



THE EDUCATOR

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E Pluribus Unum

"E pluribus Unum". It's a simple yet poignant motto, one important enough to place on our national currency. A reminder of where we came from, our origins. The Founders recognized the significance of unity, regardless of the differences and aversions among the many, that as long as we remained united

when it mattered the most, we would ensure our own survival. The motto for our country is synonymous with organized labor. When unions emerged and struggled to gain a foothold at the table for rights, it was the unity in numbers that pulled them through.

Over the past couple of years, our profession

has been the target of numerous assaults by those who believe to know how to "fix" education. From politicians at the national, state, and local levels, to corporate enti-

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ties claiming to possess the answers, educators have been made to feel as if we are the sole reason for the shortcomings of many of our students and society in general. A teacher, regardless of age and experience, can be demoralized by the constant barrage of unfunded mandates and negative

press coverage. This is exactly the time in which we need to draw strength from our numbers, from our fellow brothers and sisters who are teaching our society's children.

Yet when our leaders call on the general rank and file to stand in numbers to show our unity, the majority don't respond. I cite three recent major events to illustrate my point. In late

April, the ATA organized and hosted a rally at the corner of Route 44 and Burnett Road to send a message to the community that we do not back test-focused curriculum, particularly that which is created by corporations. The fact that over 300

people attended on a cold See *Apathy* on Page 7



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Trivia Challenge

Last month's winner, selected at random from among the correct responses received, was **Liz McGrath** from BES. She correctly identified **John Flanagan** as the new majority leader of the New York State Senate. She will be the proud owner of ATA gear.

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

Spotlight on Arlington

In 1967, a historic event for all teachers occurred: The Public Employees' Fair Employment Act, better known as the Taylor Law, the law which empowers teachers to carry out collective bargaining with their school district, was enacted.

The introduction of The Taylor Law caused much dissent in the Arlington district: most retired administration pronounced the phrase in a guttural manner, and pinpointed the passing of the law as the death of the family district that had existed for so long. Teachers, both past and present, viewed the law as a justified empowerment that would signify the end of the "organized begging" that characterized many contract negotiations between the individual teachers and the administration. Whatever the opinion, one fact was clear: Arlington had entered a new era of administration-teacher relations.

Prior to the enactment of the Taylor Law, the ATA was a loosely organized group of teachers whose official function was primarily social, organizing holiday parties and teachers' introductory gatherings. This same group would elect a teacher representative to appeal to the Board of Education for working conditions, salaries, and materials. Alas, if the Board responded, "No" to teachers' requests, those teachers had no recourse.

During the 1950s Superintendent Harold Storm enjoyed arbitrary power over salary levels. Salaries during the sixties were marked with merit pay, which might increase a teacher's base salary by as much as \$100, but frequently damaged teachers' relations with each other, and with administration.

A teacher who was denied merit pay frequently felt unworthy, jealous, and alienated. One could only imagine how well the synergy that exists within today's Professional Learning Communities would have fared during this time period!

During the 1970s, the Arlington Teachers' Association, led by a charismatic and assertive teacher, Gadlin Bodner, a New York State Teachers' Association leader, successfully negotiated its first district contract. This landmark contract laid a foundation for successive contracts. Among its accomplishments, our first contract:

- Guaranteed fair working conditions
- Protected teachers from arbitrary transfers
- Safeguarded teachers against subjective reassignments by administration
- Avoided merit pay inequities by establishing a standardized salary agreement for all teachers, regardless of the length of their tenure in the district

The early victories of our ATA seemed to set a positive atmosphere of negotiation between the district and the association, keeping the process of bargaining forthright and honorable. Like many organizations, disagreements, heated at times, have arisen, but, with its high quality of leadership, the ATA has endured, problems have been solved, and the ATA has moved forward; a tribute to the people who serve it!



*Material courtesy of Andrew Arenson and Jocelynn Banfield
-Joseph Healy, Jr., UVMS*

Negotiations Continue This Summer

I would like to thank everyone who came to the General Membership meeting on June 2 as well as the Board of Education meetings on June 9 and 23. It is so important to stay informed and more, importantly, that we stick together.

All of us are working harder than ever to increase the value of our products (students) yet the value of the work we do is being decreased and diminished. The message is clear from Albany and the school board - work harder, expect less compensation.

We are going to try one more session with a mediator before we go to fact-finding. This session will be scheduled for over the summer. I hope to have good news for you in the fall but in the mean time, have a wonderful summer. Be safe and rest up.

-Donna Doerrier, Chief Negotiator

Photographer Needed

Are you looking to become more involved with the ATA, but aren't sure how? The ATA's long-time photographer, Siouxzanne Harris, has decided to step down from her position, leaving the ATA in need of someone to take over the job.

This stipended position is perfect for someone who enjoys attending ATA events and taking photos. Ideally, the official photographer should be someone who has a stand-alone camera with an external flash since camera phones do not typically take good indoor photos.

The ATA's photographer is required to document the annual children's holiday party, mini-golf outing, and recognition dinner, though photographing other events would be desirable also. Photos appear in the ATA's newsletter, Facebook page, and web page and help us to mark memorable events, but also to show the public the great things that we do.

Interested candidates should contact ataupdate@gmail.com.

Please Give To VOTE/COPE

It is the time of year for the ATA's annual VOTE/COPE drive. VOTE/COPE provides funds to NY-SUT and the ATA to be used for political action. This includes supporting the local school budget as well as lobbying at the state and federal level for pro-education policies.

Why are your VOTE/COPE contributions important? The teaching profession isn't comprised of billionaires. Your individual contributions add up to combat the money of those hedge-fund managers who are hoping to destroy public education. They have a few really rich people, but we have thousands of middle-class people who really care. Unfortunately, in this day and age, money equals influence.

If you don't currently contribute and want to start, or if you want to increase your contribution level please see the senior building rep or community action rep in your building. If you would like to know how much you contribute now or have any questions email Robert McHugh at rmchugh@acsdny.org.

ATA Member of the Month: Jamie Feicht

"I have been a building representative for the last couple of years, trying to become more involved in the Union and the actions taken by the Union. From time to time I was involved in the Highway Clean-Up, trying to make a section of 55 look nicer. I become involved in the ATA in order to better inform myself to the actions and position of the Union, as well show support for a collective group of individuals who are trying to improve and protect the rights and conditions of educators. Being a student of history, it is an important lesson to remember the importance that a union serves, as well as the events and conditions that the working man has struggled to overcome. With unions being attacked in multiple states, it is not the time to sit back and wait to see what will happen."

-AHS social studies teacher Jamie Feicht, on why he volunteers with the ATA



Retirees Say Goodbye

The ATA's annual recognition dinner was held on Friday June 19 at Christos in Poughkeepsie. Ten June retirees were honored. Many more photos of the event can be found at www.arlingtonteachers.com.

Anne Marie Beesmer– 36 yrs with Arlington
Overlook Primary, 1st Grade

A message to my fellow ATA members; a union is only as strong as its members--so do what you can! Despite curriculum changes; administrative demands and state and federal regulations--the kids are what is important --you do make a difference-- you make lasting memories.

Mary Deady– 10 yrs with Arlington
Arlington High, Business

Be proud of what we/you are doing and stand together during these difficult times.

Carol DiPalo– 14 yrs with Arlington
Overlook Primary, Art

It has been an honor and privilege to be part of the Arlington community.



Traver Road's Recognition Dinner attendees

I will fondly remember my friends and colleagues and the many students that I have had the opportunity to teach.

Sally Kemink– 20 yrs with Arlington
Noxon Road Elementary, Reading

Thank you to the many colleagues and students who made the years memorable.

Susan Francese– 11 yrs with Arlington
Union Vale Middle, Mathematics

The students have been a real pleasure to teach and I know I will miss them a lot. My coworkers are wonderful and I look forward to hopefully visiting on occasion. My time at Arlington working as a professional was very fulfilling. Once retired I plan to revisit my oil painting hobby, travel with my husband here and there, and help one of my daughters plan her wedding. Thank you to everyone in our building for being so kind and good at what you do and for making me feel so comfortable and happy. You will be missed!



Carol DiPalo



Rose Wilson



Kathy Nerf and her daughter Kristine Jackson (LMS)

Sally Kemink

Christine LaVelle–
LaGrange Middle, Special Education

Kathleen Nerf– 22 yrs with Arlington
Overlook Primary, 2nd Grade
Overlook is a GREAT place to be!

Ken Sautter– 38 yrs with Arlington
Arlington High, Technology
After all the PLCs, APPRs, BLTs, PGP's and all the politics associated with education these day always keep in mind you are here for the KIDS. Good luck and enjoy teaching.

Colleen Wilkinson– 32 yrs with Arlington
Arlington High, Speech/Lang. Therapist
I've been blessed to have worked with great students, a wonderful staff and a very supportive union. When I began at ACSD, there were some difficult negotiation times and some sacrifices had to be made, but we worked through it. We've been very lucky, luckier than many districts, to have had a great union who has worked well with our board to achieve goals for the majority of our teachers throughout the years. Everything seems to come full circle and with unity and support, The ATA will continue to be

successful in meeting our needs.

Rose Wilson– 29 yrs with Arlington
Traver Road Primary, 2nd Grade
I will miss all my friends and colleagues at Traver. I feel fortunate to have taught with you

many dedicated, hard working people who spend countless hours creating an atmosphere where children love learning.

-All photos by Siouxzanne Harris



Anne Marie Beesmer (left) with Jeanne Buckley

2014 — 2015 ATA Officers

President

Bob Maier

First Vice-President

Greg Nieman

Second Vice-President

Steve Hertzog

Treasurer

Kathleen Blank Cicala

Chief Negotiator

Donna Doerrier

PR Committee Chair

Kristine Jackson

Community Action Chairs

Betsy Marshall

Robert McHugh

Welfare Trust Chair

Ron Higgins

Media Specialist

Sam Falk

Éminence Grise Emeritus

Robert McHugh

Senior Building Representatives

ASM — Johanna Pungello

BES — William Mueller

NES — Nicolle McMorris

VFES — Pam Goetz

OPS — Anne Marie Beesmer

Traver — Siouxzanne Harris

JDWR — Betsy Marshall

TIS — Sue Ramsden

LMS — Carmine Anastasio

LMS — Steve Bronzi

UVMS — Jim DeBonis

AHS — John Filor

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. 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 School

Under the guidance of foreign language teachers Ester Fallon and Daria McAndrew, Italian teachers district wide were able to collaborate on a grant proposal. The district was awarded nearly \$12,000 from the Italian American Committee on Education (IACE), non-profit organization founded in 1975 for the purpose of promoting the study of the Italian language and culture within the tristate area of New York, New Jersey, and Connecticut. The funds will be used to purchase new textbooks for middle school Italian students, including lifetime online access, and will replace textbooks that are more than 20 years old.

Traver Road Primary

On June 14 school psychologist Mary Beth Neils ran a half marathon in Lake Placid for the Leukemia and Lymphoma Society. She raised \$ 3,000 as part of a team in the area called Mir-

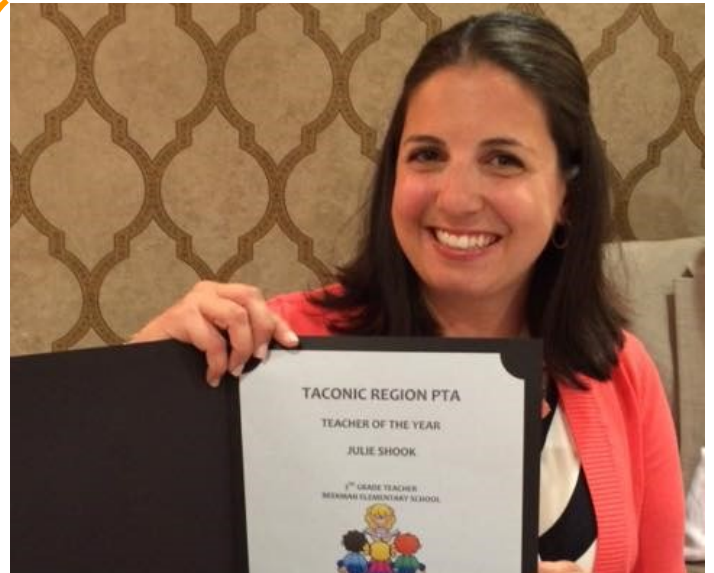


Photo courtesy of Julie Shook

Beekman Elementary

Third grade teacher Julie Shook was awarded the Taconic Region PTA's Teacher of the Year Award in honor of Helen Marchese. This award is to recognize a teacher who displays a commitment to the welfare of children and youth, strives to obtain a better relationship between the home and school, and is committed to the purposes of PTA.

acle Milers who, together, raised over \$16,000.

West Road Elementary

The professional organization of school library media specialists of southeastern New York (SLMSSENY) is one of eight regional affiliates which make up the School Librarians Section (SSL) of the New York Library Association (NYLA).

Librarian Hilda Cioffi represents Dutchess County on the SLMSSENY board. As a board member, she was one of the 17 conference committee members who helped plan and coordinate the successful statewide SSL/NYLA Spring Conference in Tarrytown that ran from April 30 to May 2,

2015. This annual conference is the only one in New York State with professional development created primarily for school librarians.

Cioffi comments, "Although I had organized numerous school book fairs, I had never helped coordinate an event as huge as this one and have gained a new respect for the massive amount of teamwork and collaboration necessary to make a conference happen. I learned a lot about event planning from librarians who had previous experience, met highly motivated librarians from around NYS and brought back to my libraries new knowledge

See *Contribute* on Page 7

Apathy Is a Union's Worst Enemy

Continued from Front Friday afternoon is awesome and inspiring, but having over 700 present would have made quite a statement!

The only thing more disheartening upon hearing the not-so-finer points of the district's contract proposals to the Union was the attendance of the current ATA membership at the general membership meeting. By a rough count, approximately one third of our membership was there to hear these less-than-appreciative measures.

And finally, at the Board of Education meeting on June 9, the ATA encouraged members to attend to show our displeasure with the contract proposal. Seeing over 130 educators dressed in maroon was quite a sight, yet I know that having an additional 500 or more in attendance would have left quite an impression on the members of the Board.

I realize that people have busy

lives and commitments that exist outside of the school in which we teach. Yet unions are only as strong and relevant as the members who make up the association. I also realize that some of us don't necessarily care for organized labor in general

If we wish to see all the hard fought rights gained by those who came before us continue and grow, then we all need to make a concerted effort to become more involved, especially when our presence is required.

for a variety of reasons. When our livelihood is threatened and our commitment and our professionalism are being called into questions by outside forces, then these differences must be put aside for the continued collective good of the group. Membership in a union is much more than paying your dues and wearing a t-shirt on a particular day to school. The worst enemy any collective

group of people can have is apathy.

I will not claim to do all that I possibly could in union activities. There are some events that I could volunteer my time and energy to in order to make our union stronger. But when my union leadership requests my presence at a rally or meeting, (especially one that has an impact on my wages and retirement status) I show up! As it was once stated, "Showing up is half the battle". By nature, I tend to be an optimistic person. The ATA showing at recent important events has left me worried about our

chances against the challenges that we as educators are facing. If we wish to see all the hard fought rights gained by those who came before us continue and grow, then we all need to make a concerted effort to become more involved, especially when our presence is required.

-Jamie Feicht, AHS

ATA Members Contribute to Their Communities

Continued from Page 6

learned from the workshops at the conference."

Music teacher Kathen Cowan took part in the annual Bachfest on June 6, which is an all Bach festival for choir and orchestra at Christ Church in Poughkeepsie. This year they sang Cantata #4 and Cantata #21, and Ich Lasse Dich Nicht for two choirs. Cowan sang two duets, one with soprano and tenor and one with soprano and bass.

Union Vale Middle

Art teacher Sheri Altieri created collaborative artwork with her 6th,

7th, and 8th grade students to raise awareness of an important issue: child abuse. Two positive artworks, a painting and a print, were created to remind others that even in difficult times, there is always hope.

The artworks were donated to the 2015 Center for the Prevention of Child Abuse Gala and Auction. The artworks raised \$4,500.00 at the auction and were donated back to the Center for the children to view each day. All of the funds raised go directly to the Center for the Prevention of Child Abuse in Arlington, a wonderful organization that helps local children, many of whom attend our district.

Highway Cleanup

Thank you to all of the ATA members who volunteered their time to clean along Route 55 between Freedom Road and Route 82 on June 6 as part of the ATA's annual commitment.

AHS: Kathleen Peifer, Joe-Lynn Ginese, Regina Godfrey, and Brad Veeder

LMS: Jean Cwik, Kristine Jackson, Carmine Anastasio, and organizer Debbie Pollack

OPS: Juanita Puchkoff, Nancy Thomas, and Melinda Grey

JDWR: Besty Marshall

NOX: Elise Pattison

Retiree: Marion Quinn

Dates to Remember



JUNE

23rd—Last Day of Classes (Half Day), All Elementary and Middle Schools

Board of Education Meeting, 7 p.m., CAO

24th—Professional Development Day

25th—Superintendent's Conference Day

27th—High School Graduation, 1 p.m., Dutchess Stadium



AUGUST

7th—ATA Night at the Renegades, 5:30 p.m., Dutchess Stadium

2015-2016 EXECUTIVE COUNCIL SCHEDULE

September 15

October 20

November 17

December (no meeting)

January 19

February 16

March 15

April 19

May 10

June 7



Announcements

Thank you to the ATA's Communications Committee for all of their help with The Educator this year!

Erica Dunn - ASM

Laura Griffone - BES

Betsy Marshall - JDWR

Sharon Mosden - NOX

Jayne Pugnali- OPS

Amanda Buhler- TIS

Tara Paradise Dwyer - TRS

Katherine Falcone - UVMS

Lori Mandy - VF

Volunteers are needed to serve dinner at the Lunch Box in Poughkeepsie from 4 to 6 p.m. on July 10 and 13. Please contact Colleen Napora at cnapora@acsdny.org to sign up.

Stay in touch over the summer! Like us on Facebook or check out www.arlingtonteachers.com for forms, photos, calendars, and more.