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Thank you!

I would like to extend my thanks on behalf of the Teachers' Association for the work that each one of you does. I know it is not always easy. Education can be very rewarding but it also has its share of challenges. A BOCES provides an extra, unique set of challenges on top of that.

As president of the Association, I am lucky to know so many talented and dedicated people and see the amazing

work that you do, from Pre-K classrooms to adult education, special education and CTE, STEM HS and New Visions. The quality of our programs and the success that so many of our students achieve is a testament to the work that you do. Each one of us here has a unique role that we play, all of us contributing our part towards doing together what cannot be done alone.

I'd like to give a special thanks to the members of our Association's board, especially Becky Lanier-Martinez and Emily Bluhm who have been a great support. Thanks also to our building reps who make communication so much easier.

To our soon-to-be retirees, thank you for the years you have dedicated to the service of others. I hope you leave knowing that you have made a difference in the lives of your students and your colleagues.

We started this year with the theme "Stronger Together" and I know that it's true. We talk about Questar as if it's

some outside entity. But look around; we are Questar. Let's work together to continually improve and strengthen it.

And thank you again for the work that you do every day in support of our students, our programs, and our Association.

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.



What's "Fix Tier Six" About?

Since 2010, newly created pension tiers (Tier 5 and Tier 6) have been

enacted that reduce the retirement benefits for newly hired public employees, including public school teachers and School-Related Professionals.

Tier 6 requires public employees to work until age 63, up to 40 years, in

order to retire without penalty. Public employees in Tier 6 can no longer retire at age 55 with 30 years of service without suffering from significant penalties that reduce their overall pension.

Click [here](#) for more information

New Visions

New Visions students gain valuable insight into career options from a real-world perspective. A one-year, honors-level program, New Visions turns area non-profit centers, colleges, businesses, healthcare facilities, and government buildings into classrooms for highly motivated, academically successful high school seniors.

Business, Finance, and Marketing students at Columbia-Greene Community College in Hudson participated in their Monopoly Accounting Final.



EPICH students discuss AI (Artificial Intelligence) laws with Assembly Member McDonald.



Medical students at Samaritan Hospital in Troy are using different beads and pom-poms, along with posters, math, and science, to trace how microscopic filters inside the kidneys allow careful amounts of specific substances out of the bloodstream while keeping important molecules, like proteins and glucose, in (left).

NV Medical South students at Columbia-Greene Community College in Hudson are participating in a job shadow at Columbia Memorial Hospital.



Students in the Pathways in Education program spent a busy year completing classwork at the University at Albany and participating in field experiences in classrooms in their home districts, where they had the opportunity to shadow teachers and learn what it's like to be a teacher.

STEM students at RPI participated in an introductory karate lesson while learning about the physics formulas that govern how motion works.





New Visions Scientific Research and World Health students learned microbiology concepts at the Albany College of Pharmacy and Health Science.



Visual and Performing Arts students work with artist Tom Hope to create abstract pictures in the style of Jean-Michel Basquiat.

By Peg Danner-Frank

NYSTRS Announces Summer 2025 PREP Seminar Schedule

Many retirees tell us they wish they began focusing on financial and retirement planning much earlier in their lives. NYSTRS designed the Pension & Retirement Education Program (PREP) to help active members take a proactive approach to retirement planning. Each free half-day session covers NYSTRS benefits, financial planning, Social Security, estate planning and the retirement process.

The [summer 2025 PREP Seminar schedule](#) is now available on the [Retirement Planning/Pension & Retirement Education Program page at nystrs.org](#) and on the next page of this bulletin.

Reservation and Attendance Information

- **Make a reservation** online in MyNYSTRS at [nystrs.org](#) or call 800-348-7298, ext. 6180 during our business hours.
- **Sessions run from 8:30 a.m. to 1 p.m.** Registration begins at 8 a.m.
- **Slots fill quickly**, so we recommend making a reservation early.
- **Bring your latest *Benefit Profile*** with you (you can print it from MyNYSTRS). • **Not going to attend?** Cancel through MyNYSTRS or by phone so others may register.

The PREP seminar is offered throughout the year. Reservations open in mid-September (fall schedule), mid-December (winter/spring), and mid-May (summer). Encourage members to check [nystrs.org/prep](#) often for the latest seminar schedule.

Instructions for making reservations – accepted in the order received – are included on both our website and on the next page of this Bulletin.

Please share this schedule with NYSTRS members in your district. Forward and print the schedule on the next page and post in your district's staff lounges or other common areas.

Please Note: The PREP seminar is not intended for individual benefits counseling. To schedule a one-on-one consultation, members should visit the [Retirement Planning/Benefits Consultations](#) page of [nystrs.org](#).

The PREP seminar helps members understand their NYSTRS benefits and offers tips for retirement planning. Check [nystrs.org/prep](#) for the latest seminar schedule. Each **free half-day session** runs from **8:30 a.m. to 1 p.m.** (registration begins at 8 a.m.). Topics include:

- **NYSTRS Benefits:** Pension, disability coverage, loans, vesting and death benefits.
- **Financial Planning:** Saving early, catching up, withdrawals and financial advisors.
- **Social Security:** Benefits, eligibility rules, when to collect and earning limits.
- **Estate Planning:** Wills, trusts, powers of attorney, health care proxies and living wills.
- **The Retirement Process:** Retirement options, “resigning” vs. “retiring,” choosing a retirement date, retirement checklist, monthly payments, taxes and earnings limitations on NYS public employment.

Make a reservation in MyNYSTRS at [nystrs.org](#) or call 800-348-7298, ext. 6180 during business hours. **Spots fill quickly**, so we recommend making a reservation early. **The PREP seminar is not intended for individual benefits counseling.** To schedule a one-on-one consultation, members should visit the Retirement Planning/Benefits Consultations page of [nystrs.org](#).

Summer 2025 PREP Seminar Schedule

Pension & Retirement Education Program (PREP)

Location	Address	Dates
Albany/Capital	Hilton Garden Inn Albany Airport	Tuesday, July 8, 2025
District	800 Albany Shaker Road, Albany, NY 12211	Tuesday, Aug. 5, 2025
Binghamton DoubleTree by Hilton Binghamton	225 Water St., Binghamton, NY 13901	Tuesday, July 29, 2025
Buffalo Buffalo Airport Hotel	4600 Genesee St., Cheektowaga, NY 14225	Tuesday, July 15, 2025
Clayton 1000 Islands Harbor Hotel	200 Riverside Drive, Clayton, NY 13624	Tuesday, Aug. 12, 2025
Fishkill Hyatt House Fishkill/Poughkeepsie	100 Westage Business Center Drive, Fishkill, NY 12524	Thursday, Aug. 7, 2025
Lake George Fort William Henry	48 Canada St., Lake George, NY 12845	Thursday, July 10, 2025
Lake Placid High Peaks Resort	2384 Saranac Ave., Lake Placid, NY 12946	Thursday, July 31, 2025
Mount Kisco Hotel MTK	1 Pat Reilly Way, Mount Kisco, NY 10549	Tuesday, Aug. 19, 2025
Plainview Holiday Inn Plainview – Long Island	215 Sunnyside Blvd., Plainview, NY 11803	Wednesday, Aug. 6, 2025
Riverhead Hotel Indigo Long Island – East End	1830 West Main St., Route 25, Riverhead, NY 11901	Thursday, Aug. 21, 2025
Rochester RIT Inn & Conference Center	5257 West Henrietta Road, Rochester, NY 14467	Wednesday, July 9, 2025
Stony Brook Hilton Garden Inn Stony Brook	1 Circle Road, Stony Brook, NY 11794	Thursday, July 24, 2025
Syracuse Hilton Garden Inn Syracuse	6004 Fair Lakes Road, East Syracuse, NY 13057	Wednesday, Aug. 20, 2025
		Tuesday, July 22, 2025
		Wednesday, July 16, 2025
		Wednesday, Aug. 13, 2025
		Wednesday, July 23, 2025
		Tuesday, Aug. 19, 2025
		Wednesday, July 30, 2025
		Thursday, Aug. 14, 2025

Article 11- Teaching Conditions

11.1 Notification of Assignments

A. The best interests of the Agency may necessitate the involuntary transfer of an employee. In the event that a work location of a teacher becomes unavailable or changes in the number of students or the routine of the program being offered require the transfer, then all other factors being equal, reassignment to then existing vacancies in assignments shall be made on the basis of seniority.

B. The provisions of this section shall not apply in a situation where the teacher transferred has special training, qualifications or experience for the new assignment or where there is no other teacher with less seniority who has the certification and the training, qualifications or experience for the new assignment.

C. The provisions of this section apply only to existing vacancies and shall not authorize the replacement or "bumping" of a teacher from a teaching assignment. The assignment of a teacher pursuant to this section shall not be reviewable in a grievance procedure under Article 15 of this Agreement.

D. Involuntary transfers will not be made for the purpose of imposing discipline



[Access the full contract here](#)



LET MEMBER BENEFITS HELP YOU PLAN FOR RETIREMENT

If you recently retired or plan to do so in the near future, it's important to prepare for the transition from in-service work to retirement.

Maintaining NYSUT membership in retirement is crucial, especially if you're currently participating in a NYSUT Member Benefits-endorsed program(s) and would like to continue doing so. This can be accomplished in one of two ways:

- 1** Continue membership within your local if retiree membership is offered. Contact your local to find out if any retiree membership requirements are in place. You must comply with these requirements to continue your membership in NYSUT along with the American Federation of Teachers (AFT) and National Education Association (NEA).
- 2** Continue as an at-large member of NYSUT through the Retiree Council in your region. Contact your local to ensure you will be reported as retired to NYSUT. This will provide you with membership in the Retiree Council in your region along with NYSUT, AFT, and NEA. If you have questions about maintaining NYSUT membership or would like more information about NYSUT retiree programs, you will want to contact the NYSUT Retiree Services Consultant serving your region. You can find this information at nysut.cc/retireeconsultants.

More than a dozen of the endorsed programs offered by Member Benefits can be purchased through either payroll or pension deduction. These convenient payment methods offer reduced premiums or the elimination of service fees in many instances. An active NYSUT membership is required to participate in payroll or pension deduction. If you're currently participating in one (or more) of our endorsed programs, we encourage you to look into switching to pension deduction after you enter retirement.

Learn more about continuing Member Benefits-endorsed programs or the pension deduction process by scanning the QR code, visiting memberbenefits.nysut.org, or calling 800-626-8101.



May/June 2025