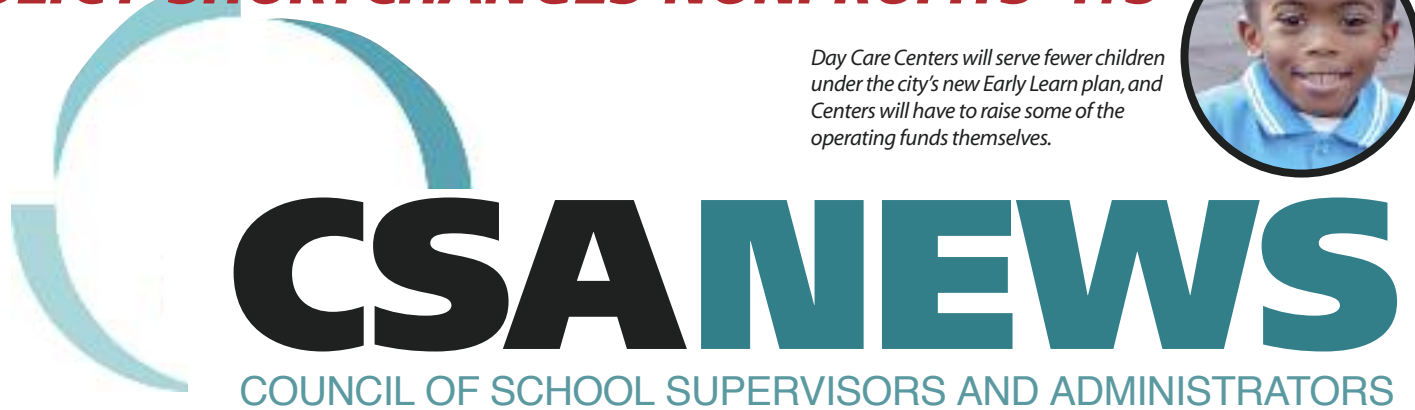




Day Care Centers will serve fewer children under the city's new Early Learn plan, and Centers will have to raise some of the operating funds themselves.

October 2011

Volume 45, Number 2
Local 1, American Federation
of School Administrators,
AFL-CIO



LABOR DAY 2011

Taking a Stand



'Restart' Evaluation Negotiations To Begin

BY ANNE SILVERSTEIN

The ongoing negotiations between CSA and the NYC Department of Education over Principal evaluations at the city's eight Restart and Transformation schools remain challenging for a number of reasons, but primarily because the rules concerning the Education Partnership Organizations' relationships with schools remain fuzzy.

Education Partnership Organizations (EPOs) are privately run non-profits that sign a contract with a school district to run Restart schools designated as "lowest-achieving" by the state. The union officers are concerned on a number of levels - from a global perspective to how EPOs will function on a daily basis. (For the legal definition of an EPO, see Page 12.)

The current dialogue between CSA and the city concerns the Principal evaluations that will be employed at eight middle schools labeled Restart or

Continued on Page 12

Decisions Result in New Members

BY ANNE SILVERSTEIN

CSA's legal and grievance team has been working on several fronts for the past few months with much of its attention focused on Restart schools as outlined in the story above this one. But a number of other issues have also been front-and-center. (CSA's grievance concerning parking permits suffered a set back when the Appellate Division ruled in the city's favor. Story, page 5.)

■ UNIT CLARIFICATION: CSA is in the process of settling a unit clarification with PERB that resulted in the addition of five new members for the union. The NYC Department of Education posted a number of new jobs as managerial and the union thought they

Continued on Page 11

Story and Pictures, Pages 8-9

YURIDIA PEÑA



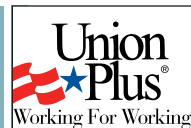
Advocate Lends a Hand in Spain

6



Schools Remember 9/11

7



Union Plus Program Provides Savings

13



Super Volunteer Felice Hannah

14



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

President

Ernest A. Logan

Executive Vice President

Peter J. McNally

First Vice President

Randi Herman, Ed.D

Secretary

Mark Cannizzaro

Treasurer

Laverne Burrowes

Vice Presidents

Jermaine J. Garden,
Richard Oppenheimer,
Henry Rubio, Nancy Russo,
Irwin Shanes, Retiree Chapter

Executive Director Operations

Anita Gomez-Palacio

General Counsel

Bruce K. Bryant

Counsel

David Grandwetter, Charity Guerra

Comptroller

Phil Fodera

Special Assistant to President

Gary Goldstein

Executive Director Field Services

Audrey Fuentes

Field Directors

Juanita Bass, Stephen Bennett,
Phyllis Bullion, Bernard Lopez,
William Meehan, Kathleen Murphy,
Daisy O'Gorman, Steven M. Rosen,

Assistant Field Directors

Mary Aloisio, Mildred Boyce,
Joseph Costa, Charles Dluzniowski,
Martin Fiasconaro, Joanne Frank,
Aura Gangemi, Pat Glassman,
Ellie Greenberg, Ray Gregory,
James Harrigan, Robert Jeanette,
Kate Leonard, Christine Martin,
Monica McDonald, Lena Medley,
Thelma Peeples, Mercedes Qualls,
Shelli Sklar

Grievance Director

Robert J. Reich

Assistant Directors

Carol Atkins, Robert Colon,
Marlene Lazar, Ph.D,
Phyllis Casolaro Williams

Director of Communications

Chiara Coletti

Assistant Director

Antoinette Isable

Director of Political Affairs

Herman Merritt

Assistant Directors

Jahmila Joseph, John Khani
Alithia Rodriguez-Rolon – Governmental
Affairs

Director of Development

Dawn Wills

Director of IT

Egal Sanchez

CSA Conference Chairman

Pierre Lehmüller

CSA Retiree Chapter

Neil Lefkowitz, Chair
Mark Brodsky, Director

CSA Historian

Jack Zuckerman

CSA NEWS

Editor Anne Silverstein

Editorial Assistant Yuridia Peña

Production Consultant Michele Pacheco

Production Assistant Christine Altman

Design Consultant Louis Silverstein

CSA News (004-532) is published monthly except July and August for \$35 per year per member by CSA, 16 Court St., Brooklyn, NY 11241. Periodical postage paid at Brooklyn, NY, and additional mailing offices. POSTMASTER: Send address changes to CSA News, 16 Court St., Brooklyn, NY 11241.

PRESIDENT'S PAGE

Co-Location: When It Works

Those who work together, can run successful schools. By Ernest A. Logan

Some words arouse so much rage that you wish you could invent new ones so you could have a civil conversation about the concepts behind them. In education, there are so many hot-button words, it's hard to have an adult conversation about most anything. Just try "charter school," "testing," "social promotion," and "co-location." Say "co-location" and eyes go red with visions of space grabbing, deregulation, exclusion, privatization and even the destruction of the entire American public school system.

No question the DOE tends to neglect big schools then shut them down as failures and tends to give many charter schools preferential treatment, but neither tendency makes the co-location of schools intrinsically evil. Sometimes co-location just has to do with shifting populations. A neighborhood that has far more or fewer children than it did a few years ago may now have schools that are dangerously crowded or only half used. But the DOE tends to announce rather than consult about perfectly justifiable co-locations, and does it with all the finesse of a starving jackal.

• • •

Co-location isn't new. We've had special education schools share space with general ed schools for generations. We've had huge high schools like Queens' Andrew Jackson, Manhattan's Julia Richman and Brooklyn's Eastern District and Harry Van Arsdale disappear and several smaller schools successfully take their place. Some elementary and middle school buildings house at least two public schools, each successful; some buildings are home to public and charter schools. Granted, these successes are hard to find, but I just saw one that was working pretty well when I recently visited the MS 334/MS 354/Kipp Academy complex in Brooklyn.

Public buildings belong to the people, not just to one anointed group. If community conditions call for sharing, we should look at the elements that allow some to make a go of it. I've been talking to leaders at a lot of these schools and it's obvious that everyone who's getting along believes that their success has included equal access to facilities, engaged commu-

nities, unrelenting collaboration and patience, and determined Principals and APs who check their egos at the door.

That's exactly what Dr. William Jusino, founding Principal of Progress High School, says when he talks about the three schools in the Grand Street Campus in the old Eastern District High School: From day one, "We had to ... understand that we were in the same boat and had to plan everything together." They relied heavily on the community and today have long-term partnerships with CBOs that enrich each school. To solve tricky issues like scheduling shared space – stairways, bathrooms, lunchroom, library and gym – they initiated building-wide cabinet meetings.

Today, Progress High School for Professional Careers, the High School of Legal Studies and The High School for Enterprise, Leadership and Technology each with their own identities and cultures, but with shared PSAL teams and music programs.

Other co-located schools employ similar techniques. Cynthia Fowlkes, Principal of Innovative Technology High School, one of five schools on the old Franklin K. Lane High campus, says they hired "a campus manager with the interpersonal skills to juggle egos." Bringing the community into the building, including elected officials, is her job as "the PR person." Each Principal plays a different role. Dr. Jusino from Progress High School agrees: "We play to our strengths. I handle campus safety and security because I know how."

Equal access to facilities is usually a far greater challenge when traditional public schools and publicly-funded charter schools are co-located. Often the public school is full of children who are categorized ELL or special education, while the charter school takes in such children temporarily and lets them go when they don't "make the grade." The understandable result is public school resentment and fear of academic failure because of the unlevel playing field.

• • •

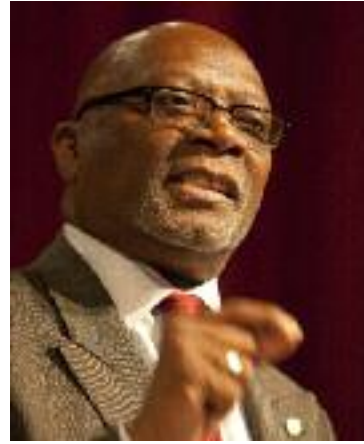
Working with charters is tough, but Principal Mitra Lutchman of PS 270, widely considered a model community school in Clinton Hill, Brooklyn, said his six-year collaboration with the Community Partnership Charter School works "because we follow the blueprint. The building council meets monthly, the shared space committee meets quarterly or more, and you spell everything out." The charter school doesn't try to snatch PS 270's best students and communications between administrators is strong. "They [Community Partner Charter School] have a lot of resources that we don't because of their private sponsors, but our schools worked together to resolve the feelings of resentment."

Avoiding conflict is also easy because the children from each school come and go at different hours and don't interact at all.

That's not what's happening on Adelphi Street in Clinton Hill. Nearly everyone runs into each other and looks cheerful at PS 20, a 60-year-old old community school led by Principal Lena Barbera, and Arts and Letters, a "hot" new school under the aegis of Urban Assembly, led by Principal Allison Gaines-Pell. The sudden co-existence of these two schools in one building caused a lot of tension in the community, which remains concerned that the hot new school will go all white and the community school will remain minority.

For now, that racial migration is barely perceptible. When I visited on the first day of school, Lena Barbera said, "Alison and I are determined to make sure that the campus is a warm, open and inviting place for children. We're very much alike philosophically and that helps." Later, she echoed what every other Principal from these co-located schools has said: "We made a conscious decision to make it work."

That brings me back to another recurring refrain, best expressed by Cynthia Fowlkes, "It's been four years now and that's how long it takes to get it right." We need to listen to that refrain because co-location is here to stay and fighting inequity and finding ways to make it work is what our children need us to do.



Mentor Training



YURIDIA PEÑA

■ The Executive Leadership Institute staff, consultants and mentors participated in a workshop on Sept. 15, presented by the DOE's Maryann Dickar, right. The workshop was entitled *Strengthening Teacher Practice*. CSA President Ernest Logan greeted participants during the morning session.

Analysis

NYC's Unfair New Policy Underpays Nonprofits

BY DAVID NOCENTI

Imagine if the government decided to build a 10-mile road, but told potential contractors that it would only pay for nine miles – and the contractor had to secure donations from private citizens to cover the rest. The government would be rightly chastised for trying to get something for nothing, and no rational company would bid on the contract.

Yet New York City is beginning to make exactly this kind of demand – not to for-profit road contractors, but to nonprofit agencies that help poor families stay employed, put food on their tables and educate their children.

In May, the Administration for Children's Services asked nonprofits to submit proposals to provide child care for poor working families. Remarkably, the city expressly stated that it will only pay for 93.3 percent of the costs and that the nonprofits must come up with the remaining 6.7 percent themselves. The city will be expending \$486 million under these contracts over the next four years, which means that nonprofits will have to somehow come up with an additional \$35 million on their own.

Of course, the only way nonprofits can raise funds is to ask individuals and private foundations to donate the rest. Nonprofits that do not agree to raise money won't receive a city Day Care contract.

This "beg to play" funding policy will harm the city's poorest residents in multiple ways. First, when the government pays 100 percent of the cost of a social service like child care, it knows that 100 percent of the services it mandates will be provided. If it pays only 93 percent, however, and the nonprofit fails to raise the remaining 7 percent, children will not receive the services they need.

Second, nonprofits already raise private



UNION SETTLEMENT

■ Nocenti: 'Drop this disingenuous policy.'

money to enhance the services they provide – such as adding music and art to Day Care classes. Now those funds will be diverted to provide services that the government demands – but is not paying for. In many cases, these enrichments will be lost.

Nonprofits cannot meet the contract's requirement by reducing expenses, because the government is paying a flat rate per child; the nonprofit still must come up with its 7 percent private contribution. Nor is it any comfort that the required private match can be "in-kind" – e.g., existing supplies or donated personnel time – because all of these "in-kind" items cost money to obtain and manage and oversee, and that money has to come from somewhere.

To make matters worse, the city admits that the reimbursement rate they are offering is insufficient to cover the health insurance costs that the nonprofits are

required to pay under the existing union contracts, which means that the funding gap actually is much higher than 7 percent.

Needless to say, nonprofits can't simply refuse to "play" under these circumstances. Organizations like mine have been serving poor children and families for decades. We won't just abandon our mission and leave these families bereft of services.

"Charitable foundations and individual donors also stand to lose in this "beg-to-play" world. Indeed, if this trend continues, it risks turning foundations and individual donors into arms of the government. Rather than funding programs donors think work best, they will be funding programs that the government has created – but is only partially paying for.

Poor and minority communities will be harmed the most. Many nonprofits based in these underserved communities provide excellent services, but lack substantial endowments and wealthy donors, and will find it very difficult to come up with the 7 percent "private match" year after year. As

NYC complains about unfunded mandates from Albany, but has now imposed one on Day Care providers.

a result, many of these neighborhood-based organizations will end up closing their doors.

It is particularly ironic that New York City is at the leading edge of this demand for "private match" contributions, because it is often the most vocal critic of unfunded mandates imposed by the state government in Albany. There is no starker example of an unfunded mandate than a contract that demands \$100 in services but provides only \$93 in funding.

Everyone understands that governments are strapped for cash and need to find ways to reduce costs. But refusing to pay for the required services doesn't cut costs – it just forces someone else to pay for them.

In New York City, "you get what you pay for." You should also pay for what you get.

(Editor's Note: Bids on these contracts were due on Sept. 12. CSA, along with 42 City Council members, asked Mayor Bloomberg to delay the deadline for the EarlyLearn RFPs, but the city ignored the request.)

This piece ran in The Daily News and is reprinted with the author's permission. David Nocenti became the Executive Director of Union Settlement, Harlem's oldest and largest social services provider in 2009. He served as a top advisor to Gov. David Paterson, Gov. Eliot Spitzer and Gov. Mario Cuomo. He also served as Counsel to the New York Attorney General and the Queens Borough President and as an Assistant U.S. Attorney in Brooklyn. He received his law degree from Columbia University Law School.



YURIDIA PEÑA

■ Children at city-subsidized Day Care enjoy a multitude of educational opportunities as well as a safe place to play and a supervised setting to learn social skills to prepare them for elementary school.

COMING EVENTS

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

OCT. 13, 5 PM: CSA New Member Reception

OCT. 17, 5 PM: Association of Assistant Principals

OCT. 20, 9 AM: Retiree Chapter Executive Board

OCT. 24, 5 PM: CSA Latino Caucus

OCT. 26, 5 PM: CSA Executive Board

OCT. 27, 8 AM: ELI Workshop for Day Care members

NOV. 8, 5 PM: CSA General Membership Meeting (High School of Food and Finance)

NOV. 8, 5 PM: Association of Black Educators of NY

NOV. 10, 9 AM: Retiree Chapter Executive Board

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

Teachers' Retirement System

Sept. 2011 Unit Values

Diversified Equity: 55.426

Stable-Value: 19.239

International Equity: 8.873

Inflation Protection: 10.833

Socially Responsive

Equity: 10.075

www.trsnyc.org

CORRECTIONS

■ A retirement notice for Betty Davis announced the wrong date for her party. The correct date was Sept. 29. A correction was sent to members in a Member Update email.

■ A transcription error resulted in a misquote in the September 2011 CSA News. Assistant Principal Reginald Higgins, when asked about ELI workshops, said, "[It's important to] build relationships in schools, where you have a vision and you invest all stake holders in that vision starting with parents, staff and students." This was corrected in the electronic issue on the union's website.

The Grievance Corner | Bob Reich

A Quick Refresher Course on What Is a Grievance



Having good records can make or break your grievance case.

CSA's collective bargaining agreement with the city protects you and your job. At the beginning of the school year, I urge all of you to visit the CSA website and read the document. You can best help yourself by knowing your rights.

That said, should there be a violation of your rights – and you have been unable to resolve the issue informally – Article X delineates the procedure to follow which is that you may file a grievance, or the union may file a grievance.

A grievance is defined in the collective bargaining agreement as: 1) A complaint by a CSA member that there has been a violation, a misrepresentation or inequitable application of any of the provisions of this agreement, or 2) a complaint by CSA involving alleged misapplication or misinterpretation of the agreement.

1) Individually-filed grievances. When an individual member believes that he or she has been harmed, he or she may file an individual grievance. The first step of the process is to grieve the incident to an immediate supervisor. An individual may appeal a decision, but appeals to the Chancellor's office and beyond may only be submitted with the approval of the CSA grievance committee.

To give yourself the best chance to win a grievance or an appeal, you should always discuss your case with the CSA Grievance Department. We'll help you throughout the case, and the representative assigned to you from the first time you come in will be by your side as well. What we'll need from you is documentation which could include the original job posting, time cards, email requests, documents given to you or letters.

ARTICLE X – Grievance Procedure

It is the declared objective of the parties to encourage the prompt and informal resolution of employee complaints as they arise and to provide recourse to orderly procedures for the satisfactory adjustment of complaints. A resolution should occur at the earliest possible step in every case that can reasonably be resolved. In order to accomplish its stated purpose, a grievance conference must be attended by those individuals who may be able to promote resolution or, if resolution is not possible in a particular case, to provide the necessary information for a fair determination of the grievance. At the Chancellor's level, superintendents will be expected to attend or to have a suitable representative present at the conference. Failure to attend may result in sustaining the grievance on procedural grounds. Nothing contained herein shall be construed to prevent any individual employee from informally discussing a complaint with his/her immediate supervisor.

In addition, you should be prepared to show that your grievance was properly submitted in a timely fashion.

To be considered timely, a grievance must be filed "within 20 school days following the actual knowledge of the act or condition on which the complaint is based." The complaint must be submitted in writing to the immediate supervisor.

A grievance pertaining to per session employment must "...be filed within 5 days after the employee has knowledge of the act or condition which is the basis of the complaint." The time frames are specific, and failure to comply with them can result in the grievance being denied.

You must provide the CSA Grievance Department with copies of any relevant postings, time sheets, emails, letters or anything else. Submission of documentation at hearings helps to support a grievance and is often irrefutable.

2) CSA-initiated grievances. When the union believes that it is the aggrieved party

or when the union believes that the issue concerns a specific group of members, the union will file a grievance. For example, most recently, CSA prevailed in an arbitration pertaining to performance bonuses that were denied to excessed or F-status supervisors. Hundreds of thousands of dollars were at stake and members should be receiving their money soon. We won for a number of reasons including the fact that we had documentation that proved our case as well as testimony from our members and their rating officers that proved that these school-based supervisors contributed to the school's success.

Should you believe that your supervisor or the DOE has violated the collective bargaining agreement email me at bob@csa-nyc.org. We will contact you immediately.

Bob Reich is the CSA Director of Grievances and writes this monthly on contract-related issues. If you have a question about the contract, email him at bob@csa-nyc.org.

Letters

CSA's 9/11 Video Brought Back Emotional Memories

To the Editor: Thanks for the video posted on the CSA website that pays homage to the CSA leaders who kept children safe on 9/11/01. As Director of Auxiliary Services High Schools at that time my building was one mile from Ground Zero. My staff and students witnessed everything from the 4th- and 5th-floor windows. In fact, we did not dismiss until after 5 pm that day. I attended the Oct. 24, 2001 dinner that saluted the "unsung heroes of 9/11" with a few of my staff members. To relive it now was very emotional but also had a calming effect. Thank you again.

–ROBERT GALLI

Local Instructional Superintendent (retired)

Assistant Principals Thank ELI for Wonderful Program

To the Editor: I want to acknowledge Janet Aravena and the ELI staff for providing the beneficial ALPAP workshops this past summer.

These meetings were of a high caliber and not just something to pass the time or get through. What you have given us so far is "thirst quenching" especially in an environment where Assistant Principals are often forgotten,

maybe not on purpose, but we certainly feel overlooked.

Thank you so much for giving us stuff of quality. Again, thank you.

–HILLARY STEELE
Assistant Principal,
PS 189, Brooklyn

To the Editor: I wanted to let ELI Executive Director Eloise Messineo know how great the professional development sessions were in July. It was difficult deciding which one to attend because I wanted to attend so many of them. Every single one I attended was informative and engaging. I can't wait until the fall to take the ones I missed this summer!

Thanks again for all the hard work the ELI staff does to provide us with the best professional development in the city.

–FRANCINE CRUZ
Assistant Principal,
University Heights High School, Bronx

Send Letters to the Editor

to Anne Silverstein
16 Court St.
Brooklyn, NY 11241
or e-mail anne@csa-nyc.org.

ALL CSA MEMBERS INVITED

Plenary to Explore 21st Century Achievement Gap

BY CSA STAFF

The Executive Leadership Institute is inviting all CSA members to ELI's first Plenary Session of the new school year.



■ Tony Wagner

Entitled *Learning, Leading, and Teaching in the 21st Century*, it will be led by Tony Wagner, a former school principal and an expert in school leadership.

Dr. Wagner will discuss a new achievement gap, the gap between the new skills that all students need in the 21st century versus what is tested and taught even in our best schools. Dr. Wagner will explore the most effective strategies

for preparing all students for careers, college, and citizenship in the new global knowledge society.

The plenary takes place on Oct. 19, at Fordham University, Lincoln Center campus, 113 W 60th St., Manhattan. Breakfast will be served at 8 am followed by the plenary. Attendees will receive a three-hour professional development certificate. To register online for the plenary, visit www.regonline.com/tonywagner-plenary10192011.

Dr. Wagner recently accepted a position as the first Innovation Education Fellow at the Technology and Entrepreneurship Center at Harvard. Prior to this, he was the founder and co-director of the Change Leadership Group at the Harvard Graduate School of Education for more than a decade.

CSA New Member Reception

CSA's officers and staff will welcome new union members to the fold at a New Members' Reception on Oct. 13. CSA President Ernest Logan, CSA Executive Vice President Peter McNally and CSA First Vice President Randi Herman and staff will provide information about the union during a short presentation, which will be followed by a reception. The event begins at 5 p.m. in the 4th floor conference room of union headquarters, 16 Court St., Brooklyn. CSA is easily accessible by the 2,3,4,5, A, C, F and R subways. Please RSVP to Edward Torres at Edward@csa-nyc.org.



Annual CSA Membership Meeting

Nov. 8 | 5 -9 pm

at Food and Finance High School
(Park West High School campus)
525 W. 50th St., Manhattan

Online registration at www.csa-nyc.org

Appellate Division Nixes CSA's Parking Permits

BY ANNE SILVERSTEIN

In a reversal for CSA, an appeals court found in favor of the city in the matter of school parking permits. CSA plans to appeal the decision to the Court of Appeals.

The city had appealed a lower arbitration award as well as a Supreme Court decision, both of which were found in CSA's favor. The mid-September decision disregards the well-settled law that parking permits are a term or condition of employment and thus cannot be reduced without prior union negotiation, said union officials familiar with the case.

The union's fight has been over the city's right to take away parking permits from CSA members. In 2008, in response to heavy criticism about the abuse of parking permits by city employees, Mayor Bloomberg ordered city agencies to reduce the number of parking permits by 20 percent. The method of distribution at schools was changed and CSA grieved the matter claiming that a change in working conditions had to be negotiated.

In the most recent ruling, the Appellate Division said that the city Department of Transportation, and not the Department of

Education, has the authority to distribute permits.

"It is undisputed that the power to issue parking permits rests in the exclusive control of the City," the decision reads. "DOT is the preeminent City agency responsible for regulating traffic, including parking, within the City ... In this case, the award directs DOE to issue permits in such manner and by such method that it directly overrides the authority of DOT. Indeed, it directs DOE to exercise a legal authority it does not possess. This not only means the arbitrator exceeded his authority, but did so in an entirely irrational way. Moreover, Supreme Court erred in attempting to soften or justify this irrational overreach."

The decision goes on to say that the reduction of permits in 2008 did not violate the collective bargaining agreement because DOT is not a party to that agreement.

The Court stated that the city has a clear public policy in reducing pollution and traffic congestion and by reducing the number of parking permits, the city fulfills that policy. "The objectives of reducing congestion, pollution and the City's carbon footprint, and promoting the use of public transportation are all city initiatives encompassed in the City Charter and the Administrative Code."

Legislative Agenda | Herman Merritt

Day Care Program Takes Next Step

CSA, along with 42 City Council members, asked Mayor Bloomberg to again delay the deadline for RFPs for EarlyLearnNYC, the city's new plan for day care, but the city ignored the request.

The city's proposal – EarlyLearn NYC – overhauls how centers will be funded and forced all current day care centers that contract with the city to re-apply for funds as if for the first time. It also forces the organizations that run the centers to kick-in more than 7 percent of the money needed for operating expenses, a near-impossibility for most of the non-profits involved.

While EarlyLearn has admirable goals – raising educational standards, improving the teacher-child ratios and improving teacher professional development – the RFP and how EarlyLearn will be implemented clearly places most, if not all, city-funded day care centers in a financial predicament. Even though EarlyLearn plans to serve fewer children, Day Care advocates say the funding mechanism still falls far short of the actual costs of running a quality program.

CSA asked the city to delay implementation of EarlyLearn because the union disagrees with the goal of reducing the number of children served. EarlyLearn will also force small, community-based centers to close, therefore undermining its stated goals. Currently, NYC subsidizes programs for more than 51,000 children. Should EarlyLearn be implemented as proposed, about 10,000 fewer children will receive services.



Fewer children will receive services under the new plan.

Congratulations to our endorsed candidates who won: Councilman Ruben Wills, and Assembly members Dan Quart, Michael Simanowitz and Philip Goldfeder. All of the endorsed candidates acknowledged CSA's support as a contributing factor in their victories, and I thank all of the union's members who support the Political Action Committee

We're already lining up to do battle for school funding next year when the state anticipates a budget gap of \$2.4 billion in 2012-13. In addition, the middle class still faces repeated attacks from right-wing fiscal conservatives who begrudge our right to a good salary, decent health care and security in our retirement. Weaker unions mean larger class sizes, increased patient loads for nurses, use of risky contractors for construction projects and dangerous cuts to police and fire fighters. For this reason, the AFL-CIO, including the American Federation of School Administrators, of which CSA is a member, strongly supports President Obama's American Jobs Bill. We must get Americans working again and we must keep our unions strong.

First Day of School

Greeting Parents and Students



YURIDIA PEÑA

■ The first day of school on Sept. 8 saw a host of elected and appointed state and city officials making the rounds to welcome children and parents back for the fall term. Principal Nancy Harris of the new Spruce Spring School, (in the shiny new Frank Gehry building next to the Brooklyn Bridge), was joined by CSA President Ernest Logan, Schools Chancellor Dennis Walcott, Assembly Speaker Sheldon Silver and Mayor Michael Bloomberg. Above left, from left: Mr. Walcott, Mr. Silver and Ms. Harris. Mr. Logan also visited Principal Brian De Valle at his school, Brooklyn PS 257 in Williamsburg, above right.

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.

16 COURT STREET

ON THE MOVE

CSA Buys Office Space in Financial District

BY ANNE SILVERSTEIN

CSA will move to new quarters this winter in lower Manhattan near the Brooklyn Battery Tunnel entrance. For the first time, CSA owns its office – a commercial condominium on the 12th floor of 40 Rector St.; the union closed on the property on Aug. 15 and is in the midst of a major renovation of the gutted space.



■ A photo of 40 Rector St. soon after it was built in 1920. This view shows the west side of the building on what is now West Street.

NYC ARCHIVES

CSA has hired The Switzer Group, a Manhattan firm, to handle the design of the 25,000 square feet that will house CSA, the Retiree Chapter, the Welfare Fund and the Executive Leadership Institute.

"This begins a new chapter in CSA's story. It coincides with the union's 50th anniversary," said CSA President Ernest Logan, "and there is something almost poetic about celebrating our golden anniversary in a beautiful, new space. We believe that we can better serve our members in Manhattan, and, we believe it is a responsible way to invest our money."

CSA's officers decided to buy the \$8 million space because the union was spending more than \$1 million a year in rent; Mr. Logan and the other officers believe that owning real estate in Manhattan is a good investment. The officers chose Manhattan to be near City Hall and the Department of Education as well as to be accessible by public transportation. Public parking is also readily available.

Built in 1920, 40 Rector St., was designed by Warren & Wetmore, the firm that designed Grand Central Station. A number of city agencies lease space there including the NYC Office of Labor Relations, NYC's Health Benefits Program and the NYC Taxi Commission. CSA is the first purchaser of condominium space in the 19-story building.

CSA moved to 16 Court St. in Brooklyn in 1990 when Joseph Fernandez was Schools Chancellor, a cell phone was the size of a brick and America was learning about a company named AOL. During the past 20 years, CSA has grown from approximately 4,000 members to 6,150 in-service members and 9,600 retirees.

The staff has grown as well. Including the Retiree Chapter, the Welfare Fund and the Executive Leadership Institute, CSA employs more than 100.

Prior to 1990, CSA spent 10 years at 345 Adams St, in Brooklyn.

Advocate for Foreign Languages Lends a Hand to Schools in Spain

BY YURIDIA PEÑA

CSA Field Director Bernard López and a group of international language educators spent five days last spring visiting schools of foreign language in the Andalusia region of Spain. Their mission: to help the schools' program directors who want to expand their services to students and educators.

"I now have friends from Berlin to Bulgaria to Brazil," said Mr. López who toured 14 private language institutions in the south of Spain including the cities of Seville, Moraga and Granada. These schools offer language, culture and history courses in addition to a variety of regional excursions.

In the last decade, the number of private institutions specializing in language studies has increased in Spain, Mr. López said. The growing global economy is forcing nations like Spain to invest heavily in foreign language to better prepare students to compete with a superpower like China.

"The people of other countries seem to realize the importance of learning multiple languages, and yet we don't," said Mr. López, about the United States. "We slash foreign language budgets to districts rather than enhance," he said, especially during tough economic times.

Mr. López has been a long time advocate of language studies in schools. He began his career as a foreign language teacher at Ralph R. McKee Career and Technical Education High School in Staten Island where he launched an Italian program during his tenure. So it was no surprise to Mr. López when he was asked to help Spain market their services to local schools in New York. Many program directors offer a discount rate on tuition, room and board for American students and teachers.

"The U.S. is a huge market for their schools, but don't forget that they are also interested in recruiting students from all over the world," said Mr. López. All of the language schools in the Andalusia region provide Spanish and English courses for students and educators. Some of the other schools also offer French, Russian, Portuguese, Chinese, German, Polish, Italian, Japanese and Korean.

Aside from his CSA position as the field Director for High Schools in the Bronx and Queens, Mr. López advocates

for foreign language studies through his service as President of the American Association of Teachers of Spanish and Portuguese (AATSP), Metropolitan NY Chapter. The nonprofit offers professional development as well as networking opportunities to share best practices among foreign language teachers. AATSP also offer students' activities and contests to help hone their language skills.

As AATSP President, Mr. López has cultivated partnerships with schools that offer scholarships to students as prizes in AATSP competitions. Other schools arrange to send their foreign language teachers to earn professional development

credits. Teachers can also enroll in professional development classes at these language schools. "That's what makes it attractive to teachers of Spanish. You immerse yourself in the language, culture and civilization while learning how to improve your teaching skills," he added.

Mr. López served as the Assistant Principal at William H. Taft High School in the Bronx overseeing security and guidance and later managed campus security at the Grand Street Campus in Brooklyn. In his last position for the Department of Education, Mr. López worked at the Superintendent's office for BASIS, the Brooklyn and Staten Island System.



■ Above, a school for Spanish learners in Madrid. Left, Bernie López and Marta Kloss in Granada. Ms. Kloss is the director of a private foreign language school in Warsaw, Poland.

Two New Staffers Join CSA Team

BY YURIDIA PEÑA

CSA recently welcomed Dawn Wills as its Development Director and Jahmila Joseph as Assistant Director of Political Affairs to strengthen the organization's funding and advocacy efforts.

Ms. Wills comes to CSA with grant writing, development and public relations expertise. She was the former Director of Development at Junior Achievement of New York, Inc., a nonprofit that teaches students about financial literacy, college readiness and basic business concepts. Ms. Wills earned a Masters of Arts in Urban Planning from



Dawn Wills



Jahmila Joseph

New York University. She hopes to generate an independent stream of income for the Executive Leadership Institute (ELI), the professional development arm of the union. She also plans to raise funds

for ELI through numerous grants and partnerships with organizations focused on improving teaching.

Jahmila Joseph, a graduate of the New School University in Manhattan, is a lobbyist who knows her way around City Hall and has solid relationships with elected officials. Prior to joining CSA's Political Affairs department, she was Vice President of Operations at Carl Andrews and Associates, a government relations and lobbying firm. CSA Director of Political Affairs Herman Merritt says she will help increase member involvement with politicians and train new legislative district coordinators.

Schools Remember 9/11 on 10th Anniversary

BY YURIDIA PEÑA

Schools commemorated the terrorist attacks on NYC and the Pentagon in various ways this year as Americans across the nation paused to remember those killed on the 10th anniversary of that terrible day. CSA President Ernest Logan attended the ceremony at Ground Zero and then visited PS 234, one of the five schools that once lived in the shadows of the World Trade Center.

PS 234, D-2, opened its doors to the public on the 10th anniversary of 9/11 to share artifacts and gifts sent to the school. CSA President Ernest Logan joined hundreds of community members as they remembered the victims and honored first responders, many of whom died. Screenings of documentaries created about the school's experience were also shown.

In Queens, PS 222, D-26, paid tribute

to one of the firefighters who died: 23-year-old Christopher A. Santora. The school, which is now named for him, held a special assembly on Sept. 12, and the neighborhood held a commemorative walk.



Christopher Santora

PS 323, D-27, held a ceremony to thank its local firehouse whose firefighters raced to Ground Zero to help rescue people. (One of the firemen, Lt. Kevin McCabe, was also Principal Brian O'Connell's best man at his wedding.)

On Sept. 9, PS 255, D-22, in Brooklyn held its annual schoolyard ceremony including a color guard and a moment of silence. During the memorial, some

parents shared stories about their loved ones who died. Principal Linda L. Singer and Assistant Principal Susan Ehrlich read poems and then each student placed a flower on the ground to create a bouquet of peace.

PS 16, D-14, also held a special assembly on Sept. 9 at which time a memorial video was showcased. Students created "thank you" cards to give to local firefighters at the ceremony.

Video Tribute

In memory of the 10th anniversary of 9/11, CSA re-presents a 2001 video tribute to the school leaders who looked after thousands of children as they evacuated schools in downtown Manhattan. You can see the video on the CSA website, www.csa-nyc.org/csa-members/csa-video-gallery.



ABOVE: PS 234 Principal Lisa Ripperger greets CSA President Ernest Logan on Sept. 11 at her school.

RIGHT: A quilt collage sent to PS 234 in the months following the attacks.



ABOVE LEFT: Lt. Kevin McCabe talks to seventh-graders at PS 323, Queens.

ABOVE RIGHT: PS 16, Brooklyn, gave thank you cards to their local firefighters.

LEFT: PS 255, Brooklyn, holds an annual commemorative ceremony in the school yard. (The picture in the ad, right, was taken at the same school a number of years ago.)

The Children Were Safe.

Thanks to the calm heroism of school leaders, the city's students were shielded from harm on 9/11.



The Council of School Supervisors and Administrators salutes the principals, assistant principals, day care directors, assistant day care directors and other school leaders who looked after thousands of children as they evacuated their schools on September 11, 2001, and protected more than one million children, keeping them calm and getting them home across all five boroughs.



COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS
LOCAL 1, AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS, AFL-CIO

CSA created this ad for a special supplement printed by the Daily News in memory of the victims of the 9/11 attacks. The picture was taken at PS 255, Brooklyn, some years ago.

Labor Day 2011: Taking a Stand



■ That's CSA First Vice President Randi Herman, far left, tipping her hat to the cameras as union members lined up to march up Fifth Avenue.

BY ANNE SILVERSTEIN

The spirit and enthusiasm of this year's CSA participants in the 2011 Labor Day was palpable as more than 365 unionists, family members, friends and staff took to the streets to help show NYC – and the nation – that labor remains strong in the Big Apple.

The Soul Tigers, the marching band from IS 292, Brooklyn, once again provided a pulsing, hip sound that propelled CSAers up Fifth Avenue, and kept many dancing in the street even through a short cloud-burst.

'I'm just proud of my union...'

—GIOVANNI RASCHILLA
ASSISTANT PRINCIPAL

The Labor Day Parade is sponsored by the NYC Central Labor Council, a coalition of 400 public and private unions representing 1.3 million workers. This year, thousands of union members marched under the banners of 300 unions.

"I was so incredibly proud to turn around and see all those members carrying our CSA signs," said CSA President Ernest Logan.

CSA members were forthright and articulate about why they attended the Sept. 10 parade as well as why they brought their families with them. "I'm at the parade because it's extremely impor-

tant for everyone to understand the meaning of labor here in NYC. And our union represents many people who are working diligently to make sure that the children are educated and that the parents know that the future of the city lies in what we do for the children," said Principal Eleanor Andrew.

Retiree Chapter member Irma Godlin said, "I think it's very important to be here to show that NYC is a union town. The union has provided us with so many supports and so many services. It is absolutely essential for workers to have the support of the union."

"We are here marching so that our rights are protected, and that they know that we are standing all together to make sure unions are recognized and respected," said Assistant Principal Jazmin Rivera-Polanco.

Added Assistant Principal Giovanni Raschilla who attended with his wife, a teacher: "I'm just proud of my union and I'm happy to be here supporting all the workers everywhere."

Did you miss the parade? You can watch a video of it on the CSA website at www.csa-nyc.org.



YURIDIA PEÑA

■ ABOVE TOP: District Chair members George Young and Wanda Soto.

■ ABOVE: The Soul Tigers, the marching band from IS 292, Brooklyn, kept everyone marching in time.



■ AP Marisa Be...

, Dancing in the Rain



ANTOINETTE ISABLE



YURIDIA PEÑA

Harry-Vanzie with daughters Meghan, Melissa and Michaela.



YURIDIA PEÑA

- TOP: UFT President Michael Mulgrew and CSA President Ernest Logan walk shoulder to shoulder.
- MIDDLE: Executive Vice President Peter McNally greets NYC Comptroller John C. Liu as he marched against the tide greeting unionists.
- ABOVE: Signs such as these were omnipresent along the parade route.

NATION *Labor*

UTAH: Underpaid?

According to a Salt Lake Tribune poll, half of the state's residents believe teachers are paid too little. Of those polled, women outnumbered men significantly in stating that teachers are underpaid (68 percent to 31 percent.) On average, teachers in Utah are paid an \$8,000 less than their peers elsewhere in the nation. (Salt Lake Tribune)

ILLINOIS: Increase Rejected

A compromise offer of a 2 percent pay raise for elementary school teachers in exchange for working a longer day was rejected by the Chicago teachers union. The district has been seeking to extend the school day by 90 minutes and the school year by two weeks for some time. Union President Karen Lewis said the union supports a "better, smarter school day for our children, but teachers are now being asked to work 29 percent longer for only a 2 percent increase". (Chicago Tribune)

PENNSYLVANIA: Foreign Exchange

One hundred fifty international students visiting the U.S. on a work-travel program walked out of their Hershey Company jobs to protest working conditions. Students who entered the program through Council for Educational Travel USA (CETUSA) signed work agreements, outlining work parameters of 32-40 hours a week. CEO Rick Anaya indicated students were to seek cultural immersion on their own. Subsequent to the protests, CETUSA offered bus trips to students to visit national monuments and other areas of interest. (The Nonprofit Quarterly)

TENNESSEE: New Evaluations

A new evaluation system that will be based, in part, on students' standardized test scores has teachers concerned. Critics contend there are unanswered questions regarding implementation of the evaluations, including how to handle a number of subjects that aren't covered by the test scoring program. Tennessee made changes in state law regarding evaluations and curriculum to secure \$500 million in Race to the Top. (Tennessean.com)

MISSOURI: Social Media Suit

The Missouri State Teachers Association filed a lawsuit to contest a new state law prohibiting teachers from communicating privately with students over the Internet, stating that banning social media contact is unconstitutional. Teachers contend social networking is an important avenue for contact with students. The law is reportedly one of, if not the most restrictive in the States. (Reuters)

— COMPILED BY
CHRISTINE ALTMAN

The Welfare Fund

Douglas V. Hathaway, Ph.D

Be Prepared to Change Pharmacy

Early in September, a number of our retirees received a disturbing letter from Walgreens, their pharmacy of choice for prescriptions. Walgreen's disclosed that, effective Jan. 1, 2012, the company will no longer participate in the Express Scripts pharmacy network, so members of Express Scripts plans could no longer use their drug benefit at Walgreens. In the metropolitan NYC area, those who patronize Duane Reade pharmacies (owned by Walgreens) received a similar letter. I would like to address this for all those concerned.

Every pharmacy benefit manager (PBM), including Express Scripts, Medco, Caremark, and the smaller regional companies, make money by managing the pharmacy benefit program for companies and organizations such as GHI and the Welfare Fund. They enroll pharmacies in their network, maintain participant information, negotiate prices with chain and independent pharmacies, and arrange discounts from manufacturers of drugs. The degree to which a PBM can develop a comprehensive network of participating pharmacies determines its ability to provide benefits for participants in any given area. Their ability to negotiate discounts for drugs allows them to save plan sponsors and plan participants a considerable amount of money by filling prescriptions in by mail order.

From time to time, PBMs renegotiate their contracts with chain pharmacies. Naturally, a PBM wants as big a discount as possible from the list price of the medications, and the chain pharmacy wants only the smallest discount possible to maximize its profits. All insurers, including health insurers, try to negotiate the lowest possible prices.



Talks between Express Scripts and a major pharmacy chain are not going well.

So, as in any negotiation, sometimes the parties cannot come to terms, leading to tough negotiations and a possible disruption of the network. In this case, for a variety of possible reasons, Express Scripts and Walgreens (and its subsidiary, Duane Reade,) appear to have reached an impasse, and in an effort to build pressure on Express Scripts, the letter was sent.

In most cases, the parties eventually reach a compromise, and service continues without any interruption to participants. This could still happen with Express Scripts and Walgreens, so I remain hopeful. However, and I emphasize this, if there is no agreement, those who have patronized Walgreens and Duane Reade must have their prescriptions transferred to a participating pharmacy or get new prescriptions to take to a new pharmacy to continue receiving the Express Scripts benefit.

If this comes to pass, those who insist on filling prescriptions at Walgreens or Duane Reade will pay 100 percent of the cost with no reimbursement from other sources, including the Welfare Fund.

On a related topic, we continue to wait for discussions between the US Department of Health and Human Services and US Life Insurance Company to conclude so that the Welfare Fund may offer the \$2 million catastrophic medical insurance policy that several of you have purchased through AFSA, NYSUT or CSREA. We stand ready, willing, and able to offer this policy to our members and their families, and look forward to helping those who already have the plan transition to our offering, which will save money and ensure premiums are always paid.

IMPORTANT NOTICE

Prescription Drug Coverage: How It Works with Medicare

BY DOUGLAS V. HATHAWAY

Read this notice carefully and keep it where you can find it. This notice has information for CSA in-service members concerning their prescription drug plan with the CSA Welfare Fund or the DCC/CSA Welfare Fund in relation to Medicare Part D.

Understanding your options for prescription drug coverage through Medicare can help you decide whether to enroll in the Welfare Fund's program. At the end of this notice, we'll tell you where you can get more information so you can make an informed decision. (If you have any questions, of course, call us.) Enrollment is not mandatory.

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. The CSA Welfare Fund has determined that the prescription drug coverage it offers is, on average for all in-service plan participants, expected to pay out as much as the standard Medicare prescription drug coverage will pay and is therefore considered "creditable coverage." Creditable coverage means you do not have to switch plans to enroll in a Medicare drug plan to avoid penalties for late enrollment.

Enrolling in a Medicare plan

You may enroll in a Medicare prescription drug plan when you first become eligible for Medicare as well as every year from Oct. 15 through Dec. 7. If you lose your current creditable coverage prescription drug plan through no fault of your own, you will also be eligible for a two-month Special Enrollment Period (SEP) to join a Medicare drug plan.

Impact on Welfare Fund benefits

If you, as an in-service CSA member, decide to join a Medicare drug plan, your current CSA Welfare Fund or DCC/CSA Welfare Fund coverage will not be affected.

If you decide to join a Medicare drug plan and drop your current CSA Welfare Fund or DCC/CSA Welfare Fund active coverage, you and your dependents can get this Welfare Fund coverage back at a later date should you want to.

Higher premiums later

If you, as an in-service CSA member, drop or lose your current coverage with the CSA Welfare Fund or DCC/CSA Welfare Fund and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium – a penalty – to join a Medicare drug plan later.

If you go 63 continuous days or more without creditable prescription drug coverage, your monthly premium will rise by at least 1 percent of the Medicare-baseline beneficiary premium per month for every month you did not have that coverage. For example, if you go 19 months without creditable coverage, your premium may be at least 19 percent higher than the Medicare-base beneficiary premium for the rest of your life. In addition, you may have to wait until the following October to join.

For More Information

Medicare offers detailed information about its plans in its *Medicare & You* handbook. You'll get a copy of the handbook in the mail every year from Medicare and it is also available for download on the Medicare website. Medicare prescription drug plans may also contact you directly.

For more information about Medicare prescription drug plans:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see your copy of the *Medicare & You* handbook for their telephone number) for personalized help,
- Call (1-800) MEDICARE. TTY users should call (1-877) 486-2048.

For people with limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

NOTE: You will receive this notice annually and at other times in the future such as before the next period you may enroll in Medicare prescription drug coverage, and if this coverage through The CSA Welfare Fund and DCC/CSA Welfare Fund (for in-service participants) changes. You also may request a copy.

If you enroll in one of the drug plans approved by Medicare, you may be required to provide a copy of this notice to show that you are not required to pay a higher premium.

AAP Conference Invites All Assistant Principals

The AAP will hold its 69th annual conference in conjunction with the High School Assistant Principals Administration and the High School Assistant Principals Supervision. The groups agreed to hold a joint event to provide professional development for Assistant Principals citywide. (The conference will provide certification of PD hours.)

Workshops: Instructional Rounds, Understanding Annual Measureable Achievement Objectives for ELL Students, Budget Process-Elementary, Middle and High School, Quality Review 2, Strengthening Teacher Work: Implementing Instructional Expectations for 2011-2012, Bullying, Schools and the Law, Vocabulary Instruction and ELL Students, Progress Report, CSA Welfare Fund, Charles B. Synder – School Architect

The Conference begins at 8:30 a.m. Tickets are \$80 per person. You may use professional development funds to pay for admission.

To register, visit the AAP website at www.aapny.org and go to the "events" tab or contact Executive Director Membership Bob Kingsley at aapexcedir@earthlink.net.

GVS Van to Give Eye Exams

General Vision Services will bring its mobile van to the AAP conference to provide CSA members with eye exams in a convenient manner.

The van has all the features of a regular GVS store: a doctor, an exam room and a "showroom" with dozens of styles of frames. Best of all, your glasses will be delivered to your choice of GVS store for easy pick-up.

CSA Welfare Fund personnel will be present to print optical vouchers for those wishing to use the van. Appointments are available on a first-come, first-served basis.

HALF CENTURY OF UNIONISM

Celebrating 50 Years of CSA

CSA officially turns 50 on Jan. 30, 2012. To commemorate this, the union will hold a number of special events culminating in a gala dinner/dance April 27 at the Waldorf Astoria. Each month, the CSA News will highlight a milestone in the union's history. This month: How the CSA Welfare Fund began.

BY ANNE SILVERSTEIN

CSA is quite proud of its Welfare Fund and with good reason. The Fund offers supplemental benefits that rival those provided by any other municipal unions. It is well worth celebrating the Welfare Fund, one of the major benefits of union membership.



■ Al Morrison – the first administrator.



■ Elinor Jaffe – helped build the Fund.

On July 1, 1964, supplemental major medical insurance became a reality; more than 900 super-

visors enrolled. Since that first policy, CSA hasn't stopped trying to improve benefits for members. (Among the items established by the Welfare Committee: a tax-sheltered annuity for supervisors, approved by the Board of Education in 1965.)

One of the earliest references to an actual welfare fund can be found in the *CSA Bulletin* – the precursor to the *CSA News* – of February 1966. At a January meeting, committee members discussed the “best possible uses to which a welfare fund might be put” and made three recommendations to the Executive Board.

Supplemental health benefits were clearly on the minds of the union's founders; by February 1963, a Welfare Committee began exploring the possibility of providing a group major medical policy. (A tip of the hat to Committee members Chairman Harry Kase, John Heine, Solomon Kimmel, Ellen McGuire, CSA Executive Director Albert L. Morrison and Caroline D. Schneider.)



The Welfare Fund provides extraordinary supplemental benefits.

1) Major medical insurance should be provided to all supervisors

2) Extended Blue Cross benefits should be purchased for all supervisors

3) Apply whatever balance remains in the Fund to buying a group life insurance policy for all supervisors.

In April, the *Bulletin* announced, in a two-line head across the front page: **Welfare Fund Will Receive \$140 Per Supervisor; Consultants are Retained to Help Choose Benefits.**

Albert Morrison, who wore many hats during his work for CSA ultimately becoming the President of AFSA, was selected as the Fund's first administrator. The Executive Board elected five trustees: Robert B. Harris, Joseph H. Aaron, CSA President Stuart C. Lucey, Henry Kase, and Walter J. Degnan,

(who also served as CSA President for eight non-consecutive years.)

By late 1966, CSA opened the doors of its full-time office at 186 Joralemon St., Brooklyn, and had hired an assistant to the administrator and a secretary. (Believe it or not, the Welfare Fund's current telephone number, (718) 624-2600 was CSA's original telephone number!)

Such was the technology that CSA asked members, in the *CSA Bulletin*, not to use the phone for routine calls because emergency phone calls could not get through. Members were urged to write for forms and to handle other mundane transactions.

In January 1967, the Board of Education approved a new program to be administered by the Welfare Fund: a dental and optical program. By 1969, CSA hired Elinore Jaffe, Brooklyn born and raised – to run the Fund. She came with experience setting up and running a Welfare Fund for the International Union of Electrical Workers (Local 485), which was right down the block from CSA. Under Ms. Jaffe's watch, the CSA Welfare Fund continued to grow.

When she died in 1977 after a battle with cancer, CSA Treasurer Irwin Shanes stepped in to “temporarily” fill the spot. During his “temporary” tenure of nearly 30 years, CSA established the Day Care Council/CSA Welfare Fund and the Retiree Welfare Fund, and implemented the catastrophic benefit among many other initiatives. In addition, Mr. Shanes created a system that allowed Retiree Chapter benefits, which supplement the Welfare Fund, to be automatically processed through the Fund.

Under Mr. Shanes and his present-day successor, Dr. Douglas Hathaway, the Welfare Fund has provided a level of personal service that is unheard of in similar organizations. CSA members have often written over the years to thank an individual staff member for how their problems were handled. The Fund provides a symphony of benefits, worth thousands of dollars to individual members, and that helps to provide members in need with a little piece of mind.

Legal Decisions Result in New Members

Continued from Page 1

should be titles belonging to CSA's bargaining unit. CSA filed a “unit clarification proceeding” with PERB last spring.

The upshot is that of the nine contested positions, five have been converted to CSA titles, two were never filled and subsequently were dropped, and two were not instructional titles, said General Counsel Bruce Bryant.

■ **NEW EDUCATION ADMINISTRATOR POSITIONS:** As part of CSA's agreement to negotiate with the DOE over the eight Restart middle schools, (see above story,) the DOE has agreed to place the following new liaison managers in the CSA bargaining unit: two Senior Directors, Office of New Schools; Director of Implementation and Support of the Office of New Schools; Director of Teacher Effectiveness Design Transformation/Restart; SIG Grants Manager; Post Secondary Readiness Support Manager; and four School Implementation Managers. These positions will be funded through the federal School Improvement Grants.

■ **EVALUATION LITIGATION:** A little background is necessary here to understand the relevance to CSA.

On Aug. 24, NYSUT prevailed in its law-

suit against the NYS Regents concerning the new teacher evaluation tool created by the state.

The judge in the case ruled that the state's regulations incorrectly deemed that 40 percent of a teacher's rating could come from one set of data, i.e. state student achievement tests. The judge also ruled that the state had incorrectly ordered how the remaining 60 percent of the rating should be calculated. The state's regulations specified that 40 of those 60 points come from classroom observation and no more than 5 points could be assigned for an individual's participation in professional development. The judge said the state could not dictate these numbers and that how much these items are worth must be negotiated through the collective bargaining process.

In addition, the state's rule said that teachers needed a grade of 65 or above to be deemed effective. The judge said this was inconsistent with the new state law. That law specifically states that teachers' ratings would not be based on student achievement data alone. But in order to get 65 points in total, a teacher would have to get all 40 points of the student achievement portion. The judge cited the law, which calls for “multiple measures” for a teacher, and

struck down that provision. (Visit this website to download a PDF of the decision. www.nysut.org/files/nysut_v_board_of_regents_decision.pdf.)

The state is appealing this decision. The union plans to file an *amicus* brief in support of CSA's objections to the regulations, which are similar to NYSUT's objections.

In addition, State Education Commissioner John King has signed a stipulated agreement with CSA and three state organizations about the new evaluation regulations and their application to members of CSA and the New York State Federation of School Administrators as well as the two other state organizations that represent school administrators, Empire State and SAANYS.

The agreement says that the State Education Department will not enforce the provisions that apply to Principals that are similar to any of the provisions set aside by the judge in the NYSUT decision.

CSA agreed to abide by any future court decisions as well.

■ **SNOW DAYS:** An arbitrator's hearing this fall concerning three disputed snow days – two from the winter of 2010 and one from 2009 – was canceled by the arbitrator (due to a family emergency.) The case has been rescheduled in January.

NATION Education

OREGON:

Kindergarten Prep

Portland schools offered a small group of 5-year-olds, many of them limited English proficient, the opportunity to “gear-up” for Kindergarten in August. The pilot program was held half days for three weeks and afforded children the opportunity to learn classroom routines, meet the teachers and other staff and make friends. Parent outreach was another component of the program. (OregonLive.com)

CALIFORNIA:

NCLB Waiver

A waiver from the No Child Left Behind (NCLB) mandates has been requested by schools Chief Tom Torlakson. He cited lack of funding to implement requirements of the law to be one of the issues. The U.S. Department of Education will consider lifting the mandates if a state can demonstrate reform incorporating higher standards and the development of teacher data for accountability purposes, among other things. California is, reportedly, in the process of developing an accountability system. (MercuryNews.com)

MISSOURI:

Theme School

The Pamoja Prep Academy in St. Louis underwent a transformation this summer, becoming an African-themed school fostering Black history and culture. Proponents of themed schools reportedly believe they may help keep school-age children in the city; critics maintain the focus can be too narrow. Pamoja is a neighborhood school. Parents who object to its focus can send their child to another school. (SLToday.com)

FLORIDA:

Virtual Classes

This year's ninth graders are the first in Florida required to take an online class as part of their graduation requirements. The mandate holds whether students have a computer at home or not. Some say the requirement does nothing to improve education and is only a cost-saving measure. Others argue that the online classes ensure that students are learning. (The Miami Herald)

TEXAS:

Genetics Education

The American Society of Human Genetics (ASHG) has found that U.S. students are not given the foundation to understand basic genetic concepts. ASHG believes, as health-care moves rapidly toward personalized medicine, that students will require basic key concepts to make informed healthcare decisions. Only seven states were deemed to have “adequate” standards for genetic literacy – Delaware, Illinois, Kansas, Michigan, North Carolina, Tennessee and Washington. (redorbit.com)

— COMPILED BY
CHRISTINE ALTMAN

Travel Desk

GARY GOLDSTEIN



ELEANOR GOLDSTEIN

■ The NaPali coast in Kauai, Hawaii, is the dramatic background for a day in the sun aboard the NCL's *Pride of America* in late August.

Fabulous Northern Europe

Australia/New Zealand

Nov. 30-Dec. 12, 2011

Sail Celebrity's *Century* from Sydney Nov. 30 for Tasmania, Milford Sound, Doubtful Sound, Dusky Sound, Dunedin, Christchurch, Wellington, Napier, Tauranga, Bay of Islands and Auckland. Airfare not included.

RATES: inside, \$1,769.77 per person; window, \$2,069.77; verandah, \$2,609.77; sky suite \$4,039.77.

Samba to Brazil

Jan. 13-20, 2012

We sail on the *Visions of the Sea* from Sao Paulo on Jan. 13 to Rio, Salvador de Bahia, Buzios, and Ilhabela and return to Sao Paulo. Airfare not included so plan early for best value and a stopover, for example, in Miami or Panama.

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 entry into Brazil is required (\$160 per person.)

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

Cruise St. Petersburg (Moscow option), Berlin, Stockholm, Helsinki, Estonia and Copenhagen. Depart and return Amsterdam (pre and post available soon). We arrive in Amsterdam on Aug. 11 and sail Aug. 12. Visit these magnificent cities while traveling in elegance aboard the *Constellation*. Book soon! These rates will increase!

RATES: interior, \$2,207.18; window, \$2,342.18; balcony, \$2,942.18; concierge, \$3,242.18; sky suite, \$4,522.18. Least expensive air will be available after Sept. 24. 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.

CSA, City to Begin 'Restart' Negotiations

Continued from Page 1

Transformation. To qualify for federal School Improvement Grants (SIGs), these schools must be in compliance with state law 3012-c, which calls for, among other things, a new evaluation tool for supervisors and teachers. Presently, in NYC, the current Principal Performance Review is the only evaluation tool that may be used to rate Principals.

"We are worried that this is one more step in the continuing march toward privatization of public schools," said CSA President Ernest Logan. "I remain concerned that our governments are taking public school resources and giving them to private entities."

"We are doing data analysis and research to enter negotiations," said Executive Vice President Peter McNally. The union has signed a letter of understanding with the NYC DOE that "We are willing to negotiate a new PPR in compliance with the new state law," he said; obviously, the union wants to help these schools get millions of dollars in aid for which they are eligible.

State law now mandates that school districts comply with the new law – meaning a new evaluation tool for Principals and teachers – by 2013 pending collective bargaining agreements. In other words, if CSA and the DOE fail to reach an agreement on this subject, the current PPR stays in effect. (Ditto for the UFT and the city as well.)

How Restart schools will be run is also causing worries. "This has been a very

difficult negotiation," said Mr. McNally, "because no one seems to be clear on the rules affecting EPOs and their relationships with school districts."

For example, Mr. McNally said, "When I asked the State Education Department and the NYC DOE, 'What is the role of the EPO with school leadership teams?' both said, 'Peter, that's a good question. We'll get back to you.' And they haven't." Mr. McNally added: "It's a question our Principals are going to be asking first thing."

One thing that is clear is this: EPOs "assume the powers and duties of the superintendent of schools," (see sidebar below) but all collective bargaining agreements remain intact, Mr. McNally said, as they do at Transformation schools.

State law authorizes school districts to choose from among four "Turn-Around Models" for failing schools. Those models are Transformation, Restart, Turnaround and School Closure. NYC implemented the Transformation model last year, and this year designated 14 schools as "Restart."

Designating schools as Turn-Around is linked with eligibility for federal School Improvement Grants.

NYS recently released \$58,569,883 of federal SIG money for NYC schools to support implementation of the Transformation, Turnaround or Restart Model in 44 persistently lowest achieving (PLA) schools for the 2011-12 school year.

What is an Educational Partnership Organization?

According to state law, (2010 New York Code, General Provisions, Title 1, Article 5, Part 1, 211e.) an educational partnership organization (EPO) "means a board of cooperative educational services, a public or independent, non-profit institution of higher education, a cultural institution, or a private, non-profit organization with a proven record of success in intervening in low-performing schools, as determined by the commissioner, provided that such term shall not include a charter school ..."

State law allows the city to authorize a contract of up to five years with an EPO to run a school "designated by the State Education Commissioner as a persistently, lowest-achieving school, consistent with federal requirements, or a school under registration review..."

The EPO assumes "the powers and duties of the superintendent of schools for purposes of implementing the educational program of the school, including but not limited to, making recommendations to the board of education on budgetary decisions, staffing population decisions, student discipline decisions, decisions on curriculum and determining the daily schedule and school calendar, all of which recommendations shall be consistent with applicable collective bargaining agreements.

"The board of education shall retain the ultimate decision-making authority over the hiring, evaluating, termination, disciplining, granting of tenure, assignment of employees serving in the school as well as with respect to staff development for those employees, together with authority concerning all other terms and conditions of employment, all of which decisions shall be made in a manner consistent with applicable collective bargaining agreements.

However, notwithstanding any law, rule or regulation to the contrary, upon the effective date of the contract, the educational partnership organization shall be authorized to exercise all powers of a superintendent of schools with respect to such employment decisions, including but not limited to making recommendations, as applicable, to the board of education in connection with and prior to the board of education making decisions regarding staff assignments, the hiring, the granting of tenure, the evaluating, the disciplining and termination of employees, as well as concerning staff development ...

For third, fourth person rates, single rates, optional insurance or any other questions, email Gary Goldstein at ggoldstein@csa-nyc.org.

Savings Galore Through 'Union Plus' Program

BY YURIDIA PEÑA

From discounted opera tickets and disaster relief grants to cheap mobile phone plans for the entire family, Union Plus saves CSA members hundreds of dollars through a variety of services.

CSA members are members of the national union as Local 1 of the American Federation of School Administrators (AFSA) and therefore eligible for Union Plus benefits – a service created in 1986 by the AFL-CIO. Union Plus provides members valuable consumer products and resources at discounted prices.

Today, Union Plus caters to more than 13 million working-class Americans. Its website – www.unionplus.org – is easy to navigate to learn about exclusive incentives.

Union Plus offers superior programs and services to promote better lifestyles for union families – including scholarships, travel discounts, auto insurance, financial services, legal service, hardship assistance and more. Some of those benefits are:

■ In addition to CSA-provided medical benefits, members are eligible for Union Plus health discount programs at local health providers for vision, dental, physicians and hospitals. To find out which program is right for you, call the Union Plus Health Savings provider Careington at (1-877) 570-4845. (This benefit does not replace CSA Welfare Fund benefits. Services provided through Union Plus may not be

covered by the CSA Welfare Fund.)

■ The Union Plus Medical Bill Negotiating Service by Health Advocate provides union members, who have large out-of-pocket medical bills, free assistance negotiating bill reductions with physicians, hospitals and other health care providers. The program also establishes payment plans with medical providers. Active and retired members with at least one outstanding unreimbursed medical expense may apply for this benefit at <http://bit.ly/nmZDDE>.

■ When members choose insurance, credit card, mortgage and other financial products through Union Plus, members receive extra incentives such as hospital care grants of up to \$1,000 per household. The Union Plus Credit Card gives special rates and financial protection, including grants for laid-off, striking and disabled customers.

■ Members seeking to stretch their budgets can also participate in the Union Plus AT&T Wireless Discount which saves members 15 percent off their regular monthly rate for individual and family plans and online purchases on wireless accessories at a discounted price.

■ Environmentally-conscious members can participate in the Union Plus Home Heating Oil Program. Through it, they can purchase energy efficient equipment and receive a \$100 rebate. Members can also receive rebates when they purchase a union-made EPA-approved green vehicle.

In Memoriam

■ **FRANK C. ARRICALÉ, 81**, died on Aug. 26. He served in numerous capacities as a public servant in city government and schools including Commissioner of Relocation/Management Services for Mayor John V. Lindsay, personnel director for the city schools in



Frank C. Arricale with former Welfare Fund head Irwin Shanes at the 1977 CSA Convention.

the late 1970s, and a superintendent of school districts in both Brooklyn and the Bronx in the 1980s and '90s. Earlier in his life, he abandoned plans to become a priest and pursued graduate work in education at Fordham University and Teachers College. He taught in high schools and colleges, and held an executive position with the National Conference of Christians and Jews as well as other organizations. He entered government work in Mayor Robert F. Wagner's administration in 1961, working in the controller's office and then in other city agencies until becoming a commissioner in 1966. He remained there until 1969 when he ran for a city council seat, but lost. He then became the Executive Director of Brotherhood in Action, an organization that promoted racial and ethnic harmony, according to The New York Times. Upon Mr. Arricale's death,

former parks commissioner Henry Stern told The Times, "There are no Frank Arricales in city government today." Condolences may be sent to his wife, Maria, at 15 Haskell Way, Oceanport, NJ 07757. The family asks that donations be made to Autism Speaks in his memory.

■ **MARVIN ITZKOWITZ, 82**, a former math chairman, died on Sept. 1. Mr. Itzkowitz was also an acting Director of Math during his career, and after his retirement in November 1987, served as an Assistant Coordinator of summer high schools and summer school for 10 years. Condolences may be sent to Myrna Itzkowitz, 9793 Lemonwood Ct., Boynton Beach, FL 33437.

■ **JULES S. LEVINE, 70**, of White Plains, NY, a former Deputy Superintendent, died on May 2. During his long education career he also served as Principal of Seward Park High School in



Jules S. Levine

Manhattan. He retired as a Deputy Superintendent for the Bronx High Schools. He is survived by his wife, Ruth, who was a guidance counselor at George Washington High School in Manhattan.

■ **JANET L. MOORE, 71**, passed away on Feb. 7. Ms. Moore retired as an Assistant Principal at Boys

and Girls High School in 1999. Condolences may be sent to her daughters, Patricia Jackson and Victoria Moore at 1025 Dallas Rd., Reading, PA 19605

■ **ARLENE SHAPIRO, 66**, a mentor, a retired Assistant Principal and a union advocate, died on May 19 of complications from a stroke she suffered in February 2010. She graduated from the Bronx High School of Science and Hunter College and received two master's degree in education and science at NYU. Between 1970 and 1987, she taught biology at Washington Irving High School, Walton HS, Truman HS, and Seward Park HS. In 1987, she became an AP at Seward Park and remained there until 1993 when she became an AP at Evander Childs HS. In early 1998, she was hired by CSA's Supervisory Support Program as an Intervenor and remained with the program until she retired in December 2002. Ms. Shapiro was a member of the New Synagogue, Fort Lee. Her daughters, Phylis and Cheryl, followed in their mother's footsteps and are teachers; Phylis Shapiro teaches in New Jersey and Cheryl Shapiro teaches NYC special education high school students. Condolences may be sent to the family at Cheryl Shapiro, 11 Vista Drive, Nanuet, NY 10954.

■ **LEON SIEGEL, 82**, the husband of Norma Siegel, a former Principal of PS 279, Brooklyn, and a long-time advocate for, and founder of CSA, passed away on Sept. 4. Mr. Siegel was a businessman who supported his wife's work in schools and with CSA. Condolences may be sent to Mrs. Siegel at 83 Lake Buel Rd., Great Barrington, MA 01230.

Retirements

■ **GERRY BEIRNE** has retired as a Network Leader capping a 38-year career with the city's schools. He served as a Supervisor of Guidance, a high school Principal, a Deputy High School and Community Superintendent, a Local Instructional Superintendent and then, last, a Network Leader. A party will be held for him on Nov. 1 at 5:30 p.m. at Russo's on the Bay, 16245 Cross Bay Blvd., Queens. The cost is \$95 per person. For information, contact Ina Werbelow at Iwerbel@schools.nyc.gov or srachel@schools.nyc.gov.

■ **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 celebration is planned for Nov. 10. For details, call Dyonne Gordon at 347-543-7351.

■ **JACQUELINE D. FOSTER** retired from her position as an Intervenor at CSA's Supervisory Support Program on Aug. 31 after more than 30 years working in the city's school system. She came to SSP after serving as Principal of Clara Barton High School for eight years. Prior to that appointment, she served as the Assistant Principal Pupil Personnel and AP Organization. In fact, she spent 25 years at Clara Barton, where she first worked as a math teacher. A party was planned for her on Oct. 6 at 6 p.m. at Pete's Downtown, 2 Water Street, Brooklyn.

■ **LORI GOLAN**, the Principal of PS 24, D-25, Queens for the last 10 years, has retired after 25 years of service in the NYC DOE and eight years as an English teacher in Israel. Mrs. Golan was a teacher and staff developer in various D-25 elementary schools, served two years as Math and Magnet Schools Coordinator for D-25, and was an Assistant Principal for five years combined in PS 107, PS 201 and PS 24. A party will be held on Nov. 7, at 6 p.m. at the Colbeh Restaurant, 75 North Station Plaza, Great Neck, NY. The cost per person is \$80. Please send checks, made payable to "PS 24 Social Committee," to PS 24, 141-11 Holly Ave., Flushing, NY 11355, Attn: K. Ciano.

■ **BENJAMIN SOCCODATO**, Principal at PS/MS 83 in the Bronx has retired after 39 years of service to public school children. Mr. Soccodato's career began in Mount Vernon, NY in 1972, where he served as teacher, Assistant Principal and Principal. In 1991, he joined the NYC school system, serving as Assistant Principal at Pablo Casals MS 181 and Acting Principal at PS 21 in the Bronx. In 1998, he was named Principal at PS 83, Bronx, and oversaw the expansion of the school into a two-building campus serving students from K-8. Mr. Soccodato also served on the CSA Executive Board (District 11) and was a member of the CSA Finance Committee. A retirement party is scheduled for Oct. 27 at 5:30 p.m. at Beckwith Pointe in New Rochelle. The cost is \$90 per person. Checks should be made out to the "PS 83 Sunshine Fund" and sent to Cathy Lloyd, PS 83, 950 Rhineland Ave., Bronx, NY 10462. For information, contact Ms. Lloyd or Barbara Faughnan at 718-319-0769.

High School APs Hear from National Group

BY NANCY RUSSO

The High School Assistant Principals' Administration Association held its annual luncheon in May at the Terrace on the Park in Queens.

ELI Executive Director Eloise Messineo brought greetings from CSA and spoke to the Assistant Principals about the Executive Leadership Institute's programs designed for them. Philip Dray, author of *There is Power in a Union: The Epic Story of Labor in America*, spoke about the past,

present and future of the American labor movement. Judith Richardson of the National Association of Secondary School Principals also spoke. (The NASSP eNewsletter AP In-sight is available online.)

In addition, retirees Nancy Baldwin, Dr. Belinda Barnes, Dennis Coppolino, and James Reed were recognized for their years of service.

For information about the organization, contact Nancy Russo, HSAPA President, at nrusso3@schools.nyc.gov.

ABENY Plans Fall Conference

ABENY's Fall Education Conference will take place on Nov. 12 from 8 a.m. to 2 p.m. at Frederick Douglass Academy in Harlem. The theme is *Parents, Educators and Community-based Organizations: Inspiring the 'Best' in All Students*. Special guest speakers at the plenary will be Chancellor Dennis Walcott and Principal/Author Baruti K. Kafele. There will also be work-

shops and educational vendors. For more information, call Dr. Sheila Bobo at (917) 412-9099.

ABENY's October membership meeting will take place on Oct. 16 from 3 to 6 p.m. at the Bedford Stuyvesant YMCA located at 1121 Bedford Avenue. For information about the agenda and program, contact President-Elect Victor Millsap at (201) 294-4557.



RETIREE Chapter

CHAIR'S MESSAGE

Neil Lefkowitz

Wiring Schools But Firing Teachers



Our priorities in schools seem warped to me.

Labor Day is supposed to be a day the nation pauses to recognize the achievements of the American working people. It is the workers who made our country into the strongest economic power in the world.

The second purpose is to honor American labor unions that helped to bring millions of American families into the middle class by negotiating working wages, health care and security in retirement.

The sad facts are that union membership continues to decline in our nation, wages for working people have stagnated, some unions have agreed to give-backs in wages and health benefits to prevent layoffs, and thousands of state and municipal employees have lost their jobs. (More people are living in poverty now than in any time since the Great Depression, according to the US Census.)

Given how tough things are in the nation, and how schools are suffering due to budgetary cuts, I found it curious to read recently that so many school districts in the nation are spending tens of millions of dollars in purchasing classroom computers and upgrading the

wiring in schools while laying off teachers with the consequential increase in class size. This huge investment is being made without intrinsic proof that computer use enhances learning or leads to any improvement in standardized test scores.

I was gratified, however, to hear President Obama, in his recent speech to a joint session of Congress, emphasize that the nation must provide emergency funding to school districts specifically aimed at rehiring the thousands of teachers who lost their jobs this school year. Apparently, Mr. Obama recognizes that computers cannot replace a bona fide classroom teacher.



On another topic, some of my fellow retirees have asked me why the Retiree Chapter is involved in lobbying for educational funding when we should be focused on the challenges to Social Security and our pensions. This line of thinking reminds me of when I was a student teacher in Wade JHS in the Bronx and a student asked a teacher, "Why do we have to study history and memorize all these facts?" Her answer? "So, you don't make the same mistakes I made."

How can we expect our in-service colleagues to care about our issues, if we say, "That's not our problem." As members of the same union, we work on all of our collective issues; together, we stand a better chance of achieving all of our goals.

Welcome New Chapter Members

The Retiree Chapter welcomes the following members:

- Dennis Coppolino, Eileen Domnitz, Marian Johnson, Carlos Natal, Phyllis C. Quiles, Geraldine Walker Pettis, Ella Mae Ware Simpson, Carolyn Telesmanich

Felice Hannah Honored by US Agency on Aging

BY ANNE SILVERSTEIN

Felice Hannah, the Retiree Chapter Outreach Coordinator, was one of 10 senior volunteers nationwide to be honored by the US Administration on Aging at a ceremony in Washington DC in August.

The volunteers serve as community educators in the battle against Medicare/Medicaid fraud and abuse. "Thank you for providing outstanding support for our members," said CSA President Ernest Logan when he heard about the honor bestowed upon Ms. Hannah.

Cindy Padilla, Principal Deputy Assistant Secretary for the Aging, presented the awards at a luncheon during a three-day conference entitled "Leading the Grassroots Fight Against Fraud" held Aug. 9-11.

Ms. Hannah is a volunteer with the Senior Medicare Patrol, which was established in 1997; the program recruits and trains volunteers to teach senior citizens and their family members to be alert to health care fraud. As Outreach Coordinator, Ms. Hannah offers workshops on many entitlement programs, counsels individual members and oversees the Outreach Programs run by the Regional Units.



CHUCK FAZIO

Felice Hannah displays her award from the US Administration on Aging.

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. **Keep it brief, please!**



Jerome (Jerry) Tiegel, the retired Principal of P244, Brooklyn, volunteers at the Minneapolis-St. Paul International Airport. He mans an information booth on Tuesdays and Thursdays and has logged in more than 2,000 hours.

Retired Principal **Eli Nieman** exhibited his paintings at the Great Neck Library this summer. **Lenore Fishman**, retired Supervisor of Special Education, D-8, Bronx, won first place in the



Arthur Traiger on the slopes.

National Woman's Club Poetry contest for her poem entitled "Why Give Thanks."

Arthur Traiger, a former Assistant Principal Supervision-English, has retired as a ski instructor after 18 seasons at Utah's Brighton Ski Resort. (That followed a 10-year stint teaching at Nihon University in Japan.) He was named In-

Jerry Tiegel, left, receives an award for his outstanding commitment to customer service. He's shaking hands with Assistant Airport Director Arlie Johnson. (See story, left.)

structor of the Year for the Intermountain PSIA (Professional Ski Instructors of America) area in 1993 and Most Valuable Part-Time Ski Instructor in 1993.

Norman Berman, a retired AP-Supervision-Fine Arts, now lives in Lake Worth, FL, recently exhibited a number of paintings at the Palm Beach International Airport and at the Lighthouse Museum and Gallery in Jupiter, FL. He is a member of the Artists of Palm Beach County. His website is <http://www.normanberman.com>

Since his 2002 retirement as Principal (High School of Fashion Industries), **Charlie Bonnici** has served as an adjunct instructor of educational leadership and then Director of School Partnerships at Pace University. He recently was hired by the Executive Leadership Institute to mentor new school leaders and present workshops. He has authored two books published by Rowman and Littlefield: *Creating a Successful Leadership*

Continued on next page

ANALYSIS

The Redistricting Puzzle

BY DEE-DEE GOIDEL

Few New York voters have paid serious attention to the fact that this past summer the Legislative Task Force on Demographic Research and Reapportionment (LATFOR) had been conducting public hearings on redistricting reform. Every year, following the census, the state legislature redraws district boundaries for state legislative and congressional seats. The idea is for the redistricting to reflect



■ Redistricting New York State raises all kinds of political questions.

changes in population so that districts are proportionately represented.

Over the years, redistricting has had one aim: the re-election of incumbent legislators from both major parties. And this gerrymandering has achieved results: 90 percent of our state's elected officials have been re-elected.

Gerrymandering

Gerrymandering, by definition, is a process used to achieve desired electoral results for a particular party; it may also help or hinder a particular demographic such as a political, racial, linguistic, religious or class group. And in some cases, as in federal redistricting to achieve racial representation, gerrymandering is considered a positive by many.

However, I think we can agree that LATFOR's goal has not been to right society's wrongs in recent memory, at least. And this time, some sectors of the public are clamoring for an independent commission to draw district boundaries according to objective criteria; these fair election advocates say they do not want to wait another decade to see this happen.

Gov. Andrew Cuomo, in his campaign platform, promised to reform the process of redistricting. Last winter, he introduced legislation to appoint an independent, bi-partisan commission to handle the subject. The bill has gone nowhere so far, but the issue is sure to surface again when the state legislature reconvenes next year.

Strength in factions

I bring this up for two reasons: The first is to keep you abreast of what is happening in Albany that affects all of us.

The second, however, is that I'm concerned about having one party dominate the discussion in the state. We have seen how state government works when Republicans and Democrats share power, and we've seen what happens when one party dominates. I think we can all agree that, at least during the last time the Democrats held the Senate, Assembly and governorship, we had as dysfunctional a government as we've seen in recent memory. Plus, if you recall, Gov. Paterson's own party ganged up on his attempt to reform campaign law as well as to legalize gay marriage. In addition, budgets were late.

Gov. Cuomo has successfully worked with his own party as well as with the Republicans on a number of issues. With the support of the Republicans, he passed an on-time budget, saw same sex marriage become a reality and capped property taxes. He seems to know how to manage the strengths and weaknesses of both parties.

So what's my point? Voter registration is dominated in NYS by the Democrats. It's almost 3 to 1 in some districts. How then do you balance the power of the majority against the interests of the minority?

It's an age-old question that our founding fathers argued about as they created a balance of power among branches of government. If and when redistricting occurs, shouldn't the criteria take into account not only population, race and geography but political affiliation as well?

I don't have the answer, but I believe it's a variable that must be considered.

RC Regional Units

QUEENS

Our popular book club had its first meeting on Sept. 26. Harriet Cohen shared literary insights at the Fresh Meadows Library. (Email her directly at harrietcohen@nyc.rr.com for more information.) We also want to start a dining club with a focus on ethnic food. NYC Comptroller John C. Liu will speak at our Oct. 18 meeting/luncheon at Valentino's in Bayside. Information about this meeting was sent to you. Questions? Contact me at stermanlen@aol.com.

—LEN STERMAN

ARIZONA

The Arizona Unit is looking forward to another busy year of activities. Our first luncheon/conference on Nov. 17 will feature RC Chair Neil Lefkowitz. This spring we will have our annual health and benefits luncheon/conference with Welfare Fund Administrator Douglas Hathaway and CSA Executive Vice President Peter McNally. As we have done in the past, we will also select trips from a member-composed list of suggestions. If you're in our area for any of our functions, you're invited! Questions? Contact me at maishelevitan@aol.com.

—MAISHE LEVITAN

GEORGIA

We have two events in October. Members will attend the musical *FELA!* at the Atlantic Civic Center on Oct. 12. We are also excited about our joint fall retreat with the North Carolina/South Carolina Unit in Asheville, NC, on Oct. 18-20. Our fall meetings are scheduled for Nov. 9 at Simon's Restaurant at 11:30 a.m. Information about the meeting will be mailed to members. For more information, contact me at (770)-693-2399 or rossmis2@aol.com.

—GEORGIA HARRISON

MANHATTAN

The next general membership meeting is on Oct. 28 at 1 p.m. at Manhattan Comprehensive Night and Day School, 240 Second Ave. NYC Comptroller John C. Liu will be our keynote speaker and discuss how pensions are protected under state law. Assistant Treasurer Don Juliano will also discuss pension topics. Refreshments will be served. You should have received information about our three trips this fall. If not, call me at (917) 692-2942 or email me at shw29@verizon.net.

—STANLEY WILSON

STATEN ISLAND

Our first general meeting of the school year is Nov. 14. To accommodate retired members who work daytime jobs, the meeting is from 3:30 to 6 p.m. It will feature a health fair including presentations from Welfare Fund Administrator Douglas Hathaway, Dr. Donna Seminara from Staten Island University Hospital, and representatives from insurance companies and local agencies. We'll address topics of concern to those on Medicare as well as those pre-Medicare. The meeting is at Staten Island Hospital, 450 Seaview Ave., at 3:30 p.m. with presenters starting at 4 p.m. Validated parking is available so bring your ticket. Email me at anilsen329@gmail.com or call (718) 981-6723.

—AL NILSEN

NEW JERSEY

September began with our annual members' breakfast. As usual, we had fun and gleaned important information from presenters. Our next meeting – our "bagel meeting" – will be on Oct. 26, 9:30 a.m. at the main branch of the Monmouth County Library. Attend our meetings, learn more, share your views and let's stand together as one.

—STEVE PORTER

LONG ISLAND

We're back from our summer hiatus. At our first general membership meeting on Oct. 17, an attorney who specializes in elder law will be our guest speaker. Over 200 members have paid their dues to the Unit. We are also considering emailing our newsletter instead of sending it via snail mail. For the minority who do not have email, we would continue to use USPS. By using email, we would save more than \$1,000.

—VICTOR RAVENS

BROOKLYN

The Unit will hold its next two meetings on Oct. 25 and Dec. 7 at St. Francis College, 180 Remsen St. Details will be sent in the Unit's newsletter.

—RON JONES

CAROLINAS

Join us Oct. 18-20 in Asheville as we join with Georgia for a fall retreat. For more information, contact Barbara Harrison at wendydharrison@gmail.com.

—ELLA IVY

Bold Faces

Continued from Page 14
Style and Remembering What's Important:
Priorities of School Leadership.

Steve Appelbaum, a former high school Principal, lives in Boca Raton, FL, where he has held a number of jobs at Florida Atlantic University. He directed the I-TED program, (which resembles the NYC Fellows Program,) coordinated the student teaching program in Broward and Miami-Dade counties and currently serves as the Coordinator of Clinical Experiences in those same counties. He has also worked as a university supervisor for Florida State University. In his "spare"

Members in the News

time, he also facilitates two creative writing groups in Boca.

Since retiring in 1973, **Eleanor W. Piel** moved to New London. She taught at a private girls' business school in Norwich for eight years, taught adults in New London, and served as President of the New London Chapter of the American Association of University Women for two years, and still serves on the board. She volunteers at Lawrence & Memorial Hospital. For the past eight years, she has written a column for The Jewish Leader, (the Jewish Federation of Eastern Connecticut.)

'My Alarm Button' at CSA Special Price

All CSA members may purchase the "My Alarm Button" Medical Alert System at a low monthly price. Not only are CSA members eligible, they can purchase them for family members and loved ones. The price of \$19.95 a month includes the equipment and the monthly service charge that provides the link to an emergency response center. The program is approved in all 50 states. For information, call 1-800-486-4800 or visit myalarmbutton.com.

CSA Disclaimer: CSA's inclusion of this optional benefit does not constitute a recommendation that it is appropriate for every CSA member. The contractual relationship is solely between the member and the service provider Connect America, and CSA is not responsible for any payments or the performance of any obligations required by that contract. Questions about this service? Contact Connect America at 1-800-486-4800.



Council of School Supervisors & Administrators, NYC
 New York State Federation of School Administrators
 Local 1 AFSA, AFL-CIO
 16 Court Street, Brooklyn, NY 11241-1003

Periodicals

US POSTAGE PAID AT
 Brooklyn, NY 11201
 and Additional Mailing Office



Printed on FSC certified paper

Borough Briefs / In The Schools

Compiled
 by Yuridia Peña

Bronx (DIST. 7-12)

Looking Forward to Great Performances

Six students from the Celia Cruz High School of Music in the Bronx made the All-State Women's Choir, Winds Ensemble, Concert band and the Symphony Orchestra. These Groups will perform at the NYS School Music Association 76th Annual Winter Conference this December in Rochester, New York.

Queens (DIST. 24-30)

Key Club Raised Thousands for Japanese Schools

The key club from PS 323, D-27 raised more than \$5,000 for Japan's Ishinomaki School District, which was devastated by the March 11 tsunami; 90 percent of the Okawa Elementary School graduating class died. Students sold bracelets, organized a casual dress day and sold Japanese flags to meet their goal. Members of the Japanese consulate visited the school this fall to receive the funds and honor students.



■ Global Tech Prep Principal Chrystina Russell, US Secretary of Education Arne Duncan and student Josniel Martinez.

Technology in American Classrooms

Josniel Martinez, a student from Global Tech Prep in Manhattan, delivered a speech in Washington DC about how technology in the classroom changed his educational experience. Josniel spoke at the launch of Digital Promise, a nonprofit created to improve technology in American schools and prepare students to compete globally. President Obama and US Secretary of Education Arne Duncan later congratulated him during a private meeting.

Citywide

National Blue Ribbon Honors

Secretary of Education Arne Duncan named PS 172, D-15 in Brooklyn, PS 48,

D-31 in Staten Island, and PS 130, PS 159, and PS 173 all in D-26 in Queens, as 2011 National Blue Ribbon Schools. They are among the 305 schools Mr. Duncan recognized last month as the 2011 winners. The Department will honor the 256 public and 49 private schools with awards at a conference and

awards ceremony on Nov. 14-15 in Washington, D.C.

Manhattan (DIST. 1-6)

Free Prep Courses for High Schoolers

Forty lucky students from the High School for Arts, Imagination, and Inquiry are enrolled in free SAT/PSAT Saturday prep course this fall. NYC Service, a department established by the Mayor's office that connects communities with services, arranged for an instructor from the Princeton Review. The department also arranged for students to get books, metro cards and lunch as well as rounded up volunteers from Temple Emanu-El to help facilitate the program. "It has been remarkable," said Principal Stephen Noonan who opens the school each Saturday. "The kids feel that they are really being honored," he added. In turn, students will perform various community services to express their appreciation for this "gift."

Do you have something great to tell us about your school? Send your story and picture to Yuridia Peña. (718) 510-1042 or yuridia@csa-nyc.org



Gift for Japan

■ The Key Club from PS 323 met with members of the Japanese Consulate to present them with funds raised for victims of last year's Tsunami. Principal Brian O'Connell is at the head of the table. See story under Queens, above.