

Attention New Staff

Welcome to the STA!!

The Syracuse Teachers Association represents teachers and professional employees (Counselors, Psychologists, PT, etc.), Teaching Assistants, Bus Attendants, Hall Monitors, Nurses, Health Attendants, OTAs and PTAs, Cooks, Food Services Helpers. You should have received a membership card. If you did not please call the STA at x4526.

NYSUT: The STA is part of New York State United Teachers. When you become a member of the STA, you are also a member of NYSUT. There are member benefits available through NYSUT including a variety of insurance policies.

STA Building Representatives: Each building should have a Chief Rep and other Representatives to help you with problems. A labor-management building committee meets monthly to discuss issues. If you have questions or issues, please discuss with a building representative.

Salary: We are in contract negotiations now for Units 1, 4, 8 and 10. Your starting salary will be (for now) computed on the old contract amounts. Note: If a degree or credits are required or used for salary computation, it is your responsibility to ensure that the SCSD get official transcripts of degrees and graduate credits.

Leave Benefits: You are eligible upon hire for leave benefits.

Health Insurance: You are eligible for health, dental and vision insurance on the first day of the month following your month of work. (If you were hired in September or before, you are eligible on 10/1. Because of the busy season for the SCSD Benefits Office, you may not be contacted to come fill out forms until after 10/1. However, the SCSD has assured the STA that your coverage will be retroactive till 10/1.

Useful phone numbers:
SCSD Benefits - x4180;
SCSD Personnel - x4525
STA - 472-6374 or x4526

You Did It!! Congratulations to Our Newly Tenured Members

Kimberly Ackerman
Bushra Ahmad
Maureen Allen
Julia Ash
Anthony Borelli, Jr.
Maureen Breiland
Deborah Brogan
Kevin Burns
Patricia Burns
Elaine Burt
Terry Cameron
John Campagna
Mary Lou Cappello
Kelly Carey
Bradley J. Carr
Sara Cenajko
Kamala Chestnut
Victor Ciciarelli
Marianne Clark
William Clayton
Maureen Coggins
Kristen Commisso
Scott Daley
Mary Dalgety
Melissa Dalgety
Marcella Deno
Vivian Dimmel
Elizabeth Donaldson
Susan Donnelly
Kathryn Downing
Patricia Dungey
Roseann Epolito
Daniel Evans
Patricia Evans
Moshiena Faircloth
Nicole Farkas
Heather Fillinger
Sherri Finch
Krista Fortino
Jennifer Frigon
Brian Fritzen
Michele Frost
Daniel Galvin
Erika Gannon

Todd Germain
Carrienne Gifford
Patrick Gillette
Susan Gross
Jo-Anne Grandinetti
Michelle Haag
Eric Hamilton
Kristin Harvey
Cristin Hayes
Antonio Herrera
Youchi Holstein
Christina Ianno
Heather Johnson
Patricia Kalet
Sharon Keegan
Mary Kelsey
Michaela Kiewra
Daniela Klamm
Lisa Kopp
Elizabeth Kupiec
Theresa Ladd
Holly Langdon
Audrey Levinson
Cynthia Lewis
Cindy Lisenko
Donald Little
Thomas Little
Ronni Ludovici
Ann McDonell
Shannon McGarvey
Brenda McIntosh-Clark
Janet McCann
Lori McIntyre
Emily McPeak
Marie Madero
Cassandra Malley-Donovan
Michelle Marocco
Sally Martin
William Mastine
Jessica Mathews
Cathy Mehlenbacher
Michael Melfi
Michelle Melfi
Jeffrey Merola
Jonelle Michlovitch

Kevin Mixon
Jessica Mohr
Bruce Nash, Jr.
Willis Newman
Donna Nykaza
Ivonne Oquendo
Healthier Paoloni
Kendal Patrick
Shari Pierre
Deborah Poswiata
Debra Punch
Robert Rhoades
Kimberly Riley
Laura Robbins
Carolyn Roberts
James Rodgers
Richard Rogers
Catherine Romano
Yvonne Schermerhorn
Lisa Schlegel
Steven Schlegel
Cheryl Sharpe
Michael Singer
Gina Stacey
Farrah Stewart
Kerrigan Stone
Valerice Stewart
Michelle Swale
Nira Taru
Patrick Tierney
Karen Trendowski
Linda Trippany
Lennie Turner
Cynthia Vacco
Valerie Vecchio
Linda Verdon
Richard Voss, Jr.
Maureen Wadach
Katherine Warren
John Wasilewski
Randy Weatherby
Deborah Webster
Alicia Wiezalis
Kimberly Wilson
Louise Yakey

What Do These New Teachers Have In Common?

Kim Barber
Marlene Baxter
Karen Blue
Valerie Brennan
Linda Dunn
Kevin Fields

Scott Fiello
Timothy Fitzpatrick
Cindy Grudzinski
Wesley Hampton
Linda Hansson
Brian Kukulski

Heather LeFever
Veruska Oviedo
Theresa Szpak
Danielle Terzini
Elaine Tierney
J. Bradley Tucker
Jim Zollo

They were all Teaching Assistants before becoming teachers! Congratulations! The children whose lives you touch will benefit greatly from the knowledge, skills and experience you gained as a Teaching Assistant.



In Memoriam

Barbara LaNeve

Teaching Assistant and Union Activist (retired)

Pat Hall

Assistant Superintendent and former teacher (retired)

Friends and Colleagues

Commissioner Rules On Alternatives Unlimited Contract

The Commissioner of Education ruled that the SCSD did not have the authority to contract with the for-profit company, Alternatives Unlimited, to provide educational services for our students.

This decision supports the STA's contention that the program was illegal. However, it is only a partial victory. A full-victory can only occur when the SCSD puts in place a comprehensive program to prevent students from dropping out, and to provide students who have dropped out with alternative educational services.

The STA has been working with the SCSD and community partners to design and implement a program called Second Opportunities School (SOS). SOS will be sited on the South Side and contain some of the elements the STA proposed earlier for the ABCD Program. The STA is waiting for the SCSD to hire teachers and implement this program.

In addition, during this school year, the STA will be discussing with the SCSD and the Board of Education issues such as attendance and promotional practices to further efforts to prevent drop-outs and keep students successful in school.

Since the contract was annulled, the STA will also be discussing with the Board of Education the need to recover the \$400,000++ money paid to Alternatives Unlimited.

Help Build Our Future!

The STA is forming a Communications Committee to plan and implement strategies for our internet and technology future. Informed members are engaged members. If you're interested in helping the STA boldly move into the 21st Century, please call us at 435-4526.

Inside...

- President's Column
- Community News • FYI • Unit 8
- Board of Ed • LRS Update • Unit 7
- Time Schedules • Unit 10
- Salute to Retirees

We're B-a-a-c-c-k-k!!



Welcome back to a new school year. We have said good-bye to many of our colleagues. Those who have retired have earned the rest and rewards of careers dedicated to the preservation of our public school system. To them we say, "Thank you!" We hope to be seeing you around town and especially hope that you will attend our STA Retirement Party on May 17, 2003, at the ONCenter. Look for more information in future issues.

We welcome our newest colleagues and hope to support them with mentoring and some good old-fashioned guardian angel work. I ask that each veteran member think back to her/his first days in whatever job you hold. Pick the one thing you wish that someone had helped you with and reach out to our new members. Everyone will feel better for having given and received a helping hand.

Contract Talks Stalled
We enter this year without successor agreements to four contracts- Units 1,4,8 and 10. STA proposed an aggressive schedule for negotiations to the district last spring but no sessions were held before July- after our contracts had expired. The tone of the negotiations is more collegial but the substantive issues

related to salary and benefits stall due to the lack of data.

In order to make data-driven decisions regarding salary and benefits we must first have the data. Requests for information are frequently left unfilled. This is a stalling tactic and it's time for the district to make all budget information requested available for our teams. Until they do so, we cannot make responsible decisions on your behalf.

We, however, are not the only ones in the dark as to the status of the 2001-02 and the 2002-03 budget years. Business and finance staff has not been able to inform the school board of exactly how much money was spent last year and how much we have to spend this year. This

is preposterous! The looming budget deficit and lack of information about just how much it will be should be the source of great concern to everyone associated with or living in this district.

Silent Staff Cuts

There have been cuts to many of our units that have not been publicized. We are still uncertain as to the final number of unfilled positions. What we've been told is Unit 8 was targeted to lose 40 positions; Unit 7 members are working with fewer hands on deck even as they produce more meals (though there was an increase in middle management positions...); Unit 1 staff shifts-retirement, resignations, trans-

fers- make it difficult to determine how many unfilled positions there are and district officials cannot give us an accurate number... I ask again, "Is this anyway to run a school district?"

General Membership Meeting
Please set aside Wednesday, October 9th for a general membership meeting at Henninger High School. We will conduct our Representative Assembly from 3:30-4:30 including the election of a new 1st Vice President. The General Membership meeting will begin at 4:30. We will discuss the contract talks and the budget.

--McKenna

F Y I

Mark Your Calendars

October

- 7 - STA Executive Board - 3:45 p.m.
- 8 - Nurses - 2:45 p.m.
- 9 - STA Rep Assembly Business Portion -3:30 - 4:30 p.m.
General Membership meeting 4:30 (both these meetings will be held at Henninger High School)
- 14 - Columbus Day - no school
- 16 - Unit 7 General Membership Meeting - 2:30 p.m.
- 17 - ING Retiree Meeting - STA - 4:00 p.m. (please call)
- 30 - STA Leadership Conference - OnCenter - all units

Note: New dates/changes will be posted on the STA website: www.syracuseteachers.org

Westcott Community Center Presents 4th Annual University Neighbors Lecture Series

The University Neighbors Lecture Series committee is excited to announce it's fourth season. Over \$10,000 has been raised through the lecture series to date. Proceeds from the lecture series have been used to help purchase a video/data projector. The after school program was enhanced by funds raised through the lecture series. Improvement were made to the front lobby and landscaping plans are in progress..

We encourage people to come and meet their neighbors. We welcome people from outside the neighborhood to come and hear the presenters; join us in dialogue and share refreshments after each presentation.

2002 - 2003 Lecture Series:

October 17, Thursday 7:30 PM - Syracuse University: The Next Ten Years - **Kenneth A. Shaw**, Chancellor of Syracuse University since 1991.

November 17, Sunday 3:00 PM - Breaking News and Other Thoughts: Changes in the Local News Landscape - **Maureen Green**, principal anchor and reporter of Channel 5 News, WTVH, winner of several Syracuse press club awards, will discuss the impact of satellite technology, cable television and home computers on local news.

Know Your Union Contest

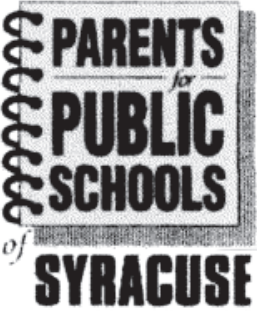
You should have recently received the NYSUT publication *What Every Member Should Know*. Every month we will ask a question that can be answered by looking in this publication. Answer the question correctly, including the page number where you found the information, and you are eligible for our monthly drawing. This month's prize is a Barnes and Noble gift certificate for \$25.

This month's question: What is the name of the union-sponsored, research based professional development program that helps members enhance their knowledge and skills?

Drop us a note with your name, school, answer and page number by October 16, attention: MaryLou Balcom.

Community News

On May 18, 2002, Parents for Public Schools of Syracuse hosted a community forum, "Time for Action: Working Together to Close the Gap." This forum was the second stage of our Equity Project. It was a follow-up to the Equity Report: An Inside Look at Inequities in Our Schools: A Call for Action, which was presented to the School Board in December, 2001.



More than 70 participants—parents, school district administrators and staff, elected officials, and community representatives—gathered to begin to identify community action plans to remove barriers to our children's school achievement. Superintendent Dr. Stephen Jones gave the opening remarks and remained for the discussion. Participants discussed and developed action plans for the four critical issue areas:

- Resources and Facilities

All students must have a quality school building and the necessary resources to achieve their highest potential.

- Medical and Mental Health Services
Every school must have sufficient medical and mental health services to meet diverse student needs.
- Quality Teaching and Professional Development
Every student must have quality teaching supported by ongoing professional review and development.

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Unit 8



Caring for Children
We Make A Difference

Nancy Peluso, President
STA x4526

Welcome Back Unit 8 Members!

• Title I - According to the "No Child Left Behind" regulations Teaching Assistants hired prior to January 8, 2002, must meet one of the following criteria by January 8, 2006: completed 2 years of college, or have an associates degree, or pass a competency test. We are in constant contact with NYSUT and the State Ed Department in an attempt to seek clarification on certain aspects of the new regulations. As we receive answers to our questions we will share the information with you.

- In some schools Teaching Assistants and Hall Monitors are being asked to supervise and perform food service duties in the cafeteria. Please call us if this is happening in your school (x4526)
- Please plan on attending the General Membership meeting on October 9th at Henninger at 4:30 p.m. All units should plan on attending.

OCC Placement Screenings

FREE

- **October 1, 2002 - 3:30-6:00 p.m.**
Corcoran - Rm. B102 and Rm. B104
(take right and over the bridge)
- **October 3, 2002 - 3:30-6:00 p.m.**
Nottingham - Rm. 106 and 134
- **October 5, 2002 - 9:30-12:00 p.m.**
Nottingham - Rm. 106 and 134

To sign up for one of the above dates call Connie Palumb @ x4538 or Nancy Peluso @ x4526. Look on your union bulletin board for additional information.

Have you checked out **your** website? www.syracuseteachers.org

sta Open Line

The *Open Line* is published monthly September to June at STA, 909 Butternut St., Syracuse, New York 13208. Tel. (315) 472-6374. STA is affiliated with NYSUT, AFT and AFL-CIO.

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Ann O'Hara - Unit 10 (VanDuyn)
Lin Ramsey Golash - LRS (STA)
LouAnn Coleman - Unit 7 (Henninger)

STA Web Site: www.syracuseteachers.org

Community News

(continued from page 2)

- Active Family and Community Presence
Every school must have an active and representative family and community presence.

To ensure that these action plans get developed, prioritized and implemented, forum participants signed on to form the Syracuse Community Coalition for Education. The Coalition has continued to grow, now numbering more than 90 members.

It has always been the intent of Parents for Public Schools of Syracuse, Inc. to be a catalyst for change and reform for public education in Syracuse. We believe this Coalition can make change happen. PPS expects this initiative to continue to be action-oriented, with the work directed and accomplished by a broadly representative coalition of parents, educators, elected officials and other members of the Syracuse community.

The PPS Board of Directors remains committed to overseeing the work begun. We have committed our members, clerical support, and limited resources to ensure the Coalition's success. But the Coalition needs your voice to be successful! Teachers bring to the table a unique perspective which is essential for effective reform. Please consider joining us!

The first Coalition meeting will be held on Monday, September 23, 7-9 PM, at the Syracuse Teacher Center 1153 W. Fayette Street, Syracuse, NY 13204.

For more information, please contact us by: mail, PO Box 6243, Syracuse, NY 13217; phone, 278-4841; or e-mail, parents4publicschoolsyr@yahoo.com.

**Board of Education
Committee Meetings 2002-03**

Budget & Finance Committee Meeting @ 5:30 p.m.

Tuesday, July 16, 2002	Tuesday, January 7, 2003
Monday, August 26, 2002	Tuesday, February 18, 2003
*Monday, September 23, 2002	Tuesday, March 25, 2003
*Monday, October 21, 2002	Tuesday, April 22, 2003
*Monday, November 18, 2002	Tuesday, May 20, 2003
*Monday, December 9, 2002	Tuesday, June 3, 2003

Curriculum Committee Meeting @ 5:30 p.m.

Monday, July 8, 2002	Wednesday, January 22, 2003
Monday, July 30, 2002	Wednesday, February 19, 2003
Wednesday, August 14, 2002	Wednesday, March 26, 2003
Wednesday, September 25, 2002	Wednesday, April 23, 2003
Tuesday, October 22, 2002	Wednesday, May 21, 2003
Tuesday, November 26, 2002	Wednesday, June 4, 2003


Policy Committee Meeting @ 5:30 p.m.

Monday, August 5, 2002	Monday, January 27, 2003
Tuesday, September 3, 2002	Monday, February 24, 2003
Monday, September 30, 2002	Monday, April 28, 2003
Monday, October 28, 2002	Tuesday, May 27, 2003
*Tuesday, November 5, 2002	Monday, June 30, 2003
Monday, December 2, 2002	

Facilities Committee Meeting @ 5:30 p.m.

Tuesday, August 6, 2002	Thursday, January 30, 2003
Thursday, September 5, 2002	Thursday, February 27, 2003
Thursday, October 3, 2002	Thursday, March 27, 2003
Tuesday, October 29, 2002	Thursday, May 1, 2003
Thursday, December 5, 2002	Thursday, May 29, 2003

Member's are encouraged to select an area of interest and attend meetings. Any additional meeting dates or changes will be posted on the listserve and website. (www.syracuseteachers.org)



**Unit 7's
"Food for Thought"**

LuAnn Coleman, President
Henninger x 4343

Hi Everyone... Welcome Back!

This is a new year with new issues and we would like to hear from you. Please come to our first meeting on October 16th. The Unit 7 Executive Board will be meeting on September 25th to set the agenda for the October meeting.

All Unit 7 meetings are held at the STA office at 2:30 p.m. and refreshments are always served.

If you have any questions or concerns that you would like addressed at the meeting on the 16th, please leave a message for LuAnn by call Cathy at the STA office x4526. She will put the item on the agenda.

*Please try to attend the General Membership meeting
Oct. 9 at Henninger HS at 4:30 p.m.*

Labor Relations Update

by Lin Ramsey Golash

Contract Negotiations

Negotiations are continuing for Unit 1, Unit 4, Unit 8 and Unit 10. Look for news of progress from your Chief Reps or call the STA to sign up for the List Service.

Comp Time for Second Night

The STA Office has received calls regarding Comp Time for the Second Night Back. Members are given 1/2 day comp time for the second night back. In August, 2000 the SCSD signed an agreement with the STA which states: "Further, the District agrees to provide one half-day compensatory time for staff who participate in a mandatory additional evening above the contractual evening at either an open house, orientation, or parent conference."

The Superintendent has set October 31st as the comp half day.

Summer Work - Unit 1

All summer work for the Summer of 2002 other than those specified in the Unit 1 Contract should have been paid at the \$30/hour rate. If you received a different rate or were not paid, please contact the STA Office.

Attention Teaching Assistants

- 1) We believe that the SCSD violated the summer school seniority rules in hiring practices during this last summer. The STA has filed a Notice of Claim against the SCSD.
- 2) Teaching Assistants who have been receiving the 16-20 Year Stipend may not have had the \$150 Stipend increase added when the last Unit 8 Contract was settled. Payroll will be correcting this and providing retro checks.
- 3) There has been a cutback of lunch aide staff. If you are asked to work in the Cafeteria at your school, please send me your name, school and hours that you work in the cafeteria.

Endurance Award

The award this year goes to the staff of Dr. King School. After having their school split and in temporary locations, the staff finally was able to move into its newly renovated building. Congratulations on your new home and thanks for all the work you did packing and unpacking to ensure that the school was ready for our students.

Payroll

If you currently have a payroll problem, please put your problem in writing to Payroll and send a copy to the STA Office. At the beginning of each school year, Payroll staff frantically try to get new staff on Payroll and remove resigned/retired staff. This means that telephone calls may not be the best method of getting a problem fixed.

Also note that typically there are delays in processing all of the paperwork on salary credits at the beginning of the year. New employees may be put on at the basic salary, with the salary corrected in the next several pay periods retroactive to the beginning of school. Salary credits for returning employees may also be delayed and put in retroactively. But it is important to document the problems in writing.

This month contains the National Recognition for Payroll Workers. The STA would like to thank the staff in the Payroll Department for all of their efforts to get our members paid. If you talk to a payroll staff member please remember to say THANKS!! Work you did packing and unpacking to ensure that the school was ready for our students.

Grants

Teachers of English to Speakers of Other Languages (TESOL) Award - Research & Excellence in Teaching

Eligibility: Research - Instructors who are TESOL members, have at least five years of ESL/EFL classroom teaching experience, and have completed a classroom action research project. Excellence - Any TESOL member with at least five years of ESL/ELF classroom experience who is considered to be an excellent teacher by another TESOL member.

Deadline: November 1, 2002

Funds: \$1000

Contact: Research - Laura Bryant, TESOL, 700 S Washington St, Ste 200, Alexandria, VA 22314; Fax (703) 836-7864. Excellence - Visit <http://www.tesol.org/mbr/awards/tesol/texcellenteaching.html>.

Research Award based on project designed to respond to a teacher-identified challenge and should include creative intervention, systematic data collection & analysis, and a clear statement of research results. Excellence Award based on ease in adjusting to varied teaching situations & students, ability to engage student in productive & challenging learning, facility in developing effective lesson strategies, use fair & effective evaluation techniques, service to students outside the classroom, good rapport with colleagues, and an interest in professional development.

National Science Teachers Association (NSTA) Shell Science Teaching Award

Eligibility: K-12 classroom science teachers

Deadline: November 15, 2002

Funds: \$10,000 and all expenses paid trip to NSTA Convention

Contact: Call 888-400-NSTA and request form 568 or visit <http://www.nsta.org/192>.

The Award honors an outstanding classroom science teacher who has had a positive impact on his or her students, school and a community through exemplary science teaching.

Youth Garden Grants

Eligibility: Schools, community organizations

Deadline: November 1, 2002

Funds: A variety of quality seeds, garden tools, plant materials, products and educational resources
Contact: Youth Garden Grant Program, National Gardening Association, 1100 Dorset St, South Burlington, VT 05403 or visit <http://www.kidsgardening.com/grants.asp>.

Apply to receive a Kids Gardening grant will go to start-up programs or to established programs having finished one or more outdoor gardening seasons. Applicants should demonstrate a child-centered plan stressing your learning through working in an outdoor garden.

Time Schedules

The pupil arrival and dismissal time schedules for the Syracuse public school elementary and secondary grades during the 2002-03 school year will be as follows:

a. Elementary and K-8 Schools

Group I.....8:00 a.m. to 2:00 p.m.

Bellevue	Blodgett	**Clary (bus arrival 7:35 a.m.)
Danforth	*Frazer	McKinley-Brighton
Porter	Seymour	**Shea
H.W. Smith	Van Duyn	Dr. Weeks

Grade 7-88:00 a.m. to 2:40 p.m.

*Grades K-6....8:00 a.m. to 2:00 p.m.

**Grade 7-88:00 a.m. to 2:40 p.m.

Group II.....8:50 a.m. to 2:50 p.m.

Delaware	Elmwood	Franklin (bus arrival 8:35 a.m.)
*Hughes	**Huntington	Salem Hyde
Dr. King	LeMoyné	Meachem
***Roberts	Ed Smith	Solace
Webster		

*Grades K-5....8:50 a.m. to 2:40 p.m.

Grades 6-8....8:00 a.m. to 2:40 p.m.

**Grades K-5....8:50 a.m. to 2:45 p.m.

Grade 6-8.....8:15 a.m. to 2:55 p.m.

***Grades K-5...8:50 a.m. to 2:50 p.m.

Grade 6-8.....8:00 a.m. to 2:40 p.m.

b. Middle Schools.....8:15 a.m. to 2:55 p.m.

c. High Schools.....8:00 a.m. to 2:50 p.m.

d. Frank C. McCarthy School.....7:45 a.m. to 1:45 p.m.

Even though arrival and dismissal times may vary from school to school, the instructional time is equal in all schools. These schedules meet the requirements of the New York State Education Law in regard to length of school day.

Reprinted from Admin. Bulletin No. 1 (August 21, 2002)

Editor's note: FYI: The unit 1 workday shall not exceed 6 hours for elementary staff or 6hrs.25 min. for secondary staff exclusive of a 30 minute duty free lunch. Units 4, 7, 8 and 10 workdays are proscribed by job title/contract

Unit 10's "Health Beat"

Ann O'Hara, President
VanDuyn

• **October 2**

General Membership Meeting
STA Office - 3:30 p.m.

Nominations for President and Vice President will take place at this meeting. Ballots will be mailed to the home address of each Unit 10 STA member. If the election is non-contested, STA will send a fax to all schools asking them to make the announcement. Unit 10 has only two (2) General Membership meetings per school year (there is however, one meeting per month for nurses). Please try to attend this important meeting. A light refreshment will be served.

• **Health Care Professionals** - If you have extra paperwork, extra responsibilities that require overtime, please remember to fill out a timecard. If you have any questions please give me a call at VanDuyn x4616.

Editor's note: New meetings will be posted on listserv.

Thank You To All Recent Retirees

Unit 1

- Sheryl Aiello
- Dean Anson Witmer
- James Ashe
- Gay Barnes
- Beverly Beard
- Vito Belloma
- AnnMarie Bergold
- Joan Bersofsky
- Marion Bierman
- Eric Brauer
- June Brickwedde
- Diana Cambareri
- James Campbell
- Stephen carpenter
- Joseph Casamento
- Betty (BJ) Churchill
- Elaine Cole
- Barbara Collingwood
- Marlane Conny
- Suzanne Courtney
- Hugh Crinnin
- Christina Darter
- Gene Darter
- Joanne DelVecchio
- Paula Drake
- Bernadine Ende
- Beth Ferris
- Judith Fleischman
- Prosy Florento
- Donald Fox
- Robert Franz
- Margaret Rose Gioia
- Robert Hamel
- Diane Heaphy
- Joanne Heisler
- Borys Holowczenio
- Roy Houck
- William Jenks
- Marjorie Julian
- Catherine Kelly
- Kathleen Khouri
- Theresa Kociencki
- David Lukowski
- Alice Lyons
- James Macallair
- James Macheda
- Joann Mack-Wink
- Rosemarie Marko
- RoseAnn Mazzacone
- Mary Mastrangelo
- Robert Michaels
- Richard Monsour
- Marsha Morgan
- Diane Murphy
- Karen Neri
- Linda Otis
- Irmagard Pastorello
- Henry Perkins
- Mildred Perry
- Carolyn Rich
- Annette Riposo
- June Rybak
- Joanne Sabatino
- Jill Sargent
- Paul Sauve
- Caroline Schipper
- Pearl Thomas
- Barbara Varre
- Carol Venner
- Kathryn Vogel
- Margaret White
- Shirley Wilson
- Mary Young

Please contact the STA (435-4526) if you are interested in helping with a Career Celebration on May 17th @ the OnCenter.

Unit 8

- Mary Phillips
- Mary Sheppard
- Kathryn Vogel
- Margaret White
- Shirley Wilson
- Lilli Mae Williams
- Margot Lux
- Jean Lance
- Elaine Holohan
- Joseph Campbell
- Elizabeth Derby
- Robert Franz
- Gloria Jackson
- Jane Kelley

Unit 10

- Barbara Hadley
- Elizabeth Shupe

Your retirement demands your attention NOW

The decision to start retirement planning seems to be the hardest part for most people . . . especially in a time when news of "investments gone bad" is so prominent. High-profile failures in the system aside, the basic principle doesn't change. There is no nest egg at the end of the day if you don't start "feathering" it as soon as you get up in the morning. Here are some retirement planning basics:

NYSUT Members can choose a supplemental retirement program designed with their needs in mind.

You have choices. Lots of them. When you're making your choice, be aware of the fact that NYSUT's only endorsed provider of 403(b) plans is ING. NYSUT Benefit Trust and ING developed Opportunity Plus, a tax-deferred variable annuity with more than 40 investment options, easy account access and an attractive loan feature. It lets you assemble a portfolio by choosing from investment vehicles that span the risk/potential reward spectrum . . . from fixed to variable.

Opportunity Plus may put more money in your pocket today.

Tax-deferred means two things, both of them good. The amount you designate as your contribution is taken from your pre-tax income, actually reducing the current taxable portion. Earnings you accumulate are not taxed (like the interest in a non-qualified savings account could be) until you withdraw the proceeds, usually when you're in a lower bracket. Being in a better tax position – from day one – is a key reason to consider these annuities as more than just an expense today with a far-off payout.

Unique features help protect your 403(b) while you're making contributions.

Opportunity Plus includes some unique features that help protect your 403(b) contributions if something happens to you, including a \$500 annual disability benefit in the event of a disability and a life insurance benefit in the event of your death. It also includes an objective financial

counseling service, offered at no cost to terminally ill participants or to beneficiaries of deceased participants.

Tomorrow's retirement starts today.

Early participation lengthens the critical correlation between years and dollars. You may picture retirement as something that won't happen until years from now, but it comes sooner than you think. If that seems a little intimidating, take a small step. Get the specifics on the retirement strategies developed specifically for NYSUT members and agency fee payers with just a phone call to:

Helen Chambers, CFS
315-682-2872

Thomas DiNapoli, Jr.
315-682-2514

Stephane Lasher
315-682-0092



Mutual funds are long-term investments designed for retirement purposes. Early withdrawals may be subject to a 10% federal penalty if taken prior to age 59½. Money distributed will be taxed as ordinary income in the year the money is received. Account values fluctuate with market conditions, and when surrendered, the principal may be worth more or less than the original amount invested.

Opportunity Plus is a tax-deferred variable annuity issued by ING Life Insurance and Annuity Company (ILIAC). All fees and expenses associated with the program, including those of the Trust, are detailed in the current prospectus, which should be read carefully prior to investing in Opportunity Plus. Securities offered through ING Financial Advisers, LLC (member SIPC). Insurance products offered through ING Life Insurance and Annuity Company.