for Tots in collaboration with the United States Marine Corps coordinated by Mike Marotta. Details will be sent to members this month. If you have poetry or a short story you would like to share, email them to me at anilsen329@gmail.com. Reminder, we continue to meet on the first Wednesday of the month for lunch at the Staaten (except for December and May).

—AL NILSEN

### GEORGIA

Our fall general membership meeting was held on Nov. 9 in College Park. Attorney George W. Fox was scheduled to speak on elder care law issues including living will and health care proxies. For further information about the Georgia Unit, please contact me at rossmis2@aol.com or (770) 693-2399.

—GEORGIA HARRISON

### LONG ISLAND

At the Oct. 17 membership meeting at the Plainview Library, elderlaw attorney Frank Buquicchio spoke to about 70 members. We have recruited five new members from the most recent batch of retirees. We have also recently filled two Executive Board positions. The new members are Ellie Greenberg and Candice Scott.

—VICTOR RAVENS

## Comptroller Speaks in Queens



City Comptroller John Liu spoke at the Queens Regional Chapter's annual luncheon on Oct. 18 at Valentino's on the Green in Bayside. Eighty-six people attended the luncheon, including two former superintendents, and numerous Retiree Chapter Executive Board members. Above, from left: Joseph Rosenberg, Mr. Liu, CSA Executive Vice President Peter McNally and Regional Unit Leader Len 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)



■ Artist Chico Garcia, upper left, with his mural and Children's Workshop School students.

### Art Swimming Along the Halls

Graffiti artist Antonio "Chico" Garcia surprised students of the Children's Workshop School on the Lower East Side this fall by painting them a gift: a mural on the third-floor hallway. He created the aquatic mural in two days when the school was closed for the Jewish New Year. "I always wanted to give the kids color," said Chico, a LES native who began, like many urban artists in the 1980s, using subway cars as a canvas. Chico's work has now been seen all over the world. "Graffiti art is ... part of our city and it's part of our culture," said Principal Marie Velez Clarke, who has led the school through many beautification projects. The Children's Workshop School serves about 265 students and shares the building with two schools.

grade students at PS 64, D-1, and together decorated quilts and pillows for patients at Metropolitan Hospital. Soaringwords' mission is to help seriously ill children, and their families, better cope with the disease and its impact on their lives.

### Staten Island (DIST. 31)

### Memorial Garden and Great Progress

IS 75 dedicated a memorial garden to commemorate those who died on Sept. 11, 2001 as well as to honor those



■ Mr. Cannizzaro and Mr. Ignizio.

"who serve and protect us every day," said Principal Mark F. Cannizzaro, (who is also the CSA Secretary.) Councilman Vincent Ignizio attended the ceremony.

Principal Rose Kerr welcomed NY State Education Commissioner John B. King and Board of Regents member Christine Cea to the **Staten Island School of Civic Leadership** in early October. During their visit, education officials toured the school. Ms. Kerr lauded the school's

"fabulous" teachers and the collaborative approach to instruction the faculty follows. The school has recently earned the best numerical Progress Report grade in the city from the DOE.



■ Staten Island School of Civic Leadership Principal Rose Kerr.

### Queens (DIST. 24-30)

### Autumn Planting

NYS Assemblyman Michael Miller helped plant daffodil bulbs he supplied to PS 97, D-27, this fall. Mr. Miller also visited the school last spring and participated in the school's "Poem in Your Pocket Day." He read a poem by Dr. Seuss to students.



■ Assemblyman Miller with PS 97 students.



■ Principal Linda Singer poses with her students-of-the-month.

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

### Students of Science and of the Month



■ Dr. Montclare.

Each month, Principal Linda Singer selects students-of-the-month at PS 255, D-22. Ms. Singer has been running this program for a number of years now.

Assistant Professor

of Chemical and Biological Sciences Jin Kim Montclare and NYU-Poly students created a digital app for the iPad for 10th graders who attend the **Urban Assembly Institute of Math and Science for Young Women** learning chem-

istry. The app, called Lewis Dots, is based on molecular diagrams. Users can drag periodic elements and electrons on the iPad touch screen to make and break bonds and assemble molecules. Dr. Montclare is a mentor at the high school. The app is free on iTunes.

### Manhattan (DIST. 1-6)

### Helping Sick Kids

On Oct. 20, volunteers from the Soaringwords William Morris Volunteers Program met with 120 fourth- and fifth-