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Until Next Year

Thank you to all who came out to celebrate at our annual end of year event. It was nice seeing you there as well as at the appreciation picnic the following week. Thank you to all who attended one of the Questar Board meetings this year. Having a presence at those meetings has been helpful to secure a contract agreement and strengthen relationships that will benefit our Association as we move forward.

This year ends with mixed emotions. We have reached a tentative agreement with the administration for a new contract to cover the next 3 years, and hopefully it will be ratified by the end of this school year. Unfortunately, while that was coming together, we learned of changes throughout the district that have resulted in staff layoffs and left others

anxious about their programs and locations for next year.

While we haven't seen end-of-the-year changes like this in several years, working at a BOCES does come with some uncertainty as we are designed to be responsive to the needs of our component districts. As they respond to internal budgetary stressors, we often see impacts to programs as they cut back on services or shift priorities in the services that they purchase. We will work with the administration to ensure that our students receive the services and support that they need in a way that is least disruptive to our programs and our members.

While I empathize with the stress that uncertainty brings, I know from personal experience that each year brings change and new opportunities for growth and unexpected joys. Putting students first absolutely means that we need to advocate for them when the need arises, fiercely if necessary. But putting students first also sometimes requires that we step outside of our comfort zones and embrace the unknown.

As we end the year and move into the summer months, I hope that you have an opportunity to reflect on the impact you have made this school year. I hope

that you each have many opportunities to relax and enjoy the things that you put off doing during the regular school year. Thank you for all that you have done to support our Association this year and thank you for all that you do to support our students, programs and each other.

In Solidarity,

Joal Bova

President, RCG BOCES Teachers' Association

Make sure you are receiving communications from us through a personal email. Check out our website at <http://rcgboces.ny.oft.org/>. Follow us on Twitter @BocesRcg. If you have not already created an online account, do so at [www.NYSUT.org](http://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.

Lawmakers, advocates join NYSUT to call for charter school accountability

Parents, community members, lawmakers, and statewide advocates joined NYSUT on

the Million Dollar Staircase at the New York State Capitol to call for greater charter school accountability. Those in attendance called for the passage of S.9568-A (Mayer)/A.10729-A (Ramos) before the end of session. The bill would

require public hearings and, outside New York City, a local vote before a charter school can be established, expanded or renewed in a community.

Click [here](#) for more information

## **ARTICLE 16 - Reduction in Force**

16.1 Consistent with the mission of the level of organization of the Agency at which reduction in force occurs, the Executive Officer or his or her designee shall, after such consultation as may, in his or her judgment, be appropriate, apply reduction in force among employees within the unit determined to be appropriate holding the same or similar positions subject to reduction in force at such level of organization in inverse order of appointment within each affected group of employees.

16.2 The Agency will notify persons affected by reduction in force at least 30 days prior to the effective date of termination.

16.3 In the event of staff reduction, the Agency will make a reasonable effort to insure that separated personnel may be placed in other teaching situations for which they are qualified.

16.4 As required by the Education Law, a preferred list shall be established for those employees terminated, and they shall be offered reinstatement for programs that may be reestablished or for which they are qualified. Any person refusing appointment to a position for which he or she is qualified shall have his or her name removed from said list. Employee's names shall automatically be removed six years following the last day of full employment. The determination of the qualifications of an individual under this section shall be made by the Agency and its determination shall be reviewable in an appeal to the Commissioner of Education.



**[Access the full contract here](#)**

# Member Benefits covers all your summer needs!



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*No matter what your upcoming plans include, NYSUT Member Benefits can help turn this summer into one that you'll always remember.*

If you're seeking excitement, look no further than the Grand Circle Travel & Overseas Adventure Travel program. NYSUT members enjoy reduced pricing (at least a \$150 savings per trip along with many other discount opportunities) on a variety of international and domestic tours, including new "Immersion" adventures (8-12 days in length) designed for travelers seeking a more active style of adventure. "Immersion" tours combine iconic destinations, authentic cultural experiences, and dynamic outdoor activities.

Transform your indoor or outdoor

living space with a variety of options from **Purchasing Power**. Eligible NYSUT members can browse from thousands of items and pay over 12 months through payroll deduction or Automated Clearing House (ACH) withdrawals. Save 20% on your first order and at least 10% on all subsequent purchases. While not a discount program, Purchasing Power offers the benefits of no credit check, no hidden fees, and fixed payments.

Thinking about upgrading your home with new appliances, countertops, or kitchen cabinets? The **Buyer's Edge, Inc.** buying service program can be

used to purchase these items and many others such as new or used vehicles, televisions, furniture, mattresses, desktop and laptop computers, home security systems, and more (all backed by a low price guarantee). With Buyer's Edge, you have the option of purchasing online, by phone, or in-person (in certain benefit categories and geographic regions).

**LEARN MORE ABOUT THESE BENEFITS AND MANY OTHERS**



Scan the QR code, visit [mb-nysut.org/summerplanning](https://mb-nysut.org/summerplanning), or call 800-626-8101.