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Happy Holidays!

I can not believe that another calendar year is quickly coming to an end. I hope that each of you has the opportunity to unwind and enjoy some of what the season has to offer over the holiday break.

This time of year presents an opportunity to reflect on events of the past and prepare for the upcoming year. Thank you all for the work that you have done this year. There are a number of incredible things that you have done that have made a difference, both big and small. Some

of the most important things that we do are the things that largely go unnoticed. It can take years for us to begin to recognise just some of the impact that we have made. Rest assured, you do make an impact!

This holiday season has been filled with reports of our students and programs making a difference in our communities. In this edition you will read about the Gibson Center's Holiday House. I attended the event and had a great time. Thank you to our members who worked so hard to make it possible.

A shout out also to the construction, electrical trades, gaming and culinary classes at Gibson for creating a 4 foot gingerbread house which was displayed at the Rensselaer Train Station. The FFA chapter at the Noonan school at Durham hosted a seasonal painting fundraiser. CDOS and Arts classes at the Regents Program at Gibson and the Sackett Educational Center collaborated to create a holiday related display for the Teresian House in Albany. These are

just a few of the examples of our students making an impact and giving back. Behind each of these endeavors are dedicated educators helping to make them possible.

I hope that you find time to celebrate, do something nice for yourself and focus on what matters most to you. Happy Holidays and a very happy New Year!

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 Local 10175. Once you log in, you will have access to a variety of membership benefits.



NYSUT to New York state: It's time for distraction-free schools

Albany, NY – With technology continually changing the landscape of

education and presenting unprecedented challenges, New York State United Teachers is calling on the governor and Legislature to provide consistent, statewide restrictions on cellphone use during the school day.

“Research has shown that adopting a phone-free school policy is one of the

most impactful steps you can take to enhance student educational outcomes, behavior and well-being,”

said NYSUT President Melinda Person.

See the full article [here](#)

Holiday Spirit at Gibson

The holiday spirit is strong at Robert H. Gibson Technical School! The SkillsUSA chapter at Robert H. Gibson Technical School was excited to host the community engagement event called [Holiday House](#), which took place on Friday, December 13th, from 5:30 to 8:30 pm. At Holiday House, local businesses, fire departments, and community partners created an enriching environment where students, instructors, and community members showcased the trades through various activities and exhibits. Visitors explored themed rooms and displays designed by students across the different programs. Their main building was transformed into the North Pole where guests decorated cookies in the North Pole Bakery, got tinsel in their hair at the North Pole Salon, crafted ornaments at Santa's Workshop, met Santa, and told the Grinch to stop grinchng as he snuck his way around Holiday House trying to steal presents. An astonishing 24 raffle baskets were raffled off thanks to the donations of a student's family, business donors, and Gibson's own programs.



Also at Gibson, the Culinary class designed a huge, 4 foot gingerbread house to represent CTE at the Rensselaer Rail Station! This gingerbread house was a group effort: the Gaming and Multimedia CTE program made all cookie cutter shapes through 3D modeling while the Construction and Electrical programs assembled and wired the structure. The gingerbread house was unveiled on Thursday, December 12 with coverage from a local news station.

The RHGTS Wellness committee celebrated the holidays with a wreath making party after school on December 4th with refreshments and holiday goodies for the staff. In addition, the committee started a walking club after school and, on December 14, planned a 5K, "It's a Wonderful Run", in Seneca Falls!

Since the start of the school year, students and staff in the Regents Program at RHGTS have engaged in Community Building through Restorative Circles. Each day, they set aside time for heartfelt sharing, allowing everyone to express their feelings, practice mindfulness, and explore the skill of the month. This initiative not only strengthens their bonds but also fosters a warm and inclusive atmosphere within the school community.

On Monday, November 25, the Regents Program at RHGTS hosted an exciting Harvest Feast, bringing staff and students together for a delightful culinary experience. The meal was a feast for the senses, carefully crafted by the dedicated staff, with a special shout-out to Chef Ottati for his exceptional turkey preparation!

In the exciting week leading up to the break, both staff and students came together to celebrate Holiday Spirit Week! Each day was packed with festive themes: it kicked off with Merry Monday and Tinsel Tuesday, where everyone sparkled in their glittery best; followed up with Warm and Fuzzy Wednesday, encouraging cozy attire that brings warmth and joy; also included were Candy Cane Day and a day of comfy clothes for 'Twas the Day Before Break! To add an extra layer of fun, they hosted a Holiday Door Decorating Contest that ignites friendly competition among classes.



"The joy of brightening others' lives becomes for us the magic of the holidays."

-W.C. Jones

-By Lisa Baron, Jennifer Rogowski,
Beth O'Brien and Santina Sheehan

Article 12- Formal Performance Reviews and Observations

12.4 Formal observations

A. Each employee other than Classroom Teachers as described in 12.1.B shall be formally observed by a certified Agency administrator.

B. Formal observations shall be scheduled by the supervisor and conducted directly and openly with the full prior knowledge of the employee.

C. Each formal observation shall be followed by an observation review conference between the supervisor and the employee within 15 working days. The official reports of the observation shall include commendations, any results of the observation review conference and any specific objectives for future performance. The official report shall be signed by both the employee and the supervisor.

D. An employee may at any time request that a formal observation be scheduled by his or her immediate supervisor at a mutually agreeable date.



Access the full [contract here](#)

Member Benefits can help you save during the holidays

Another holiday season full of anticipation and joy is upon us, and NYSUT Member Benefits is ready to help with gift giving. Before purchasing any items on your list, make sure to check out all that Member Benefits has to offer.



Whether you're looking for savings on gift baskets, flowers or chocolates, Bose products, clothing or shoes, movie tickets, sporting events and concerts, theme parks and attractions, restaurants, or thousands of other deals, you'll want to check out MB Discounts & Deals.

While you're on our website, take some time to explore the Buyer's Edge, Inc., ODP Business Solutions, and Purchasing Power programs for new and used vehicles; appliances, televisions, furniture, and mattresses; school and office supplies; electronics; and more.

Don't forget about making sure your family is protected during the holidays and beyond. Going back over 40 years, NYSUT members have historically counted on Member Benefits for crucial

insurance, legal, and financial offerings. Member Benefits endorses quality life, disability, auto/home/renter's, dental and vision, and pet insurance offerings – along with unbiased legal services and financial counseling options.

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



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