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CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

May 2016

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American Federation
of School Administrators,
AFL-CIO Local 1

Principal Exonerated: CSA President Ernest Logan Questions DOE Process

BY MARIA SMITH

On April 13, President Ernest Logan joined Kathleen Elvin, former Principal of John Dewey High School, Brooklyn, at a press conference to announce that Ms. Elvin had been cleared of all charges brought against her by the DOE.

In March 2015, the DOE accused Ms. Elvin of grade fixing, and subsequently removed her from her post. Formal charges were not made by the department until Sept., 2015. But in April, an independent arbitrator from the NYS Department of Education dismissed all charges



■ CSA General Counsel David Grandwetter, former John Dewey HS Principal Kathleen Elvin, CSA President Ernest Logan, and CSA Grievance Director Bob Reich at a press conference on April 13.

COREY BACHMAN

against Ms. Elvin, saying the DOE validated Dewey's Credit Recovery Program, implemented under Elvin's watch.

The bureaucratic hysteria incensed CSA leaders.

"There is an investigative process and we respect that

Exculpatory facts were withheld during an investigation which was headed up by a discredited investigator.

process," said Mr. Logan during the press conference. "But in this case, there was such a complete and total rush to judgment that Ms. Elvin's reputation suffered irreparable harm. We are here today to help her regain her good name."

Subsequently, the third party arbitrator found the DOE's investigation was flawed. The arbitra-

tor also found the DOE had in fact validated the credit recovery courses at the center of the investigation and then withheld information that would have proved exculpatory for Ms. Elvin, who will receive back pay for the time she was off payroll.

"The DOE had a discredited investigator on this case," said

Continued on Page 3

City's Lack of Dyslexia Policy Rankles Parents, Advocates

BY MARIA SMITH

The striking absence of skilled educators in New York City schools dedicated to discovering and helping students with dyslexia and other learning disabilities was front and center at an April 19 City Council joint committee hearing. CSA First Vice President Randi Herman told council members that early intervention is imperative, and other witnesses told the panel that the DOE is doing too little to clearly identify students with these problems.

During a packed joint meeting of the Education and Mental Health committees, elected officials, union leaders, advocates and parents voiced support for A.4330/S.5439, a resolution supporting state legislation that would certify training of teachers, administrators and instructors in the area of dyslexia and related disorders. The bill is being introduced by Assemblywoman JoAnn Simon, D-52, Brooklyn.

The Department of Education's Division of Teaching and Learning (DTL) neither sup-

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Trade Show

Future CEOs Storm the Armory



CHUCK WILBANKS

■ April 19 was the annual Youth Business Summit's International Trade Show, held at the Park Avenue Armory in Manhattan. Teams of budding entrepreneurs hailing from Albania to Astoria created, refined and pitched business plans to judges, and went on to make those pitches to individuals in the packed crowd at the trade show as well. As Chancellor Carmen Farina announced the winners, overall first place honors this year went to the AquaTerra team from Westhampton Beach, NY; Brooklyn's Sweet N Savory Catering squad from Fort Hamilton High School took second (pictured above with a proud Ernest Logan looking on), while the Trifecta team from Murrieta Valley High School in Murrieta Valley, CA, captured third.



PRESIDENT'S PAGE

The ABCs of Generations X, Y and Z

Council of School Supervisors & Administrators

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

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Exploitation of Labor by Capital Spans the Years. By Ernest A. Logan

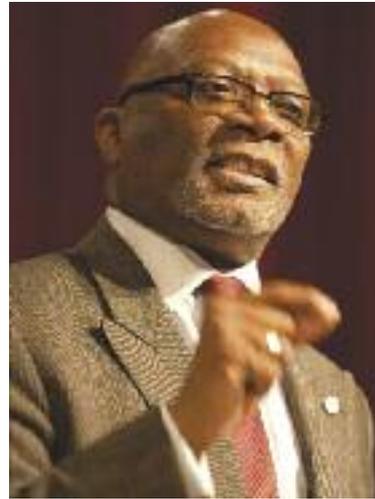
Remember the “generation gap”? We once used the expression to refer to the differences of opinion between “Baby Boomers” and their parents. Nowadays, so many generations are referred to all the time that I can’t keep track of who they’re supposed to be. But, recently, I heard Virginia Roach, Dean of the Fordham Graduate School of Education, give a talk that powerfully delineated them. I suddenly realized there are four generations in our schools at the same time and this is having a breathtaking effect on you as school leaders.

For the sake of this discussion let’s go with the most popular time frames and say the Boomers were born between 1946 and 1965; Gen X between 1966 and 1976; Gen Y or Millennials between 1977 and 1994; and Gen Z between 1995 and 2012.

I honed in on the issue of teacher retention. Most Principals are Gen X; most teachers and parents Gen Y; and all students are Gen Z. Most Boomers – the “protest generation” – are retiring. Gen Xs and Boomers are different from each other, especially in our relationship to the internet, but we’ve both had pretty stable incomes and our path to advancement has been to acquire more skills within the system. We’re dealing with Gen Y teachers: risk takers, upbeat despite their nasty economic odds, mistrustful of institutions and filled with a sense of entitlement.

Gen Y requires change and frequent positive reinforcement. They’re collaborative, consensus-oriented and like to work in teams. They’re less interested in PD than in coaching and mentoring. They expect leadership to be distributed so that they’re part of the decision-making process. As Principals and APs, you need to provide them with frequent feedback, special projects, a voice, and public acknowledgement, or they’re apt to leave for other schools or fields.

Even if you Gen Xs do all the right things, you can lose them. Gen Y teachers are even more tech savvy than you, more saddled with student debt, and more likely to be lured by the illusion of big bucks in the tech world. They’re already immersed in the internet, getting 88% of their news from FaceBook and spending more time on Twitter than their children do. You’ll keep doing your best to identify good teachers and encourage them to stay, but the policy makers have to recognize that you have less influ-



ence on teacher retention than Boomers did and factor that into how your evaluations are done.

So what about Gen Z? They’re in your classrooms: “the Internet natives,” who make no distinction between “what happens on the Internet and what happens face-to-face.” Because of terrorism and the fallout of the ‘08 financial crisis, they feel threatened by external forces and are risk averse. They like to stay at home and maintain their social life online. They are multi-taskers who expect quick results and have no patience with learning in big chunks. Gen Z’s are the largest generation since the Boomers and have the highest collective IQ.

And they’re changing the way you look at instruction. They’re challenging you to adjust to all the texting and shorter attention spans.

You’re going to have to stay closer to their parents because Gen Z kids stick closer to home and listen to their parents. You’re also going to focus more than ever on the internet because teaching and learning are going to be more driven by it. With these generational shifts, policy makers in Albany are likely to start thinking differently about the Common Core, assessment and accountability.

Dr. Roach talks about hand-held devices as the solution to the digital divide. To ensure equity, she says you should focus on software that is mobile-friendly because that’s the device all students have. Don’t fight the Internet, she warns. Many Gen Z’s would rather learn at home on their phones, so don’t drive them away with too many policies that fight the cell phone. You should probably accept this, but carefully. There has to be a well-drawn roadmap for the use of mobile devices as learning tools,

Boomers were born 1946-65; Gen X between 1966-76; Millennials or Gen Y 1977-94; and Gen Z 1995-2012.

with reasonable regulation and supervision built in.

I see issues beyond education. Following the Boomers, the next two generations, yours and the Millennials, have been more indifferent to institutions and open to risk, but also less economically secure. In this new world order, working people have given up a lot of security and the rich have gotten much richer. While people jump or are pushed from job to job, they do without health care or retirement plans. What will happen by the time Gen Y ages out?

Dan Lyons wrote a piece for the *New York Times* that captured those concerns – “Congratulations! You’ve Been Fired” – about disposable employees in the age of High Tech. This is the hip, entrepreneurial work world of today, but I agree with Lyons’ assessment: “[T]his new way of working is actually the oldest game in the world: the exploitation of labor by capital.” When enough generations retire unable to take care of themselves, something will have to give and another new world order will have to rise up. It might be Generation Z, with their risk-averse personalities and record-breaking IQs, that leads the way and saves the day.



CSA President Logan, Executive Vice President Mark Cannizzaro, Political Director Herman Merritt and other union officers hosted a fundraiser for NY State Sen. Jesse Hamilton (in center wearing bow tie) in early April. Sen. Hamilton’s district includes sections of Crown Heights, Prospect Heights, Park Slope, Sunset Park and other areas.

CHUCK WILBANKS

JUSTICE

Brooklyn Principal Accused of Grade Fixing Cleared of Charges

Continued from Page 1

CSA General Counsel David Grandwetter. “We implored the DOE to redo Kathleen’s investigation, because of our belief that the DOE should not have relied on a discredited investigator to bring a case



COREY BACHMAN

■ Kathleen Elvin.

against somebody with Kathleen’s hard-earned and exemplary reputation. “

Ms. Elvin began teaching in 1983 and was the founding Principal of the Williamsburg Preparatory High School.

Asked by reporters how the investigation affected her, Ms. Elvin said she couldn’t believe what she was reading in the newspapers.

“I couldn’t believe it was me. It was emotionally very difficult,” Ms. Elvin said.

She expressed her thanks for the support shown by CSA.

While regulations say she can go back to John Dewey, Ms. Elvin said she was undecided.

“I am just happy for all the Dewey graduates. They know it’s official: their diplomas mean something,” she said.

Enduring the Storm: Looking Back at a Challenging Year

BY MARIA SMITH

It took an arduous year of at times mind-numbing legal work, but Kathleen Elvin is finally savoring the sweet taste of complete exoneration.

“I spent the vast majority of time preparing my legal case,” Ms. Elvin said. “I am not a religious person by nature, but I focused on how blessed I am. This helped me a great deal.”

The former Principal of Brooklyn’s Dewey High School, who turns 70 in May, was accused of grade fixing and removed from her post in Fall, 2015. With the help of CSA she appealed the dismissal, and in April an arbitrator cleared her of all wrongdoing, awarding her full back pay and reinstatement of her title.

Dewey’s academics were poor when she took over, and the 3,500 student campus was on the verge of being closed and reconfigured into four smaller schools. The school was also under-funded and short-staffed.

“We had the human resources to turn the school around,” she said. “There are great kids at Dewey. But we had to change. We had to bolster our professional development, create more challenging lesson plans, and establish a more collegial environment. In retrospect, there were big differences in philosophy on how to move forward.”

When anonymous complaints and leaks to the tabloids erupted over Ms. Elvin’s leadership, she said a rush to judgment forced her from her post.

“The system is awful,” she said. “This entire process was played out in a public forum. I would read the papers and not believe that it was me I was reading about. I didn’t have the luxury of a public platform to answer my critics. So I worked very hard on my case to prove my integrity. And thank God, this was at the end of my career. I am grateful that I wasn’t much younger because I don’t know if I would have had the wisdom to deal with something like this.”

To cope with the stress of the ordeal, Ms. Elvin relied on the support of family, including her husband and children, and friends. She cleaned every closet in her home, finding the tedious chore therapeutic. She sat on a grand jury for a month. She devoured mysteries and books by her favorite

‘This experience didn’t thwart the joy of my life which is education.’

author, Malcolm Gladwell, and took long walks in her neighborhood. “I shed some tears, but I didn’t wallow,” she said. “My mother always reminded us to think of those less fortunate than we are.”

Ms. Elvin didn’t begin her working life as an educator. After college, she worked in the banking equipment business, selling products such as alarms and lockboxes. She had taken the civil service teaching exam and in 1983 was called up to teach English in a Manhattan vocational high school. “From the start, I loved it,” she said. “Education became my passion.”

Ms. Elvin said she has not yet come to terms with a system that attempted to destroy her reputation without proper review. “It’s just so wrong,” she said. “I don’t understand it. I can’t figure out how a bureaucracy can become so vengeful. But I have to stay positive. I’ve had a long, long career. I live in a country and a society where I can work, make a good salary and have the freedom to choose how I live.”

Although she isn’t sure what her next step will be – she has the right to return to Dewey – Ms. Elvin is taking each day as it comes. “I’m grateful for those who stood by me. I am grateful to CSA,” she said. “This experience didn’t thwart the joy of my life which has been education. For that I am thankful.”

COMING EVENTS

(Events are at CSA’s Manhattan Headquarters, 40 Rector Street unless otherwise noted.)

MAY 10, 3:30 PM:
NYCESPA Executive Board

MAY 11, 1 PM:
Chancellor’s Consultation

MAY 17, 4:30 PM:
Paperwork Reduction Committee

MAY 18, 8 AM: SBISI, Series II, Day 8

MAY 24, 3 PM: Welfare Fund Pre-Retirement Workshop

MAY 26, 4:30 PM: HOSA Meeting

MAY 31, 3 PM: ALPAP Interviews

JUNE 3, 4:30 PM: Retiree Chapter Wine Tasting

Please confirm the above meeting times and dates with the event coordinator before attending.

Teachers’ Retirement System

April 2015 Unit Values

Diversified Equity Fund: 77.546
Bond Fund: 17.418
International Equity Fund: 9.271
Inflation Protection Fund: 10.006
Socially Responsible Equity Fund: 14.379

www.trsnyc.org

‘Addressing the Needs of Dyslexic Students is Imperative’

Continued from Page 1

ported nor opposed the legislation. Instead, they gave testimony to the committee about the DOE’s ongoing efforts to help students with dyslexia and related language-based disorders.

“It’s imperative that we start addressing the needs of these students,” said Mental Health Committee Chair Andrew Cohen (D-Bronx). “This is the most recognizable and common disability. The failure to identify these students and not teach them effectively is not acceptable. Dyslexia is a neurological problem that can be helped.”

Dyslexia is a language-based learning disability which results in difficulties with reading and other language processing skills such as writing, spelling and word pronunciation. Noted figures that had dyslexia include Thomas Edison, Winston Churchill, Walt Disney and John Lennon.

In New York City, 40 percent of students with Individualized Education Programs were categorized with learning disabilities in 2014-15, according to the DOE.

Back in September 2015, Mayor de Blasio announced reforms to achieve “equity and excellence” across public schools, including an effort to get all second graders reading at grade level. Another goal: Every elementary school would receive a “dedicated reading specialist,” (now called a dedicated reading coach) with approximately 700 such specialists in place by fall 2018. But they are not licensed reading teachers.

At present, the DOE is preparing a training syllabus for the Universal Literacy three-week kick-off institute this summer, according to Esther Friedman, Executive Director, the DOE’s Office of Literacy and Academic Intervention Services.

IEPs do not use the term dyslexia to identify a disorder.

Reading coaches will receive intensive training and by September of this year, coaches will be assigned to 100 elementary schools in four high-needs districts – Districts 9 and 10 in the Bronx, and Districts 17 and 32 in Brooklyn – until all districts have been reached.

The DOE doesn’t like to use the term dyslexia to identify a student’s disorder. Why? It would trigger the need for the DOE to fund appropriate instruction. Nevertheless, concerned parents go to private neurologists for assessments, and when dyslexia is identified, go back to the

DOE. Without trained therapists on hand to address the problem, the city has been shelling more than \$200 million annually to send these students to private schools—often far from their homes.

“I cannot tell how you much easier it would have been for me to know a child was dyslexic if I had been able to read that on the IEP,” said Education Chair Daniel Dromm.

Parents are upset.

“I couldn’t get an answer from my son’s school,” said Wendy Ramos, who attended the hearing and is founder of the nonprofit Wishes of Literacy located on Staten Island. “He was way behind in reading and no one could tell me why. I took him to a neurologist and within 30 minutes I had the diagnosis of dyslexia. He’s now thriving in a private school.”

From Rector Street

Mark Cannizzaro

It's Time To Respect Our ECE Members!

Our Mayor has rightfully taken a strong stance in support of Early Childhood Education. He knows that the earlier we reach our children, the more likely it is that they will become productive, law abiding and tax-paying citizens. This is an honorable stance to take since the savings eventually realized from this wise investment will likely not be fully realized until several years down the road.

While Mayor de Blasio has been widely and deservedly praised for his Pre-K initiative, I cannot understand why he is not insisting that the dedicated and skilled professionals who lead our community-based Early Childhood Education centers and Pre-K programs be paid a livable wage.

Currently, many of our CSA Early Childhood members are paid approximately \$47,000 per year – the same salary they earned in 2006 – an unlivable wage in New York City. Their colleagues in DOE facilities earn more than twice that. This disservice affects mostly minority women who do this work. And it indirectly affects the children they serve.

School leaders and teachers know that children who have attended organized ECE and Pre-K programs come to them more prepared to learn and interact socially. Parents see significant growth in their children as a result of these programs. The Mayor and other elected officials are similarly impressed and understand that quality early education is a game changer.

Our City Council members and a wide range of other local elected officials have pledged their support to early childhood education. It's the Mayor's signature initiative. Why, then, are these critical educators ignored and disrespected? Why should they be expected to endure such disparate treatment?

• • •

In a recent article in Labor Press, Joe Maniscalco quotes City Hall spokesperson Austin Finan as saying, "This is a contract negotiation between the providers and the workers' unions. The City is engaged in those discussions and supportive of the negotiations underway – but this is a collective bargaining process between the providers and the unions." If only that were true! The Day Care Council, representing the providers, have offered a financial package that CSA is willing to accept and bring to the membership for ratification. However, the city has not supported it. Apparently, officials believe that our ECE Directors and Assistant Directors do not warrant the increase offered, and has proposed a salary scale well below the offer from the Day Care Council. That doesn't sound like the process as described by Mr. Finan.

To make matters worse, the city has proposed changes to the 54 year-old pension system (CIRS) that threatens its long-term stability, as well as revised healthcare coverage that excludes our members' spouses. Again, this is the city's position, so claims that the city is not be directly involved in the negotiations are hollow.

Our ECE professionals have been more than patient. Now, we need all CSA members to stand strong behind them. We must be united and not allow the passing of time and unreasonable demands to divide us. We need a contract that pays these champions for children a fair wage, maintains their health benefits and allows them to retire with dignity.

• • •

Please stand with us as we implore the Mayor to do the right thing for our members as he has already done for others who have been treated unfairly. Please help us spread the word and let City Hall know that you stand with those who prepare children to enter Kindergarten and improve their chances for success as students and adults.

Recently, we sent each of you numbers to call or text in support of our ECE members. If you haven't already shown your support in this manner, please do so immediately!



Why do these critical educators remain ignored?

In Memoriam



■ Albert Feinstein, retired Assistant Principal, spoke about his WWII service to this country at the CSA Veterans Ceremony in June of 2014 at CSA Headquarters.

ANNE SILVERSTEIN

■ **ALBERT FEINSTEIN**, 94, of Melville, NY, died Feb. 17. He retired in 1988, and was the former AP of Speech at Seward Park High School. Mr. Feinstein served in the US Army with the 42nd DUCK Battalion, achieving the rank of Technical Sergeant. He took part in the invasion of Okinawa in the Pacific Ocean during WW II. Mr. Feinstein was one of the keynote speakers at CSA's June, 2014 Veterans Recognition Ceremony, where he captivated attendees with his tales and experiences of WWII and as an educator. Mr. Feinstein attended Columbia University on the GI Bill, where he obtained undergraduate and master's degrees in Speech Education. Mr. Feinstein also helped to develop the DOE's English as a Second Language program. Mr. Feinstein is survived by his wife, Lois, three children, and seven grandchildren.

■ **RALPH GASARCH**, 89, of Brooklyn, died December 8, 2015. Mr. Gasarch retired in 1991 as AP of Edward B. Shallow JHS, Brooklyn. He was a US Army Veteran of WWII serving in Germany and England. While attending Brooklyn College on the GI Bill, Mr. Gasarch sold bonds to help the fledgling state of Israel. He obtained a master's degree in English Literature from NYU and began his career as a typing teacher. An ardent theater goer who taught a drama class at Brooklyn College, Mr. Gasarch also enjoyed the opera. Both he and his wife, Pearl, frequented the Tanglewood Music Center near their summer home in the Berkshires. Mr. Gasarch is also survived by a son.

■ **WILLIAM KLEIN**, 89, of Rye, NY, spouse of CSA member Kathleen Klein, died March 6. Mrs. Klein retired in 1986 as AP of PS 100, the Bronx. Her husband was a WW II Navy veteran. He retired from the New York State Department of Insurance. Mr. Klein's hobby was genealogy. The couple once spent several weeks at Brigham Young University in Utah studying Mr. Klein's mother's French Huguenot roots. "It was extremely difficult, but exhilarating research," said Mrs. Klein. He is survived by two sons and two grandchildren.

■ **LOWELL POLLACK**, 78, of Hartsdale, NY, who retired in 1991 as Principal of PS 80, the Bronx, died March 11. He was a former AP at PS 143, also in the Bronx. Mr. Pollack graduated from City College and earned a Master's Degree from Columbia University. He also taught at Manhattanville College. He was an accomplished pianist. Upon retiring, Mr. Pollack delivered Meals-on-Wheels in White Plains, volunteered with The Westchester Philharmonic, and mentored young students. Mr. Lowell was also a member of the Community Emergency Response Team (CERT) in Greenburgh, Westchester County. He is survived by his wife, Judith, a son and daughter, and two grandchildren.

■ **SIDNEY ROSEN**, 92, died Feb. 28 in his Larchmont, NY, home. He was a WWII veteran, stationed on the Aleutian Islands in the northern Pacific Ocean. Mr. Rosen received his bachelors and master's degrees from Brooklyn College. He was a former AP at JHS 263, Brooklyn and retired from the BoE in 1986 as a Supervisor of Guidance for Special Education. Mr. Rosen was an avid reader and loved staying abreast of current events, said his daughter, Barbara Rosen Epstein. His is survived by his long-time partner, Esther Geizhals, and two grandsons. His wife, Bebe, predeceased him.

■ **ANNETTE WEISS**, 82, of Boca Pointe, FL, died on March 26. She was the former AP of PS 83, the Bronx. A graduate of Hunter College, she obtained her master's degree in administration from Iona College. Mrs. Weiss started as a teacher at PS 83, and while there started the Head Start and English as a Second Language programs. She enjoyed travelling. Mrs. Weiss was an accomplished knitter and was known for her beautiful sweaters, according to her daughter Marla Egers. She also was an avid collector of Lalique crystal. In addition to her daughter, she is survived by a son, David and four grandchildren.

Send obituary notices to Associate CSA News Editor Maria Smith at maria@csa-nyc.org.

Get Your Free Natter's 'Bluebook'

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(Only one book per member. We may be unable to accommodate requests after June 30.)

Grievance Corner

Bob Reich

It's the Season for Cowards and Bullies



Adults experience bullying also. Do not allow yourself to be pushed around!

We all have an image of bullying in our minds. Typically we think it looks like this: One or more students pushing around another student, perhaps physically, emotionally or both. Administrators and teachers constantly work to prevent these situations from occurring and seek to refine ways to handle them when they do.

But it isn't just students at risk of being bullied. Many administrators confront the phenomenon as well. In this case, the perpetrators are usually other adults. Perhaps they are malcontent staff members who are unhappy with being held accountable. Or maybe they are parents outraged over how they perceive their kids are being treated. Whatever the case, there are steps you can take to protect yourself and others.

If the bully is a parent, you should first consult your Superintendent for support. You should also work with the Parent Coordinator in your school and with the Borough Field Center. Always contact me at CSA to insure that the support being offered is appropriate. If it isn't, we can assist you in obtaining the proper support. Among the potential actions you can take are meetings with the parent. If necessary, you can restrict their ability to enter the building through a limited access order. You can discuss that with your DOE attorney.

• • •

If the bully is a staff member or their union representative, you have rights that are in place to protect you. And because you are a school leader, you also have duties you must follow. Take, for example, a scenario when union reps visit in order to demonstrate to you that they are angry at the administration. They may well be willing to disregard the sign-in procedures, telling staff members they can walk throughout your building. None of that is true: People entering the building must sign in with photo identification; they must go to the office for a pass and state where they are going. If the visitor control rules are not being followed, have your Safety Agents let them know. Persons not following the rules can and should be put out of the building. Persons who persist in not following the rules are trespassing and can be arrested.

Should union representatives wish to meet with their members, they must follow these rules just like anyone else. Principals should honor these requests as much as possible, but the meetings cannot take place when the employee is working. And group meetings must be held before or after the school day or during lunch in a room assigned by the Principal.

Remember: You must insure that instruction is not interrupted and that other staff members are not distracted or disturbed by visitors. Don't let yourself be pushed around!

As we near the end of the school year, you may find yourself in an uncomfortable situation with staff members. You may be rating an employee ineffective or developing, or recommending that a staff member be discontinued, or their probationary status continue. You may have written to

This time of year typically brings a surge in baseless anonymous 311 complaints, harassment, and unsigned notices to staff mailboxes.

an employee with recommendations or criticisms. Or you may be in the process of terminating an employee. Thus, it is also the time of year when there is a surge in baseless and anonymous 311 allegations, complaints to OSI, OEO and SCI, claims of harassment and even unsigned notices to staff or parent mailboxes.

In any of these situations, you should contact your Superintendent who will hopefully support you and where possible assist in stopping this foolishness. The Office of Labor Relations should remind participants at Special Complaint hearings that should the case reach an arbitrator, unlike labor arbitrations, the findings are advisory and not binding upon the Department of Education.

I urge the Chancellor and the Department of Education to take the necessary proactive steps to stop the bullying of administrators. OEO and OSI, as well as the 311 network, are arms of the Chancellor. They should be directed to close baseless allegations quickly and where the allegation is clearly false recommend that disciplinary action be taken against the employee making these false allegations.

To school leaders, you must continue working to support your staff and insure that they are enabled and empowered to educate and motivate students. If you think you have encountered a bully, whether it's a parent, a staff member, an elected official, a union representative, or a spineless person hiding under a cloak of anonymity, contact me at bob@csa-nyc.org and I will support you.

NATION Education

KANSAS: Early To Rise

Wichita school leaders are contemplating pushing school start times back from 8 to 7 am to distribute bus times more evenly and to reduce the transportation budget. While all agree the earlier time is not ideal, most feel it's preferable to other cuts such as teacher layoffs or eliminating programs. There are some opponents, though, who point to research showing that teens are sleep deprived already. (kansas.com)

NEW YORK: Opt-Out Still Going

Opting out continues to be a popular form of protest to annual standardized tests. Last year, New York led the way, with 20% of students between 3rd and 8th grade choosing not to sit for exams. The Opt Out movement is reportedly gaining momentum among parents of color, who are no longer willing to accept the spin that Common Core will improve their children's chances in life. (csmonitor.com)

NEW HAMPSHIRE: Students Take Lead

Pittsfield Middle High School is taking student-centered learning further with the implementation of student-led parent-teacher conferences. The measure makes students accountable, causing them to own up to why they're not doing well or, conversely, to think about what is contributing to their success. Also, to lead the conferences, students practice organization, long-term planning, public speaking, collaboration and self-reflection. (hechingerreport.org)

MARYLAND: Working WebSLAMs

Students are creating websites for small businesses and nonprofits through what has become known as a WebSLAM – Student Learning Apprenticeship Model. Students are trained on WordPress software and basic HTML for five days, then meet with a client to develop a website. According to the tech center, Digital Harbor Foundation, both students and clients are gaining. Though based in Baltimore, the company has held events in Philadelphia and Columbus, Ohio. To date, 125 students have participated and have created more than 60 websites. (edweek.org)

COLORADO: HS Exam Choices

After 50 years of allowing only the GED as a high school equivalency exam, Colorado is now allowing two more choices – HiSET and TASC. The move came about after revisions to align the GED with Common Core standards caused passing rates to plummet. (co.chalkbeat.org)

— COMPILED BY
CHRISTINE ALTMAN

Association of Assistant Principals

Upcoming Events: On Water, In the Museum

End of the School Year Cruise

June 24 at 6:30 pm – 11 pm

Ticket Price: Non-members - \$90; AAP, NYCESPA members - \$45

Includes a full buffet dinner, open bar and a DJ. Sponsored by AAP and NYCESPA.

For information contact Bob Kingsley, AAP, at aapexecdir@earthlink.com or Pierre Lehmuller, NYCESPA, at pierre@csa-nyc.org

May Members Meeting

May 19 at 5 pm at the Brooklyn Historical Society
128 Pierrepont St., Brooklyn, NY 11201

The Brooklyn Historical Society is a museum, library and educational center dedicated to encouraging the exploration and appreciation of Brooklyn's diverse communities. Learn how you can enhance the educational programs of your school by partnering with the museum. After the presentation and tour, a buffet dinner will be served.

To register contact: Bob Kingsley at aapexecdir@earthlink.com

The Future's So Bright Stud



PHOTOS BY COREY BACHMAN

■ LEFT: One automotive student shows another how to repair a damaged fender. RIGHT: The honors government class mimics the actual United Nations assembly.

BY MARIA SMITH

There's something so right about what's happening at Thomas Edison High School in Jamaica, Queens. Not only are students meeting academic

standards, they're graduating with job skills – like graduate high school on a Friday and go to work the following Monday kind of job skills.

...

How? Thank a curriculum that combines book smarts with real world smarts.

At Thomas Edison, it's all about making what kids learn relevant to what they will encounter in the outside world. Principal Moses Ojeda knows what they face: he graduated from Edison in 1993.

"I loved Thomas Edison, but when I graduated, I had useless skills," Ojeda said. "My vocational training was fixing copy machines. Well guess what? When I was ready to work, the technology had changed and my skills were obsolete."

With nearly 3,000 students, Thomas Edison is the kind of Career Technical School (CTE) that realizes that to stay on its game and attract kids who may not want to go to college it has to give students an education that translates into living wages.

And in a new twist on vocational education, Thomas Edison must also attract and retain academically gifted students who do plan on heading to college,

but need to work while they do.

"It's a different world," Ojeda said. "Most students don't have the luxury of a four-year liberal arts degree. But teaching can't be in a bubble. We try to bring real-life experience to academics, including history, math and English."

The curriculum is a collaboration between teachers, administrators and students and is designed to make sure Common Core/Regents

The curriculum that multi-tasks: Resizing a label can teach algebra and graphics design.

studies intersect with real world skills like fixing a brake lining or taking a patient's blood pressure.

"Our students can draw blood, but they also learn billing and insurance," said Dr. Margaret Savitzky, teacher. "After graduation, they can get a job in any medical office."

For example, the iconic Skippy Peanut Butter label is sized and resized to different scales as a way to use graphic design to teach algebra.

...

One honors history class studying the United Nations teamed up with students in the CAD/computer and robotics courses to create "Shop in a Box, a program that exports basic medical supplies to impoverished populations.

English teachers align studies with the automotive department so students become proficient at understanding, reading and writ-



■ Principal Moses Ojeda feels especially connected to Thomas Edison students. He graduated from the school.

Students Wear Shades



■ Above, top: Thomas Edison partners with heavy-hitters in a wide array of industries. Top: Students collaborate to prepare "Shop-In-A-Box" humanitarian aid packages.

ing technical terminology.

Twelve CTE study paths are offered at Thomas Edison including auto collision repair and refinishing, robotics, CISCO networking, web design and the medical assistant program. Students can gain industry-wide certification in their particular areas.

The school creates and maintains strong private and public sector partnerships. Companies like Toyota, Nissan, Con Edison, and the MTA offer training and job mentoring programs. Academic institutions including Queens schools St. Johns University, La Guardia Community College and York College provide an academic bridge so students can earn college credits while still at Thomas Edison.

Principal Ojeda knows it's essential that a viable CTE school reflect economic realities and market demands. This year, Edison started a cyber-security and ethical hacking curriculum, the first in the DOE system. During a recent class, juniors were learning how to "hack" into their classmates files and recover

This year, Edison became the first DOE school to offer cyber security and ethical hacking training.

images. "This field is hot," said teacher Navindra Haripersaud. "Once students are proficient, they get certified. If they pass a security check, the Army wants them. Or they can work at banks like JPMorganChase. There's a huge demand for this expertise."

As the economy changes and the education world re-evaluates what's needed in the 21st Century, good CTE schools are likely to become even more attractive to students.

Legislative Agenda

Herman Merritt

CSA and Political Endorsements

As election years go, this one has turned out to be hotter than anyone expected, so it's no surprise that we have received inquiries asking how CSA arrives at an endorsement. It's a fairly straightforward process. Let me begin by quoting from our official policy, which is particularly relevant and important for us on the state and local level.



"The union reserves the right to endorse any candidate from any party in any local, state or federal race. CSA supports candidates who have demonstrated a strong commitment to public education, early childhood education and labor issues. All candidates, incumbents and challengers, who wish to be considered for an endorsement, must submit a written request to CSA's Political Affairs Department in order to begin the process.

Once a candidate requests endorsement, he or she will be asked to fill out CSA's candidate questionnaire. Candidates may submit additional information regarding their education and labor related platforms with their questionnaire.

After careful review of a questionnaire, a candidate may be asked to participate in a screening interview with a group of CSA members, including Legislative District Coordinators. Upon the union's officer's review, details regarding the election, the candidate's questionnaires and other pertinent information about the candidate(s), such as voting and legislative sponsorship records, an endorsement recommendation is made to CSA's Advisory Committee. If approved, a resolution of endorsement from the Advisory Committee is presented to the Executive Board for approval."

The next question we receive is: who are the Legislative District Coordinators and how does a member become one? Legislative District Coordinators are members who have an interest in supporting the Political Department by going to meetings, attending fundraisers or being available for political rallies. Understanding the demanding nature of the jobs that we do, there are not a lot of meetings or obligations in becoming an LDC, but you must be willing to be our eyes and ears and represent CSA when needed.

As we prepare for the Primary Elections in June and September, we need members to become active in the LDC program. There will be borough meetings in June. Please monitor the Member Updates and join us.



The New York State Constitution requires that every 20 years, a referendum be placed on the ballot to determine if voters want a Constitutional Convention. The date of the next referendum is November, 2017. The last New York State Constitutional Convention was held in Albany from April 4 - September 26, 1967. During the general election in November of that year, voters rejected all of the proposals. New Yorkers also voted against calling a constitutional convention in 1977 and 1997. In a constitutional convention, voters from around the state elect delegates to examine the state constitution and determine if anything needs to be changed.

When we examine the present Constitution, guaranteed public pensions is one of the key benefits guaranteed to our members. Many people feel that by having this convention, we are opening the door to a process that could destroy what we have worked so hard to receive. We will be discussing this issue during the next year hoping that when this referendum is placed on the ballot next November, it will be defeated.

Herman Merritt is CSA's Director of Political Affairs.

The union Executive Board approves candidates selected in a careful process.

The Welfare Fund

Dr. Douglas V. Hathaway

Prescription Drugs, Hearing Aids and More: Your Medical Benefits, First of Two Informational Reads



New drugs address major health concerns and others treat less urgent issues.

Only 15 years ago, the costliest benefit and biggest driver of health costs was hospitalization. Such costs were increasing by double-digit percentages year after year. Now the situation has drastically changed, due to Medicare and insurance cost controls placed on hospital benefits, the dubious honor now goes to prescription medications.

Countless new drugs have been developed to treat major health concerns, such as high blood pressure, diabetes, and high cholesterol. These medications have been miraculous, and have greatly improved our society's quality of life and longevity. Other medications, however, have been developed to treat conditions of far less importance. Not to trivialize those who experience its symptoms, but restless leg syndrome and toenail fungus are not the public health crisis that is adult onset diabetes. Other medications, such as those for weight control and smoking cessation, may be seen as crutches to avoid a person having to markedly change his or her lifestyle or come to terms with an addiction. Add direct advertising, featuring bees promoting nasal congestion medications or cute creatures representing the evils of toenail fungus, and ever more people ask their doctors for expensive, heavily marketed medications.

This is the environment welfare funds and city-provided health plans face when

The biggest driver of healthcare costs used to be hospitalization, but is now prescription medication.

trying to use limited resources to provide comprehensive benefits. As a result, the funds have developed prescription drug programs that will address life sustaining conditions while limiting lifestyle medications. Each of the three CSA Welfare funds has a different benefit, which we will separately describe.

DOE Active Members

The CSA Welfare Fund provides a comprehensive prescription drug benefit using both local retail pharmacies and the mail order service OptumRx/Catamaran Home Delivery, to deliver cost effective medications for both acute and chronic conditions.

If you are prescribed an antibiotic, or a new medication, you may receive an initial prescription fill and up to two additional refills at the local pharmacy. Chronic medications are those used to treat conditions such as high blood pressure, asthma, high cholesterol, and the like. When prescribed a new medication that may be taken for an extended period of time, you are asked to obtain two prescriptions from your doctor.

First, have a prescription for a 30-day supply sent to your favorite local pharmacy. The first \$ 50 of drug cost through a local pharmacy is a deductible. After that, you pay 10% of the cost of generic medication, 25% of a brand name formulary medication, or 35% of the cost of a non-formulary brand-name medication. The expectation is that after a month or two of experience your doctor can tell whether or not the new medication is

Next month: Supplemental and catastrophic, optical, hearing, dental, home health aide and private nursing coverage.

well tolerated and having the desired effect. If so, once you fill the prescription for the third time, have your prescriber send a 60 day prescription to OptumRx/Catamaran Home Delivery. You will receive up to a 60-day supply of medication for \$10 if it is a generic medication, \$25 if it is a brand-name formulary medication, or \$35 for a non-formulary brand-name medication. The local pharmacy deductible is capped at \$150 per family, and may be spread among all members of the family.

Certain medications, such as Coumadin and its generic, Warfarin, are excluded from the mail order program since their usage, and correct dosage, must be carefully monitored and frequently (and immediately) adjusted based upon frequent blood tests.

Some medications, such as those for certain lifestyle conditions such as erectile dysfunction or acne for a person over age 19, are initially excluded from coverage by this plan. If an excluded medication is prescribed, a letter of medical necessity from the provider, on office letterhead, must be submitted to the fund office describing the need for the medication. If approved, an authorization to receive the medication is made in Catamaran's systems to enable receipt of the medication for one year. All prior authorizations must be recertified annually.

Beginning in 2014, there is no longer an annual per-person maximum on the prescription drug benefit

Please remember: As a participant in the CSA Welfare Fund you are allowed a 60-day supply of medications through mail order. Many members report receiving conflicting information. We have never (at least for the past 23 years) allowed 90 days and have no plans to do so in the future.

Diabetic medications and testing supplies, under New York State law, are covered by your health plan (GHI, HIP, AETNA, etc.) until you are in a Medicare Part D drug plan. Please use your medical id card when obtaining these medications

PICA Program Active DOE members and Retired DOE members under age 65

The PICA program was created in July of 2001, initially covering four of the most expensive classes of medications (Psychotropic, Injectable, Chemotherapy and Asthma) in a special fund jointly managed by the Municipal Labor Committee, comprised of all New York City municipal unions, and the City. After 4 years, the psychotropic and asthma medications were returned to the welfare funds, and PICA remained for the injectible and chemotherapy medications. These medications are provided to all active members and those retirees under age 65, regardless of health plan in which one is enrolled. The CSA Welfare Fund has elected to offer these medications as part of its regular prescription drug benefit, subject to the same co-payment

and mandatory mail-order provisions as any other medication.

Day Care Directors, Asst. Directors

Active participants in the DCC/CSA Welfare Fund have a prescription drug benefit through their HIP Prime HMO health plan. The welfare fund will reimburse up to \$100 per month in co-pays, be they prescription drugs or doctor visits, for the member.

Retired Day Care participants may submit up to \$1,500 in prescription costs per person to the Fund for reimbursement. There is a maximum benefit of \$1,500 per person per year for non-Medicare retirees.

To comply with the provisions of Medicare Part-D, the welfare fund does not provide a primary prescription drug benefit for Medicare-eligible Day Care retirees. Rather, the participant purchases his or her own Medicare Part-D drug plan, and the Fund reimburses up to \$1,500 in out-of-pocket costs, including deductibles and co-payments.

CSA Retiree WF, Retired DOE

Participants in the CSA Retiree Welfare Fund do not have a primary prescription drug benefit provided by the Welfare Fund. All participants in this fund desiring a prescription drug benefit must purchase their health plan's optional benefits rider, which includes the prescription drug benefit, or enroll in the plan offered by a spouse's health plan.

Since the Retiree Welfare Fund does not provide a prescription drug plan, it reimburses costs incurred by fund participants (except for Medicare-eligible participants in the GHI Senior Care plan). After a \$100 deductible, co-payments are reimbursed at 80%, to a maximum reimbursement of

Audit Reports

Fiscal year 2015 financial audit reports for the CSA Welfare Fund and CSA Retiree Welfare Fund are now available on the Fund's website, www.csawf.org.

To access the reports, click on the "Financial Reports" link on the left and select the report you wish to review.

Please contact Fund Administrator Dr. Douglas Hathaway at (212) 962-6061 or dhathaway@csawf.org with any questions or concerns.

\$10,000. This reimbursement applies to all retirees, including non-Medicare participants in the GHI-CBP plan. To claim reimbursement, the fund asks those in the GHI-CBP health plan to save the quarterly reports received from Express Scripts and submit once the final quarter has been received. Those in HIP or another health plan are asked to submit either a report from the pharmacy showing the amount the plan paid and the participant's copay or individual prescription receipts taped to a sheet of paper in chronological order separately for each participant.

Why are Formulary Medications cheaper than non-Formulary Medications?

Continued on Next Page

GARY GOLDSTEIN

Travel Desk

Tour Europe, Cruise the Islands

Japan, Korea, Russia!

July 3-17, 2016

Sail the beautiful Diamond Princess departing Tokyo July 3 to Busan (Korea), Nagasaki, Tokyo, Kushiro, Shiretoko Peninsula, Korsakov (Russia), Otaru, Hakodate, Aomori, and return to Tokyo on July 17. Tokyo pre-stay is available. Is 15 days too long? Join the Diamond Princess on July 8-17 for a shorter version with rates beginning at \$1,499! Call for details.

RATES: begin at \$2,119 incl. taxes. Optional insurance and air is not included. At this point flights are deeply discounted and is a great opportunity to use AA miles.

China by Land, River

Aug. 13-25, 2016

This will be a magical trip as we cruise the Viking River Cruises *Emerald* for six days and explore parts of Xian and Shanghai by land. In Xian, we'll see the famous Terracotta Army, including 8,000 soldiers, 130 chariots with 520 horses and 150 cavalry horses. We'll spend two nights in Beijing, fly to Xian for 2 nights, then board the *Emerald* for the 5-night cruise on the Yangtze, disembark the boat in Shanghai and spend 2 nights. A 4-night extension to Hong Kong is also available.

RATES: \$2,767 to \$3,067, although Loyalty Passengers may receive additional savings. Rate includes most meals, sightseeing, deluxe lodging, intra-China airfare. Airfare to China and insurance not included, but please note that Viking offers deep discounts on airfare.

Sirena-Oceania

Sept. 20 - Oct. 4, 2016

Includes FREE airfare (capacity controlled)! Depart U.S. Sept. 19, and arrive in Barcelona Sept. 20. Sail the brand new Sirena to: Cartagena, Malaga, Cadiz, Lisbon, Madeira, Tenerife, Recife, Agadir, Morocco, Casablanca, Gibraltar (United Kingdom), Palma de Mallorca.

RATES: begin at \$5,799 per person double interior. Porthole \$6,299 per person; Window \$6,799 per person; Verandah \$7,799 per person. Gov't. fees, taxes are included. Optional insurance available. Ask for O-Life perks!

Return to Cuba

Dec. 13-21, 2016

Depart Dec. 13 - overnight at the Tampa Marriott. Dec. 14 fly to Santa Clara in preparation for our inclusive tour to Cayo Santa Maria, Remedios, Caibarien, Cienfuegos, and Havana. Return from Havana to NY via Miami.

RATES: All inclusive with air, touring, lodging, and 17 meals \$4,599 pp-dbl (additional discounts may apply). Singles add \$450. We have 38 seats and they will go quickly!

Panama Canal Cruise

Jan. 4 - Jan. 19 2017

Depart Los Angeles Jan. 4 and arrive Fort Lauderdale Jan. 19, 2017. Visit Puerto Vallarta, Huatulco, San Juan Del Sur, Punta-renas, full canal transit, Cartagena, and Aruba. Secure deepest discount rates now with deposit. Rates begin at \$1,899 pp. Add taxes and insurance.

Winter Sailaway

Feb. 19-26, 2017

On Feb. 19, 2017 board the elegant Celebrity Silhouette and sail to Coco Cay, Grand Cayman, Falmouth, Jamaica and Cozumel (Haiti) for 7 days enjoying the Celebrity experience!

RATES: Begin at \$913.42. Currently if you book window or higher you may select 2 free perks from beverage package, onboard credits, unlimited internet, free gratuities. Air and insurance is extra.

Winter Caribbean Sail

March 11 - 19 2017

Set sail from Ft. Lauderdale, FL on the Caribbean Princess to the ABC Islands of the Caribbean (Aruba,

Bonaire and Curacao) for a memorable 8 day voyage.

RATES: (subject to change) are currently: Inside, \$1044.00pp; Window, \$1274pp; Balcony, \$1344pp; MiniSuite, \$1644pp. Currently rates include \$100pp reduced deposit, onboard credits, port charges and taxes. Singles, triple, quads, air and insurance are available.

Spring Break

April 8 - 18 2017

Cruise on the Norwegian Cruise Line *Gem* sailing from the port of New York April 8 and visiting San Juan, St. Thomas, St. Maarten, and Tortola, returning to Manhattan on April 18.

CSA has secured block space for this premium date, when schools are closed for Spring Break. Currently there is a promo to include FREE GRATUITIES for the first two in each stateroom. No need to board an airplane! Pull up to the pier and sail! Rates begin at \$1,295.56 pp double for as long as our allotment lasts! Call for more details.

European Elbe Cruise

May 13 - 29 2017

This is our latest and most exciting Viking River Cruise adventure yet! Depart US on May 13 to arrive Berlin, May 14. Begin a journey to Berlin, Wittenberg, Meissen, Dresden, Bad Schandau, Prague, Krakow and Warsaw. Cruise portion is on the elegant Viking *Beyla* from May 16-21. Excluding air, the program is all-inclusive, land and tour, using deluxe properties throughout. Past passenger loyalty discount, special CSA group rate, and reduced air is available.

RATES: begin at \$6,274 pp double. Ask for Viking special promo air and additional discounts. The boat accommodates 100 passengers and space will go rapidly! Go to Viking River Cruises for more details.

For more information, contact Gary Goldstein at ggoldstein@csa-nyc.org with any questions.

NATION

Labor

ILLINOIS:

Teacher Walk-Out

Chicago teachers, frustrated by the lack of a contract and need for reform, planned a massive walkout recently that closed school doors to 4,000 students. The walkout was the most profound way, according to union representatives, to call attention to the issues at hand. The last straw for teachers was when the district announced they would have to take three days furlough, on top of halted salary increases. Chicago faced similar contract issues in 2012 which led to a week-long walkout. (csmonitor.com)

NEW JERSEY:

Don't Privatize

Members of Communications Workers Local 1085 are fighting to prevent the Salem county administration from privatizing the county's 911 services and medical staff at the county Correctional Facility as cost-saving measures. The county has completed a draft to request bids for privatization of these services. It began moving toward privatization of its services in 2014 with IT. Union members expressed their displeasure at a recent meeting. (nj.com)

TEXAS:

Prisoners Organize

Prisoners, who are members of the Industrial Workers of the World Incarcerated Workers Organizing Committee (IWOC), recently planned work stoppages in protest of low wages and inhumane conditions in the Texas penal system. IWOC is working with families of prisoners and union members across the country to generate support for the strike via public pressure and media exposure. (IWOC)

NEW YORK:

College: No to Union

Full-time contingent faculty at Ithaca College, who were pushing to join the unionized part-time faculty, were not recognized by the college. They plan to pursue the issue further by filing for a union election with the National Labor Relations Board. They are seeking job security and a voice on campus. Ithaca said it believes "direct communication is the best way to work together" and that it remains committed to working with all faculty. (ithacajournal.com)

PENNSYLVANIA:

Turnaround Blasted

Union officials and politicians joined forces at an elementary school in Philadelphia to oppose a district turnaround plan. The school has made significant strides; it wants to continue. The proposed makeover would have staff reapply for their jobs, and no more than half would be allowed to remain. AFT President Randi Weingarten said the school should be nurtured, not blown up from its roots. (philly.com)

— COMPILED BY
CHRISTINE ALTMAN

Detailed: Welfare Fund Medical Benefits

Continued from Previous Page

Many prescription drug programs, including the one offered by the CSA Welfare Fund for active DOE participants, charge different co-payments for medications depending upon whether or not they are "on the formulary," the list of preferred drugs maintained by the pharmacy benefit manager (PBM). In our case, that's OptumRx/Catamaran, for active DOE and Express Scripts for most retirees.

The formulary is a purely financial creation and has nothing to do with the effectiveness or appropriateness of the medication. A PBM will identify all medications in a selected therapeutic class, such as cholesterol lowering medications, and an independent committee of medical professionals determines which medications are effective and achieve similar

outcomes. The PBM then approaches the manufacturers of these medications, offering to make its medication a formulary, or preferred, medication in return for rebates and/or pricing concessions. Those manufacturers who seek to increase market share will offer these concessions to the PBM, and the drug becomes a formulary medication. If a manufacturer offers fewer, too few concessions, or none at all, its medication is listed as non-formulary or non-preferred. With the exception of standard Medicare Part-D, there are few plans which exclude non-formulary medications from the plan, but you must pay higher co-payments for non-formulary medications.

Union/RCSupplements

As an added benefit of union member-

ship, the union provides additional reimbursement for optical benefits every 24 months. Up to \$65 in additional costs are reimbursed by the union for active members, and up to \$50 for the spouse and any one other named dependent. No supplemental benefit is made for hearing aids.

The Retiree Chapter provides additional reimbursement of \$55 for optical benefits beyond the welfare fund benefit. It also provides up to an additional \$800 per three year period to supplement the cost of a hearing aid.

If the amount is not written on the voucher at time of purchase, a copy of the bill showing the additional charges will be required. Once this is received, the additional reimbursement will be expedited.



RETIREE Chapter

CHAIR'S MESSAGE

Gayle Lockett

Phishing and Bots



Even the brightest people can fall prey to internet hackers and scams

As retirees, it's important that we stay up to date with how to safely use the computer for banking, making purchases, reservations and other online chores. Besides knowing how to search for information, we need to know how to avoid Internet scams and anti-virus software to stay safe online without being "phished." (That's an attempt to "obtain financial or other confidential information from internet users, typically by sending an email that looks as if it is from a legitimate organization...")

Most of us know not to open email from people or organizations we do not know; to never give personal information or credit card information to organizations requesting donations or to telephone callers asking for money or asking you to pay a little money to help them claim a big prize from a lottery, bank, or inheritance. Unfortunately, even the brightest people can fall prey to internet scams.

Last month, the Retiree Chapter sponsored an informative workshop on Cybercrime Prevention Resources presented by the New York State Attorney

General's Deputy Bureau Chief of Internet and Technology. We learned about types of scams, how to avoid identity theft, and terms such as botnets – "a network of computers created by malware and controlled remotely, without the knowledge of the users of those computers" used to steal personal and confidential information. They can perform automated spamming or distribute denial of service malware.

Here's how you can avoid this, especially when the sender looks legitimate, like Amazon or your bank. If the sender asks you to click on another link, DON'T. Never reply to or click the link in this type of message.

Instead, hold your cursor over the link without clicking it and the link should show up. If you see the name or logo plus other names, it may mean you are going to another website. Always, when receiving this type of email, call your bank or the source directly. Never will a bank or credit card service email you for personal information.

Some banks with online banking have a two factor authentication for identification, providing two levels of security. Update your account frequently. If you have any doubts, call your bank. Online, look at the website address and if it starts with "https," it is secure. Remember, it must have the "s" at the end. Make sure you update your browser for security reasons. With the updated browser you will have updated security that is better able to track the latest virus. It is also absolutely essential that you get and have updated antivirus protection. You can go online for free antivirus protection software or buy it from vendors McAfee, Norton, or Kaspersky.

If you are scammed or hacked, notify the authorities and change your password. I write each password down and date it or else I forget. Remember: A strong password contains letters, numbers and symbols.

For more information on cyber scams and identity theft ask your unit leader and executive board to invite a guest speaker from your Attorney General's office to one of your unit meetings.

Political Presence



ANNEMARIE ANZALONE

Issues Which Affect Retirees

Marvin Goodman, other CSA retirees and officials from the NYC Chapter of the NY State Alliance for Retired Americans (ARA), recently visited Rep. Joseph Crowley, D-NY, who represents parts of The Bronx and Queens, in his Bronx office. The group discussed issues such as Social Security, Medicare, and the TPP. Mr. Goodman, head of the Bronx Retiree Unit, is a member of the executive board of the ARA.

RC Regional Units

MANHATTAN

Our membership drive for 2016-17 is in full force. Please renew/begin your membership ASAP. Send a \$15 check to Manhattan Unit CSARC, Stanley H. Wilson, 400 E. 56 St., #8M, New York, NY 10022. Our annual luncheon will be June 8 at noon at the National Arts Club, 15 Gramercy Park So. Cost is \$55 for members and \$60 for non-members. Checks to: Manhattan Unit-CSARC, Irma Schonhaut, 305 E. 24 St., #19S, New York, NY 10010. Please indicate if you want filet mignon or salmon.

— STANLEY H. WILSON

ROCKLAND-ORANGE BERGEN

The Unit met on April 20 to discuss political action to protect our pensions, healthcare and other rights. Guest speakers were RC Legislative Liaison Richard Oppenheimer and CSA Assistant Director of Legislative Affairs John Khani. Our next meeting will be June 10, and will feature entertainment by an acapella group (with Barbara Heitmann, a member) plus a report on the May meetings with the state legislature. Larry Becker and Jeff Karger will bring back the most current information.

— BART BOOKMAN

PENNSYLVANIA

Our Spring meeting/luncheon will be May 26 at the Big A Grillehouse and Tavern, East Stroudsburg, PA. Our guest speaker will be Felice Hannah, AFSA Outreach Liaison. Please email Denise Levinsky, Unit Leader, at denise.levinsky@gmail.com for additional details.

— DENISE LEVINSKY

LOWER HUDSON VALLEY

The unit has planned several events for June and next September. We organized a luncheon at the X20 restaurant in Yonkers for Thurs., June 30. Then, on Sept. 22 our Annual Luncheon will be at the newly renovated Davenport on the Sound. Information will be distributed by mail and at the membership meetings in May and June. If you need additional information after May 15, contact me. Hope to see you soon.

— JANICE IMUNDI

QUEENS

On May 17, the Queens Unit will hold its annual general membership meeting at Jonathan's Restaurant, 2499 Jericho Turnpike, New Hyde Park, NY, from 12 – 4 pm. The keynote speakers will be NYC Council Member Barry Grodenchik and Assistant District Attorney Jesse Sligh. The discussion will be about identity theft, senior scams and internet scams. A light buffet will be served at no charge to paid Unit members. On May 20, we have scheduled a docent led tour of "The Cradle of Aviation Museum" in Garden City followed by an "on your own" lunch. We recommend The Grand Luxe Café, also in Garden City. If you have any questions, you can contact me at: ster-manlen@aol.com.

— LEONARD B. STERMAN

SOUTHEAST FLORIDA

Many of our members are heading north after enjoying a wonderful winter season. We thank all our members, as well as our executive board members, for their hard work and support. For those of us who are here all year round, we are planning a summer event. When it is confirmed, we will let you know. We had a busy season with a Medicare workshop, the annual Health and Welfare Meeting, a general membership meeting and luncheon, a health fair and a trip.

— DR. LOIS TURETZKY

NEW JERSEY

The annual luncheon will be held on June 22 at the Radisson Hotel in Freehold at 12 pm. The event promises to be memorable since there will be entertainment, an open bar, and prizes. Please be sure to send in your reservations to Sandy Poris at 51 Lakehurst Way, Monroe Township, NJ, 08831. We are planning another delightful International Luncheon in July. You will be notified by email/mail with the details for this event in the very near future. All of our luncheons have been terrific so be sure not to miss the next one. Happy Mother's Day to all our mothers!

— LUCILLE VECCHIARELLI

Retiree Chapter Regional Unit Leaders

BY MARK BRODSKY

The Retiree Chapter has 17 Regional Units. The Unit Leaders are chosen from the ranks of the retirees. They share a deep respect for the union, which over the years has provided a safety net during hard times, protecting jobs and benefits. Many of our Unit Leaders were pioneers in unionism and the civil rights battles of the 20th century, marching in protest rallies and voting to defer raises so colleagues

would not lose their jobs.

Our Leaders recognize the importance of a union connection in retirement, keeping the union strong through large membership numbers. As retirees, we cannot negotiate our benefits, which were earned through past contracts. Our main concern is maintaining what we earned. With the current mood of society, it behooves every retiree to become active with CSA. Unions are blamed for many of today's economic woes because of pensions and

health benefits. It matters not that these entitlements were earned by us as part of our compensation package in exchange for lower wages. But we must remain vigilant in protecting that which we earned as professionals in the school system.

One way in which each and every one of you can help is to join your local Regional Unit. Then take the next step and become active in that Unit's legislative committee, and fight for what you earned. Another benefit of the Units is the

social aspect. The Units provide trips, luncheons and meetings, all of which provide an opportunity to reunite with colleagues and meet new people with common interests.

Last, but not least, each Unit has an Outreach Coordinator, someone who can act as a resource in difficult times, or for information about help that's readily available. Below is a list of all of the Regional Units.

If you haven't already joined, please contact your Regional Leader today!



NORTHERN NEW JERSEY
Mark Jacoby
Retired in 2014 from Committee on Special Education
mkjmaypo@optonline.net



ARIZONA
Maishe Levitan
Retired in 1991 as Principal of Mahalia Jackson MS, Brooklyn. (Additional assignment: ATS Program citywide.)
maishelevitan@aol.com



CALIFORNIA Pacific Coast
Carol Rainey
Retired in 1996 as Assistant Principal of PS 335, D-16, Brooklyn.
lamesagramsey@gmail.com



FLORIDA- Southeast
Lois Turetzky
Retired in 1999 as Principal, CES 73, Bronx (Principal Mentor for District 4 and New Visions for Public Schools) gcleft@aol.com



FLORIDA - Sun Coast
Michael Nemoytin
Retired in 2001 as Assistant Principal (English) at Morris High School, Bronx.
captmikenemo@verizon.net



CENTRAL NEW JERSEY
Lucille Vecchiarelli
Retired in 1997 as Assistant Principal, PS 181, Brooklyn.
luluvecch@gmail.com



LONG ISLAND
Victor Ravens
Retired in 1989 as Assistant Principal, IS 364, Brooklyn.
vicrav@optonline.net



LOWER HUDSON VALLEY - Northern New Jersey
Janice Imundi
Retired in 2004 as Principal of MS 216, Queens.
LoHudCSA@aol.com



PENNSYLVANIA
Sandy Levinsky
Retired in 2013 as Principal of Seth Low IS 96, Brooklyn.
denise.levinsky@gmail.com



GEORGIA
Georgia Harrison
Retired in 2003 as Assistant Superintendent, D-17.
rossmis2@aol.com



BRONX
Marvin Goodman
Retired in 1991 as Assistant Principal, PS 189, Manhattan.
goodmarv@gmail.com



BROOKLYN
Rosalyn Allman Manning
Retired in 2015 as Principal of MS 210 Queens
RManned00@aol.com



MANHATTAN
Stanley Wilson
Retired in 2001 as Principal of PS 297, Brooklyn.
shw29@verizon.net



QUEENS
Leonard B. Sterman
Retired in 2005 as a District Administrator Special Education, District 26.
stermanlen@aol.com



STATEN ISLAND
Allen Nilsen
Retired in 2004 as Principal of Concord High School, Alternative High Schools, Staten Island.
Anilsen329@verizon.net



CAROLINAS
Ella Ivy
Retired in 2001 as Principal of PS 268, Brooklyn. (Teacher Fellows Consultant, national level.)
ellaivy@aol.com



Rockland (NY) Orange (NY) Bergen (NJ)
Bart Bookman
Retired in 2002 as Assistant Principal Science, Adlai Stevenson HS.
namkoob42@gmail.com

Outreach Workshop

Registration is \$5. Fill out and mail the form below or register online at: www.csa-nyc.org. Coordinated by CSA Retiree Felice Hannah. All workshops will be 9 am – 1 pm at CSA Headquarters, 40 Rector St., 12th Fl., NY, NY 10006.

Getting Your Papers In Order: Sept. 7 A Long Term Care Attorney and Felice Hannah will present a workshop on Advance Care Planning and Estate Planning.

OUTREACH WORKSHOP

Name _____

Address _____

Home Number: _____

Cell Number: _____

E-mail Address: _____

Mail to: CSA Retiree Chapter, 40 Rector St., 12th Fl., NY, NY 10006. You will only receive a reminder prior to the event if you give us an active email address. Checks payable to CSA Retiree Chapter: \$5. **A SEPARATE CHECK MUST BE SUBMITTED FOR EACH WORKSHOP.** For more information call (212) 823-2020, ext. 2075

New RC Unit is Born!

The brand new **Northern New Jersey Unit** chapter of CSA Retirees met in March for the first time. Under Retiree Director Mark Brodsky's stewardship, the group formed a steering committee to recognize the need to include retirees who live in the northern part of the state.

More than 60 retirees attended the meeting, while 30 more who could not attend, mailed in their dues. CSA President Ernest Logan and Retiree Chair Gayle Lockett attended the inaugural event. The next general meeting will be held in Sept.

—M.B.

New Program

Arts and Crafts Show

Dates: Tues., June 21 and Wed., June 22

Time: 10 am – 5 pm

Where: Founder's Hall at CSA, 40 Rector St., 12th Fl.

Registration: Call (212) 823-2076 to attend.

Admission: Free

Artwork created by our retirees will be displayed in a gallery type environment: Paintings, photography, quilts, needlework, jewelry, stained glass pieces, arts & crafts, etc. If you are a CSA Retiree Chapter Member and are interested in having your artwork displayed at the First CSA Retiree Chapter Arts and Crafts Show, contact Michael Ebenstein at mebenstein@csa-nyc.org by May 12.



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Compiled by
Corey Bachman

Brooklyn (DIST. 13-23,32)

Patagonian Cavys, Water for Ethiopia

PS 95 The Gravesend School held a "Science Family Fun Night" on March 31st. Staffers from the Staten Island Zoo brought a Patagonian cavy (a large rodent) and a black rat snake among other exotic creatures that students could touch and learn about. Also, volunteers from the Brooklyn Botanical Gardens helped students arrange mini-terrariums to take home. "We love to invite parents out to our family fun nights so that they can experience the enriching and exciting environment," added Janet Ndzibah, principal. The students also hosted an exhibit featuring the many projects created over the school's STEM program this year.

More than 40 percent of Ethiopians have no access to a reliable supply of clean water. Students from **PS 310, The School for Future Leaders**, are researching the problem, but also lending a hand. The students have partnered with the WaterAid America, an international non-profit, to build a clean water source



Staten Island (D-31)

Talking the Talk, Chalking the Walk

Tottenville High School participated in the national Kick Butts Day, a day of action that empowers youth to stand up and speak out against Big Tobacco. On March 16th, the students joined youth from around the country to voice their concerns about tobacco marketing and the impact it has on their community. To highlight their message, teens of Staten Island hosted a "Chalk the Walk" event. On March 15th, the teens chalked messages at Tottenville High. "This was a creative and informative way for our student body and the community to be educated on the dangers of smoking," said AP Clifford Bloom. On Kick Butts Day, more than 4,000 students were able to view the messages and be empowered to make a change in their community.

for a village in Ethiopia. So far, the school has raised funds through a snack and bake sale toward that goal. (A safe water pipe costs about \$900 and WaterAid selects the community.) "We are excited and enthusiastic about this project," added Mariana Lara-Lennon, assistant principal. "We also want to spread the news to our community, so we all can lend a hand for people in need."

High School students to celebrate the significance of mathematics in our daily lives, and **Maspeth High School's** Pi Day Celebration is an exuberant reminder that math is everywhere," said Principal Khurshid Abdul-Mutakabbir.

working. With that in mind, students met recently with the founder of Plaza Construction, one of the nation's foremost construction management and general contracting firms. This visit gave students an up close look at real-life STEM learning in action. "It demonstrates immediate and authentic application of science and math learning to the building of buildings," said Patrick Kelly, Principal. "These are the careers and professions we want our students to see as within their reach as a result of their education and character development." The school hopes to expand that relationship next year.

Bronx (DIST. 7-12)

Hands-On STEM

MS 325 Urban Science Academy leaders want their students not only to work hard in school, but to have an idea of how their studies are applied once they're

Queens (DIST. 24 - 30)

Math is Everywhere, Especially at Pi Day

The **Maspeth High School** Mathematics Department hosted the school's annual Pi Day Celebration, with activities that included pie eating contests, Pi recitation challenges, gumball guessing (using the volume formula) and "Say Pi to your teachers." The mathematics department and the MHS Math Club co-planned the event, which was hosted in Maspeth High School's recently renovated gymnasium – decorated for the day with math facts and formulas. "Pi Day is an opportunity for all **Maspeth**



Real pie was part of Pi Day at Maspeth High School in Queens. The event was held to celebrate the significance of math in everyday life.



The Staten Island Zoo brought animals to visit PS 95 in Brooklyn on Science Family Fun Night. Principal Janet Ndzibah, left, Assistant Principal Christine Vigliotti, right, and students enjoyed the event.