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# CSA NEWS

COUNCIL OF SCHOOL SUPERVISORS AND ADMINISTRATORS

Sept 2017

Volume 51, Number 1  
American Federation  
of School Administrators,  
AFL-CIO Local 1

## PRESIDENT'S MESSAGE

# The USA's Largest School System Is Depending On You

Thank You For All You Do. Stay Strong, Active And Engaged!

By Mark Cannizzaro

Another summer has flown by in what seems like no time at all and I'm sure you already feel like you are in mid-season form. At CSA, we feel the same way. We dedicated our summer to transitioning leadership, planning and brainstorming ideas to support you and strengthen your union. We want to engage you, communicate effectively, follow up on all

concerns, and continue to earn your trust. We know how challenging your day-to-day responsibilities are and we will continue to advocate relentlessly to remove unnecessary obstacles.

Let's talk about a few things you can look forward to. Wage  
*Continued on page 2*



Mark Cannizzaro

# You Got Another Raise

CSA's DOE Members Receiving 4.5% In Pay Hikes

BY CHUCK WILBANKS

CSA members who want to see the benefits of collective bargaining need look no further than their Sept. paycheck.

On Sept. 6, principals, assistant principals, education administrators and other supervisors will receive a raise of 2 percent. That's one of two raises this fall: The second, of 2.5 percent, takes effect Oct. 6.

The 4.5 percent pay hike is the latest of several members have received as part of CSA's Dec. 2014 contract. Members also received a 3.5

percent bump in Sept. of last year.

By Oct. 2018, when the last of the pay hikes have been awarded, salaries will have risen by more than 18% since the contract was ratified.

CSA's contract was hammered out during tough negotiations between a CSA team led by now President Mark Cannizzaro on one side and officials representing New York City on the other.

The raise is only one of several concrete gains members continue to make under the contract. Another

One of many gains won under 2014 contract

will manifest in February, when DOE members will receive back pay, including the approximately 3000 members whom the city sought to exclude during negotiations – those who had been promoted from teachers to administrators between 2010 and today.

Among other benefits from the contract are

enhanced contributions to the Welfare Fund and a variety of workplace protections including reduced time frames for investigations; leave for family illnesses; less stringent holiday and vacation rules; and salary steps for EAs which will begin in 2018.

Such benefits are increasingly rare for vast numbers of Americans, and are the result of belonging to a strong union.

"Sadly, many Americans enjoy no such protections," said CSA President Mark Cannizzaro. "Some advo-

*Continued on page 3*

# With Big Money Behind Them, Con-Con Backers Ready for Battle

BY CLEM RICHARDSON

The fight over whether New York state should hold a Constitutional Convention is about to go into overdrive.

With just over a month left before the question appears on the Nov. 7 ballot, groups for and against the once-every-twenty-years referendum that allows New York residents to redraw the state Constitution virtually from scratch are ratcheting up their efforts to persuade voters to agree with them.

A bevy of public service unions, including CSA, elected officials including House Speaker Carl Heastie, Senate Majority Leader John Flanagan, New York City Mayor Bill de Blasio, and other prominent officials have come out against the Convention. They cite everything from the cost – estimated, according to which side is asked, at anywhere from \$41 million to \$300 million – to the potential for conservative

forces to use a convention to gut pension benefits and other worker protections from the governing document.

"All of our members, indeed all public employees, need to be aware that everything from their retirement benefits to funding for public education may come into play," said CSA President Mark Cannizzaro. "While I can understand people's frustration with Albany, there are other, more pragmatic and targeted ways to solve the state's problems. I am urging everyone to vote 'No.' And all our members should urge their family and friends to vote 'No' as well."

In 1997, unions played a pivotal role in mobilizing their members and convincing the public to defeat a convention. This time, Con-Con supporters have vowed to take their arguments to the people as effectively as the digital age will allow. And where better to launch such a grass roots drive than from the 46th

floor offices of Wall Street law firm Gibson, Dunn and Crutcher, where Randy Mastro is a partner.

The former deputy mayor and enforcer for Rudy Giuliani, Mr. Mastro is the chair of Citizens Union. He (and Gibson, Dunn) most recently achieved notoriety for billing the citizens of New Jersey \$10 million to conduct an "investigation" that found no wrongdoing on the part of Gov. Chris Christie in the Bridgegate affair. The report was widely reviled as inadequate and biased.

While Mastro provided the public forum for Citizens Union, he did not attend the gathering. But those members of the group who were present suggested the Con-Con could be cast as a progressive issue – a chance for good government groups to attack a variety of ills such as corruption in Albany, epitomized by important decisions being made by "three men in a room."

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## PRESIDENT'S PAGE

# Collective Strength As Important As Ever

## Anti-Union Factions Are Strong and Well-Funded By Mark Cannizzaro

*Continued from page 1*

increases agreed to in our last round of bargaining will increase your salary by 4.5% this school year and another 6% next school year and lump sum payments will continue each February through 2021. All of you will benefit from these salary increases including those promoted from UFT titles, whom the city had sought to exclude. This was possible only because long-time union members stood strong together to avoid a tremendous injustice for our newer and future CSA members. Who would have believed that management would even suggest that educators chosen for a promotion would have to forfeit money already earned as a condition of their promotion? Your united response exemplified our collective strength and demonstrated why unionism is as important and necessary today as ever before.



tors, a provision that will take effect this school year and was the result of CSA's persistence through many rounds of collective bargaining beginning in 1999.

More than ever, we will need to stick together. There are strong, well-funded and well-organized anti-union forces that would like to roll back your rights and scale down your benefits. Right now these anti-union efforts are reaching the Supreme Court, with the case known as Janus v. AFSCME, a nearly identical case to Friedrichs v. California Teachers Association. On the state level, voters will decide in November whether to hold a constitu-

tional convention, an open-ended affair that poses a direct threat to our retirement benefits and the public school system in general. I urge you all to vote 'No.'

*Our union's founders risked their jobs in order to start this union. Get involved, support your colleagues. We are stronger when you participate.*

CSA is your union and for us to remain strong, every one of you must be active and engaged. Whether you choose to run for a seat on our executive board, participate in district/borough meetings or make yourself available to support colleagues, we are all stronger with you. The men and women who risked their jobs to launch CSA, and their successors, have navigated on our behalf through challenging times. Those giants are now among our retirees, who know the value of a strong union. That's why the Retiree Chapter now has grown to almost 11,000 voluntary members.

Thank you for all that you do to keep our vast school system viable and for protecting, guiding and educating our students. There is no greater honor that a parent can offer than to trust you with their child. I am honored to have this opportunity to lead our union and represent you as you continue your important and rewarding work. I couldn't be more excited to be your president or more ready to stand up for you.

*Mark Cannizzaro is president of the Council of School Supervisors and Administrators.*

## Higher Studies

# Scholarship Fund Award



CHUCK WILBANKS

CSA was proud to present Emely McKeown (above, second from right) with a \$2,500 scholarship, thanks to donations to the CSA Leadership Scholarship Fund. She collected her award at CSA headquarters. Also pictured are her mother, Niamh Ni Dhiomasaigh, CSA's President Mark Cannizzaro and former CSA President Ernest Logan. McKeown starts her studies this fall at Hampshire College in Massachusetts.

# Welcome Back With Another Pay Raise

*Continued from Page 1*

cate that unionized employees forfeit those benefits. We believe that all hard-working

*Salaries have risen by more than 18% since ratification of the union's contract, won thanks to collective bargaining in 2014.*

Americans, unionized or not, should be similarly respected."

Mr. Cannizzaro recalled how members were united — and patient — during the protracted and difficult parley.

"Members stood strong and allowed us to negotiate from a position of strength," he said. "That unity is something I'm still grateful for, and something we all need to remember as we face challenges in coming years."

# Constitutional Convention Fight Ahead

*Continued from Page 1*

Several speakers offered up talking points, including how important strides were made in past conventions, even those considered radical for their time. They included the establishment of the right to a free public education, the preservation of the Adirondacks, and the creation of a social welfare system.

"Every right that people are afraid of losing was given to them by a Constitutional Convention," Rachel Bloom of Citizens Union told the group.

Perhaps most importantly, proponents noted that while unions and other groups are united in their opposition, they are not organized.

Con-Con supporters said they plan to use social media, newspapers, television and door-to-door canvassing to push their agenda ahead of the ballot. A Kickstarter campaign had also been started to back the effort. And there will probably be more meetings in the boardrooms of white shoe law firms, not exactly known for their commitment to the working people of New York State.

The fight for the Constitutional Convention is coming your way. Vote no!

# Deal With DoE Leaves EAs On Firm Ground

BY CHUCK WILBANKS

CSA reached a crucial agreement in June with the Department of Education on behalf of Education Administrators (EAs) whose jobs had been misclassified. The deal righted a wrong that affected more than 100 of our EAs, and reaffirmed CSA's power to arbitrate on behalf of its members.

The problem arose after Chancellor Fariña kicked off a reorganization of the DOE in 2015, including the creation of Field Support Centers. At that time, CSA members and field staff called attention to the fact that department officials had quietly begun advertising and hiring EAs at Level 3 for work that had previously been done by EAs at a Level 4. The practice was a troubling departure from the norm. People working in EA 4 positions are typically paid a commensurately higher salary.

CSA filed a grievance over the matter, but the DOE did not respond. CSA then requested arbitration, and the Chancellor and DOE responded by suing CSA, seeking to block the union — permanently — from pursuing arbitration in the matter, on the grounds that DOE has the right to classify and reclassify jobs.

CSA maintained that it was guarding contractual rights for members and enforcing the collective bargaining agreement.

After much discussion, the two sides reached an agreement that clears the slate. The DOE dropped the lawsuit, and CSA withdrew its demands for arbitration. The EAs affected by the practice who had been hired at a Level 3 classification are now being recognized as Level 4 EAs as of July 1.

"This was a big win," said CSA President Mark Cannizzaro. "The EAs are now in a position to earn more, either immediately or once the salary steps that are part of our contract kick in."

One of those affected by the tumult was CSA Bronx Assistant Chair Raza Sinanaj, who worked for many years as an EA 4. Ms. Sinanaj, a borough instructional lead who had worked at Central, had to seek a new position when her prior position changed and she was expected to report to Brooklyn, creating a travel hardship. The DOE offered her a new job - a move that entailed the same work (but more of it) that was classified as a Level 3.

Although Sinanaj argued that the position had been a Level 4 for years and the new job entailed the same duties (although with more work), the DOE insisted the job was a Level 3 position.

"I tried to make the case to the DOE deputy director when they were hiring me that the position is a Level 4, but I was told that all the Borough Instructional Lead positions were being offered at Level 3s," Sinanaj said.

Sinanaj said some of her worries included confusion over how taking a job at a lower classification would affect her within the salary steps CSA negotiated.

What happened next is an example of how a member alerted the union to a far broader problem. Ms. Sinanaj contacted Mr. Cannizzaro, who along with CSA General Counsel David Grandwetter looked into her concerns. They found that other members were being hired as Level 3s for jobs that had before been Level 4 positions.

Ms. Sinanaj was grateful for what CSA was able to achieve with the settlement.

"I'm absolutely satisfied," she said. "The fact that the union was able to win this for more than a hundred EAs around the city is a really big deal. I would not have known who to reach out to make this happen, and I don't have the knowledge of the law. If it weren't for the union we would never have this for our EAs."

## Letter

### For CSA's Coverage of Labor Union Issues: Congratulations On An Important Job Well Done

*To the Editor:* I wish to commend your stories about Janus v. AFSCME and the travails of educator unions in Chicago and Detroit (Popular, Award-Winning Principal Bucks City Hall, Loses Job: A Cautionary Tale; Union Members Face Threats At Every Turn; and With Janus Case, Unions Likely To Face A Brave New World, (May issue, CSA News).

I am fearful that our union will be seriously weakened in the next year or so as well.

"What?" you ask. "CSA is strong and healthy, and besides, we're in New York City, a labor town that has always supported its unions."

Don't kid yourself. Chicago was a bastion of labor strength, too, but a determined principals' association was unable to save the job of an award-winning principal whose only fault lay in his criticism of the city's misguided educational policies. In Detroit, historically a champion of labor causes, the principals' union was eviscerated by the Michigan legislature under the lobbying efforts of the DeVos family and their circle of anti-public school billionaires.

If we lull ourselves into a soporific state by intoning, "Don't worry, it can't happen here," you can be sure that it will. Now is the time for all of us to take action and support this union, not wait until the Janus case has sailed through the United States Supreme Court.

—BERNARD GORDON  
Retired Assistant Principal  
Queens

## ABENY's 2017-18 Schedule Of Events

The Association of Black Educators of NY (ABENY) is planning a number of meetings and activities for the 2017-18 school year:

Sept. 9: We will travel by bus to the National Museum of African American History and Culture in Washington, D.C. The trip includes a seat on the bus, a buffet and admission to the museum. The cost of the trip is \$90.

Sept. 17: We will march in the African-American Day Parade which takes place in Harlem at 1 pm. Parents, educators and students are invited to march.

Sept. 24: ABENY's annual opening general membership meeting will be from 3-6 pm at the Bedford YMCA. There will be a "meet and greet" and the installation of new officers and executive board members. Refreshments will be served.

Nov. 11: Our Annual Fall Education Conference will take place at Frederick Douglass Academy in Harlem. The theme will be *Education for Advocacy and Social Justice*. The keynote speaker will be Seon Britton, Program Manager for Diversity Recruitment at the NYC Department of Education. There will also be several workshop sessions. Vendors will be available throughout the day.

For more information, contact Dr. Sheilah Bobo at [sbobo@schools.nyc.gov](mailto:sbobo@schools.nyc.gov) or (917) 412-9099.

## Your Union Scholarship Fund

Thanks to everyone who made donations to the CSA Leadership Scholarship Fund. Without your help, we wouldn't be able to help so many deserving kids every year. If you haven't yet supported the fund, consider doing it today. You can either donate online, at [www.csa-nyc.org/pages/2](http://www.csa-nyc.org/pages/2) or you can send a check, made out to CSA Leadership Scholarship Fund, to CSA Leadership Scholarship Fund, 40 Rector St., 12th Floor, NY NY 10006.

Visit the CSA Facebook Page!

See the latest news about our union and its members, and track and post stories about issues affecting us. Members can comment and discuss posts with each other. Join the discussion at <https://www.facebook.com/followcsa/>.

# Equity In Education Is Focus At Summer Executive Leadership Institute Summit



KATE GIBSON

■ Educators listened intently to keynote speaker NYS Education Commissioner MaryEllen Elia's address at the annual event, which was held at Fordham University.

BY KATE GIBSON

Where children are raised shouldn't determine their future opportunities, New York State Commissioner of Education MaryEllen Elia told the Executive Leadership Institute's Leadership Summit at Fordham University.

Delivering the gathering's keynote address for a third consecutive year, the commissioner detailed two years of traveling around the state to talk to educators and parents about New York's learning standards and assessments.

The effort resulted in substantive changes to the new English Language

Arts and Mathematics Standards, said Ms. Elia in a well-received address on July 12 at Fordham's Columbus Circle campus in Manhattan.

Equity in education was at the forefront of revisions to the State Education Department's draft Every Student Succeeds Act (ESSA) plan, which goes to the state Board of Regents this month, so it can be submitted Sept. 18 to the U.S. Department of Education for review and approval.

Key revisions include:

- Reducing grades 3 – 8 ELA and math testing days from three days to two each;
- Use out-of-school suspensions as a school accountability indicator starting in 2018-19;
- Measure middle-school students' readiness for high school once two years of data are available;
- Equally weight achievement and growth at the elementary and middle school level.

"As we move forward and the new standards are in place, assessments will change," said Ms. Elia, who began her 45-year career in education as a social studies teacher in Buffalo.

The commissioner spoke against heavily scripted Common Core curriculum modules, saying "I don't go to a doctor and expect a script; I don't go

to a lawyer and expect a script; I don't ever tell anyone to script anything."

Engage NY, the website created by the New York State Department of Education to roll out Common Core curriculum modules, was used more in her former district than in New York, she added.

Student performance must in some way be part of how teachers are reviewed, but "the role that evaluations play should be positive," said Ms. Elia, who added that she believes it's important that teachers be involved in the process. "Evaluations should be developed by the people being evaluated."

Ms. Elia, who prior to her current appointment served as superintendent of schools in Hillsborough County, Fla., for 10 years, said Engage NY, the website created by the New York State Department of Education to roll out Common Core curriculum modules, was used more in her former district than in New York.

"You'd rather be in New York in these political times than in Florida," said Ms. Elia.

ELI's Summer Institute lasted from July 11-13, offering a plethora of professional development offerings to school leaders. Several hundred people attend each year.

## Let's Be Social

Read about your union and its members, and issues affecting us. Join the discussion at [facebook.com/followcsa/](https://facebook.com/followcsa/). To be sure CSA posts appear on your news feed, "like" the page. Then choose "see first" in the "liked" menu.

Follow us on Twitter at [twitter.com/FollowCSA](https://twitter.com/FollowCSA). Mark Cannizzaro's Twitter account is: [twitter.com/CannizzaroCSA](https://twitter.com/CannizzaroCSA). Henry Rubio's Twitter account is: [twitter.com/hrubio](https://twitter.com/hrubio).

Follow us on Instagram at [instagram.com/followcsa/](https://instagram.com/followcsa/).

Contact Chuck Wilbanks at [chuck@csa.nyc.org](mailto:chuck@csa.nyc.org), or Corey Bachman at [corey@csa-nyc.org](mailto:corey@csa-nyc.org) with story ideas, comments or questions.

## Teachers' Retirement System

### June 2017 Unit Values

Diversified Equity Fund: 88.399

Bond Fund: 16.830

International Equity Fund: 10.654

Inflation Protection Fund: 10.220

Socially Responsive Equity Fund: 16.415

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

## Grievance Corner

Bob Reich

### For New School Year, Recommendations



Join the President's Club. Read your CSA contract. Do your paperwork and know your rights.

It is hard to believe, summer is over. Some of you were on vacation for July and Aug. while others worked, but all of you have been planning for the new school year to ensure the growth of your students and staff. As you return to school, be certain to commit to the following:

- If you are a new CSA member, complete the new member packet. That will insure that you receive Welfare Fund benefits as well as the CSA News and all communications.
- Join the President's Club to help support political candidates who care about education and our union.
- Commit that you will vote no on the Nov. 7 election referendum related to the Constitutional Convention. In addition to voting no, make an effort to tell your family and friends how a convention will cost the state millions of dollars, and how it could negatively affect collective public education and collective bargaining rights.
- If you received an adverse rating in June, please contact CSA to receive an appeal packet. An appeal must be filed within twenty days of receipt, exclusive of school vacations.
- As a principal, if you receive an ineffective APPR rating, you must file an appeal within 10 days. Please contact CSA to receive an appeal packet.

ineffective APPR rating, you must file an appeal within 10 days. Please contact CSA to receive an appeal packet.

• Know that if you file an appeal of a rating, you will be assigned a trained advocate to represent you. He or she will meet with you to discuss the appeal process, work with you to

prepare, and strongly represent you at the hearing.

• Learn your contractual rights. Read your contract. Contact CSA with any questions or concerns.

• Do not forget that although many of the DOE attorneys are supportive, there is no attorney-client privilege. Any concerns you share with them may well result in you being reported to an investigative office. In contrast, CSA is your union: Anything discussed is in confidence. We are here to support and protect you.

• Never speak to an investigator conducting an investigation, or even a superintendent calling you in to discuss an investigation, without union representation. CSA will assign a trained advocate to be with you throughout the investigative process.

• • •

As you can see from the recommendations above and as many of you have personally experienced, CSA is your union. We work hard to get you better benefits, a stronger contract and to protect you if there is trouble. There are legal challenges ahead for unions and one of them will likely be addressed by the Supreme Court this year. A union is only as strong as membership, so remain loyal and committed.

As we travel this difficult path, we have a strong, new leader. Mark Cannizzaro has already shown his vision and strength of character in many struggles on your behalf. He has led CSA's negotiating team that secured the raises you continue to see. He has successfully advocated on behalf of EAs and all other membership ranks, and he consistently prods the DOE to benefit our members.

Support Mark and CSA. Become an active member. Share your concerns with CSA, and publicly tell others that you are proud to be part of this union.

Bob Reich is Grievance Director at CSA.

## PAPAL ADDRESS ON LABOR

## ‘No Good Society Without A Good Union’

In early July, Pope Francis addressed Italy's Confederation of Trade Unions. He spoke movingly about not only the importance of unions to their members and to society in general, but also, crucially, responsibilities unions have to society. Below are excerpts from his speech.

—CW

Dear brothers and sisters,

You have chosen a beautiful motto for this Congress: “For the person, for labor.” “Person” and “labor” are two words that can and must stay together. Because if we think and talk about labor without the person, labor ends up becoming something inhumane... If we think of the person without work, we are saying something partial and incomplete, because the person is fully realized when he or she becomes a worker... The individual becomes a person when he or she opens up to others, to social life, when he or she thrives in work.

Labor is the most common form of cooperation that humanity has generated in its history. Every day, millions of people cooperate simply by working: educating our children, operating mechanical equipment, dealing with paperwork in an office... Work is a form of civil love: it is not a romantic, nor always an intentional love, but it is a true, genuine love, that makes the world live and carry on.

We must also think of a healthy culture of idleness – of knowing how to rest. This is not laziness: it is a human need. When I ask a man or woman with two or three children: “Tell me, do you play with your children? Do you allow yourself this ‘idleness?’” – “Well, you know, when I go to work they are still asleep, and when I return they are already in bed.” This is inhuman.

Children do not work, and should not



■ Pope Francis of the Catholic Church: “The union must keep a vigil over the walls of the city of work, like a watchman who guards and protects those who are inside the city of labor.”

work. We do not work when we are ill, nor when we are elderly... There are still too many children and young people who

*‘Work is a form of civil love: it is not romantic or always intentional, but it is true, genuine and it makes the world live and carry on.’*

work and do not study, whereas study is the only “good” job for children and the young.

It is a distorted and short-sighted society that compels the elderly to work too long and obliges an entire generation not to work when they should do so for themselves and for all. When the young are outside the world of work, businesses lack

energy, enthusiasm, innovation, the joy of living, that are valuable common goods that improve economic life and public happiness. It is therefore urgent to form a new, human social pact, a new social pact for labor, that reduces working hours for those who are in the last working phase of life, to create work for the young who have the right and duty to work. The gift of labor is the first gift fathers and mothers give to their sons and daughters, it is a society's primary patrimony. It is the first gift with which we help them to lift off on their first free flight of adult life.

The union is an expression of the prophetic profile of society. The union is born and reborn every time that, like the biblical prophets, it gives a voice to those who have none, denounces those who would “sell the needy for a pair of sandals” (Amos 2: 6), unmasks the powerful who trample the rights of the most vulnerable workers, defends the cause of the foreigner, the least, the discarded. ... But in our advanced capitalist societies, the union risks losing its prophetic nature, and becoming too

similar to the institutions and powers that it should instead criticize. The union, with the passing of time, has ended up resembling politics, or rather, political parties – their language, their style.

Prophets are sentinels, who watch from their lookout. The union too must keep vigil over the walls of the city of work, like a watchman who guards and protects those who are inside the city of labor, but also guarding and protecting those who are outside the walls. The union does not carry out its essential function of social innovation if it watches over only those who are inside, if it protects the rights only of those who already work or who are retired. This must be done, but it is half of your work. Your vocation is also to protect those who do not yet have rights, those excluded from work who are also excluded from rights and democracy.

The capitalism of our time does not understand the value of the trade union, because it has forgotten the social nature of the economy... This is one of the greatest sins. Market economy? No. Let us say, social market economy, as St. John Paul II taught. The economy has forgotten the social nature that it has as a vocation, the social nature of business, of life, of bonds and pacts.

...There is no good society without a good union, and there is no good union that is not reborn every day in the peripheries, that does not transform the discarded stones of the economy into its cornerstones. The Italian word for union – sindacato – is a beautiful word: it comes from the Greek “dike,” or “justice,” and “syn,” or “together.” Syn-dike [means] “justice together.” There is no “justice together” if “together” does not include today's excluded people.

## Immigrant Students

## We Must Counter Fear With Knowledge

BY JUAN FLORES

It seems that candidate Donald Trump's promise to get rid of “bad hombres” has evolved to President Trump's order to deport 11 million undocumented immigrants and their families. ICE raids have increased dramatically, and although little of this has been directed at schools, many of the immigrant families of the students that we serve are now living in fear of a knock at the door, afraid to take their children to and from school, fearful even of going to work. Children feel this stress, and worry that one day either one or both their parents might be detained and deported.

I am the son of migrant worker families. As a young student, I was an English Language Learner. I have been an educator in NYC for 25 years – retiring from the DOE as an assistant principal in 2015. Now I am an ELL teacher and ELL programs coach in District 7. I am also deeply involved in my upstate community of Hudson, working with the Columbia County Sanctuary Movement developing Education Outreach, “Know Your Rights” workshops and legal clinics for supervisors, teachers, and undocumented families. I am concerned about the impact that the increase in ICE raids around the country is having on students whose parents are undocumented.

As school leaders who serve ELLs and their fami-

lies, we must inform ourselves and our school communities on the rights of immigrant students. In my experience, few administrators and teachers know of the 1982 Supreme Court case Plyler v. Doe, which held that all students, regardless of citizenship status, are entitled to a free K-12 public education. School staffs across the country must be made aware that they are required to register students who live in their zones or district and that they may not ask for proof of citizenship while doing so.

Through my conversations with teachers and with administrators across the state, it is clear that there are still many questions that remain unanswered and concerns that have not been adequately addressed. According to one president of an upstate New York teachers' association, meetings that have tried to answer some of the teachers' questions have felt like “covert activities.”

One particular source of confusion has been information about sanctuary cities. These cities, including New York, have established citywide policies stating that they will not assist ICE. Police in these cities do not ask the citizenship status of individuals with whom they interact during routine traffic stops or even when individuals are being held or being released from jail. The rights of immigrant students are not at issue in the sanctuary movement: They have the same rights as any other student in our schools. Administrators are

not allowed to share the citizenship status or any other information about a student unless there is a warrant signed by a judge. Even then, administrators must inform the family of the warrant and get parent consent before sharing the information.

There is excellent information available on this from institutions ranging from the Department of Education to the American Civil Liberties Union. The American Federation of Teachers has materials in English and Spanish on their website. The question is how to get this information into the hands of administrators and teachers. With union support, school leaders should be encouraged to develop leadership teams in their schools to address these issues. In-house experts need to be developed to conduct professional development for their school communities. “Know Your Rights” workshops for undocumented parents should be provided to educate families and to assist them in making plans in case of a raid on their homes or if one or both parents gets detained.

Providing information that protects the rights of our immigrant students and their families should no longer feel like we are conducting “covert activities.”

Juan Flores is retired assistant principal of PS/MS 20 in the Bronx.

## NATION Labor

### CALIFORNIA: Food Fight

Roughly 62,000 grocery-store workers in Southern California were preparing to walk off the job at three large supermarket chains at the end of August. The Orange County of the United Food and Commercial Workers union said no progress was made on issues including insurance costs but that negotiations continued with the Ralphs, Vons and Albertsons chains. (nbcсандiego.com)

### MASSACHUSETTS: Tentative Accord

After 18 months of negotiations, the Boston Teachers Union and the city's School Department have hammered out a tentative accord on a two-year contract covering 6,500 educators. The agreement reached Aug. 25 would give a 2 percent retroactive hike in wages for the past school year and a 3 percent increase for the upcoming one. The deal requires approval by the School Committee and ratified by the union, which also represents guidance counselors and teacher aides. Those votes are expected to take place in September. (bostonglobe.com)

### MONTANA: Pink Slips Protest

The University Faculty Association is accusing the University of Montana of disregarding its own policy by sending termination letters to about 40 lecturers, some of whom taught full time for years. The UFA in late August filed a grievance over the notices. A university spokeswoman said the complaint is being reviewed. Enrollment is down about 24 percent since 2010 at UM, which has responded to its budget woes by attempting to reduce expenditures on faculty pay. (missoulian.com)

### RUST BELT: Pushback

One of the country's biggest unions intends to spend tens of millions during the next year to try to turn the tide on GOP-dominance in states once heavily influenced by labor. The Service Employees International Union (SEIU) will focus on campaigns in the Midwest, where four states have passed anti-union legislation that lets workers opt out of paying dues to collective bargaining units. The union, which has about 2 million members, will also back challengers to Republican lawmakers in states that have moved to stop or reverse hikes in the minimum wage. (nytimes.com)

### WASHINGTON, DC: Honoring Reagan?

In 1981, President Ronald Reagan fired more than 11,000 striking air traffic controllers, crushing a walkout by the Professional Air Traffic Controllers Organization, which had endorsed him the prior year. Nevertheless, the Department of Labor plans to honor Reagan's union work with the Screen Actors Guild by inducting the former Republican president into the Labor Hall of Honor later this year in a ceremony. (dailynews.com)

-COMPILED BY KATE GIBSON

# Carpenters Sue As City Slashes Benefits During Negotiations

BY CHUCK WILBANKS

New York City's carpenters' union was in court in July for reasons that should alarm anyone who works for city government.

In a suit before New York Supreme Court Judge James d'Auguste, New York's District Council of Carpenters laid out a case why City Hall violated the Triborough Doctrine, which forbids employers from changing the terms and conditions of employment after a contract expires but before a new contract is in place.

In exchange, city workers don't strike.

About 700 carpenters working for the city have been working without a contract for the last seven years. But in January, the city stepped in and took away key benefits, slashing an annuity that had been \$7.22 an hour to \$0.22 per hour, cutting vacation time from 27 days a year to one, and completely eliminating paid sick days.

William Lacey, the director of civil service for the carpen-

ters, said the struggle is not new, and blamed what he called the overreach of Bob Linn, the Commissioner of Labor Relations.

"This goes back to Bloomberg trying to get rid of us," he said. "Bob Linn says we owe him money, we say he owes us money. He's saying it's \$36 million. Even if he was right, we already got a ruling from the comptroller that you can't use future payments to settle alleged past overpayments."

"We have two restraining orders – two separate judges have told them to knock it off."

The carpenters had a sizeable rally on the steps of City Hall July 13, as the judge was hearing the case. Members of a wide variety of unions participated, including the Transit Workers Union and the Retail Workers Union, as well as the Central Labor Council.

At the hearing in July, Judge d'Auguste appeared unimpressed with the city's case, telling the government's

*City's actions, 'turns on its head the jurisprudence for labor law of New York for the last half century.'*

attorneys that they had offered nothing to contradict the carpenters' position. He told them the city's actions appeared to "turn on its head the jurisprudence for labor law of New York for the last half century."

Assistant Comptroller Constantine Kokkoris filed a letter pointing out that his office has ruled before that the city cannot withhold benefits during contract talks and cannot dock future benefits to settle past disputes.

In its brief, the Municipal Labor Council called the city's actions "a brazen attempt to secure an unfair advantage"

over the carpenters during contract talks.

"The City's recent attempt to circumvent the prevailing rate process so as to unilaterally impose diminished or eliminated benefits is revealed for what it is: anti-union retaliation."

As of press time, the judge had not issued a ruling. The Carpenters seem guardedly optimistic that the case will go their way.

"If we win this, it's back to status quo, and the hearings which are required when there is a dispute over benefits," said Mr. Lacey. "And we're very confident of those."

Despite the importance of the case, the only media to cover it has been the New York Post. In what might appear a puzzling twist in New York City tabloid journalism, the Post wrote an article sympathetic of the labor union.

Mr. Lacey offered a simple explanation: "The Post may hate us, but they despise Mayor de Blasio."

## CSA Leaders And Other Unions Bolster Striking Local 3 Workers

*In July, CSA President Mark Cannizzaro and now former President Ernest Logan sent the following letter to Thomas Rutledge, CEO of Charter Communications. About 2,000 IBEW Local 3 workers have been on strike for several months, after the company denied them decent healthcare, retirement benefits and stable and fair workplace rules. The company does not appear to be negotiating in good faith. CSA and other unions have recently made significant contributions to the IBEW strike fund to support the workers.*

-CW

July 14, 2017

Dear Mr. Rutledge:

The Council of School Supervisors & Administrators is the labor union which represents the principals, assistant principals, education administrators and early childhood specialists who support the education of millions of New York's children. More than 10,000 retirees and their spouses make up our CSA Retiree Chapter.

We are writing to voice our strong support for your employees, members of IBEW Local 3, who have been on strike for more than three months.

We are also asking our members to support the workers by joining their picket lines around the city. We urge you to settle this strike by providing your workers solid benefits and dignified working conditions.

The striking technician's demands are not unreasonable. They are simply trying to keep their heads above water in an economy that is ever more tenuous for working men and women. They should not have to endure drastic cuts to their



CHUCK WILBANKS

■ A company that can afford to pay its CEO nearly \$100 million is also squeezing the workforce. This photo earlier this summer showed the well of support for IBEW Local 3 workers, but the strike has dragged on and the company hasn't offered a meaningful package.

healthcare and should not live in fear of arbitrary workplace sanctions.

Our support for these workers is not based only on showing solidarity with a fellow labor union. We, and many other New Yorkers, believe that workers should be treated with common decency.

If your company is able to provide you and your immediate colleagues the most outsized compensation packages in the

country, Spectrum can certainly afford to treat its employees with fairness and dignity.

Please, Mr. Rutledge, settle this strike. Get these technicians back to work. Take care of your workforce.

It's the right thing to do.

Sincerely yours,  
Ernest Logan, Former President  
Mark Cannizzaro, President

# Changes To Your Union's Leadership Team

BY CHUCK WILBANKS

With the retirement of Ernest Logan and the succession of Mark Cannizzaro as president of CSA, other notable changes occurred in the leadership of your union.

## Henry Rubio

Henry Rubio is now the executive vice president of the Council of School Supervisors and Administrators. Henry was born, raised and educated in New York City, and became an educator with a background in business and an undergraduate economics degree from Fordham University at Lincoln Center. He later earned a graduate degree from Queens College and administrative certification from the College of Saint Rose.

Mr. Rubio began his career in 1997 as a bilingual social studies teacher in Queens. While an assistant principal at the High School for Medical Science and Mary E. Walker Medical Science Academy, he played an instrumental role in the academic and organizational development of two new schools that have demonstrated their academic excellence in grades 6-12. During Mr. Rubio's five-year tenure as principal of A. Philip Randolph Campus High School, the Board of Regents and New York State Department of Education recognized the school as a "High Performing/Gap Closing School." The school raised student scholarship awards from less than \$500,000 to \$12 million, and has seen performance statistics improve markedly.

In 2007, Mr. Rubio was also selected to participate in Columbia University's Cahn Fellows program, and in 2011, he became a mentor and coach to school leaders across New York City.

The Association of Dominican-American Supervisors and Administrators (ADASA) has elected Mr. Rubio as executive board member for five consecutive terms, and he served as the organization's president from 2013-2015. He also has the privilege of serving as the current President of the High School Principal's Association (HSPA) and a board member of the Labor Council for Latin American Advancement (LCLAA). In recognition of his leadership and impact on student achievement, Mr. Rubio has been the recipient of several community service and leadership awards including recent recognitions from Latino Trendsetter in 2010, UNAPEC University in 2011, and the Catholic Teacher's Association in 2013.

Mr. Rubio and his wife Wildra have been married for 13 years and live in Queens with their four children.

"This is a great opportunity to serve in our union, which serves all of us so well," Mr. Rubio said. "Mark Cannizzaro is going to be a fantastic president and I'm extremely happy to work by his side."

## Rosemarie Sinclair

Rosemarie Sinclair is now CSA's first vice president. Born in Jamaica, West Indies, she has been a Brooklyn resident

since she was 6 years old. Rosemarie was educated in the New York City public schools and received her BA in Accounting and Business Practice from Baruch College. Before she became an educator, she considered several careers – musician, model, accountant – and had worked as a bookkeeper. But she decided teaching was her calling, and went on to earn a Masters in Science Education and a Post Master's in School Administration and Supervision from Brooklyn College, and several professional certifications.

In 1987, Ms. Sinclair became a science teacher and later the gifted-program coordinator at Brooklyn's John M. Coleman school, IS 271. In March 2000, she became an assistant principal there, where she led mini schools devoted to computer science and performing arts. She became principal at the school in 2002, and was instrumental in improving student outcomes. In 2008 she became a principal assigned to the Department of Education's Livingston St. offices, where she wrote grants securing more than \$20 million for various Brooklyn school programs. She is also a former president of CSA's Black Caucus. Ms. Sinclair sits on the executive board of the Middle School Principal Association and the New York Association of Public

Education. She is the recipient of the 2016 Beacon of Hope Award, the Harriet Tubman Award, Principal of the Year and numerous other awards and citations.

She has served CSA in several capacities throughout her career. During 2011, she was on the Legislative District Committee. She was a chair of District 23 members from 2002 until 2008 and an assistant chair of members at 131 Livingston St. from 2008 until 2017.

"I'm thrilled that my work at CSA gives me a chance to use my skills in making our union as strong as it can be," Ms. Sinclair said. "And as I work with school safety agents, Early Childhood Center Directors, and our DOE members, I will still have the satisfaction of having a positive influence on the lives of our city's school children."



■ Henry Rubio



■ Rosemarie Sinclair

## Safeguarding Schools | Ramon Garcia

### Simple Precautions Go A Long Way In Preventing Theft



As another summer comes to an end, we all are returning to the realities of a new school year. As always, the safety of our schools remains our top priority. We are happy to report that because of everyone working together to keep schools safe, last year was the safest school year on record. But to continue to keep our schools safe, we need to work together to prevent crime.

The taking of unattended property accounts for 51 percent of all criminal incidents in schools during the last year. As you prepare your classrooms for the upcoming school year, take a moment to think about the coworkers you know, or the stories you heard from last year about how someone stole their cell phones, credit cards, cash, laptops or other electronic devices from their classrooms. You can sharply reduce the risk of these crimes by properly accounting for and securing your personal and school property.

The theft of school electronics not only has a financial cost, but the more immediate cost of the loss of the benefits they provide for a student's education. With so much of your work dependent on a wide variety of electronics, students who lose access to these devices are placed at a disadvantage. They lose educational opportunities that are so important to success today.

There are other issues as well that are associated with the theft of personal property. You have to cancel credit cards and get new ones. There is a new sense of vulnerability that goes along with the theft of your personal information, including your driver's license with your

*Taking of unattended property accounted for 51% of all criminal incidents in this past school year.*

home address and date of birth. Perhaps the thieves even stole your house keys so you now must change the locks.

The theft of property can be committed by visitors, students, intruders, or employees. While there may always be the potential for crime, by removing opportunity we can prevent it from occurring. It is actually relatively simple to do. First, don't advertise where things of value are stored. Don't let everyone see that you leave your cell phone, wallet or purse in the bottom desk drawer. And while it sounds obvious, don't put large sums of money in anything that is unlocked and never leave it in an unattended area. Ever! That includes following proper procedures for handling event funds, such as monies collected for class trips and proms. All of these items are small, easily picked up and whisked away.

Second, account for expensive electronics used during the school day. Items such as laptops and calculators that are given to students to use for only one period at a time should be signed out at the start of each class and signed back in at the end of that class. Ensure that the security features on all computers are activated. All equipment and personal belong-

ings should be placed in cabinets or closets designed for securing the items. Lock it and ensure that the cabinet or closet is in good repair, with doors that close securely. When leaving the room unattended, lock the door. Never leave a room empty, unattended unlocked, not even for a minute! School Safety should be notified immediately of any missing equipment, or suspicious people or vehicles at a school. Waiting until tomorrow, next week, or next month significantly impacts the effectiveness of an investigation.

When a member of the school community discovers a door to an empty room unlocked, or sees a purse, backpack, laptop, cell phone, or other items of value left unattended, they need to tell someone. That could be the principal or custodian who would lock the door, or a School Safety Agent who would safeguard the unattended property.

Simply avoiding advertising your valuables, ensuring good inventory control procedures are followed, locking valuable items up in secure storage areas, locking doors and maintaining a climate that sends a clear message that everyone is looking at what is going on around the school, will go a long way to prevent property crime. With all of us working together, we can continue to. By working together, we can reduce theft, further reduce crime overall and keep our entire school community safe.

Ramon F. Garcia is the NYPD Assistant Commissioner for the School Safety Division.

## GOOD THINGS FOR YOUR SCHOOL

# Window On The World, Through Literature

BY CHUCK WILBANKS

**M**exico's drug wars, women and Islam in Egypt and the Tiananmen Square uprising are some of the topics a new, online program explores through contemporary literature from around the world.

Words Without Borders Campus (WWBC) uses an extensive backlist of works published by the nonprofit *Words Without Borders* magazine, which has published more than 3,000 stories, poems, essays and features translated from 112 languages and 121 countries since its 2003 founding. The site organizes teachable, themed units of translated literature, aimed at students in junior and senior high schools and in the first two years of college. Contextual essays and origi-

*Words Without Borders offers More than 3,000 stories, poems and essays translated from 112 different languages.*

nal features provide informed perspectives. The site provides multimedia resources and hyperlinks, plus a menu of teaching tools.

So far, WWBC offers curriculum organized around five countries: China, Egypt,



Words Without Borders tackles difficult topics, such as violence stemming from Mexico's narcotics trade. Here, citizens in Mexico City protesting the disappearance and likely murder of a group of education students.

Mexico, Japan and Russia. Next year, literature from Iran and West Africa will be added, with new places added each year. In 2014-2016, the organization tested the curriculum in more than 75 high school and college classrooms.

Douglas Unger, a professor at the University of Nevada, Las Vegas, who is Education Chair for the WWBC program, used the website to teach a semester-long undergraduate course. He noted that students were asked to use their internet skills to find material supporting the discussion and to present what they discovered. In the case of their studies of Egyptian literature, the results were illuminating.

"Reading new Egyptian writing, it soon became clear that, though they share a written language, no Middle Eastern country is quite like any other," he said. "That's an important realization about

the complex diversity of the region. Writing that is full of subtleties based on religious customs stimulated our discussions of the nuanced contexts of Islam and the power of its social and artistic influences. And within events of the upheaval of the Arab Spring, my students explored nonfiction and graphic fiction linked to news reports, videos and commentaries. We discovered through a story by Miral Al-Tahawy the first Bedouin woman writer to emerge from the region and in feminist poetry by Iman Mersal, how the Arab Spring had been not only a struggle for political and human rights, but for women's rights, too. So three strong social justice themes emerged from our studies. Issues of social justice are a strong focus in most of WWBC's country-based units."

Units on China focus on how the current era of

"openness" and controlled "free" markets can be seen as a direct reaction to mass suffering caused by the Cultural Revolution. Students also examine the Tiananmen Square movement and its brutal repression.

A section on Mexico called "Leaving Home" explores gut-wrenching issues of immigration by documented and undocumented workers. Folklore and the beauty of indigenous writing is organized around the theme of "The Mother," translated from the Purépecha and Mazateco languages.

The unit on Mexican narco violence is among the most difficult issues the website tackles. Exploring the nearly unfathomable power of the drug cartels is contextualized through a chilling account of young, poor, rural students from the teachers' college in Ayotzinapa, in the state of

Guerrero. The students were making their way to a demonstration seeking resources to support their education when, on Sept. 26, 2014, several of them were shot by police and other gunmen, while another 43 of them "disappeared." Their presumed deaths have never been officially explained, but have come to serve as a symbol of the nexus between rich drug cartels, local and national police, the Mexican army and the government in general. Students read the Mexican novelist Francisco Goldman's take on the affair, whose framing essay presents the Mexico units. "The world, horrified, discovered the truth about Mexico," Goldman wrote in the *New Yorker*. "Official complicity with organized crime, corruption, and impunity has left ordinary citizens in many parts of the country without protection against predatory violence and lawlessness."

In Unger's view, a rise in xenophobic populism in America can be blamed in part on failures to teach sufficient awareness of other languages and cultures. He said *Words Without Borders* Campus is one step at trying to correct that. The program, which aims to help students become wiser global citizens, is free to educators and students.

Interested educators should visit the group's website at <https://www.wwb-campus.org>, and contact the creators directly at [Campus@wordswithoutborders.org](mailto:Campus@wordswithoutborders.org).

## 'Neighbor' A Moral Concept, Not Just Geographic Term



Rabbi Joachim Prinz

BY CHUCK WILBANKS

**O**n June 13, the CSA Retiree Chapter held a screening of *Joachim Prinz: I Shall Not Be Silent*. Made by two documentarians from New Jersey, the movie traces the life of Rabbi Joachim Prinz, a charismatic religious leader from Berlin who used his pulpit to warn Jews that they must escape the Nazi regime before it was too late.

When he was expelled from Germany in 1937, he toured the United States,

warning Americans about Hitler's government. Shocked and offended by the racism he found in America, he became a fierce advocate of civil rights and an early ally of Dr. Martin Luther King. Rabbi Prinz was perhaps best known for the impassioned speech he gave just before Dr. King delivered his "I Have a Dream" speech in the 1963 March on Washington for Jobs and Freedom.

The well-attended screening provoked a spirited discussion between members of the audience and the filmmakers, Rachel Fischer and Rachel Pasternak, as well as Rabbi Prinz's daughter, Deborah Prinz. Several attendees remarked that the Rabbi's warnings about complacency hold a particular resonance in contemporary America. Yet despite his courageous stands and high-profile activism, Rabbi Prinz remains relatively little-known in America today.

The filmmakers hope to change that.

Since releasing the film last year, Ms. Pasternak and Ms. Fischer have collaborated with Dr. Khyati Joshi, an expert on social justice education and Professor



A new workshop available to schools offers an exploration of the civil rights legacy of Rabbi Prinz and questions of social justice.

of Education at Fairleigh Dickinson University, to create a workshop aimed at students in grades 7-12. They named the program *Neighbors*, a reference to Rabbi Prinz's statement in the Washington speech that, "Neighbor is not a geographic term. It is a moral concept. It means our collective responsibility

for the preservation of man's dignity and integrity."

The workshop builds on a slightly abbreviated version of the film to spark discussions of broader questions of social justice. By focusing on Rabbi Prinz's own story and complex social identity, participants are led through a process to identify and explore their own social identities, and then encouraged

to consider how each person can work for social justice as an ally, inspired by the example of the Rabbi.

*Neighbors* is designed to be flexible for different schedules and budgets. To inquire about the program, send an email to [prinzdocumentary@gmail.com](mailto:prinzdocumentary@gmail.com).

GOOD THINGS FOR YOUR SCHOOL

# Health Program Leads To Drop In Absences

BY CLEM RICHARDSON

A pilot program that has improved attendance at three Bronx elementary schools by addressing student health issues is now available citywide – online.

The Healthy and Ready to Learn Initiative, a free program created and administered by the Children’s Health Fund, gives school administrators tools to evaluate seven potential “health barriers to learning” that students may face and the tools to address them, said Initiative Director Wenimo Okayo.

“We focus on asthma, vision, dental, hearing, behavioral or emotional health, and hunger,” Okayo said. “Of course, we understand that there are a number of other issues that impact how a student learns, but we focus on those seven.”

The Initiative works to improve school climate, absenteeism and to help administrators create a “trauma sensitive school environment” that acknowledges

## *The Healthy and Ready to Learn Initiative helps educators to identify and address health issues.*

and supports students who have experienced traumatic events in their lives.

Three schools currently have full time initiative staff and monitors in the building: PS 36 in Manhattan’s District 5, Principal Heather Jean Baptist, PS 49 in Bronx District 7, Principal Frank Hernandez, and PS 140 in Bronx District 8, with Principal Paul Cannon.

The initiatives trains school teams to evaluate each of the seven barriers in their institutions, then helps them identify local resources, like community based organizations, to partner with to address the issues.

It’s funded in part by a \$475,000 a

year grant from the City. The program is expanding into five schools in the Mott Haven section of the Bronx later this year.

The program is part of the Children’s Health Fund, a 30-year old non-profit founded by Dr. Irwin Redlener and his wife, Karen, to provide health care to children in the city’s then infamous shelters and welfare hotel system.

The Children’s Health Fund has since expanded to offer services nationally. Karen Redlener is now executive vice president and chief administrative officer.

Okayo said the initiative depends heavily on data about individual students as a way of addressing their unique needs. For instance, it has been credited with reducing absenteeism in the targeted schools by finding volunteers, from school staff to community member, who check in with students not only when they miss school, but to encourage them when they show up.

The program has reduced absenteeism by four days per student, Okayo

said, an impressive number since 13 percent of students in the program live in shelters, a group more likely to be beset by chronic attendance problems. Okayo said the initiative partners even checked on students over the summer vacation, since “someone who was chronically absent last year will probably be this year as well,” she said. “We want to break that habit in the coming year.”

Since June, the entire program is available online – in English and Spanish - at <https://hrl.nyc/>.

Absenteeism is just one focus of the program. The site contains all of the Healthy and Ready to Learn programs, including professional development for teachers, families, and suggested guidelines for evaluating how healthy and ready to learn your school might be.

*Okayo said she and other staff are also available for lectures and school visits. Contact them by email at [RTC@CHFUND.org](mailto:RTC@CHFUND.org).*

# CSA’s Retiree Chapter Regional Unit Leaders

BY MARK BRODSKY

The Retiree Chapter has 16 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 main-

taining 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 social: They 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 unit leader today!



**ARIZONA**  
**Maishe Levitan**  
Retired in 1991 as principal of Mahalia Jackson MS, Brooklyn. (Additional assignment: ATS program citywide.) [maishelevitan@aol.com](mailto:maishelevitan@aol.com)



**PACIFIC COAST**  
**Carol Rainey**  
Retired in 1996 as assistant principal of PS 335, D-16, Brooklyn. [lamesagramsey@gmail.com](mailto: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) [gclefft@aol.com](mailto:gclefft@aol.com)



**FLORIDA- SUN COAST**  
**Michael Nemoynt**  
Retired 2001 as assistant principal (English), Morris High School, Bronx. [captmikenemo@verizon.net](mailto:captmikenemo@verizon.net)



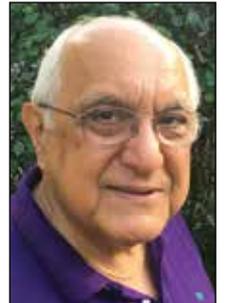
**CENTRAL NEW JERSEY**  
**Lucille Vecchiarelli**  
Retired in 1997 as assistant principal, PS 181, Brooklyn. [luluvecch@gmail.com](mailto:luluvecch@gmail.com)



**LONG ISLAND**  
**Victor Ravens**  
Retired in 1989 as assistant principal, IS 364, Brooklyn. [vicrav@optonline.net](mailto:vicrav@optonline.net)



**LOWER HUDSON VALLEY**  
**Janice Imundi**  
Retired in 2004 as principal of MS 216, Queens. [LoHudCSA@aol.com](mailto:LoHudCSA@aol.com)



**NORTHERN NEW JERSEY**  
**Mike Mirakian**  
Retired in 2004 as principal of Bronx Academy High School [mmiraki@msn.com](mailto:mmiraki@msn.com)



**GEORGIA**  
**Georgia Harrison**  
Retired in 2003 as assistant superintendent, D-17. [rossmis2@aol.com](mailto:rossmis2@aol.com)



**BRONX**  
**Marvin Goodman**  
Retired in 1991 as assistant principal, PS 189, Manhattan. [goodmarv@gmail.com](mailto:goodmarv@gmail.com)



**BROOKLYN**  
**Rosalyn Allman Manning**  
Retired in 2015 as principal of MS 210 Queens [RManned00@aol.com](mailto:RManned00@aol.com)



**MANHATTAN**  
**Stanley Wilson**  
Retired in 2001 as principal of PS 297, Brooklyn. [shw29@verizon.net](mailto:shw29@verizon.net)



**QUEENS**  
**Leonard B. Sterman**  
Retired in 2005 as a district administrator special education, District 26. [stermanlen@aol.com](mailto:stermanlen@aol.com)



**STATEN ISLAND**  
**Allen Nilsen**  
Retired in 2004 as principal of Concord High School, Alternative High Schools, Staten Island. [Anilsen329@verizon.net](mailto:Anilsen329@verizon.net)



**CAROLINAS**  
**Ella Ivy**  
Retired in 2001 as principal of PS 268, Brooklyn. (Teacher fellows consultant, national level.) [ellaivy@aol.com](mailto:ellaivy@aol.com)



**Rockland (NY) Orange (NJ) Bergen (NJ)**  
**Bart Bookman**  
Retired in 2002 as assistant principal, science, Adlai Stevenson HS. [namkoob42@gmail.com](mailto:namkoob42@gmail.com)

## MEMBER AT WORK

## Despite Rampant Homelessness, A School Excels

BY KATE GIBSON

When PS 294 in the Bronx opened its doors as a new community school four years ago, there were lots of empty seats in its classrooms.

"I'd watch little kids and their parents flooding trains to go downtown in their charter uniforms," said Daniel Russo, who became principal at the Walton Avenue School after writing a proposal to open a new school. Before that, he spent six years teaching at PS 76 the Bennington School in the Bronx.

Now, Walton Avenue is a high-performing elementary school.

Mr. Russo's focus on core learning is taking place in a building that before had housed a school which was phased out after struggling for more than a decade.

"When you go through the new school process, you think new building, fresh start. You don't think about a community in trauma, where parents had to watch the school that failed them shut its doors."

About one third of the roughly 520 children attending Walton live in temporary housing, meaning the school is among those with the highest homeless populations in the city, and more than a third are former or current English Language Learners. Still, Walton students outdid city averages on last year's state math tests, with 53 percent passing versus 40 percent across the city, while students learning English improved their scores by nine percentage points.

The success that Mr. Russo and the faculty have achieved is also bringing with it added complications. The school can't serve all the children who want to attend, a fact that is exacerbated by DOE



KATE GIBSON

■ PS 94 principal Daniel Russo has seen his students beat city averages on math tests and improve their English scores.

rules that give children living in temporary housing the right to remain in their school of origin even if they move outside the district. Mr. Russo and his staff are forced to cap their classes every year and overflow dozens of students in every grade to nearby schools.

"We need more space," said Mr. Russo. "This building cannot support the number of families that live in the community as well as those that leave the community."

Mr. Russo approached his new position by ingraining himself in the community. He attended parent meetings and spent hours sitting in a Bronx diner, where he'd talk to everyone who walked

by with a child who looked to be 6 to 8 years-old.

"I'd tell them if parents would give us the opportunity, we would do right by their child."

The state allocates additional funding to districts with turnaround plans; he spent much of that on social and emotional support.

"A lot of students are in crisis," Mr. Russo said.

When money ran out in the 2015-16 school year, he formed a partnership with Deutsche Bank to fund counseling services in the school for another two years. He invested other money he secured from the state in technology, including smart boards. When that funding dried up, he appealed to New York City Council Member Vanessa Gibson, who represents the council district 16 in the Bronx.

In June, she delivered a \$110,000 contribution to technology upgrades at the school.

Mr. Russo also channeled resources to teacher development, an effort he is now looking to sustain through private grants. "It's keeping your eye on the long term and knowing when your money is going to run out, and seeking out resources."

Walton contracts with Abbott House, a mental health organization, "which makes sure every family is taken care of in an individualized way," Russo said. The group helps secure goods for a food bank at the school from which families can pick up bags of food once a week. "We give away coats and have clinics, so should a child need medication for seizures, or has asthma, they can be administered to."

PS 294 is among the schools taking

part in the *Algebra for All* initiative, and Mr. Russo is assigning the most effective math teachers to be responsible for math instruction for third through fifth grad-

### PS 94 is among the schools taking part in the Algebra For All initiative.

ers. The city program only begins such specialization with fifth graders.

The school also participates in universal literacy, a second of the chancellor's equity and excellence initiatives, which Mr. Russo calls an added layer of support to strengthen instruction.

Mr. Russo's advice for other principals? During the day, focus on your role as the leader of your school rather than getting bogged down in the minutiae of administration such as DOE regulations. Read those on your own time, he said. Instead, stand on the sidewalk and say good morning as parents drop their kids off.

"I know parents," he said. "I know when kids disappear. It's feeling a real connection to the community, and if a situation presents itself where a parent is upset, they are not looking for a person in an ivory tower. They'll find me."

Mr. Russo said he makes himself available to pupils, parents and teachers seven days a week. "From 11 pm to 5 in the morning is when I sleep. It's exhausting, but when you start to see the benefits, it's worth it."

## Collective Bargaining

# Don't Try This Alone

Your Benefits Have Come From Many Years Of Tough CSA Negotiations

Many studies have shown a dramatic correlation between the sharp decline of labor unions in the United States and rising income inequality, depleted benefits and job insecurity in the general workforce. Below are some of the wage and workplace benefits that your union has negotiated on your behalf. These benefits are only part of what your union negotiated – look for more in upcoming CSA News issues. A complete list of benefits are available on the CSA website.

–CW

- A guaranteed 18% salary increase over the life of our contract.
- Lifetime defined benefit retirement plans.
- Salary protection for interim acting positions.
- Performance incentive opportunities.
- Per-session compensation restored to 500 hours.

- A more than 10 percent salary bump for service in Renewal Schools.
- An annual contribution by the DOE of \$708 to the Accrual Fund.
- Supplemental tax deferred annuity plans for additional retirement income.
- Representation for OEO, SCI, OSI and 2568J cases.
- Free and reduced costs for professional development, a potential savings of thousands of dollars a year.
- Salary step increases for education administrators.
- Additional annual leave days for those working summer school.
- Flexible vacation scheduling.
- Seasonal performance incentive, including for non-school based members.
- Defined workday and a lunch period free of responsibility.
- Generous health care package negotiated through involvement with the Municipal Labor Council.

## AROUND THE STATE

# Welcoming Cannizzaro, Preparing For Challenges

BY PETER MCNALLY

Members of the New York State Federation of School Administrators are thrilled to welcome Mark Cannizzaro as president of CSA. As you know, Mark is also the president of NYSFSA and is a field vice president of the American Federation of School Administrators as well.

I have known Mark for many years. He will be a strong voice for school leaders and public education, not only in New York City for CSA, but also for NYSFSA on the State level, and for AFSA on the National level.

School leadership policies are determined by many decisions on the federal and state levels and the presence of our unions is essential in these arenas. AFSA is working closely with other national organizations such as the NAESP (National Association of Elementary School Principals) and NASSP (National Association of Secondary School Principals) to advocate for those who lead our public schools. We also are collaborating with our colleagues in SAANYS (School Administrators

Association of New York State) under an umbrella organization entitled NYSSAC (New York State Supervisors and Administrators Consortium) which represents over 15,000 Active School Leaders and over 10,000 retirees. Advocating for professional development programs is a special focus of NYSSAC.

This year will present school leaders with many challenges. We need to make our voices heard on the state ESSA plan, the Next Generation Learning Standards, and the proposed constitutional convention, among other topics. NYSFSA will continue to meet regularly with the NYSED commissioner and her staff and attend all NYS Regents meetings as well as key legislative hearings. As always, NYSFSA will be active lobbying during the state budget negotiations, and advocating for improvements to the APPR process.

I will continue to provide you with updates on these and other topics as the year progresses.

Peter McNally is the executive director of NYSFSA.

## Not Getting CSA Email in Outlook 365? Here's the Fix!

The DOE updated their Outlook email last Spring, and the new settings may keep you from receiving CSA email. The new settings have two inboxes, *Focused* and *Other*. CSA email may land in the *Other* box. To be sure you continue to receive CSA email, click on Settings (the gear icon), followed by clicking on Display Settings, then clicking on *Focused* Inbox, and selecting Don't Sort Messages. You can also go to the top of the toolbar in the *Other* mailbox and select Move to, then select Always Move to *Focused* Inbox. Special thanks to member Donna McGuire for bringing this glitch and fix to our attention.

# Veteran And Scholar Will Keynote CSA Conference

BY PIERRE LEHMULLER

Wes Moore, a bestselling author, Chief Executive Officer of the Robin Hood Foundation, Rhodes Scholar and social entrepreneur, will keynote the 50th CSA Leadership Conference on Nov. 4.

An Army combat veteran, Wes served on Robin Hood's Veterans Advisory Board, which brought together leaders from the military, non-profit organizations and local, state and federal government to connect veterans and their families living in poverty to housing, job training, education, counseling and health services.

Prior to joining Robin Hood as CEO, Wes founded and served as CEO of BridgeEdU, an innovative college platform that addresses the college completion and job placement crisis. BridgeEdU reinvents the freshman year by combining high touch and high tech supports for students. Winfrey Network and American Graduate Day on PBS, and the executive producer and

host of PBS's *Coming Back with Wes Moore*, focuses on the re-integration of Iraq and Afghanistan veterans and their return home. Wes and his work have been featured by *USA Today*, *People Magazine*, *Meet the Press*, *The Colbert Report*, *The View*, MSNBC, and NPR, and others.

Both of Wes' books, *The Other Wes Moore* and *The Work* became instant *New York Times* and *Wall Street Journal* bestsellers and captured the nation's attention.

Wes spent much of his childhood in the Bronx, and graduated Phi Theta Kappa from Valley Forge Military College in 1998 and Phi Beta Kappa from Johns Hopkins University in 2001. He completed an MLitt in International Relations from Oxford University as a Rhodes Scholar in 2004. Upon graduation, Wes served as a paratrooper with the 82nd Airborne Division and Captain in the United States Army, participating in



Wes Moore

a combat tour of duty in Afghanistan. He later served as a White House Fellow to Secretary of State Condoleezza Rice.

While a student at Johns Hopkins, Wes founded *STAND!* which works with Baltimore youth

involved in the criminal justice system and still exists today. He has served as a board member of Iraq Afghanistan Veterans of America (IAVA) and The Johns Hopkins University.

Mr. Moore's work with military veterans ties in with the work of the CSA veterans' Committee, chaired by Noah Angeles, principal of York Early College Academy in Queens.

Military veterans – both those in active service or members of the Retiree Chapter – will be honored guests at this year's convention – registration fees are waived. Vets should check the "Military Veteran" box on the appropriate ticket reservation form while completing the form.

## NATION Education

### USA: Not So Smart

While the U.S. claims some of the world's best universities, Americans are not viewed as among the most educated populations, according to a U.S. News & World Report survey. Japan is seen as having the most educated population, while the U.S. ranked 18. (usnews.com)

### ILLINOIS: Budget Battles

Lawmakers in Springfield unveiled an accord to fund education, with little time to spare before the school year begins. Chicago Mayor Rahm Emanuel said the deal would include the \$300 million the district hoped to get from the state. Meanwhile, the mayor may be challenged in the 2019 election by frequent critic and former Chicago Public School principal Troy LaRaviere. The mayor has not formally declared a run for a third term. (chicagoist.com, Chicago.suntimes.com)

### NEW MEXICO: Permanent Titles

Christopher Ruzzkowski, New Mexico's acting secretary of education since June, now has the job for real. The appointment of the former middle school social studies teacher was announced by Susana Martinez, the state's Republican governor, who said she was confident he would bring "the energy, enthusiasm and leadership needed to help New Mexico's students succeed." (abqjournal.com)

### OKLAHOMA: Gaps in Pay

Lawmakers in Oklahoma approved a state budget without a hike in base pay for teachers, who on average earn less than their counterparts in all but one or two of the other 50 states. The gap in compensation versus surrounding states has been key to an ongoing effort to increase wages and keep more educators in Oklahoma. The Oklahoma City Public Schools intends to take legal action against the state Legislature in an effort to get more educational funding. (enidnews.com)

### VERMONT: Limits To Change

The Trump administration's efforts to cut 14 percent from federal education spending is not cause for panic, according to Vermont's top education official. "Like me, she actually has less power than they think," Vermont Secretary of Education Rebecca Holcombe said of U.S. Secretary of Education Betsy DeVos and concerns that charter schools would be favored over public schools. Still, Ms. Holcombe expressed concern about potential cuts in Medicaid, which supports many of her state's most at-risk children. (vnews.com)

-COMPILED BY KATE GIBSON

# Legislative Agenda | Herman Merritt

## Obamacare Lives; Other Dangers Remain



### Some legislators seek to limit or strike the Internal Revenue Act, passed in 1956.

One of the biggest debates of the summer was over the potential repeal and replacement of the Affordable Care Act. If you were a fan of the program by former President Obama, you probably looked at it one way, while supporters of President Trump, at least some of them anyway, saw things differently. While there were lawmakers who wanted to strengthen the system, President Trump and many members of his party tried to follow campaign promises to repeal and replace it. Many lawmakers felt a lot of heat from constituents and ultimately, the GOP failed to deliver for the president.

He has since called for the law to implode.

• • •

Even though many of us have health insurance provided by our employers, even employer sponsored health benefits may be affected by changes in federal healthcare law. The Internal Revenue act of 1956 excludes employer provided benefits from payroll and income taxes. The purpose of this

exemption is to improve the quality and lower the cost of healthcare, ensuring that employees are healthy and able to work. Today, some legislators are looking to limit the tax exclusion or eliminate it all together. House Speaker Paul Ryan's plan, dubbed "A Better Way," would limit the tax exclusion. An analysis by the Congressional Budget Office (CBO) found that such a limit would increase the financial burden on people with severe health problems and limit people's access to health care. Cutting the tax exclusion

would encourage more healthy people to opt out because of the loss of the subsidy.

Another controversial aspect of the ACA is the so-called Cadillac Tax, intended to target high-cost employer provided benefits. A 40% excise tax is applied to employers who pay over a designated amount for premiums. This tax is so unpopular that the starting date for it has been moved from 2018 to 2020. Many people believe that employers will cut benefits or raise the deductible to avoid paying a penalty. Some employers will offer raises in exchange for lower health costs. The net effect of higher wages with taxes will result in more out of pocket costs for the employee. Today, less than a quarter of employers would be subject to the tax but by 2022, over 50% would be affected.

More than two thirds of House members have co-sponsored legislation to repeal the Cadillac Tax. The National Business Council, the United States Chamber of Commerce and the AFL-CIO have called for its repeal.

One of America's heroes from the Vietnam War, Sen. John McCain, became a modern-day hero when he voted against his party's efforts to kill the ACA. He said, "I encourage my colleagues on both sides of the aisle to trust each other, stop the political gamesmanship and put the health care needs of the American people first."

Let's hope that when this issue is on the table again, we will have public hearings that result in a compromise that fixes the flaws in the ACA but continues to allow the 17.7 million newly insured adults through ACA along with the 2.3 million young adults who were extended to age 26 to enjoy being insured.

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### REMINDER

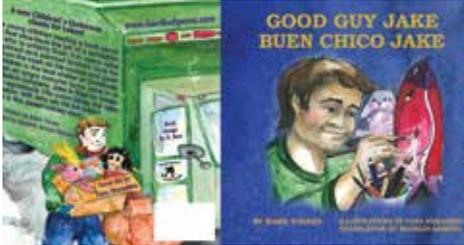
Many people contribute to our PAC. However, only 10% of PAC donations can be used on Federal Issues. As mentioned in the Summer AFSA newsletter, AFSA members can contribute to the national PAC by sending a personal check made out to "AFSA PAC" to 1101 17th St., N.W., Suite 408, Washington, D.C. 20036. Your canceled check will serve as your receipt.

Herman Merritt is director of political affairs at CSA.

## A Union Tale For Children

Over the summer, Hardball Press released *Good Guy Jake*, a bilingual children's book that union supporters will love.

For years, Jake has repaired and painted broken toys he pulled from the trash on his rounds and given to the children in the local shelter at Christmas. But when



an angry motorist turns Jake in to the sanitation company, Jake is fired for breaking city regulations. His union takes the case to arbitration, and calls in a group of children with their toys, who testify that Jake taught them to believe in the spirit of Christmas.

The author, Mark Torres, is General Counsel to Teamsters Union Local 810 in New York. He is a former Engineer and union shop steward whose commitment to the labor movement spans nearly 30 years.

For more information and to order the book, go to <http://hardballpress.com/good-guy-jake.html>

-CW

## The Welfare Fund | Dr. Douglas V. Hathaway

### Reimbursements, Protocols For Scripts



**Due to volume, send in claims after you receive the last one for the year.**

**Question:** I'm a newly-appointed AP. I received a bill from the UFT Welfare Fund for prescription drugs I purchased on Aug. 5. Can you help me with this?

**ANSWER:** Sure. When you change positions from teacher to a supervisory position, it takes the Department of Education a few weeks (hopefully) to switch your records from a teacher payroll line to a supervisory line. We receive a report from the DOE at the end of September, which we use to determine eligibility. We have an agreement with the UFT Welfare Fund to reimburse expenses incurred by our members in the transition from UFT to CSA. Please send us a copy of the UFT letter and we will reimburse the UFT the amount we would have paid for your medications. You will be responsible for paying the UFT the difference between the amount they billed and the amount we paid. This reciprocal agreement works for dental procedures as well, and for the (rare) case when a supervisor reverts to a teaching position, in which case we bill the UFT for any benefits you used before the UFT restored your coverage.

**Question:** I retired as an EA June 30, 2017. I've been getting prescriptions through Express Scripts. When I attended your pre-retirement workshop, you said I should send quarterly reports I receive from Express Scripts to the Welfare Fund for reimbursement. I received my first report. Do I send this to a particular person?

**ANSWER:** Thanks for attending the workshop, and remembering that the Fund reimburses prescription drug co-payments. Due to the volume of claims and paperwork, we ask that you wait until you receive the last report for the year (covering October, November, and December). Please make copies of all quarters and send the copies to the CSA Retiree Welfare Fund, 40 Rector Street, 12th Floor, New York, NY 10006. We will process them in the order they are received, and usually start reimbursements in mid-March, with all reimbursements made by the end of April.

We welcome back our in-service members and join you in looking forward to a successful year. If your family status changed over the summer, including moving to a new location, please contact the Fund so we can help update your status and ensure communications are sent to the proper location and all family members are properly eligible for benefits.

If you are new to CSA, welcome! And welcome to the Fund. If you have not yet completed an enrollment form, please contact the Fund and request one. As soon as the Department of Education confirms your status as a CSA member we will activate your benefits and send appropriate materials.

*Dr. Doug Hathaway is the Welfare Fund Administrator. You may reach him at [dhathaway@csa-nyc.org](mailto:dhathaway@csa-nyc.org).*

GARY GOLDSTEIN

## Travel Desk

### Explore and Vacation, By Land Or By Sea



■ During a cruise on the Elbe River, members stopped to visit the Brandenburg Gate in Germany, which served as the border between east and west prior to unification in 1989.

ELEANOR GOLDSTEIN

#### Cruise To Cuba

Dec. 1 - 8, 2018

Brand new Viking Sun. Some cabins may be available. Call Gary.

#### Sail the Caribbean

Jan. 3 - 13, 2018

Sail on the fabulous Oceania Riviera. Depart Jan. 3 from Miami and sail to: Nassau, San Juan, St. Maarten, Antigua, St. Lucia, and St. Barts. This is a luxury product at deeply reduced rates while it lasts. Rates include onboard credit, free internet and prepaid gratuities. Deposit locks in perks; available for a limited time only.

**RATES:** Rates begin at \$2,899 pp.

#### Southeast Asia By Sea

Feb. 18-March 7, 2018

Sail the Sapphire Princess RT from Singapore to Vietnam, Malaysia, Bali, Indonesia and Thailand.

**RATES:** Rates begin at \$1,749 pp plus taxes. Air is an astounding \$840 pp round trip Singapore! Deep discount air rates available. Currently, valuable perks available!

#### Winter Sailaway

Feb. 17-24, 2018

Join the Celebrity Summit to Punta Cana, Nassau and St. Thomas sailing roundtrip from Ft. Lauderdale.

**RATES:** Rates begin at \$719.23 pp. Group air available April 1, 2017.

#### Tropical Costa Rica

Feb. 17-25, 2018

Winter Break; 9 days; 13 meals. Visit Monteverde, Guanacaste, San Jose, Arenal Volcano, Tortuguero Natl. Park and more.

**RATES:** Rates include air. \$2,799 pp dbl; \$3,349 pp triple; \$2,769 pp single. These rates are valid until Sept. 15, 2017.

#### Spring Break 2018

March 31 - April 7, 2018

Anthem of the Seas, Royal Caribbean, will sail from the port of New York to Orlando, Nassau and Coco Bay.

**RATES:** begin at \$1,039.19 pp dbl.

#### Summer Sail

July 8-July 15, 2018

Sail from Cape Liberty (Bayonne) on the beautiful Celebrity Summit. We dock in Bermuda using the ship as your hotel for 3 days and return to Cape Liberty on July 15.

**RATES:** Rates begin at \$1,287.63 dbl. Ask for additional perks for this sailing as well as a window, balcony, concierge, aqua and sky suites.

#### Summer Sail II

Aug. 11-25, 2018

Adriatic and Aegean medley -

Crown Princess. Departing from Rome. Sail to Salerno, Italy, Kotor Montenegro, Corfu, Crete, Mykonos, Santorini, Messina, Naples (for Capri and Pompeii), and Barcelona.

**RATES:** Rates begin at \$2,878 pp dbl. Air not included and will be available Sept. 2017.

#### Sail Portugal/Spain

Sept. 29 - Oct. 9, 2018

Enjoy two nights in Lisbon, and seven nights aboard the elegant Viking River Cruise OSFRID. Visit Porto, Regua, Barca d'Alva, Salamanca, and Pinhao. Options available to Madrid and/or Santiago de Compostela.

**RATES:** Rates begin at \$4,224 pp dbl. Loyalty discounts available. Add Viking promo air and insurance.

#### Reflections of Italy

Nov. 28 - Dec. 7, 2018

Visit Rome, Venice, Florence, Milan and Perugia. This is our fourth visit to Italy. Space will go fast.

**RATES:** \$2,999 pp dbl; \$3,399 - single. Rates include round trip airfare, lodging, sightseeing, transfers, and 13 meals.

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

## In Memoriam

■ **MILTON ANSEL**, 74, died on May 22 in Nyack, NY. The husband of CSA member Marianne Ansel for 40 years, he was born and raised in the Bronx. After high school, Mr. Ansel attended New York City College of Technology in Brooklyn. He served as a drill instructor in the Army for two years, ending in 1964. A resident of Stony Point, NY, Mr. Ansel owned his own credit and collection business for years, then worked as a collection manager. After retiring as superintendent of speech services in district 7 in the Bronx in 1998, Marianne Ansel has continued early intervention and speech therapy work through agencies. "Retired never means retired," she said. In addition to his wife, survivors include a sister, Eleanor Haray, two children, Josh and Lauren Ansel-Cangro, and a step grandson.

■ **ROSLYN DE BELLIS**, 85, died June 14 in Mobile, Ala., where she lived for 24 years. Born in the Bronx, she graduated magna cum laude from City College of New York with a bachelor's in business administration and a master's in education. She also earned master's degrees from City University of New York and Fordham University. She worked as a business education teacher and guidance counselor at Evander Childs High School, assistant principal at Harry S. Truman High School and principal of Olinville Junior High School in the Bronx, retiring in 1988. She then taught part-time at Berkeley College in White Plains, NY. A volunteer at numerous local groups and charities, she was a member of the Opera Guild and the League of Women Voters. Her husband, Frank De Bellis, predeceased her. Survivors include a son, Mark, a daughter, Marlene, a sister, Catherine De Buono, and three granddaughters.

■ **KEVIN DUFFY**, 59, died on June 9. Born in New York City, the lifelong resident of the Flushing neighborhood of Queens graduated from Francis Lewis High School, where he later did his student teaching. He graduated from City College of New York, where he also earned a master's in education. Mr. Duffy obtained a second master's in administration from Fordham University. He began as an industrial arts teacher at Adlai Stevenson High School in the Bronx. He retired in September as an assistant principal of the Bronx Alternative Learning Center, on the campus of Adlai Stevenson HS, which closed in 2009. One of eight children, Mr. Duffy "was the middle child, he was the good one in the family," said a sister, Christina Duffy. President of the Long Island Chapter of the Antique Truck Club of America, he was also chairman of the national club's board. Mr. Duffy was an active member in his Flushing parish, St. Kevin Roman Catholic Church, where he served as an usher. Additional survivors include four brothers, Gavin, Mathew, Peter and Moose, and two more sisters, Ruth Leonard and Joanne Modica.

■ **BERNICE HILKOWITZ-WEBB**, 89, died May 23 in Nyack, NY. Known as Bunnee, she was born and raised in the Bronx, where she spent her entire career as an educator. She earned a bachelor's degree at Hunter College, and began as a kindergarten teacher at PS 63, where she also worked as assistant principal and principal. In the early 1970s, she was tapped as principal of a new school, PS 160, where she remained until her retirement. She was never afraid to stand up and speak for children, said her cousin, Myrna Wohlberg, a retired administrative superintendent and principal at Adlai E. Stevenson High School in the Bronx. The first female governor of Rotary International District 7210, she was a leader in the organization for 35 years, helping to raise funds to eradicate polio around the globe. "She had a wonderful sense of humor, an unbe-

lievable memory and could amuse you with one joke after another," her cousin added. Her first husband, Hilly Hilkowitz, and second spouse, Charlie Webb, died before her. Survivors include a sister, Millicent Mauer, a retired school secretary.

■ **JAY KAPLAN**, 89, died on April 16, three days before he would have turned 90. A resident of the Riverdale neighborhood in the Bronx for more than six decades, the lifelong New Yorker attended New York University's Heights campus, earning a bachelor's and a master's in English and education. He served in the Army during the Korean War, and after his discharge in 1951 he taught high school science and English. Mr. Kaplan became an assistant principal in 1959, and retired as principal of Ronald McNair elementary school in Brooklyn in 1987. Irma, His wife of more than 50 years, died in 2013. The Sept. 11 attacks motivated Mr. Kaplan in his 70s to become a certified vessel examiner with the Coast Guard Auxiliary. During his retirement, Mr. Kaplan also played violin in the Bronx Symphony Orchestra and wrote several books, including a fictional account of global warming and several suspense and detective novels. "He was quite industrious and creative, and he was not shy to take charge when he thought he could help," said his son, Stanley Kaplan.

■ **CARLOS LEDEE**, 82, died June 12, in Queens, NY. Born and raised in Brooklyn, Mr. Ledee earned a bachelor's degree at Wooster College in Ohio in 1956 and a master's degree from Columbia Teacher's College in 1981. Mr. Ledee started his career as a third grade teacher at PS 19 in Brooklyn and also worked as a guidance counselor before becoming an assistant principal at PS 19, then a bilingual program supervisor in the administrative office in District 24 in Queens, retiring in 2002. He and his future wife, Anna, both belonged to the same church. They married in 1959 and lived in the Middle Village neighborhood of Queens for nearly 50 years. In his retirement, Mr. Ledee was active in community work and church ministry. "The rest of the time we lived like we were on vacation; we enjoyed each other's company," said his wife. In addition to his wife, survivors include a daughter, Suzanne Garcia, and four grandchildren.

■ **EUGENE LEIBOWITZ**, 87, died May 26. Born in New York City, he grew up in the Bronx, graduating from Evander Childs High School and then studying at New York University, where he majored in modern languages and earned his bachelor's and master's degrees. He worked as a teacher at Christopher Columbus High School, then as an assistant principal of foreign language at DeWitt Clinton High School and Theodore Roosevelt High School in the Bronx, retiring in 1987. He completed his military service as a translator-interpreter at U.S. Army headquarters, Europe, in 1956. Fluent in Spanish, German, French Italian and Russian, Mr. Leibowitz was instrumental in implementing the audio-lingual method of teaching foreign languages in the 1960s. He was awarded National Defense Education grants to study Russian and travel in the Soviet Union in the 1960s. Childhood trips to the cinema helped inspire and enhance his interest in learning languages. "We used to sit through consecutive showings of foreign films, paying special attention to the subtleties of dialogue," recalled Mr. Leibowitz's twin brother, Bernard, who retired as an assistant principal of foreign languages at Brooklyn Technical High School in 1991. Throughout their lives the brothers enjoyed communicating with each other in different languages as a means of maintaining their proficiency. After retiring from the

NYC public schools, Mr. Leibowitz taught at Marymount College in Westchester. Additional survivors include two sons, David and Yves.

■ **ISAAC LEVINE**, 81, died on May 30 in Somers, NY. Mr. Levine was born in the Bronx, the son of Polish immigrants. "They lived in a mixed Italian and Jewish neighborhood; his childhood friends were his until his passing," said Mr. Levine's daughter Carol Grubman. Mr. Levine attended Roosevelt High School and what is now called Lehman College, but was then known as Hunter-in-the-Bronx. He was drafted into the Army in 1958, with a year of service followed by a stint in the Reserves. He was an assistant teacher when he met his future wife, Marian, at Herman Ridder Junior High School in the Bronx, where she was a Spanish teacher. They married in 1961. In the mid-1960s he worked as a social studies teacher at Winthrop Junior High School in Brooklyn, where he was assistant principal and then principal, retiring in 1990. After living in Brooklyn and Queens throughout their careers, Mr. Levine and his wife moved to Westchester County, NY, in 1994. A runner for many years, Mr. Levine continued to walk for exercise later in life. He was passionate about politics and history. In addition to his daughter, survivors include his wife and his granddaughter, Jennifer Grubman.

■ **DANIEL MARBLO**, 63, died on July 22. Born in Queens, he attended Queens College and earned two masters degrees, one from Manhattan College and one from Mercy College. He began his 30-year career as an English teacher at MS 113 in the Bronx, where he was promoted to dean. In 2003, Mr. Marblo helped open a new school, PS/MS 194, in the Bronx, where he was dean of the middle school. Several years later he took on the role of assistant principal at PS 41 Gun Hill Road School in the Bronx, where he was supervisor of the special education department and teachers. "His role as their supervisor encouraged teachers to become leaders themselves," said Erika Tobia, principal at the elementary school. "His colleagues will remember him as a person who enjoyed telling a joke and 'keeping it real.'" Mr. Marblo retired on July 1. Margaret, his wife of 25 years, died in 2015. Survivors include a son, Matthew, and a sister, Christine Zullo.

■ **RACHEL MARTINEZ-TABONE**, 73, died on May 26 in Rio Rancho, NM. Born in Santurce, Puerto Rico, she came to New York City as a young child, living in housing projects in Manhattan and the Bronx. A graduate of Lehman College, she then attended Fordham University, Bank Street College of Education and Yeshiva University, earning three master's degrees and a PhD for developmental psychology. She started her 30-plus year with the NYCDOE as a teacher, then a bilingual teacher, then a school psy-

chologist. She retired as a supervisor of psychologists in 2006. The following year she was named the director of a Bilingual School Psychology Support Center at Fordham University's Graduate School of Education, a position she held for three years. In 1976, she met Frank Tabone, who became her second husband in 1980. The couple lived in the Bronx neighborhood of Riverdale and Yonkers, before retiring to New Mexico in 2011. "She did touch many lives through her years; she drew people together," said her husband. Additional survivors include two brothers, James and Louis Gonzalez, a son, Stewart Andrew Martinez, two granddaughters and two great granddaughters.

■ **DANIEL ANNA PANTANO-FISHER**, 81, died June. 26 in Staten Island. Born in Manhattan, she went to PS 11 and earned a bachelor's and a master's degree from Wagner College. She retired as an assistant principal at Clara Barton High School in Brooklyn in 1996. She was a member of the third order of St. Dominic and an active member of St. Ann's Church, where she was a lector and an Eucharistic minister. Survivors include her husband of 30 years, Hermann Fischer.

■ **JOEL SHAPIRO**, 71, died May 21 in Boynton Beach, Fla. Born and raised in Brooklyn, he earned his bachelor's and master's degrees at Queens College and a PhD from Columbia Teacher's College. He began teaching at Brooklyn's Canarsie High School in the late 1960s and after seven years transferred to Clara Barton High School in Crown Heights, where he was a science teacher and assistant principal for more than 20 years. Named acting interim principal at Canarsie HS in February 2000, the former resident of Long Island became principal of the school four months later. He retired in 2005. Survivors include Barbara, his wife of 44 years, his children, Gary and Valerie, and two grandchildren.

■ **GERALD SPIELMAN**, 86, died on May 19 in West Windsor, NJ. Born in Brooklyn, Mr. Spielman earned a bachelors and masters at Brooklyn College, and attended the doctorate program in education at Rutgers University. During a 30-year career with NYC DOE, he was a teacher, dean and retired as an assistant principal. He later worked as a real estate agent and broker in Middlesex and Somerset counties in New Jersey, where he and Ellie, his wife of nearly 63 years, moved in the early 1960s. "He's sorely missed," said his wife. Mr. Spielman served on the Somerset Board of Education and was a member of the Village Grande Homeowners Association. In addition to his spouse, survivors include a son, Jeff, a daughter, Lisa Tilbor, and four grandchildren.

To place an obituary, email Kate Gibson at [Katharine@csa-nyc.org](mailto:Katharine@csa-nyc.org) or call her at (212) 823-2053.

## October is National Principals' Month

Nov. 11: Our Annual American Federation of School Administrators, the National Association of Secondary School Principals, and the National Association of Elementary School Principals have designated October as National Principals' Month.

One fun way for students and educators to get involved in the celebration is to enter AFSA's video contest. Students, with teacher supervision, can create a short, unique video that tells what their principal means to them and to your school. Past students have done lip syncs, music videos, and dances to show their appreciation.

One winner will be chosen for each school level: elementary, middle, and high school. Each winning school will receive a \$200 gift card to Best Buy. The competition gets tougher every year, so start brainstorming today! The deadline to submit your video is 11:59 p.m. Sept. 29.

For more information, go to [Principalsmonth.org](http://Principalsmonth.org).



# RETIREE Chapter

## CHAIR'S MESSAGE

Gayle Lockett

### Looking Forward And Catching Up



**Start the new school year by marching with CSA in the annual Labor Day Parade.**

**W**e continue to need your Political Action Committee contributions to support and educate our elected officials on your behalf. If you are a new retiree, you must re-register for PAC to continue your previous support. Most retirees joined the President's Club for \$8 per month. With these funds, we address our political concerns and make our collective union voice heard.

As we mentioned in an emailed update, the Cost of Living Adjustment (COLA) will increase from 1% to 1.2% effective in Sept. This is based on the first \$18,000 of your pension. (Some eligibility is based on being 62 years old and retired for 5 years or at least 55 and retired for 10 years.)

#### Reminders

We are part of CSA's 50th Educational Leadership Conference, so register for complimentary breakfast at our General Meeting at the NY Hilton at 9 am on Nov. 4. We are honoring Randi Herman, former CSA Vice President, and Dee Dee Goidel, an original elected retiree officer in the initiation of our chapter. It was under her leadership that our regional units arose and later she was our retiree legislative representative. She is still active on our Executive Board.

If you ordered a Natter's calendar, it will be sent out as soon as the RC receives it.

The fall Educational and Cultural Program begins in September. If you are still interested in signing up for available events, check online or call the RC at (212) 823-2020.

In case we need to contact you, keep your addresses and emails up to date with the RC and Welfare Fund separately, because of confidentiality.

I look forward to catching up with you at the unit meetings, conferences and CSA events.

## COORDINATORS

### RC Outreach Program To Disseminate Information



■ From left to right, CSARC Outreach members John Leary, Sharon Thompson, William Woods, Myrna Walters (slightly hidden Bonnie Seiler), Donna M. Valenti, President Ernest Logan, Felice Hannah.

BY FELICE HANNAH  
AFSA/CSARC OUTREACH LIAISON

**T**he CSA Retiree Chapter's Outreach Program is intended to serve our members by disseminating information and materials through workshops and providing assistance through individual contacts. I developed the Program when we were known as Retired School Supervisors and Administrators (RSSA).

CSARC Outreach Coordinators' Program has been reinstated. We now have several dedicated and highly motivated volunteers who provide services throughout the tri-state area. We are expanding our services to include information regarding programs and services vital to our members, their spouses and registered domestic partners.

The CSARC outreach coordinators have developed a database subcommittee designed to digitalize documents for disseminating information and facilitating workshop presentations in several areas, including:

- Medicare
- Medicaid
- Federal long term care programs
- Social Security

- Area Office on the Aging
- Caregiving
- Transportation for the disabled
- TRS/TDA
- Office of Labor Relations /IRMAA (income related maximum adjusted amount)
- Cybercrime / identity theft
- Estate planning

In addition to myself, members of the Outreach Database subcommittee include Chairpersons William Woods, Sharon Thompson and Donna Valenti; and Members John Leary, Bonnie Seiler and Myrna Walters.

If you have any questions or would like to set up a presentation to a group of retirees, please contact me at (212) 823-2020, or email me at felice@csa-nyc.org.

*To become a CSARC Outreach Coordinator you don't need to be 'appointed' by the unit leader or live in the tri-state area. Training will be provided for you in the state in which you live. However, you are required to be a CSARC member and a member of a CSARC unit. If you are interested in helping your fellow retirees and receiving expert training, just contact Felice Hannah @ 212- 823 2020 Ext. 2078 or email : felice@csa-nyc.org.*

## Welcome New Members

Caiazza, Diane Palacios, Marlene Randall, James Strauss, Eric Williams, Michele

## AAP Celebrates 75th Educational Conference

On Oct. 14, the Association of Assistant Principals will hold its 75th educational conference at the Marriott LaGuardia Hotel. It is open to all school supervisors. Keynote speaker is the nationally known children's author Patricia Polacco. We will honor new members of AAP and AP members celebrating their fifth, tenth and fifteenth year. Come network with supervisors across the city. There will be a full menu of workshops. Tickets are \$90. AAP is an approved vendor of the DOE. Register now by emailing Bob Kingsley at aapexccdir@earthlink.net

# RC Regional Units

## PACIFIC COAST

To recap and closeout this eventful year, we will hold our fall meeting on Wed., Dec. 6 at 11 am at Mimi's, 22651 Lake Forest Drive, Lake Forest, CA 92630. Luncheon cost: \$20. RSVP: Carol Rainey - Lamesagramsey@gmail.com; (619) 667-0759. Checks payable to CSARCPCU can be mailed to Carol, 5380 Arizona Ave., La Mesa, CA 91942. All CSA members and guests are welcome.

— CAROL RAINEY

## QUEENS

The Unit is preparing activities for the coming year. Our paramount event is the annual luncheon meeting on Tues., Oct. 17. As in past years, it will be at Terrace On The Park in Flushing Meadows Park. Mark Cannizzaro, the new President of CSA, is our speaker and we await confirmation of other speakers. Members will enjoy a reception with hors d'oeuvres followed by a complete luncheon. As usual, paid unit members will receive a discounted price. If you have any questions, contact me at csaqueensretirees@aol.com or stermanlen@aol.com. You will receive a flier, which you can also view on our website www.csaqueens.org.

— LEONARD B. STERMAN

## CENTRAL NEW JERSEY

Thank you to all who joined the unit this year. We had an increase in membership for which we are proud and appreciative. For those of you who have let your membership lapse, you may rejoin simply by sending in dues. Save the dates: On Oct. 11 from 9:30 to 12 pm, we will enjoy a buffet breakfast at the All Seasons Diner 11 in Freehold. Dr. Hathaway will discuss our benefits. On Nov. 17 from 9:30 to 12 pm, we will hold a bagel breakfast at the Monroe Township Library, at which Felice Hannah will present on cybercrime. Full details will follow in the fall newsletter. We look forward to seeing you all.

— LUCILLE VECCHIARELLI

## SUNCOAST

Our 2018 meetings will be Tues., Jan. 23, and Fri., March 23 at the Oriental Buffet in Sarasota. More info will be mailed to members in early Jan. For our March 23 meeting, Dr. Doug Hathaway will present his much-praised workshop, *Everything I Forgot About My Benefits Since I Retired*. Many, if not all of us, can use the refresher. The meeting will begin about 10:30 am. Buffet lunch will follow. There is no charge. If you are interested in attending, please let me know ASAP because arrangements have to be made in advance. Email at: captmikenemo@comcast.net or phone me at (941) 383-0408. Stay healthy and keep enjoying retirement! Questions? Call me.

— MIKE NEMOYTIN

## ROCKLAND ORANGE BERGEN

The Unit will begin its year with an annual luncheon on Thurs., Sept. 14 at the Casa Mia in Blauvelt, NY. Our speaker will be Dr. Douglas Hathaway, Director of the CSA Welfare Fund. He will bring us the latest information on our healthcare and benefits. Our fall meeting will be held on Thurs., Nov. 2 at the Nanuet Public Library.

— BART BOOKMAN

## GEORGIA

We have been busy. In May, the unit enjoyed a week aboard *The Oasis of the Seas*, and three ports: Labadee, Haiti; Falmouth, Jamaica; and Cozumel, Mexico. Our Spring meeting was held on one of our days at sea. Our Fall meeting will be held in October. We will send information soon. The Reading Divas will reconvene on Sept. 30, after their summer hiatus. They will discuss *The Japanese Lover* by Isabel Allende. This multigenerational love story will provide a great discussion.

— GEORGIA HARRISON

## MANHATTAN

You should have fliers about our fall 2017 trips. Please make an individual check for each outing and mail to Manhattan Unit, CSARC, C/O Suzanne Muller, 4 Stuyvesant Ova, Apt. 12A, New York, NY, 10009. Suzanne will inform you if you are going on a trip or are on a waiting list. You can call her at (212) 673-4955. We would love to take everyone who is interested, but there is limited availability. If you haven't sent in your 2017-18 dues, please send a \$15. check made out to Manhattan Unit CSARC to Stanley H. Wilson, 400 East 56 Street, 8M, New York, NY, 10022.

— STANLEY WILSON

## BRONX

We hope you all had a good summer and are ready for an exciting new year. Our fiscal year begins Oct. 1, so please send your dues to CSARC Bronx Unit, P.O. Box 6, Bronx, NY 10471. We look forward to having you as part of our expanding membership. If you have suggestions for activities, please send them to the above address as well. Our next general membership meeting will be Oct. 19 at 10 am at the Riverdale Y at West 256 Street and Palisades Avenue. It promises to be an interesting get-together. Our featured speaker will be Steven Samtur, who is the publisher and editor of the magazine "Back in The Bronx," which celebrates the experience of growing up in The Bronx. A PowerPoint presentation will focus on Bronx neighborhoods from the 1950's through the 1980's. It is sure to bring back interesting memories.

— MARVIN GOODMAN

## LONG ISLAND

Our 21st annual luncheon, attended by 115 members and guests, marked the successful conclusion of a year in which our membership grew to more than 500. During the past year, we increased the size of the executive board to encourage more member participation and we initiated a series of successful outreach programs which provided information about Social Security, Medicare and cybercrime. Next year, we will continue to work to increase membership and expand our outreach program. We're already engaged in developing a political action program and will focus on issues such as why we are opposed to the proposed constitutional convention. We urge all of our members to vote NO! And, we'll continue to sponsor interesting trips and programs. We welcome and encourage your participation throughout the year.

— RENEE YARMOFF

## Centenarian



## Spring Meeting At Sea

Members of the RC Georgia Unit cruised the Caribbean in May, holding their Spring meeting on board the ship, and visiting Haiti, Mexico and Jamaica. From left to right: Nathan and Stasia Dennison, Wilbur and Gail Jenkins, Iris Berkeley, Barbara Loftin, Georgia Harrison, Althea Serrant, Barbara Harrison, Sherry and Egbert Boucarut and Melba Parks.

## Take An Adventure In Art At CSA's Headquarters

The RC is offering to CSA staff an evening of fun and creativity. One of the latest crazes is a paint and sip event.

Grab a drink, take a seat and join us for a one-of-a-kind adventure in art in a relaxed, environment, where an experienced artist will guide you step-by-step through creating a featured painting. Perfect for beginners and aficionados alike, the classes offer a fun, easy, stress-free chance to create a painting you can be proud of — Cheers to that!

### Acrylic Painting Workshops II and III

**Workshop I:** Wed., Oct. 18

**Workshop II:** Thurs., Nov. 16

**Instructor:** Nancy Baldwin

**Location:** CSA, Founder's Hall

**Time:** 5 to 7 pm

**Fee:** \$40 each

**Contact:** Retiree Chapter Office

Join us for an unforgettable evening of painting. No previous drawing or painting experience necessary! We provide you with all the materials and instruction to create a one of a kind work of art to cherish for years to come. Our professional art teacher will instruct and guide you to create your own original piece of art—in a fun and relaxing atmosphere. The first evening workshop (10/19) we will paint on a canvas, and the second workshop (11/16) we will paint on a plate. Grab a brush and let the fun begin!

## Workshop: Expert Advice

9 am - 1 pm at CSA Headquarters, 40 Rector St., 12th Fl., NYC

### Tuesday, Oct. 17, 2017

Identity thieves used to search your garbage for data that could let them gain access to your records and files. Now, they look in your computer. All that a hacker needs is an uninformed victim.

Get informed! An assistant district attorney from the District Attorney's Office who specializes in cybercrime and senior scams will provide useful information to help you avoid becoming a victim of theft or fraud.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

HOME NUMBER: \_\_\_\_\_

CELL: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

Mail coupon to: CSA Retiree Chapter, 40 Rector Street, 12th Fl., NY, NY 10006. For more information call: (212) 823-2020, ext.2075. You will receive a reminder prior to the event if you give us an active email address. Make checks for \$5 payable to CSA Retiree Chapter. You must enclose a separate check for each workshop.



Printed on FSC certified paper

# Borough Briefs / In The Schools

Compiled by  
**Corey Bachman**

## Bronx (DIST. 7-12)

### Mock Trial Winners

**PS 71's Prep Academy** won the 8th grade 2017 Thurgood Marshall Mock Trial Competition. The competition fosters strong courtroom skills for future as they prepare for various components of a trial. Each year, hundreds of competitors compete on the regional levels in the hopes of ultimately becoming one of the top three teams in the nation. U.S. Supreme Court Sonia Sotomayor judged the competition in celebration of the competition's 20th year anniversary.

## Queens (DIST. 24 - 30)

### Empowered Girls, Engaged Parents

On March 1 and 2, **New Prep Middle School 8** in Jamaica, Queens hosted a two-day all girls event. The GEMS (Girls Empowered and Motivated to Succeed) is a team of girls who meet weekly to develop skills toward becoming successful. The school's GEMS partnered with elementary school girls to mentor them about the importance of women in math and science. The event entitled, "GEMS Have Rocket Power," was inspired by the movie *Hidden Figures*. As part of college and career readiness, the 8th grade GEMS team taught the rocket launching unit in science to the 6th and 7th grade GEMS. The students took a field trip to see *Hidden Figures* in theaters on April 4.

Principal Brian Piccolo's **MS 53** eighth grade students professionally published an anthology of poetry titled, *Through the Fire*. This work of art chronicled the frightful and hopeful experiences of refugees fleeing their homelands and finding sanctuary in a new land. The book was made available online. The students were delighted to learn that several of their

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

### STEM: Annual Science Fair

**Madiba Prep Middle School, MS 681**, hosted the annual District 16 STEM Science Fair on May 25. Forty-five K-8 student winners from schools throughout the district competed for top spots and were judged by a panel from the community. Some of the science projects included turning tree nuts into energy and deciphering which type of cheese mice prefer. "It's wonderful to see students work together, problem solve and showcase their skills to their parents," said Anne-Marie Malcolm, principal, pictured, left. The day also featured hands-on activities and robotics teams from Brooklyn Tech and Bedford Academy.



poems were selected by Notting Hill Gate, an overseas publishing company, for inclusion in an English textbook in Germany. "For the third year in a row, our students have become professionally published authors," said Andrea Yard, principal. "There is nothing quite like seeing the joy on our students' faces as they hold an actual book containing writing they have worked so very hard on."

On June 6, **PS 97 The Forest Park School** promoted parent

engagement by offering families a fun, educational shopping experience. Students were given \$25 in play money and each had an opportunity to shop in a mock grocery store. Empty cartons and containers were marked with prices and they all had to stay within that budget. "It was a joy to see the excitement shared with the students and their parents," added Marilyn Custodio, principal. "Some of the students even wanted to take the items home despite being empty."



■ **PS 71** in the Bronx won the Thurgood Marshall Mock Trial Competition. Margaret Mirando is principal.



■ Principal Marilyn Custodio, **PS 97**, Queens, enjoyed the school's mock shopping event, which also pleased students like the pair above.

## Staten Island (D-31)

### Big Achievements

**MS 343 The Academy of Applied Technology and Mathematics** won the Elizabeth Rohatyn Award for innovative teaching methods that benefit students. The award carries a \$25,000 grant. The school established an innovative way to reflect on student work. Over the last five years, the school created a data bank to store student math data which can be accessed by students and staff. With this information, teachers enhance and develop instructional strengths and find gaps that students need to improve upon. The funds will go to help support the the school's data bank to expand to other areas of study.

The **Hungerford School** was among the semi-finalists. Hungerford was cited, along with Principal Mary McInerney, for creating the New Teacher Institute (NTI) to address the needs of first year teachers. "NTI provides a stress-free environment for teachers to share their thoughts and challenges and engage in collaborative brainstorming with guidance from a mentor," said Dr. McInerney.