



THE EDUCATOR

Newsletter of the Arlington Teachers' Association

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The Future of Arlington Comes Into Focus

ATA President Bob Maier's 2019 State of the Union Address

Each year I like to write an article for the ATA newsletter to report to the membership the status of our work, and the outcome of our previous year. As each year seems to fly by, each has its unique challenges, and different focuses that keep us working hard on your behalf. The ATA continues to have a consistent population of just over 700 working members and a growing population of 440 retirees.

This has been an exciting year. With the hard work of our officers and the support of our membership, the ATA had purchased our office in May

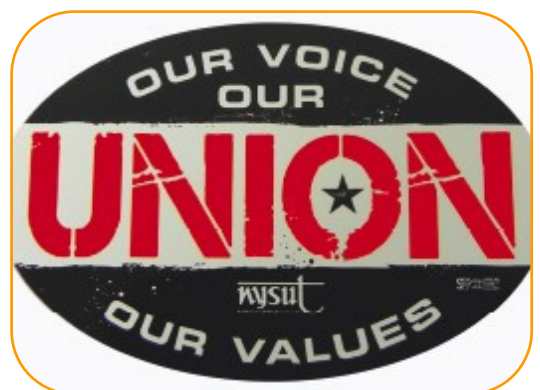
2011. This was a huge move for the ATA as we had been paying rent for the previous office for years. If you have not heard, in the fall of 2018

The ATA continues to work on your behalf. This year we attempted to open a formal line of communication with the Board of Education to no avail, so we continue to work with district administration to understand what the future might bring.

we have completely paid off the loan that we had on the property without ever raising dues. This has saved the membership the interest on the loan, and given us the confidence that this organization will

be headquartered at 46 Davis Avenue in the Town of Poughkeepsie long into the future.

This past June, we saw a significant challenge with the conclusion of the Janus vs. AFSME Supreme Court case. To refresh your memory, this case focused on whether a public sector union can charge dues or agency fees to employees who decline to join a union but remain covered by its collective bargaining agreement. The court ruled the fees are unconstitutional. This is why we had to set out and re-sign all of our members in September. To
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ARLINGTON TEACHERS' ASSOCIATION
46 Davis Ave., Poughkeepsie, NY 12603



(845) 454-7002 · www.arlingtonteachers.com · ata4547002@aol.com

Trivia Challenge

Answer the question below correctly and you could be the proud winner of ATA gear!

Which U.S. President was the first to name a woman to his cabinet?

Last month's question had no correct responses received. The number of educators who achieved National Board Certification in NY in 2018 was **98**. Answer this month's question and you could be the proud owner of some ATA gear.

Submit your answer to the above trivia question to sfalk@acsdny.org by February 8. The winner will be randomly selected from the correct submissions.

Welfare Trust Ups Dental Coverage

The trustees of the ATA's Welfare Trust met in late 2018 and agreed to the following improvements to the ATA's dental plan:

- If a payment for a dental procedure was lower than other school district's dental plans, the payment was increased to at least match the other

plans. This is an anticipated cost of approximately \$70,000 to the Welfare Trust.

- The yearly maximum allowed for each member and each dependent has been increased from \$2750 to \$3000. The year for the dental plan is January 1 to December 31.

The Personal Health Account remains at \$425 per year. The Vision Account remains at \$325. The year for both the Personal Health Account and Vision Account is October 1 to September 30.

-Ron Higgins,
Welfare Trust Chair

Tax Season Is Upon Us Once Again

Dues Deductions for the Calendar Year 2018 for:

Full Time Teachers Who Were Employed In All Of 2018

<u>Payment Option</u>	<u>Amount of Union Dues Deducted</u>
15 Payments	\$770.61

Full Time Teachers Who Returned From Leave or Started In September 2018

<u>Payment Option</u>	<u>Amount of Union Dues Deduction</u>
15 Payments	\$297.15

Full Time Teachers Who Retired In September 2018

<u>Payment Option</u>	<u>Amount of Union Dues Deduction</u>
15 Payments	\$473.46

Part Time Teachers pay varying amounts of union dues and should check the 12/21/18 paystub

Please note: ALL full time teachers pay the same ATA dues. Numbers are different due to number of payments and the fact that the dues structure changes school year to school year. The dues structure is based upon the school year and not on the calendar year.

Check your pay stub from the last paycheck in December (12/21/18- Deductions column, Y-T-D, DUES ATA) for your exact amount, as well as other potential tax deductions.

The educator expense tax deduction has been renewed for 2018 returns, and there is also a new state deduction for your union dues. As a result of legislation championed by NYSUT, the state AFL-CIO and unions across the state, which was passed and signed into law in April 2017, union members in New York can deduct their union dues from their state income taxes if they itemize. Check with your tax preparation professional to discuss union dues and other work-related tax deductions.

-Steve Hertzog, 2nd Vice President

The Future of Arlington Comes Into Focus

Continued from Front
 date, we have all but eight members re-signed, and are working on tracking down those remaining few. To be clear, those who do not sign are entitled to all of the rights and privileges of our contract while employed, but relinquish union representation from the ATA and NYSUT, as well as any benefits the union provides in retirement. Specifically, individuals who give up their union membership at anytime during employment will not be afforded access to the ATA Welfare Trust in retirement, as well as many other benefits. Those who have not signed up are not being charged union dues currently. All individuals should look at their coming payroll statement to ensure they are paying dues. If "ATA Dues" does not appear on your payroll in error and you wish to correct this, you should contact the ATA office immediately.

As the school budget season has begun, we are starting to see the future of Arlington coming into focus. The decline of student enrollment

that began in the elementary schools years ago continues into the secondary schools today. What this means is that elementary student populations have stabilized across the district, although we are seeing disparity among buildings based on attendance areas. The secondary schools will continue to see the decline for a few years to come.

District conducted a survey of the morale of our employees. The ATA awaited the outcome that was afforded to us the end of June. Some data was presented in September, and then many of us participated in focus groups to drill down into the data to understand the responses of the employees. To date we are anticipating the outcome of that study, as the superintendent forecasted its release in February. We await that data, and we hope the ATA will be allowed to work to improve the current environment.

The ATA continues to work on your behalf. This year we attempted to open a formal line of communication with the Board of Education to no avail, so we continue to work with district administration to understand what the future might bring. As each year has its challenges, this year is no different than the past. If you have any concerns or questions, please contact us at the ATA office. We feel it is most important that our members are as informed as possible.

-Bob Maier, ATA President

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The ATA continues to campaign for lower class sizes, and the preservation of positions. We have been fortunate that most lost positions are being mitigated through retirements, and we should not see high numbers of layoffs to address the lower student population.

In the spring of last year the

New York Assembly and Senate Pass APPR Bill

On January 23 both the New York State Assembly and Senate passed a bill to amend the current APPR law (3012-d) that requires the rating of teachers and principals. The primary amendments read as follows:

a) *Notwithstanding any other provision of law, rule or regulation to the contrary, the grades three through eight English language arts and mathematics state assessments and all other state-created or administered tests shall not be required to be utilized in any manner to deter-*

mine a teacher or principal evaluation required by this section.

b) *The commissioner shall promulgate rules and regulations providing alternative assessments that may be used in grades three through eight instead of all other state-created or administered tests, which shall include all of the assessments that have been approved by the commissioner for use in determining transition scores and ratings.*

c) *The selection and use of an assessment in a teacher or principal's evaluation pursuant to para-*

graphs a and b of this subdivision and subdivision four of this section shall be subject to collective bargaining pursuant to article fourteen of the civil service law.

Other provisions of 3012-d remain unchanged, such as the use of SLOs for the student performance component, and the existence of the matrix used to determine final ratings. The ATA's APPR team will be sure to inform all members as soon as information is available as to how the changes to 3012-d may affect our APPR process.

Summer Opportunities Abound

In February summer may seem far off, but it is not too soon to be thinking about applying for teachers after school ends. Information about numerous educational programs can be found in this list of just some of the great programs that are available at very little or no cost at all to educators.

Program Sponsor	Recommended Grade Level	Subject	Date
National WWII Museum	6-12	Social Studies—WWII	July 28-August 1
Gilder Lehrman Institute for American History	K-12	Social Studies—American History	Various
McDonald Observatory	K-12	Science—Astronomy	Various
Yellowstone Forever	6-12	STEAM—Blending STEM and Art	July 15-19
National Endowment for the Humanities	K-12	Humanities—Social Studies, ELA, Architecture, Music	Various
Library of Congress	K-12	All	Various
National Gallery of Art	K-12	Art	July 10-14
American Meteorological Society	K-12	Science—Weather	July 28-August 1
Holocaust Center For Humanity	K-12	The Holocaust, Genocide, Human Rights	August 1-5
Carnegie Hall	6-12	Music, Drama	July 10-14
Elementary Physical Education Workshop	K-8	Physical Education	July 7-11
ASM International	6-12	STEM—Materials Science	Various

g for one of the many professional development opportunities available
nd on the internet, but many can be very expensive. The following is a
ctors. Many even include room, board, and travel expenses!



s	Location	Application Deadline	Website
gust 3	New Orleans, LA	Feb. 1	tinyurl.com/y7h4nkv9
us	Various	Feb. 18	www.gilderlehrman.org/content/teacher-seminars
us	Fort Davis, TX	Feb. 28	mcdonaldobservatory.org/teachers/profdev#hubble
-19	Yellowstone National Park	Feb. 28	www.yellowstone.org/experience/steam/
us	Various	March 1	www.neh.gov/divisions/education/summer-programs
us	Washington, D.C.	March 10	www.loc.gov/teachers/professionaldevelopment/teacherinstitute/
	Washington, D.C.	March 30	tinyurl.com/y8bj5nn8
gust 3	Kansas City, MO	April 1	tinyurl.com/jgqg2x8
5-9	Seattle, WA	April 20	holocaustcenterseattle.org/teach/powell-teacher-fellowship
-13	New York, NY	April 30	www.carnegiehall.org/MEW_Summer_Program/
12	San Luis Obispo, CA	Ongoing	epew-cp.weebly.com/
us	Various	Ongoing	tinyurl.com/gwo24fq

2018 — 2019 ATA Officers

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Bob Maier

First Vice-President

Greg Nieman

Second Vice-President

Steve Hertzog

Treasurer

Dave Cordella

Chief Negotiator

Robert McHugh

PR Committee Chair

Kristine Jackson

Community Action Co-Chairs

Brendan Lawlor
Betsy Marshall

Welfare Trust Chair

Ron Higgins

Communications Chair

Sam Falk

Senior Building Representatives

ASM — Erica Dunn

BES — William Mueller

NES — Nicolle McMorris

VFES — Gwen Moschetto

OPS — Christene Way

Traver — Diana Judge

JDWR — Betsy Marshall

TIS — Larry Jeannotte

LMS — Kevin Walsh

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.

Arthur S. May School
Speech Therapist

Allison Whitted has created a sensory path in the school's auditorium lobby. The children now have a colorful, fun and effective way to redirect their excess energy. The students are able to use the sensory path to hop, skip, tippy-toe and jump their way to a more focused body and mind.

Union Vale Middle

Special Education teacher Karen Sipperly once again organized the annual trivia competition that benefits the Red Hook Library. This is the competition's 17th year. Each year many Arling-

ton teachers compete in the charity event. This year it was held on January 27.

Titusville Elementary

Third grade teacher Christa Croshier was surprised at school on January 3 by a visit from radio station Q92's Joe and Michelle, who gave her their Teacher of the Month award, along with various prizes, such as a \$100 gift card from TEG Federal Credit Union to spend on her class. Croshier was nominated for the award by her student Rachel.

ATA Members Wear Red For Ed



On January 17 ATA members wore red to show support for the teachers of the Los Angeles public schools who were on strike. The top photo (courtesy of Christene Way) was taken at Overlook Primary School, and the bottom one (courtesy of Colleen Napora) was taken at Arlington High School.



The 34,000 members of the UTLA were on strike for six days, and, in the end, won improvements to their schools such as smaller class sizes and more nurses, librarians, and counselors, in addition to a pay raise. It was also agreed that their school board would call for a statewide reexamination of the role and effect of charter schools, and that it would consider asking the state for a moratorium on any new ones.

Career Fairs Introduce Students To Possibilities

When a child is asked the age-old question, "What do you want to be when you grow up?" his or her answer is often dependent on what he or she has knowledge of. Many elementary school students say they strive to be police officers or teachers, and many high school students claim lawyer or doctor as their career choice. Students may not be able to envision themselves in other jobs because they don't know that those jobs exist. As educators, it is important for us to let our students know that there is a career path available to fit all of their interests and abilities.

Two ATA members who took this goal to heart are Linda Delaguerra, an art teacher at Vail Farm Elementary, and Jaime Lolkema, a family and consumer sciences teacher at LaGrange Middle. Both of them have organized career fairs at their schools, and their efforts have inspired similar events in other buildings.

Delaguerra explains, "I started organizing a career fair with a committee at Beekman Elementary many years ago, so I wanted to bring it to the Vail Farm community. I was originally inspired by my work as a freelance bookkeeper in Manhattan prior to my teaching career. I was so surprised at the variety of jobs and businesses there were that I had never heard of during my years of school." Lolkema was motivated by the community-involvement aspect of a career fair and had also been part of a similar event that her former school, Arlington Middle, used to hold.

While both school's career fairs had approximately the same number of speakers, they took different approaches to the logistics of the event. The LMS career fair was held for 7th and 8th graders for two hours on a morning when 6th graders were out of the building. They were able to utilize classrooms for the fair and then run the remainder of the day on a two-hour delay schedule. According



Photo courtesy of Gwen Saylor

Bob Stump, local artist and musician, shows a group of 4th graders the types of techniques he uses when creating landscape paintings during Vail Farm's career fair on October 24.

to Lolkema, "Each presenter hosted three 25 minutes sessions in which they shared information about their career as well as answered questions. Students signed up on a Google form for each of the three sessions they wished to attend. Approximately 25 students were in each room with the presenters. Each classroom also had two supervising teachers for attendance, support for the speaker, and classroom management."

Delaguerra describes her school's career fair as an event for 4th and 5th graders: "We started with a keynote speaker about careers in the arts. Our goal was to encourage students' current interests and perhaps to spark new interests. Students spent approximately 10 minutes at each of three presenter stations. Students were sorted into presentation groups based on interests they indicated on a form. Students had the opportunity to learn about the education and training the individual needed to complete for their career, why they chose that career, and what tasks they perform on a daily basis. Students also asked questions and took notes."

The careers represented at both fairs included health professionals such as an occupational therapist and an ophthalmologist, owners of a local ice cream parlor and beauty salon, a meteorologist, a Metro North foreman, and even an organic farmer. In the end, Delaguerra and Lolkema were satisfied that they had introduced students to a wide range of attainable career goals involving different interests and educational backgrounds.

Both Delaguerra and Lolkema stress that organizing a career fair is a big undertaking and that it is necessary to partner with administrators and teachers to be able to work out logistics and recruit speakers from different industries. For those who wish to host a career fair at their school Delaguerra says that, "You need the support of a committee, and you need to be really organized. It's very similar to event planning!" Lolkema adds, "My advice is to do what works best for your school and your students. Decide what your goals are and create an experience that matches your goals."

-Sam Falk, Editor

Dates to Remember



FEBRUARY

- 12th—Board of Education Meeting, Budget Workshop: 7 p.m., OPS
- 15-18th—President's Day - No School
- 19th—ATA Executive Council Meeting: 4 p.m., AHS Room 1432
- 23rd—Math, Science, and Technology Fair: 8:30 a.m. - 12 p.m., AHS
- 26th—Board of Education Meeting, Budget Workshop: 7 p.m., CAO

MARCH

- 8th—Superintendent's Conference Day
- 12th—Board of Education Meeting, Budget Workshop: 7 p.m., ASM
- 19th—ATA Executive Council Meeting: 4 p.m., AHS Room 1432
- 21st—School Budget Public Forum: CAO
- 26th—Board of Education Meeting: 7 p.m., LMS
- 29th—Professional Development Half Day



APRIL

- 6th—District Arts Fair: 11 a.m. - 4 p.m., LMS



Announcements

Retirees, Save the Date!

The next retiree luncheon will take place on Thursday, May 9, 2018 at 12 pm at the Italian Center at 227 Mill Street in Poughkeepsie. More information will be coming soon.

Volunteers are needed to serve dinner at the Lunch Box in Poughkeepsie from 4—6 p.m. on March 8 and 11. Please contact Liz Crivello-Jordan at BES or Kathleen Vogt at UVMS to sign up.

Stay informed! Like us on Facebook or check out www.arlingtonteachers.com for forms, photos, calendars, and more.