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**Union Updates**

- *If you have not registered or logged in recently to your TEACH account, please do so at <http://www.highered.nysed.gov/tcert/teach/>. Check your status in your account and make sure all of your information is correct and updated.*
- *If any members wish to participate in the Research Team for Negotiations, please reach out to your building level reps soon.*

**Happy Holidays!**

Your Executive Team wishes for each of you some quality time with family and friends, the warm glow of giving to those in need, and a smile to share with everyone you encounter!

When the school year begins anew in 2020 we will be in the midst of preparing for our first negotiations meeting with administration. We will keep you posted via your building level representatives.

Our negotiating team members include: Hilary Reilly

(Pres.), Joal Bova (VP for SpEd), John Mahony (Treasurer), Diane Stever (Grievance), and Jefferson LaMountain (ED#10/AFL-CIO). Meetings with the Administrative Team will begin in January 2020. As stated previously, our Questar III Board of Education will be providing two members to serve on the Admin. Team and have chosen to bargain separately from the Federation. J. Greene (NYSUT LRS) has confirmed that this is a common practice and cannot be challenged.

Since 2020 is a presidential election year, the American Federation of Teachers will be hosting NYS Local Presidents in Saratoga Springs, Jan. 25-26, 2020 to discuss issues relevant to northeastern educators. If you wish to share your thoughts in advance of this meeting, please email Hilary Reilly at [rcgbocespres@gmail.com](mailto:rcgbocespres@gmail.com) using your **personal email address**.

In Solidarity,  
 RCG BOCES TA  
 Executive Team

**Tasty Table Traditions Cookbook Authored @ CGEC**

Chef Peter Desmond's Culinary Arts Program combined with Integrated English taught by Rebecca Lanier at the Columbia-Greene Educational Center just completed a five-week project where students created a culinary cookbook with accompanying personal narratives. Students shared a recipe, a personal narrative related to that memory, cooked/baked their recipes in class and shared their recipes with other students. During the course of production, the students were introduced to book production; they

worked collaboratively on a title, a preface, and a dedication page. Some students assisted with the formatting of the pages and also designed the cover in Adobe Illustrator. The end product is a 65-page book that includes color photographs.



Kendall Pedersen and Amoz Bowles from CGEC display their products for the cookbook!

*The best and most beautiful things in the world cannot be seen or even touched. They must be felt with the heart. Wishing you happiness."*

*~ Helen Keller*

## Know Your Contract

### Section 9.2 - Personal Leave (pp. 13-14)

Employees may charge up to three days against accumulated sick leave credits annually for the transaction of personal business that cannot be accomplished at times other than during school hours.

Application for this leave needs to be submitted no

less than five days prior to the anticipated absence to their building principal/supervisor.

Employees should receive written response within two days of the submission of their request.

Personal leave may not be used for vacation purposes (ie. to extend a vacation).

Personal leave will not be

available to any employee who has announced their intention to resign or retire during the month immediately preceding the effective date for each circumstance.

Once leave is approved, it cannot be taken away.

As long as staff follow the policy agreement, personal leave should be permitted.

## Shared Success

*"Success usually comes to those who are too busy to be looking for it." Henry David Thoreau*

### Columbia-Greene Ed. Center Welding and Fabrication CTE Program

Welding students from CGEC visited the Local #7 Plumber and Steamfitters Association in Latham to learn firsthand from professional in their field. Our new Welding Teaching Assistant, Lauren Litzmann, helped to organize this opportunity for our stu-

dents. They learned about the requirements for the Local 7 Apprenticeship Program, regional and overseas opportunities. The most valuable segment was spent speaking with members from a union perspective, discussing the benefits offered to Local 7 members including healthcare, good working conditions, wages, and contracts. They also learned that

through negotiations, the Local 7 won the contract for the new Amazon building in Schodack. The Local 7 will be working with Welding and Fabrication Program at CGEC and hopes to also work with the HVAC at both centers in the future. Members will be visiting the Columbia-Greene Educational Center soon, which will open new opportunities for our students!

~ Rebecca Lanier (VP for CTE)



Welding and Fabrication students from CGEC visit Local #7 Plumber and Steamfitters Assoc. in Latham.

Special Thanks go to Tom Carrigan, Ed Nadu and Mark Sesta for providing career advice and guidance to our CGEC students!

## Questar III Welcomes Denise Fernandez-Palozzi as our new CTE Director!



**CTE Welcomes our New CTE Director, Denise Fernandez-Palozzi!**

Denise Fernandez-Palozzi has been visiting with union leadership and CTE programs and staff since her hire in late November. She is enthusiastically engaging in conversations about our student population and how to best serve

their needs. We look forward to keeping an open dialogue as we discuss the future of our CTE and ALP programs and services!

Denise has worked for several, regional BOCES in her career both as a teacher and in multiple administra-

tive roles. She is a seasoned, BOCES advocate and truly appreciates the value of CTE and Integrated Academics. If you see her on site, please introduce yourself and share some of your success stories!



# **NEW Endorsed Program**

Get ready to Access ... big savings!

NYSUT Member Benefits is pleased to announce the launch of our newest endorsed program -- **Member Benefits Discounts & Deals provided by Access Development!**

This money-saving benefit is available exclusively to NYSUT members and features the nation's largest private discount network.

These deals can be accessed either online or from the palm of your hand through Access Development's MB Deals mobile app. Visit [mbdeals.enjoymydeals.com](http://mbdeals.enjoymydeals.com) to learn more.

Register your account on the Access website with your NYSUT ID number using the URL above. You will then be able to enjoy exclusive access to savings of up to 50% on shopping, restaurants, movie tickets & entertainment, travel, oil changes & vehicle maintenance, and much more.

## **Have a favorite local business?**

One of the best features of the MB Discounts & Deals program is the ability to recommend your favorite local business, restaurant, coffee shop, etc. to potentially join the Access Development network.

**Register your account on the Access website by March 31, 2020 to be eligible to win prizes -- visit the Member Benefits website for more information!**

Learn more by calling **800-626-8101** or visiting [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

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

**MEMBER  
BENEFITS**

**nysut**

Working to Benefit You

# Member Benefits Quick Guide

## INSURANCE COVERAGE

### Auto/Home/ Boat/Motorcycle

Special group rates on coverage for auto, home, renters, boat and motorcycle, and personal excess liability umbrella coverage from MetLife.

**866-697-8822**

### Term Life/ Level Term Life

Financial protection for your family from MetLife.

**888-386-9788**

### Disability

Income replacement benefits, provided by MetLife, help cover expenses if you become partially or totally disabled and unable to work.

**888-386-9788**

### Dental

Competitively-priced coverage from MetLife, including preventive and routine services.

**888-883-0046**

### Catastrophe Major Medical

Supplements existing coverage if you have a serious medical issue, are confined to convalescent or custodial care, or require home health care.

**800-626-8101**

**MEMBER  
BENEFITS**  
**nysut**  
Working to Benefit You

### New York Long-Term Care Brokers

Long-term care insurance specialists help you choose the best coverage at the most competitive premium.

**888-884-0077**

### Vision

Full coverage from Davis Vision for an eye exam, and one pair of eyeglasses or contact lenses per benefit period.

**800-626-8101**

### Pet Insurance

Nationwide insurance for pets covers accidents and illnesses, ranging from ear infections to cancer, plus optional pet wellness plans.

**866-838-3461**

### WrapPlan® II Universal Life Insurance

Transamerica provides coverage that increases as your term life coverage decreases or ends.

**866-697-8897**



## LEGAL & FINANCIAL SERVICES

### Legal Service Plan

Legal expertise on a range of personal legal matters provided by Feldman, Kramer & Monaco, P.C.

**800-626-8101**

### Financial Counseling Program

Unbiased financial counseling with investment advisor Stacey Braun Associates.

**800-626-8101**

### Synchrony Bank

Earn preferred rates on various savings products.

**800-901-2965**

### Cambridge Credit Counseling

Get expert assistance on student loan repayment options and/or debt consolidation, along with no-cost consultations.

STUDENT LOAN COUNSELING

**888-254-9827**

CREDIT & DEBT COUNSELING

**888-254-0398**

### UnionDirect Mortgage Discount Program

Save up to \$2,700 on lender fees and closing costs with Mid-Island Mortgage Corp.

**800-50-NYSUT**

**(800-506-9788)**

## TRAVEL & TOURS

### Orlando Employee Discounts

Save up to 30% on theme parks, attractions and vacation packages.

**866-463-0193**

### Grand Circle Travel

Worldwide group travel and adventure tours.

**800-221-2610**

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MEMBERSHIP FOR  
SPECIAL RATES  
AND OFFERS

## HOME ENERGY

### American Solar Partners

American-made modules, installed by IBEW union pros.

**914-699-3366**

### Heat USA

Buying group that provides discounted heating oil and service plans.

**888-432-8872**

### Tankfarm

Savings on propane service. No fees for rental, delivery or compliance.

**855-966-1444**



## DINING & SHOPPING DISCOUNTS

### Abenity Discounts

Online provider of more than 290,000 discounts, giveaways and exclusive offers.

1-855-223-6489

### Bose

Discounts on personal and home sound systems.

877-709-2073

### Buyer's Edge, Inc.

Discounts on appliances, vehicles, furniture and other major purchases.

973-660-1001

USERNAME: 215  
PASSWORD: NYSUT

### Office Depot/ OfficeMax

Online and in-store discounts on school and office supplies.

855-337-6811, x 12897

### Powell's Books

One of the world's largest independent booksellers and proud union employer.

800-878-7323

### Purchasing Power

Member shopping program offering consumer products, vacations and online education services with easy and convenient payment plans.

800-537-3135

### 1-800-Flowers

Flowers and gifts delivered worldwide.

800-356-9377

USE CODE:  
NYSUTMB



## CAR & TRUCK RENTALS

### Alamo

800-462-5266  
USE CODE: 213855

### Avis

800-698-5685  
USE CODE: A441200

### Budget

CAR RENTAL:  
800-455-2848  
USE CODE:  
BCDX928400

TRUCK RENTAL:  
800-566-8422  
888-633-3857

USE CODE:  
56000070789

### Enterprise

800-736-8222  
USE CODE: NYSUTMB

### Hertz

800-654-2210  
IN THE U.S.

800-654-3001  
OUTSIDE THE U.S.

USE CODE: CDP85352

### National

800-227-7368  
USE CODE: 5028191



## HEALTH & SAFETY

### EPIC Hearing

Provides access to audiologists and ENTs, plus special pricing on hearing aids.

866-956-5400

USE CODE:  
NYSUTMBC

### Defensive Driving Training

Online training course provides savings on your liability and collision insurance, and can reduce up to four points on your license.

800-626-8101

USE CODE:  
NYSUTDDC

### Tunstall Medical Alert

Personal emergency response system for individuals living independently.

844-996-9788

**AS A MEMBER OF NYSUT,** we are fighting for you every day—for better contracts, safer working conditions and fair pay. Through our advocacy, we uphold hard-won labor rights for our members — and the best possible conditions for the students, patients and others that our members serve. We also offer you exclusive access to a variety of endorsed programs and services offered by NYSUT Member Benefits, and our national affiliates, American Federation of Teachers (AFT) and National Education Association (NEA). From insurance to vacations, use this brochure to start taking advantage of all we have to offer. We're union proud and honored to serve you.



**In solidarity,**  
**J. Philippe Abraham**  
Chairperson, NYSUT Member Benefits Trust



# 100,000+

## PAYROLL/PENSION DEDUCTION

More than 100,000 NYSUT members take advantage of this convenient way to pay for endorsed programs. Payment options often include enhanced coverage or additional discounts.

# \$1,500

## AUTOMATIC INSURANCE BENEFIT

Every member receives this accidental death & dismemberment insurance benefit at no charge. It includes free travel coordination services.

# \$25,000

## ONE YEAR, NO-COST, TERM LIFE INSURANCE

Provided for every new NYSUT member for one year. Guaranteed renewal includes free preparation of a Will, grief counseling, funeral and beneficiary claim assistance, and estate resolution.

# 15%

## METLIFE MULTI-POLICY DISCOUNT

By purchasing exclusive NYSUT member homeowners and auto insurance through MetLife, you'll receive a 15% multi-policy discount.

# 18-84

## ELIGIBLE AGES TO PURCHASE LONG-TERM CARE INSURANCE

With discounted rates for members and partners, New York Long-Term Care Brokers program specialists will help explain and compare different coverage from multiple insurance companies.

# 100

## FREE FINANCIAL LEARNING MODULES

Available at [memberbenefits.nysut.org](http://memberbenefits.nysut.org), check out our Financial Planning Center for quick overviews of important topics such as retirement planning, student loans, budgeting and more.

# 90%

## CASH BACK ON ELIGIBLE VET BILLS\*

Nationwide offers pet insurance policies for dogs, cats, birds or exotic pets. Enjoy up to a 10% discount for multiple pets enrolled in a household.

*\*Some exclusions may apply. See policy documents for a complete list of exclusions.*

# \$5,000

## ADDITIONAL BENEFIT FOR AFT MEMBERS

This accidental death & dismemberment insurance benefit for AFT members will double if an injury or death occurs in the workplace.

# \$150,000

## ADDITIONAL BENEFIT FOR NEA MEMBERS

Additional life insurance and accidental death & dismemberment insurance from \$1,000–\$150,000 (depending on circumstances). Details at: [memberbenefits.nysut.org](http://memberbenefits.nysut.org)

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



To learn more about our endorsed programs and services, please visit:

[memberbenefits.nysut.org](http://memberbenefits.nysut.org)

NYSUT Member Benefits

800 Troy-Schenectady Rd. Latham, NY 12110-2455

PH: 800-626-8101 FX: 518-213-6413

[memberbenefits.nysut.org](http://memberbenefits.nysut.org)



# Teacher Shortage in New York State



**Fact Sheet No: 19-17**  
(replaces 18-11)

November 2019

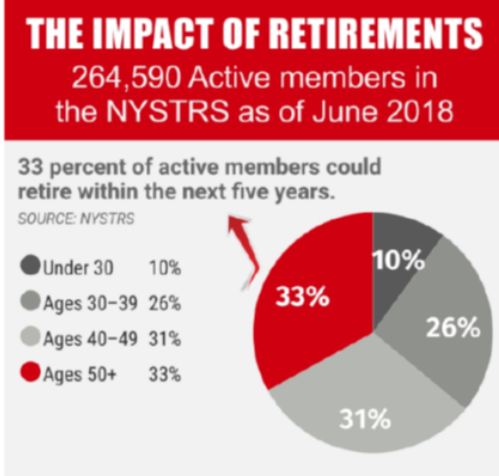
In the past several years, the national teacher shortage has captured the attention of educators, researchers, policymakers and the media. While estimates regarding the severity of the shortage vary, there is widespread consensus that demand for teachers is certainly on the rise. The U.S. Department of Education has estimated that 1.6 million or approximately 160,000 new teachers per year would be needed nationally between 2012 and 2020. A report from the Learning Policy Institute estimated the number even higher, predicting that schools will need approximately 300,000 new teachers per year by 2020.

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In New York, state officials estimate we will need approximately 180,000 new teachers over the next decade -- or up to 18,000 new teachers annually. The increased demand reflects trends in teacher retirements, expected increases in P-12 enrollments, fewer individuals entering the profession, and rates of teacher attrition. Available data indicates that New York is already experiencing a teacher shortage in a growing number of subject areas and in high poverty schools. Big city and rural districts are reporting severe staffing challenges.

## THE IMPACT OF RETIREMENTS

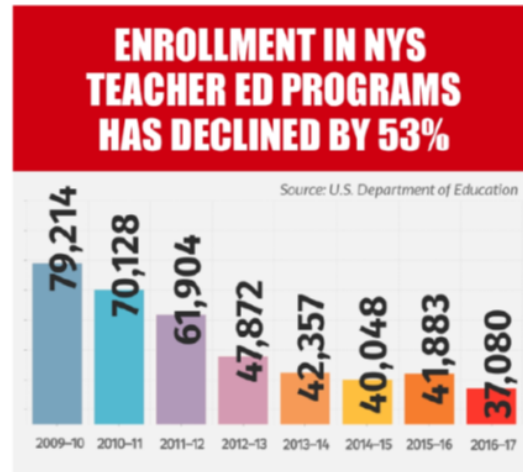
According to the November 2018 New York State Teachers' Retirement System (TRS) Comprehensive Annual Financial Report, there were more than 51,000 active TRS members over the age of 55. In addition, there were nearly 36,000 active TRS members between the ages of 50-54. This means approximately one-third of the 264,590 active TRS members are eligible or will soon be eligible to retire.



## PREPARING THE NEXT GENERATION OF TEACHERS

With many veteran teachers on the verge of retirement, it is urgent to recruit more candidates with the academic background and personal qualities that are associated with becoming a successful teacher. Teacher education programs in New York are still dealing with the fallout of the Great Recession when state cutbacks resulted in massive layoffs and a poor job market for aspiring teachers. This legacy, coupled with changes in working conditions, new certification requirements, and increased demands on teachers, have all contributed to the declining

attractiveness of a career in teaching. Since 2009-10, enrollment in teacher education programs in New York State has declined by 53 percent, from more than 79,000 students in 2009-10 to just more than 37,000 students in 2016-17. Note: This data covers undergraduate and graduate teacher prep programs.



## RECOGNIZED SHORTAGE AREAS

The U.S. Department of Education has designated 17 teacher shortage areas in New York for 2019-20, according to the Nationwide Teacher Shortage Area website. While the federal agency’s classifications have varied from year to year, the number of teacher shortage areas in New York has increased every year in the last decade based on data reported by the State Education Department. These are the state’s 2019-20 shortage areas:

- Art and Music Education
- Blind/Visually Impaired
- Career and Technical Education, grades 7-12
- Deaf/Hard of Hearing
- English as a Second Language (ESL)
- ESL with Bilingual Extension
- English Language Arts, grades 7-12
- Health and Physical Fitness
- Language and Speech
- Library Media Specialist Staff
- Literacy
- Mathematics, grades 7-12
- Science, grades 7-12
- Social Studies, grades 7-12
- Special Education with Bilingual Extension
- Students With Disabilities, all grades
- World Languages

These shortage areas vary in degree across regions and districts within the state. Since federal titles don't align exactly with New York state certificate titles, some categories such as Art and Music education now include specialty areas like Theater and Dance that used to be listed separately. Growing anecdotal evidence demonstrates that teacher shortages are hitting many other certificate titles as well, with high-need and rural districts experiencing the most difficulty attracting appropriately certified individuals.

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