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Staying Grounded (And Sane) Throughout The School Year

We are in the second month of the school year but it feels like the tenth! Ironically, during a year where there is a focus on wellness, I seem to be busier and more frazzled than in recent memory. I suspect this might be true for others too. Meetings and other responsibilities have kept me busy 3-4 evenings per week and several hours over the weekend. During September, I canceled four appointments to accommodate the extra workload. I kept afloat, but just barely. So like many teachers in 2023 I turned to Chatgpt for assistance, in this case, wellness tips. Nothing that it offered was new or

groundbreaking but it did provide some good reminders. I thought I would share two areas where I need to listen to Chatgpt's advice. First up: boundary setting and learning to say no. My work/life balance is out of whack. To remedy this we first need to define what a healthy work/life balance is. This will vary for each of us. For me it means identifying which afternoons and evenings I am available to take on responsibilities and which I am not. I have become very good at putting EVERYTHING into my digital calendar, and my Q3 calendar, and my planbook, and on post it notes.... You get the point. This way I don't double-book and I block out time for events or activities that are non-negotiable to me. Once boundaries are set we need to communicate them and stick to them. It can be hard to say no but unless we do our boundaries become blurred. Once we set boundaries and become comfortable saying no, we can reflect on what matters and reevaluate our priorities. What part of our work duties need to be prioritized? What do we need to let go of to make this happen? This may present an opportunity to say 'no', or 'no longer can I...'. Just because we have always done something does not necessarily mean that we need to continue to, especially if it is no longer feasible or no longer aligns with what is important to us. Staying grounded in what matters makes setting boundaries easier. Doing things with purpose means I am less likely to get caught up in frustrations and quicker to recover when I do.

Finding a work/life balance can be hard. We are not perfect. We have shortcomings and make mistakes,

and that's ok. It is essential to recognize and remind ourselves (and each other) of the value that each of us brings to our students and to our programs. When we focus on what matters most we can be okay with letting most of the rest go.

In Solidarity,
Joal Bova
President, RCG BOCES Teachers' Association

We want to make sure that you are getting all that you can out of your membership. Make sure you are receiving communications from us through a personal email. Check out our website at <http://rcgboces.ny.aft.org/>. Follow us on Twitter, @BocesRcg. If you have not already created an online account do so at www.NYSUT.org. Our Local is RCG BOCES Teachers' Association and we are Local 10175. Once you log in you will have access to a variety of membership benefits.



Today, NYSUT Executive Vice President Jaime Ciffone joined Gov. Kathy Hochul, New York Attorney General Letitia James and state lawmakers as they [announced new legislation aimed at online safety for children](#). The proposed measures would support NYSUT's fight to protect kids from the dangerous effects associated with social media use and from online platforms' data collection practices.

"In order to prepare our children for success in this rapidly changing world and job market, we must create conditions that allow them to navigate emerging technologies and social media platforms safely and wisely," NYSUT President Melinda Person said. "These bills are an important step in curbing the power these platforms can have over kids and would help to keep our schools as spaces where both students and educators can thrive." Here's an overview of the two bills:

Stop Addictive Feeds Exploitation (SAFE) for Kids Act

What this bill does:

- Limit the access that social media companies' algorithmic, or "addictive," feeds have to minors
- Require parental consent for minors to access algorithmic feeds on social media platforms
- Require parental consent for minors to access social media platforms between 12am and 6am and get notifications during that time
- Authorize the Office of the Attorney General to seek damages or civil penalties for violations up to \$5,000 per violation
- Allow parents/guardians of covered minors to sue for damages up to \$500 per incident, or actual damages, whichever is greater

Why this is important:

- Algorithmic feeds have been shown to be addictive, especially for minors, and prioritize content to keep users on the platform longer
- Social media platforms will use algorithmic feeds to show minors content they have not followed or subscribed to, which may be inappropriate
- Multiple studies show that social media use is linked to negative mental health outcomes for children and young adults. A recent advisory from the United States surgeon general noted that nearly 40 percent of children ages 8-12 use social media and that frequent social media use

among adolescents can be associated with long-term developmental harm.

New York Child Data Protection Act

What this bill does:

- Prohibits online platforms from collecting, using, sharing, or selling personal data of anyone under the age of 18 for advertising, unless they receive informed consent
- For users under the age of 13, this informed consent must come from a parent or guardian
- Authorize the Office of the Attorney General to seek damages or civil penalties for violations up to \$5,000 per violation

Why this is important:

- Other states and countries limit the personal data online platforms can collect from minors, but New York does not
- This leaves children vulnerable to having their location and other personal data tracked, stored, and sold online
- This leaves their data vulnerable to falling into the wrong hands

Source: NYSUT COMMUNICATIONS

See the full article here: <https://www.nysut.org/news/2023/october/online-safety>

REMEMBERING TAMMY BARBOUR

“How lucky I am to have something that makes saying goodbye so hard.” -Winnie the Pooh



Tammy Barbour was a dedicated School Nurse Practitioner for Questar for 29 years. It's fair to say most everyone in the Special Education department knew her and was privileged to work with her. Tammy was in high demand, consulting with classroom staff, fielding millions of calls a day, guiding LPN staff, and attending meetings. However busy, she **never** made you feel that your concern was not important and always gave others her full attention.

I know that Tammy did not expect to end almost 3-decade career this way. She was expert at balancing her professional and personal life goals. Tammy used her intense spirituality to guide her everyday practice, and it worked. Often, I found that no issue or problem was so demanding that she could not find time. Tammy looked at our differences and struggles of our students and families with respect and commitment.

Tammy had recently become a grandmother. A job that she was ready for. How carefully she

navigated being a wife, mother, mother-in-law and grandmother. Talking about her family, she was proud, and her words and actions reflected this. It was clear that her family gave her motivation to be the best version of herself. Examples of this were present at work.



Her passing has left a giant void both at work and home. Tammy would expect us to understand and live as she would have, helping and guiding others. I would ask that you share stories and memories often. While I have little doubt that filling her role at work and home is near impossible, try each day to think of how she would respond.

Written by: Miriam Giller



Appendix B-1

Teachers' Association Salary Schedule

STEP	2021-22	2022-23	2023-24	2024-25	2025-26
1	\$ 48,500	\$ 49,470	\$ 50,212	\$ 50,840	\$ 51,348
2	\$ 49,640	\$ 50,633	\$ 51,392	\$ 52,034	\$ 52,555
3	\$ 50,806	\$ 51,822	\$ 52,600	\$ 53,257	\$ 53,790
4	\$ 52,000	\$ 53,040	\$ 53,836	\$ 54,509	\$ 55,054
5	\$ 53,222	\$ 54,287	\$ 55,101	\$ 55,790	\$ 56,348
6	\$ 54,473	\$ 55,562	\$ 56,396	\$ 57,101	\$ 57,672
7	\$ 55,753	\$ 56,868	\$ 57,721	\$ 58,443	\$ 59,027
8	\$ 57,063	\$ 58,205	\$ 59,078	\$ 59,816	\$ 60,414
9	\$ 58,404	\$ 59,572	\$ 60,466	\$ 61,222	\$ 61,834
10	\$ 59,777	\$ 60,972	\$ 61,887	\$ 62,660	\$ 63,287
11	\$ 61,182	\$ 62,405	\$ 63,341	\$ 64,133	\$ 64,774
12	\$ 62,619	\$ 63,872	\$ 64,830	\$ 65,640	\$ 66,297
13	\$ 64,091	\$ 65,373	\$ 66,353	\$ 67,183	\$ 67,854
14	\$ 65,597	\$ 66,909	\$ 67,913	\$ 68,761	\$ 69,449
15	\$ 67,138	\$ 68,481	\$ 69,508	\$ 70,377	\$ 71,081
16	\$ 68,716	\$ 70,091	\$ 71,142	\$ 72,031	\$ 72,752
17	\$ 70,331	\$ 71,738	\$ 72,814	\$ 73,724	\$ 74,461
18	\$ 71,984	\$ 73,424	\$ 74,525	\$ 75,456	\$ 76,211
19	\$ 73,675	\$ 75,149	\$ 76,276	\$ 77,230	\$ 78,002
20	\$ 79,400	\$ 80,988	\$ 82,203	\$ 83,230	\$ 84,063
21	\$ 81,266	\$ 82,891	\$ 84,135	\$ 85,186	\$ 86,038
22	\$ 83,176	\$ 84,839	\$ 86,112	\$ 87,188	\$ 88,060
23	\$ 85,130	\$ 86,833	\$ 88,135	\$ 89,237	\$ 90,129
24	\$ 87,131	\$ 88,873	\$ 90,207	\$ 91,334	\$ 92,247
25	\$ 89,178	\$ 90,962	\$ 92,326	\$ 93,480	\$ 94,415
26	\$ 90,516	\$ 92,326	\$ 93,711	\$ 94,883	\$ 95,832
27	\$ 91,874	\$ 93,711	\$ 95,117	\$ 96,306	\$ 97,269

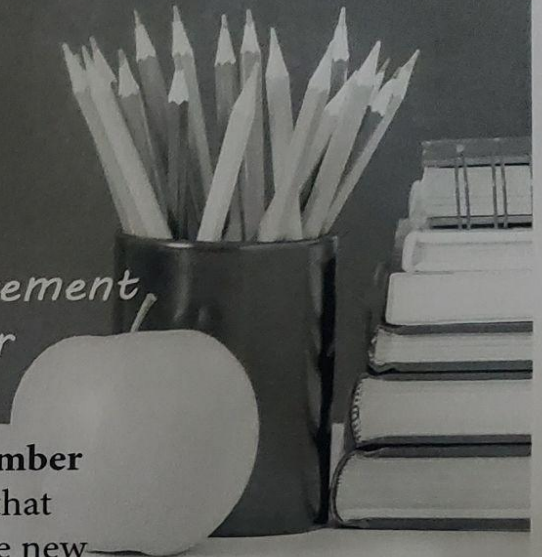
Employees not otherwise entitled to step movement will receive the following increase to base salary:

Off-Schedule	2021-22	2022-23	2023-24	2024-25	2025-26
	Not Applicable	Not Applicable	Not Applicable	1.80%	1.80%

Back to school can mean a lot of different things:

- Starting a new career
- Planning for the future
- Balancing work and home life
- Making difficult decisions
- Enjoying your final year before retirement
- Recalling memories of a proud career

Regardless of what you might be doing this fall, **NYSUT Member Benefits** offers a variety of endorsed programs and services that could help make you as prepared as possible for whatever the new school year may throw at you.



Whether you are looking to save money, protect your family, or plan for the future, **NYSUT Member Benefits** is a great place to start. With dozens of endorsed insurance, legal, financial, shopping, travel, and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

And speaking of savings, the **Member Benefits Discounts & Deals** program utilizes the nation's largest private discount network to offer all NYSUT members (both in-service and retiree) exclusive access to savings of up to 50% at 850,000 locations -- including more than 21,200 New York State deals. If you have not already done so, head over to mbdeals.enjoymydeals.com to create your account with your NYSUT ID number, preferred email address, and password.

You'll then be eligible to save on restaurant dine-in or take-out, flowers and gift baskets, Bose electronics, clothing and shoes, oil changes and vehicle maintenance, sporting events, hotels and flights, car rentals, theme parks, movie tickets, and much more. Members are encouraged to download the MB Discounts & Deals mobile app for the best user experience with this program.

Check out all your union membership has to offer!



Learn more by scanning the QR code to the left, visiting memberbenefits.nysut.org, or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

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