



# THE EDUCATOR

Newsletter of the Arlington Teachers' Association

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## We Have a Contract!

After more than two years of negotiations a contract settlement has been reached between the ATA and the Arlington Central School District. While the ATA's representatives to the bargaining table remained the same, on the district's side there have been three different superintendents and two assistant superintendents of personnel (before the position was eliminated.) School board members also changed, but the ATA's negotiating team stayed resolute in its mission to obtain the fairest settlement possible for both the ATA and the district.

According to ATA Chief Negotiator Donna Doerrier (AHS), the ability to reach an agreement after such a long, arduous process was a result of the willingness of the current district administration to work with the ATA. "Unlike negotiations that have happened over the past two years, this time it was truly a dialogue," she stated. "Thoughtful discussion occurred with the prevailing thought that we can work together and together we can reach a settlement. Interim Superintendent Dr. Larry Licopoli listened and was re-

spectful of our needs, as we were of theirs."

Over the course of negotiations the ATA's team of Doerrier, Siouxzanne Harris (Traver), Dave Lazarus (UVMS), and Robert McHugh (AHS), along with President Bob Maier and First Vice President Greg Nie-man, spent many hours in talks with the superintendent and his team, their lawyers, and at times even a professional mediator. Finally, on Tuesday June 12, a proposal agreed to by the district and the ATA was brought to the school board for discussion  
*See Contract on page 3*



Photo by Sam Falk

ATA members listen to President Bob Maier discuss the new contract settlement at a general membership meeting in the AHS auditorium on June 14, 2012.

## Trivia Challenge

Last month's winners, selected at random from among the correct responses received, were **Dan Logiurato** from AHS, **Brain Westover** from ASM, and **Meghan Dorsey** from Overlook/Noxon. They correctly identified **the rose** as the state flower of New York. All winners are now the proud owners of ATA gear.

Be sure to look out for the next trivia challenge in September and you could win ATA gear too!

# A Year of APPR Comes to a Close

While every new school year brings its own challenges, this year stood out from others in the recent past due to the onslaught of Annual Professional Performance Review (APPR) regulations from New York State. Not only were these regulations incredibly complicated and convoluted, but they were constantly changing. Although the state dictated that the new APPR process should start this year for all 4<sup>th</sup>-8<sup>th</sup> grade ELA and math teachers there were no clear consequences for not doing it. Moreover, the ATA's lack of a contract may have allowed us to delay our participation. In light of this, many ATA members have wondered; why did we do this? Other districts in the area did not have to undertake this extra work, so why did we?

There are many answers to that question, but the simplest

is that it was in the best interests of our members. A one-year agreement was decided upon with the provision that no ratings received this year could be used to make a case for terminating a teacher. By

*Anyone who took part in the new APPR process this year knows that there were a lot of kinks to be worked out. Imagine if we were not aware of any of those until the entire faculty had to be evaluated next year and it had to count officially?*

working to formalize an agreement but not allowing it to negatively affect anyone, the ATA was able to get a head start on the process that will have to be in place by January 17, 2013 or the district will lose its increase in state aid. Anyone who took part in the new APPR process this year knows that there were a lot of kinks to be worked out. Imagine if we were not aware of

any of those until the entire faculty had to be evaluated next year and it had to count officially? I was a part of the observation pilot program at the high school this year and I have to say that although it was additional work for me, I was glad to have done it. Even from the first observation to the second I noticed the system running more smoothly, and more importantly, I became more comfortable with it. If you have not been a part of the new APPR process in any way this year, please take the time to thank someone who has, especially our 4<sup>th</sup>-8<sup>th</sup> grade ELA and math teachers who have been guinea pigs for the entire process, not just the observation component. Let them know that you appreciate them paving the way for you next year.

-Sam Falk, Newsletter Editor

## A Short Explanation of this Year's APPR Scoring

The following is an attempt to explain how each component of the APPR scores for this year's participants are derived.

### Student Growth

The state claims that it will provide a score out of 20 points for each 4<sup>th</sup>-8<sup>th</sup> grade ELA and math teacher in July. This will be based on a mathematical formula that compares each student's growth in state test scores to other students with similar scores and may take into account factors such as poverty and disability. The state has determined the minimum effective score in this category to be nine out of 20.

### Local Measures

4<sup>th</sup>-8<sup>th</sup> grade ELA and math teachers have given students common exams that were selected by a committee of ATA members representing each grade level. A 20 point score

based on the students' results will be determined based on a scale being developed by AHS math teachers Kirk Weiler and Brian Battistoni. Three factors will be used to ensure the fairness of this score: Student attendance will be accounted for. The less time a student spends in the classroom the

minimum effective score in this category is nine out of 20.

### Other Measures

This component has been negotiated to consist of 10 points for completion of a PGP, 10 points for an end-of-year conference with an administrator, and 20 points each for two classroom observations. Adding together the minimum effective scores in each of the other categories and subtracting from the overall score that the state says is effective (75) dictates that the minimum effective score in this category must be 57. This has to be true or else a teacher could be effective in every other category and still have an overall score that is not effective. To counteract the fact that 57/60 is very difficult to attain, each

### Components of Teacher Evaluation:

- ✓ 20% Student growth on state assessments
- ✓ 20% Locally selected measures of student achievement
- ✓ 60% Other measures of teacher effectiveness

less his or her exam score will count. Additionally, the average score of all students with IEPs will be scaled to the average score of students without IEPs. Student poverty will also be accounted for in the same way as disability, but using free or reduced lunch participation as the identifier. The state has determined that the

See APPR on page 3

# Contract Settlement Reached

*Continued from front*  
at their closed executive session. After many hours and many phone calls between Licopoli and Maier the session ended at midnight with an agreement.

Following news of this, ATA members expressed their relief and gratitude. "Wow! The day went a little easier today thanks to our negotiating team," expressed Anne Schillinger (BES) on the ATA's Facebook page. Many other members mirrored Schillinger's statement and looked forward to hearing the details of the settlement at the general membership meeting on Thursday June 14.

According to Doerrier, "It is a good settlement when both sides feel they gave too much." Although the ATA has agreed to a small increase in contributions to health insurance and a few more after school meetings per year, the dis-

trict offered a salary increase and more funds for Welfare Trust in return. In addition, the ATA has agreed to use the Danielson rubric for observations as part of the APPR process in 2012-2013 and to form a committee to investigate recalibrating the salary schedule for new members.

Voting by ATA members took place in all buildings on Monday June 18. In addition to the new contract a dues increase of \$50 per member was also on the ballot. In a show of support for the union, both items overwhelmingly passed with the contract approval at 599 to 4 and the dues increase at 538 to 67. Turnout for the vote was approximately 83%.

The last step in the process is for the board of education to formally approve the contract agreement at their next business meeting on Tuesday June 26. This will take place at 7:30 p.m. at Central Office and is open to the public.

*"Thoughtful discussion occurred with the prevailing thought that we can work together and together we can reach a settlement."*

*-Donna Doerrier, ATA Chief Negotiator*

# Standardized Testing is Discussed Before the NYS Senate

This year the children with disabilities that are in my classroom lost at least four full weeks of instruction appropriate to their academic level and individual needs due to the "high stakes" nature of mandated standardized testing. Current education policy under NCLB (No Child Left Behind) and RTTT (Race To The Top) are preventing me from following educational best practice in my classroom. If I design and provide lessons at my student's current instructional level, instead of subjecting them to test prep strategy sessions that might help them gain a few more points on a one-size-fits-all standardized test, might I be putting my job at risk?

I went to Albany on June 11 to listen first hand to testimony before the Senate Standing Committee on Education. The subject under discussion was "The Evolution of Student Assessment: Where we started; where we are; and where we should be going." NYSUT Vice Presidents Andy Pallotta and Maria Neira, along with three teacher representatives from the local area, answered questions in front of the panel of Senators. They did an excellent job of voicing the perspective of educators.

SED Commissioner John King, on the other hand, though intelligent and well-spoken, seemed a bit clueless when it came to children and learning. Suffice it to say, he had a lot of data and used all of the current "education speak" correctly but he does not understand the underlying issues. He is not an educator. He is a bureaucrat.

More details on the testimonies of both sides can be found at [http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/mediareleases\\_17997.htm](http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/mediareleases_17997.htm) SED.

-Betsy Marshall, West Road

# Components of this Year's APPR Scoring Explained

*Continued from page 2*  
teacher's score in this category will be adjusted through the use of a point scale that State Ed suggests, based on values from one to four, with 2.9 being effective. Teachers' scores out of 60 will be recalibrated to correspond to the equivalent score on this four point scale and then adjusted back to the 60 point scale

necessary to add to the other components to obtain a total score out of 100.

Keep in mind that the details of the locally negotiated parts of this year's scoring process were part of a one year agreement. While they will form a basis for next year's APPR plan they are subject to change.

# Spotlight on the Contract: Start of the School Year

*Each issue of The Educator spotlights a particular part of our contract in an effort to make our members more familiar with their rights and the terms and conditions of their employment. If you have a section you would like to see featured, email [sfalk@acsdny.org](mailto:sfalk@acsdny.org).*

"...the work year of teachers (other than new personnel, who may be required to attend additional orientation sessions) will be 182 work days, at least one of which shall be used by the District for professional activities which do not involve student contact and will not be scheduled prior to Labor Day. The work year of teachers shall not begin earlier than one day prior to the first day that students are required to report at the opening of school."

**Explanation:** According to this provision of the ATA contract (Article XII, page 16), the district cannot schedule the start of the school year for before Labor Day. In addition, the conference day traditionally held before the first day of classes cannot be held more than one day before students begin their school year. This language will remain the same in the new contract settlement that was recently reached.

# Retirees Say Goodbye

The ATA's annual recognition dinner was held on Friday June 15 at Christos in Poughkeepsie. 20 June retirees were honored, along with Bob Jacovino, the AHS physical education teacher who passed away in February a few months short of his retirement.

Many more photos of the event can be found at [www.arlingtonteachers.com](http://www.arlingtonteachers.com).

*All photos by Siouzxanne Harris*

**Kathleen Adin** – 13 yrs with Arlington  
*Arlington High, Library*

I have enjoyed my years with Arlington and the great staff. I will miss all of you

**Deborah Arnouts** – 38 yrs with Arlington  
*LaGrange Middle, ELA & Social Studies*

I have had a long and rewarding career with Arlington. I have worked with many special people who will be forever in my heart.



**Pauline Herr (left) and Deborah Arnouts**

**Rosemary Chita** – 16 yrs with Arlington  
*Union Vale Middle, Spanish*

Hang in there guys. Things will turn back around. They always do.

**Bettyann Critelli** – 22 yrs with Arlington  
*Vail Farm, Psychologist*

Keep up all of the wonderful work you do!

**Karen Gliedman** – 39 yrs with Arlington  
*Noxon Road, 3<sup>rd</sup> Grade*

I would like to thank the ATA for all their hard work.

**Peggy Hansen** – 21 yrs with Arlington  
*Noxon Road, 4<sup>th</sup> Grade*

To my fellow ATA members: Stay strong in these difficult times; your work makes a difference.

**Lorelei Hauptmann** – 14 yrs with Arlington  
*West Road, Library*

**Kathleen Healy** – 18 yrs with Arlington  
*Arlington Middle, Music*

I remember my job interview at AMS in August of 1994: Tom Brooks kindly gave me pearls of wisdom for my first job interview in twenty years; John Healy asked me if I 'had a song-and-dance-routine for the committee', and Bob Rowley asked me if I could YELL! Fast forward to June, 2012: I still feel like a first-year teacher. I get butterflies in my stomach when each class comes to the door. I will MISS the kids! A huge thank you to all who had faith in me, and I believe that I have learned far more than I have taught.

**Denise Hemmert** – 12 yrs with Arlington  
*Vail Farm, Reading*

I have felt privileged to have worked among knowledgeable and dedicated teachers and staff. Many put in long hours, make themselves readily available, and seek the best for their students. I will miss their company.

**Pauline Herr** – 28 yrs with Arlington  
*LaGrange Middle, Library*

I've had the BEST job. I've gotten to know kids *and* teachers and have had opportunities to offer books and (hopefully) some new ideas to keep things fresh. The library is a constantly changing world and I have *never* been bored! Thank you to all the administrators, teachers and teaching assistants I've had the pleasure of working with. I know that this has been a hard year for us all (data from: the amount of chocolate given out.) Remember that this too shall pass! Stay passionate about what you do and you will be successful in more ways than you can imagine.



**Rosemary Chita**

**Edward Hotaling** – 21 yrs with Arlington  
*Arlington High, Business*

I would like to thank all of the members of the ATA for their support and I will miss you all as I start the next chapter of



**Peggy Hansen**

my life. This has been a wonderful experience for me working in Arlington.

**Robert Jacovino** – 17 yrs with Arlington  
*Arlington High, Physical Education*

**Cheryl Kerins** – 30 yrs with Arlington  
*Noxon Road, 3<sup>rd</sup> Grade*

I have spent most of my life in Arlington as both a student and a teacher. I'm very proud to have been a part of the Arlington community. I will miss everyone.

**Ellen McLane**– 15 yrs with Arlington  
*Arlington High, Library*

I have enjoyed the variety and challenges of the work here. I have also enjoyed the sports, music and theater programs and last, but not least, all those



**Karen Gliedman**

bake sales right outside the library doors! To my fellow ATA members - Keep up the good work. It has been a privilege to be part of the organization.

**Mia Polanchik** – 35 yrs with Arlington  
*Union Vale & Arlington Middle, French*

**Diana Reyes**– 25 yrs with Arlington  
*Arlington Middle, Spanish*

**Joseph Szabo**– 26 yrs with Arlington  
*Arlington High, Music*  
Thank you all for all the memories. I wish all of you the best as you continue with your careers. Be well!

*“I have felt privileged to have worked among knowledgeable and dedicated teachers and staff. Many put in long hours, make themselves readily available, and seek the best for their students. I will miss their company.”*  
—Denise Hemmert, Retiree

**JeanAnn Tassone** - 19 yrs with Arlington  
*West Road, Special Education*

I have enjoyed my many years as an educator and plan on continuing working with children at the Reading Barn in Millbrook for 5 weeks every summer. My words of advice are to enjoy the experiences and lives you touch because it goes by very quickly, no regrets, live the life you love and love the life you live.

**Maria Whalen** – 22 yrs with Arlington  
*Arlington High, Special Education*  
During difficult times the Arlington "family" was a tremendous



**Mia Polanchik and her son Nick**

support, and your kindnesses throughout the years have never been forgotten. Thank you.

**Karen Widing** – 20 yrs with Arlington  
*Arlington Middle, Math*

**Nancy Woogen** – 19 yrs with Arlington  
*Noxon Road & Arlington High, Art*

I consider it a very special privilege to have been part of the Arlington School District these years. Working with the staff has been such a blessing. Watching my students' excitement and delight with their art has been so rewarding. I am grateful for these years as a teacher in this district. I will cherish the memories as I enter into my retirement.



**Joe Szabo**

## 2011 — 2012 ATA Officers

**President**

Bob Maier

**First Vice-President**

Greg Nieman

**Second Vice-President**

Edward Hotaling

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JDWR — Betsy Marshall

TIS — Sue Ramsden

AMS — Carmine Anastasio

LMS — Jill Freeswick

UVMS — Donna Curran

AHS — Steve Hertzog

AHS — Noreen Mills Martin

# What's Going On?

"What's Going on" is a monthly feature of The Educator. It highlights noteworthy accomplishments by ATA members. Do you know of a colleague who deserves recognition? Let The Educator know by emailing [sfalk@acsdny.org](mailto:sfalk@acsdny.org). We can't know what's going on at all of your schools without your help!

Congratulations to the following ATA members for their contributions to the Arlington community and beyond.

### Arlington High

Social studies teacher Shaun Boyce moderated a panel discussion on the history, economy, and ecology of the Hudson River at the Millbrook Literary Festival on June 16.

Special Education teacher Colleen Napora completed a half marathon in Lake Placid on June 9 to benefit the Leukemia and Lymphoma society in support of the son of a colleague.

### Arthur S. May

Arthur S. May Elementary School held their annual Family Fun Night on June 1. It was quite a success, thanks to Julie Smith, a third grade teacher who organized this event. Those in attendance were able to engage in games and other activities. Food was prepared by many of our staff and the night culminated with a talent show highlight-

ing our students' talents. It was enjoyed by all.  
—Johanna Pungello

### LaGrange & Union Vale Middle

Computer teachers Jayme Stofko (LMS) and Jim DeBonis (UVMS) recently volunteered their time to teach five computer classes to the parents of the middle school students. Each week they taught classes on Word, Power Point, and Photo Story free of charge. These evening classes were well attended. They plan to offer this opportunity to parents again next year.  
—Katherine Falcone, UVMS

## PR Committee Ends a Successful Year



Photo by Siouxzanne Harris

PR Committee members Kristin Angevine (left) and Beth Plotsky show off the baskets that were raffled off at the mini-golf event on June 9.

The skies opened and rain poured down, but it didn't dampen the spirits of those attending this year's ATA Miniature Golf Outing to benefit the Arlington Education Foundation. Over 80 golfers and a dozen volunteers attended this 8<sup>th</sup> annual event organized by our public relations committee. The day

**ATA members helped to raise over \$50,000 for charity this year.**

was highlighted by food, crafts, raffles, door prizes and, of course, miniature golf! For the eighth year in a row, Raymond Opticians sponsored this event at the Gold Level. Coupled with additional sponsorships and fundraising from raffles, the ATA raised \$2,500 for the Arlington Education Foundation! Special thanks to those public relations representatives that worked so hard to make this event a success. It was a great way to end the year!

Through the generosity of the ATA membership, we raised over \$25,000 for various organizations this year

alone, including the American Cancer Society, the March of Dimes, Dutchess County SPCA and more. In addition, we supported countless community events and charities through donations and volunteerism. Among other awards, we were recognized by NYSUT with a Community Service Award and recently presented a lovely plaque from the La-Grange Soccer League for our continued commitment to their programs. The ATA public relations committee is committed to our work in the community, and thank you for your support throughout the year.

—Kristi Bogaczyk, PR Chair



Photo by Siouxzanne Harris

It took the work of many ATA members to make the mini-golf event the successful day that it was.

# ATA Members Help Bring Relays to Life

## 2nd Annual Mini Relay for Life at Arthur S. May Raises Over \$5,000

Arthur S. May Elementary School held its second annual Mini Relay for Life on Friday, June 8 from 3:15 to 4:30 p.m. The Mini-Relay for Life committee (headed by Ari Leach, and including Michele Anderson, Erica Dunn-Racz, Judy McGuire, Tina McKinney, Lynn Provost, Johanna Pungello, and Kendra Rogers) petitioned the neighborhood for business support, and children launched a massive fund-raising effort. Stars (representing the luminaries of the American Cancer Society's Relay for Life) were sold to honor those who have struggled with or survived cancer. T-shirts were designed and sold for relay participants and any other supporters, and the Relay for Life became a way of life for many. One first grade child, Charles Haight, said he

didn't want toys, he just wanted to raise money for the relay. Charles, who lost his

total earnings to over \$5000 for the American Cancer Society.



Photo by David Whalen

ASM teacher Mike Yarmosky showed his school pride while participating in the school's mini Relay for Life that took place on June 8.

mother to cancer several years ago, was able to raise \$1160, bringing the event's

Nearly 200 students, about 50 parents, and numerous faculty and staff, walked the track at the ASM playground to music provided by local radio station K-104. PTA members distributed water bottles and donated ice pops for refreshments upon completion of laps. There was a specialty bike many got to try, courtesy of Leisurely Ride Bike Rental, and even SpongeBob made an appearance for professional photo opportunities. Everyone worked hard to make this endeavor the massive success that it was, and we thank everyone in the school and community for their efforts, money, and time, in support of this event.

-Erica Dunn, ASM

## 1st Annual Relay for Life at Arlington High Raises Over \$20,000

It all began with a young woman named Stephanie Marini. While visiting with a friend in Connecticut, she attended an American Cancer Society Relay For Life at her friend's high school. The event was so successful that Stephanie decided to bring Relay to Arlington High School.



Photo by Siouxzanne Harris

Many school and community organizations set up tents at the Relay event that took place on the AHS track on June 9.

This amazing 11<sup>th</sup> grade student began the school year promoting the idea of a Relay at AHS. She quickly found teachers who were willing to help. Teachers Tricia Muraco, Marissa Berryann, and Colleen Napora assisted Stephanie as advisors. Marini set up weekly meetings of her student committee and met with representatives from the American Cancer Society. Early this year, a "kick off" was held invit-

ing anyone from the school who might be interested. In the spring, a huge sign-up event was planned in the cafeteria after school. The café was beautifully decorated in shades of purple, the color associated with the ACS. Speakers told of how cancer had affected them personally. Members of school athletic teams and clubs were invited to create a Relay Team and raise money for this worthy cause. The school's goal was set at \$20,000.

The day of the actual event was Saturday June 9, from 10 a.m. until 10 p.m. Organizers began to arrive at 7 a.m. Tim Terrlavero from Maintenance had done a beautiful job preparing the track and field area for Relay. The day's events included an opening ceremony featuring cancer survivor AHS social studies teacher Noreen Mills Martin, who recounted the 15 years

since she had been diagnosed and treated. The theme was "Happy Birthday." The Cancer Society promotes the notion of "More Birthdays and Less Cancer."

Other events of the day included pie throwing (at AHS principals Brendan Lyons and Hilary Roberto and teachers Erica



Photo by Siouxzanne Harris

Relay attendees could make a donation to hit AHS social studies teacher Erica Deninger with a pie.

Deninger, Muraco, and Berryann), an obstacle course, various relay races, and student performers. There was also a Fight Back ceremony where participants promised to do something in their

lives such as use sunscreen or not smoke. The evening ended with a luminaria ceremony and a very powerful silent closing ceremony. At press time, the Relay raised over \$20,000.

-Noreen Mills Martin, AHS

# Dates to Remember



## JUNE

- 23rd—High School Graduation, 6 p.m., Dutchess Stadium (rain date, 6/24)
- 26th—Board of Education Meeting, 7:30 p.m., CAO

## JULY

- 16th-20th—NYSUT LAP Conference, Saratoga
- 23rd—ATA Night at the Renegades, 5:30 p.m., Dutchess Stadium



## 2012-2013 EXECUTIVE COUNCIL SCHEDULE

September 18

October 16

November 13

December (no meeting)

January 15

February 19

March 19

April 16

May 14

June 11



All meetings are at 4 p.m. in room 1432 at AHS

# Announcements

### **The Educator needs you!**

Would you like to see more information about *your* school in here? We need representatives from each school to aid in gathering information to print! Please contact Sam Falk at [sfalk@acsdny.org](mailto:sfalk@acsdny.org) if you are interested.

Volunteers are needed to serve dinner at the Lunch Box in Poughkeepsie from 4 - 6 p.m. on July 9 and 13 and August 10 and 13. Contact Colleen Napora at AHS to sign up.

**Don't forget to sign up for your tickets to ATA Night at the Renegades on July 23. Details and registration form can be found at <http://www.arlingtonteachers.com/renegades.pdf>**

**Stay in touch over the summer! Like us on Facebook or check out [www.arlingtonteachers.com](http://www.arlingtonteachers.com) for forms, photos, calendars, and more.**