

The

sta Open Line

Vol.7 No. 2



October 2003

457 Days Without A Contract for Units 1, 4, 8 & 10 - 92 Days for Unit 7

Board of Education Meeting October 15th - 7:00 PM - Harrison St.

Creating Change: We Can't Stand Four More Years of "Business As Usual"

Each election cycle, candidates request STA's endorsement for various offices. The 2003 election year is a critical one for our members and our students. This year four of the seven board of education seats are up for election.

The board of education is charged with fiscal oversight, budget prioritization and policy

making. Commissioners are also responsible for reviewing how policies are implemented to determine if the procedures are consistent with policy and common sense. It has been our collective experience in the past four years that many of these basic responsibilities have not been met by the board. Therefore, STA is recommending the following three candidates:

Ned Deuel- parent of Levy and Nottingham students; retired North Syracuse teacher (1964-1996) and union officer; SCSD strategic planning; educational consulting.

Ned is a process consultant and a consensus builder. Since his retirement he has worked on the State Education Department's Long-Range Planning Steering

Committee (CR 100.11). Its purpose is to revamp shared decision-making policies and implementation in districts, something this district needs badly. Ned also has conducted sessions for NYSUT building representative training and is an active member of Parents for Public Schools and his children's school based PTO's.

During his interview, Ned stated that communication among parties would be moved "to the front." He pledged to discuss issues at the public board meetings and seek parental and employee input prior to enactment. Fiscal responsibility and equity of resource distribution were also named as top priorities.

Note: The chart below reflects responses to questions asked by the STA Vote-Cope Committee.

Candidate	Budget	Supt's Admin. Reorganization	Contract Negotiations	Board Structure	Policies & Procedures	Other	Why STA ENDORSED
Ned Deuel - parent, retired teacher; experienced negotiator; educational consultant	Re-establish fiscal accountability systems; implement SyraStat; settle contracts on time; examine and reorganize budget priorities	BOE needs a strategic plan for itself; needs to establish standards of accountability for superintendent. Establish true site-based decision making	Build trust with all union members and elected leaders; settle on time by planning ahead for fiscal needs; prioritize funding to school based staff	"One monthly meeting for the whole board lessens superintendent's accountability;" revisit twice monthly structure and committee structure	Board needs to know how procedures are defined in relation to policies in the district. Poor procedures will hinder implementation	"Authentic site-based management requires that employees are engaged at the beginning of the planning and decision-making, not the end."	Ned Deuel is wholly qualified to serve this community as a commissioner of education. His educational experience, interests and abilities will bring results.
Nancy McCarty -parent, grandparent; retired OCC professor; former city councilor	Supports immediate application of SyraStat; board is fiscally accountable	Would study who is downtown and what each is doing- must be accountable	Board needs to be proactive in planning for contracts	"How can you legislate (determine policy and vote) when everything is so fuzzy?"	"Board members should be kept in the loop even if it means extra meetings."	Believes in site-based management; annual facilities inventory; rules of conduct for students	Nancy McCarty will hold "Central Office" accountable.
Louella Williams -parent, foster parent; advocate	Get a competent financial staff. Aggressively seek funding; secure a grants person; budget for children and teachers	Unfamiliar with reorganization would study before recommending changes	District needs to be more diligent; requires competent finance staff to plan for negotiations	Board needs to come together more; monthly meeting leaves a lot to be desired. (Has served on community boards.)	Wants to be a voice for children, parents and the community- to be a part of the solution	"You can't do anything until you know what you have and a staff you can depend on."	Louella Williams' work at the Center for Community Alternatives will add a new dimension to board decisions.

Nancy McCarty has a record of community engagement that stretches back to her days as a parent in the district. Now a grandparent, she still works with children at HW Smith on a weekly basis. Nancy, a retired founding professor of OCC was active in her union as a negotiator and NYSUT/AFT delegate. She remains a delegate to the Greater Syracuse Labor Council. Nancy has also served two terms on the Common Council.

In Nancy's words, "The board is legally elected to protect the interests of the community- our children and our property values." She went on to state that blocking the analysis of how

non-teaching work is done (SyraStat) has prevented the district from realizing savings. Lost grant opportunities and accounting methods that are not current or effective also have cost the district money. McCarty also stated that the board should be kept in the information loop and not have to rely on published reports to find out what is being planned for the district.

Louella Williams is a parent, foster parent and advocate working with the Center for Community Alternatives. Her parenting experience brought her into close contact with her children's teachers, a partnership strategy that she advocates for all parents. "It comes right back to" "Are the parents involved?" stated Williams. It worked for me!"

Her priorities are to get a competent financial staff; set accountability standards; and get a grant person who can secure (lost/never applied for) grants. Williams indicated that she would like to be a part of the board to be a voice for the children, parents and community.

She would need time on the board to evaluate the effectiveness of the administrative reorganization and the board's committee structure. "You can't do anything until you know what you have and staff you can depend on", she said.

--McKenna

Inside...

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- Your Rights • Unit 10 • United We Stood • Spare Time? • TA's • Rally
- Lectures



Education Leadership Conference - OnCenter
October 29, 2003

3:15 Registration
Chief Reps in each building have registration forms or call STA @x4526

From the President's Desk...

Kate McKenna

A Professional Evaluation Model

A joint STA and district team worked for two years on the Annual Professional Performance Review (APPR) mandated by the State Education Department. This work became the basis for the new *Model for Teacher Evaluation* negotiated over the following year on Unit 1 members' behalf.



As we enter year two there are implementation growing pains that still need to be worked out. There will be four Unit 1/Administrator team meetings throughout the school year. That team will take questions back and forth to help us all understand better how this works for individuals in buildings. The first meeting was held in late August and the next is scheduled for this month or early November. In the meantime, here is some information that I hope will be helpful to each of you.

Practitioner Centered

Our new model puts practitioners' professional goals and practice at the center of the process. In the first step each unit member self-selects his/her individual professional development goal(s) for the coming school year. These must be selected from on the district's professional development plan (PDP), the site's PDP and/or the nine criteria referenced on the Exchange Conference Form. It may be helpful to refer to your goals and reflection from last year as you plan this year's IGP.

The exchange conference is meant to be an opportunity to discuss individual goals and, therefore, individual conferences are encouraged. Any practitioner may request such a conference. Yearly goals are discussed with the supervising administrator and later recorded on the Individual Growth Plan (IGP) form and filed within two weeks of the exchange conference.

Professional Development Planning and Implementation

A building team is then responsible for tallying the various professional needs identified in the individual growth plans. This data becomes the basis for driving site-based professional planning and implementation. An example offered would be 6 elementary classroom teachers identify "continue to develop teaching strategies and lessons for Investigations" in their IGP's. This might lead to a site-based course in this area, taking a district inservice or using a superintendent's conference day to team up with other school teachers having the same goal. The idea is that professional development should be identified around the instructional and professional goals of the practitioners, not arbitrary selection that does not align with the IGP data.

Alternative Evaluation

All members who have had a satisfactory evaluation the previous school year (i.e. are not on an assistance or corrective action plan) may select action research, peer coaching or portfolio options, including National Board for Professional Teaching Standards certification. An information packet on each of the alternative models for evaluation should be available in your building. Course work is required for peer coaching only. Action research and portfolio development do not require a specific certificate or course. Each of these may be tailored to meet individual goals and each requires an outcome as specified in your plan.

Observations

Administrators need to be informed of the instructional practices of teachers in buildings. The main way of determining this is through classroom observations both formal and informal. Even if a practitioner chooses an alternative evaluation s/he should expect administrator visits to the classroom from time to time. However, a formal evaluation narrative is needed *only* for those choosing the traditional model.

Planning and Designing Instruction

Lesson planning is meant to be the practitioners' guide through the lesson, unit and year. This critical function of good practice has generated much debate in recent years. So much so, that the union and the district have a written agreement stating that we will resolve the issue *in writing* this year. Still to be determined are the content, format, length and what, if any, elements of lesson planning are required. At this time, there is no required format, content, length or required elements. Unit members should be able to plan and implement instruction using the performance indicators in the packet as *guides*.

Successful Implementation

The central purpose of our new evaluation is to focus on our professional practices and our responsibility to our continued growth. This can be nurtured using a cycle of reflection and action. Aligning district and site professional development opportunities with individual professional growth goals is an important element in both student and professional success. Please feel free to send feedback about the new model evaluation to me at mckenna@syrteach.org. More on the evaluation process in future issues.

Negotiations Update

The unit 1 and 4, 8 and 10 impasse documents have been sent to PERB. We are waiting for a mediator to be assigned. More information will be published in weekly memos. Please join your colleagues at the October 15th Board of Education Meeting at 7:00 at Central Offices. Remember: YOU are the UNION!



Your Teacher Center Just for You, Too...

Welcome back to an exciting school year! Many teachers have already visited the Syracuse Teacher Center the past several weeks. When was the last time you used the teacher center services?

Each school has been supplied with a poster highlighting the Syracuse Teacher Center services and opportunities. Please look for this poster to become familiar with services and opportunities available to teachers and staff.

The Syracuse Teacher Center Policy Board and staff have strived to bring you the following services and opportunities:

Poster Printers ~ \$3.00-5.00 (Includes Lamination)
Color Digital Copies ~ \$.50 and up
Art Waxer ~ Free Use
Book Binder & Button Maker ~ Nominal Fee for Materials
Ellison Die Cutting Machines ~ Free Usage (Bring Paper)

...plus more

(continued in next Open Line)

Computer Software Lending Library
Professional Lending Library

--Dave Muolo

Unit 8

Nancy Peluso, President
STA x4526



Teaching Assistant Work Day

Teaching assistants are like willow trees- we bend with the wind. We are flexible and we do what is best for children.

We go the extra mile, make do and cover the gaps-all admirable, caring and honorable behaviors. However, if we continue to do more and more with fewer and fewer co-workers -not to mention no salary increase since June '01- eventually, being willow trees will result negatively on our working conditions. If you are asked to extend your day be sure to submit a timecard for hours worked beyond the contractual workday. A teaching assistant is paid for 6 1/2 hours each day. Our contract language provides for a 1/2 hour duty free lunch.

Hall Monitors

Hall monitors are not certified staff. They should NOT supervise students in holding rooms, in-school suspension or classrooms unless a certified staff member is present. If this is happening in your building it should become a Building Committee issue.

Contract Negotiations

We are at impasse. What can you do? Show up at school board meetings, join your fellow STA members when the need for whistle blowing and sign carrying is required. And-----contribute to VOTE COPE.

Teaching Assistants-Subbing

We are asking that you complete the form in your staff lounge every time you sub for a teacher and send the form to me at STA. Please indicate the following additional information: whether you are a Special Ed TA and if you subbed in a Special Ed classroom.

Breast Cancer Walk

I will be participating in the Making Strides Against Breast Cancer walk on October 19, 2003. If you would like to make a contribution, send me a check made payable to The American Cancer Society.

Thanks for all you do for the children of the SCSD. Each one of us makes a difference in a child's life. Keep doing your best. Make sure that you take care of yourself.

- The next TA Training workshop will be on **November 5th**. You'll receive a notice soon in your mailboxes

STA Forms New Group...

New STA Retiree Chapter

Bonnie Pierce, NYSUT Retiree Services Consultant explained the distinction between Retiree Council 7 and the new Syracuse Teachers Association Retiree Chapter, and why retirees might chose to be active in both.

Retiree Council 7 is the official NYSUT retiree organization for Onondaga & Cayuga County NYSUT retirees. Retiree Council 7 has a monthly newsletter sent by NYSUT which keeps retirees informed about their monthly luncheons and activities. Retiree Council 7 sends three delegates to the NYSUT Representative Assembly, and a delegate to the AFT Convention. They also have representation at the Alliance for Retired Americans meetings. NYSUT members prepay their NYSUT dues while working, so you have no retiree NYSUT dues. Retiree Council 7 does collect a participation fee which allows them to represent you at the above functions and others.

The Syracuse Teachers Association Retiree Chapter is your opportunity to maintain a relationship with the local from which you retired. It is open to membership for all STA retirees who were NYSUT members. The chapter is of value to STA, as retirees are an enormous asset and a resource in achieving local goals - your participation in school board elections, and Common Council elections are critical. You preserve the union history and are the community ambassadors that the local needs. The Chapter is of value to retirees as it allows you to maintain a retiree presence in the local, indeed, the STA Representative Assembly amended their constitution to include a non-voting director elected from and by the membership of the retiree chapter to the STA Executive Board. The chapter will allow you to stay in touch and learn about current issues of importance, such as insurance, and will be your vehicle for receiving an STA newsletter and other informative mailings. Occasional chapter meetings, which are partly social, and partly business and informational, provide an opportunity to see your STA colleagues. Belonging to the STA Retiree Chapter is a great way to keep on top of issues that affect retirees and a fun way to see friends and stay involved.

--Bonnie Pierce

Labor Relations Update

by Lin Ramsey Golash and David Reed

Attention POMCO Users

Please note: Telephone calls to POMCO are required before elective or scheduled inpatient admissions to a hospital or within 48 hours of an urgent or emergency admission. Some surgical or medical procedures also require a phone call before services are rendered. Failure to make this mandatory phone call will result in a \$250 reduction of benefits.

Even if hospital personnel or doctors' staff offer to call for you, place the call yourself or have a family member call. It is better to have 2 phone calls to POMCO rather than none. There have been instances where a medical provider has offered to call and failed to do so. The result has been that members have been "fined" the \$250.

New Members

If you have any difficulties in obtaining health insurance (which should start 10/1/03) please give the STA Office a call at x4526.

Hall Monitors

You were all great at the training we had on the second day of school. The STA is still in talks with the SCSD regarding additional training later this year. Hopefully, we will be able to get the conflict resolution training you requested.

Lead in Water

The STA has just received the report of where lead was found in faucets, drinking fountains, etc. We are investigating what needs to be done next. The SCSD has offered to set up a meeting between the EPA and the bargaining units. More news on this later.

Health & Safety

The next SCSD Health and Safety meeting is scheduled for October 16, 2003 at Central Tech at 3:30. This is an open meeting - anyone on staff or in the community can come. It would be great if we could get an STA member from each building to come and bring your health and safety concerns (e.g. air quality, windows, carpeting, parking, etc.). The squeaky wheel definitely gets the oil first!! You do not have to sign up - just come.

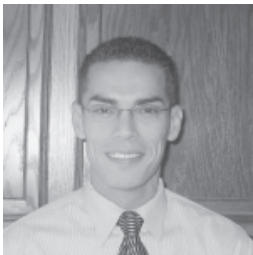
Lunch Aides

Please let us know what is going on in your buildings. Have your hours been reduced? Has the number of aides been reduced? Are there substitutes working in your building?

Know Your Union Rights

What is the Family Medical Leave Act? (FMLA)

In 1996 Congress established minimum standards for family and medical leave. The Family and Medical Leave Act, although complicated in structure and application, is simple in concept; the FMLA obligates employers with 50 or more employees to provide up to 12 weeks of unpaid, and job protected leave for certain family medical situations. Below are simple explanations of frequently asked FMLA questions. The FMLA is a complicated and legally intensive area of law and the answers below are not meant as legal advice, or representative advice. These answers are meant to familiarize each member with the basics of the FMLA. Specific situations present a multitude of issues which may alter the effect of the FMLA to the circumstance. Please contact the STA if you are in need of further detail regarding the FMLA.



Am I a covered employee?

According to the law, Employees are covered by the FMLA provided they meet three criteria. First, the employee must be employed for at least 12 months. This requirement need not be consecutive and unpaid, sick and vacation leave are all inclusive weeks provided benefits or compensation are provided by the employer. Second, the employee must meet a performance level of 1250 hours of service during the previous 12 month period. This amount of time is varied depending on leave, and perhaps other situations. Third, the employee must be employed by an employer that employs 50 employees within a 75-mile radius.

What reasons must I have to utilize FMLA?

The main reasons covered are for the birth and care of a newborn child of the employee; the placement with the employee of a son or daughter for adoption or foster care; for the care of an immediate family member (spouse, child, or parent) with a serious health condition; or to take medical leave when the employee is unable to work because of a serious health condition. Each reason has further noteworthy explanations that define key terms, such as "serious health condition" and "treatment."

Complications frequently arise in defining such terms and if one feels they may be covered by the reasons outlined, further information can be received through the STA.

--David J. Reed, Esq.
Staff Attorney - Labor Relations

sta Open Line

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UNITED We Stood...

UNITED ... combined into or made one; in agreement or harmony ... that was the overwhelming feeling at the school board meeting on Wednesday, September 17, 2003. Parents, students, teachers, teaching assistants, food service workers, nurses and students were in agreement that the budget cuts in effect for this school year do not put students and learning first. The cheerleading squad from Henninger urged the Board to restore their program to no avail. The young ladies fought back tears while pleading with the board to restore funding. A few were unable to control their emotions while talking about the importance of the program in their lives. My own emotions were on a roller coaster as I recognized some former Lincoln students in the group. Ashley Walker, Candace Brown, Brittany Minnoe and Christine Speir, you were awesome! We middle school teachers always wonder how you turn out after you leave us behind. You took a stand, prepared eloquent statements and participated in meaningful political action by supporting your teacher. It became obvious early on that Michele Zappala is well liked, highly thought of and respected as a coach and educator. Her students said it all when they articulated the role she plays in their lives. No one would question that Ms. Zappala is a dedicated professional who puts students and learning first. UNITED we stood...



Parents raised concerns on various issues such as bus-ing, overcrowded classes, lack of materials, budget cuts, and the decreased availability of sports. Joyce Farrell, a teaching assistant at Grant Middle School, voiced her concern regarding the use of computer labs and the reduction of services due to staffing changes. David Reed, STA staff attorney, made the board aware of serious safety issues affecting students and staff in buildings as a result of the reduction in force. One of the cheerleader's parents stood before the board and reminded the commissioners and the Superintendent of the district's three goals for all students. Accountability for the budget cuts was the theme du jour. UNITED we stood...

STA President, Kate McKenna, asked teachers and staff to stand up as a show of solidarity. Teachers, teaching assistants, food service workers, and nurses from the following schools stood in unity: Porter, Henninger, Fowler, Lincoln, Grant, Clary, Franklin, Meachem, Ed Smith, Huntington, Nottingham, Danforth, and Solace. Congratulations to Fowler for having the highest number of staff present at the meeting. (If I failed to name your building, I apologize for the oversight.) Kate, then asked anyone who supported teachers in the district to stand up. Henninger students stood up and joined us as a show of support. UNITED we stood... Anyone who attended the board meeting would most certainly agree that we (parents, students, teachers, teaching assistants, nurses and support staff) were UNITED... combined into or made one; in agreement or harmony... because students and learning come first.

--Lilli Rastegar



Coming soon to a school near you!

Unit 10's "Health Beat"

Ann O'Hara, President
VanDuyn

This feels like "deja vu all over again", to quote the great Yogi Berra. We are in the same spot as we were during our last contract negotiations. Once again the district is drawing out the proceedings causing our salaries to remain stagnant while the cost of living [and gasoline] continues to rise. We are as before, at impasse. This means that we will be asking a state appointed mediator to assist with further negotiating sessions and hopefully the district will begin bargaining in good faith. We weren't kidding when we told them that health services were at bare-boned staffing and that any cuts to our department would impact negatively on services to our school children. Many buildings will remain uncovered for most of the day in the event that the nurse is absent. This is already happening. Our building nurses are being lured away by surrounding school districts. Their higher salaries are an acknowledgment of the professionalism of registered nurses and are more on par with that of classroom teachers. It is about time that our own district recognizes the contributions that our school nurses make to the families and children of our district. Through our efforts, sick children are cared for and properly referred. Families are assisted in accessing health care. The nurse is there to see that the medically fragile child can safely attend school and that emergency interventions will be readily available and properly implemented should the need arise {and the need does arise in several schools each school year}. We contribute to the success in the classroom by caring for the children who are ill and allowing the teacher to teach.

Let's hope the mediation sessions are successful and that this is all settled before Thanksgiving. We will need your support in the future. It will be very important to attend school board meetings and I hope a few of our members will agree to speak on school health related issues.

Hope everyone had a great summer!

--Ann O'Hara

Attention Unit 1 & 4:

Problems/concerns should be addressed to David Reed, STA's staff attorney. To save time you may e-mail David at: dreed@syrteach.org

Teachers, Public See Eye To Eye On Education

Teachers and the public remain in sync on key education legislation and avenues for school improvement, this year's Phi Delta Kappa/Gallup poll reveals. The 35th installment of this widely watched survey of public attitudes on education, released Aug. 20, shows that the public remains deeply committed to public education and wants improvement to come through that institution rather than alternatives such as private school vouchers. And the number of respondents in favor of allowing private school attendance at public expense fell by eight percentage points in 2003 to just 38 percent. The 2003 poll also surveyed voter attitudes on the No Child Left Behind Act (NCLB). Although the public is not well-informed about the law, the survey suggests support for the objectives of NCLB but not for all of its strategies. For example, 84 percent believe that schools should be measured on the basis of the improvement shown by students. Under the current law's adequate yearly progress formula for judging school success or failure, school improvement takes a back seat to measures based on an arbitrary threshold of students who pass a standardized test. The survey is posted at <http://www.pdkintl.org>.

--Above articles taken from September 1 issue of *Inside AFT*

Do You Have Some Spare Time? Would You Like to Help Some Kids?

The Communities United to Rebuild Neighborhoods (CURN) after school program for the 2003-04 school year has resumed. While CURN has some dedicated community members who continue to help with children, CURN needs to recruit more volunteers to join their team as they work with children after school in grades K-6.

Geneva Hayden, founder of CURN, worked in the Syracuse School district for many years and is known to many Syracuse teachers. Are there any retired teachers out there who would like to volunteer to help inner-city children? The program is run from Beard School at 220 W. Kennedy Street, Monday-Friday, 2:30-6:00 p.m. The program offers a safe, supportive setting for children to do homework, have computer access, care for their environment and learn how they can make changes in themselves, their lives and their world. To volunteer your skills in academics, art, music, gym, computer or other speciality, call 445-1405. Full-time and part-time volunteers gratefully accepted. *"It takes a village to raise a child."*

Teaching Assistants - Mark Your Calendars

Following is a list of the TA workshops scheduled for the 2003-2004 school year. Be sure and watch for an announcement each month.

November 5, 2003 - Roles and Responsibilities of TA's in Inclusion Settings
December 4, 2003 - Collaborating with Related Services
January 13, 2004 - Orientation/Disability Awareness
January 22, 2004 - Autism Fundamentals
February 10, 2004 - Serious Fun in the Classroom
TBD - Reading Strategies
TBD - Reading Strategies
April 6, 2004 - Emotionally Disturbed Fundamentals
April 21, 2004 - Working with Challenging Students
June 2, 2004 - Brain Compatible Learning

Each session is limited to 35 participants on a first come, first serve basis. The a.m. session is filled before we take reservations for the p.m. session. Before you can register, you must discuss your participation with your building administrator.

Interested?  **Call STA!**

STA Shirt Order

	Size	Color	Quantity
Golf Shirt	_____	_____	_____
Women's Denim Shirt <small>(one size smaller)</small>	_____	_____	_____
Men's Cut Denim Shirt	_____	_____	_____

Sizes above XL add \$2

Name _____

Building _____

e-mail _____

Questions, comments, concerns may be directed to Kelly Abt. Please call at home 463-6119 or via e-mail: kellenabt@yahoo.com

Total Enclosed \$ _____

What a deal!

Earn STA Dollars and you can reduce the price of the items listed above. For example: 13 STA dollars will buy a shirt!

Be sure and read the STA Open Line and Monday Memos. You'll be hearing more about this new concept.

Your Union At Work For You!!!



Rally for M.O.R.E.

Strong Schools for a Strong City

Parents for Public Schools of Syracuse, Inc.
invites you to participate as we
Step Out for Education!

We demand...

More from our city for our schools
More from our schools for our children
More from ourselves for our future!!

Saturday, October 4, 2003
Clinton Square, 2:30PM - 4:30PM

For more information contact us:
315 278-4841 or parents4publicschoolsyr@yahoo.com
or PO Box 6043, Syracuse, NY 13217-6043

University Neighbors Lecture Series 2003 - 2004

If you're interested in issues of free speech; role of women and Islam; cultural history of the Westcott neighborhood; role of grand juries; architecture; or the life of a nationally known jazz couple, the University Neighborhood Lecture series at the Westcott Community Center is the place to be.

Hear stimulating lectures; dialogue; socialize with speakers who live in our neighborhood and enjoy some light refreshments.

Over 30,000 people pass through the WCC's doors every year. Your participation at the lecture series enables the center to continue to fund and expand its many fine programs.

If you live in the neighborhood, come and meet your neighbors. If you live outside the neighborhood, come and make new friends.

While in the neighborhood, visit Westcott street and enjoy fine Mexican or Middle Eastern food, have a drink or do some shopping at one of our many interesting shops. The Westcott neighborhood is a great place to live.

2003 - 2004 Lecture Series:

October 19, Sunday, 3:00 PM - "Gender in the Islamic World - Multiple Perspectives". Professor Tazim Kassam is a historian of religions specializing in the Islamic tradition.

Human rights activists, the media and feminists have been critical of religious and cultural norms in Islamic societies symbolized by the veil. However, many Muslim women have embraced the veil as a visible tool of self-assertion and defiance against the colonizing "West." This talk will analyze the ideologies which frame multiple constructions of gender in the Islamic world.

Following each lecture there is an opportunity to meet with the speakers and mingle with your neighbors. Refreshments are provided.

Ticket prices are: \$10 per lecture; Season tickets \$45 - season tickets guarantee a seat at all lectures; Student tickets \$5 at door with student ID; Limited scholarships available; Patrons \$75. All ticket sales are tax deductible. Checks should be made out to the Westcott Community Center, 826 Euclid Ave., Syracuse, NY 13210.

All lectures will take place at the Westcott Community Center, corner of Westcott and Euclid Ave. For ticket sales, sponsorship or information regarding dates and lectures call (315)478-8634.