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Just as we support our students, we must also continue to support each other. We can do this by sharing resources, offering an ear to listen or offering support in tough moments. When we support one another we strengthen ourselves as well as our school community. Thank you for the support you offer to our programs and school community.

As you head off to break I wish you happy holidays and hope you find time to rest and rejuvenate. I look forward to working with you in 2026.

In Solidarity,

Joal Bova, President RCG BOCES
Teachers' Association

Making a Difference Together

As we get ready to close out 2025, it's a good time to reflect on what we have accomplished together. Each day we help our students to understand and engage with their world. We help them to build the skills they need to impact their world. The success of our students is a direct result of the care and professionalism that each of you brings to the work that you do. Thank you for all that you do to support our students.

Our union plays a vital role in ensuring that our voices are heard so we can advocate for better conditions and schools. Our strength comes from our membership, both united and active. To our members, I invite you to become more involved. Your ideas, energy and perspective will be needed as we continue to resolve ongoing issues, begin negotiations, and look to the future beyond. Many hands make light work and even small acts strengthen our collective voice. Thank you for the support that you offer each other and our Association.

Make sure you are receiving communications from us through a personal email. Check out our website at <http://rcgboces.nyoft.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.

STUDENT LOAN DEBT WEBINARS



Webinars are led by Cambridge Credit Counseling and offer our members the following:

- Presentation from a student loan counselor to help you better understand the various student loan repayment options with a focus on Teacher Loan Cancellation and Public Student Loan Forgiveness programs.
- Opportunity to schedule a free counseling session with a certified student loan counselor.
- Free access to a student loan portal that will quickly identify all of your options and provide a detailed action plan that you can then discuss with a certified student loan counselor.

Click [here](#) for more information

Article 6- Salary

6.3 Early Retirement Incentive

A. An employee, having served at least ten years with the Agency, who retires during the term of this Agreement pursuant to the rules and regulations of the New York State Teachers' Retirement System or the New York State and Local Employees Retirement System during the first three years of retirement eligibility without penalty, shall receive \$15,000 minus \$40.00 multiplied by the difference between the number of days of sick leave he or she has accumulated and 170 days provided such employee had 180 sick days or more of accumulated sick leave at the commencement of the last year of his or her employment prior to retirement. For example an employee who had 180 days in the last year of his employment prior to retirement and retires with 160 sick days accumulated shall receive \$15,000 minus \$400 (\$40 times 10 days).

B. An employee having served at least 10 years with the Agency who retires during the term of this Agreement pursuant to the rules and regulations of the New York State Teachers Retirement System or the New York State and Local Employees Retirement System during the first three years of retirement eligibility without penalty with less than 180 days of sick leave accumulated shall receive \$15,000 minus \$40 multiplied by the difference between the number of days of sick leave he or she has accumulated and 180. For example an employee who retires with 150 sick days accumulated shall receive \$15,000 minus \$1200 (\$40 times 30 days). An employee who retires with 100 days accumulated shall receive \$15,000 minus \$3200 (\$40 times 80 days).

C. For the 2021-2022 school year only, members who submit their irrevocable letter of intent to retire by March 1, 2022, effective June 30, 2022 shall receive payment for advance notice to the District in the following amounts:

- a. Total years of service to Questar III as of June 30, 2022;
- b. 15-19 years will receive \$1,000
- c. 20-29 years of service will receive \$1,250
- d. 30 years or more will receive \$1,500

Payment will be made into a 403b account.

D. Such sum will be paid within 30 days following such retirement.



Access the full [contract here](#)

PACK YOUR BAGS AND SAVE!



With Member Benefits

Do the colder temperatures have you longing for a little getaway?

NYSUT Member Benefits endorses several programs that can help with all your travel plans, including MB Discounts & Deals, Grand Circle Travel & Overseas Adventure Travel, and Purchasing Power.

MB Discounts & Deals offers NYSUT members exclusive access to savings at over 850,000 popular hotels and resorts worldwide along with flights, vehicle rentals, theme parks and attractions, Broadway shows and museums, sporting events and concerts, movie tickets, ski tickets, restaurant dine-in or take-out, and so much more. If you have not already done so, you can create an account at mbdeals.enjoymydeals.com with a preferred email address, a password, and your seven-digit NYSUT ID number (which can be found at nysut.org/memberid).

Does your bucket list include taking an unforgettable excursion to Asia, the South Pacific, Mediterranean, Africa, Europe, or numerous other destinations? NYSUT members save at least \$150 per person on published

Grand Circle Travel & Overseas Adventure Travel tours along with the opportunity to save thousands per trip with additional discounts and savings. GCT & OAT provide the chance to become fully immersed in the culture of the region you are visiting, including lesser-known locations that most Americans never get to experience. Discovery opportunities, activities, and educational discussions are included with each trip.

With **Purchasing Power**, eligible NYSUT members can package their entire vacation together – including hotels, flights, attractions, vacation rentals, and cruises – while paying over 12 months through payroll deduction or Automated Clearing House (ACH) withdrawals. Purchasing Power is not a discount program, but offers no credit check and no down payments; it serves as an option over traditional financing options like high-interest credit cards.

SCAN ME



Explore all that is available to you from Member Benefits by scanning the QR code, visiting mb-nysut.org/travelmb, or calling 800-626-8101.

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