



# Connecticut Federation of School Administrators

Members of the American Federation of School Administrators AFL-CIO

# STATEment!

November 2005

We Work for School Administrators

Volume 8.8

## Officers

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### The Connecticut Federation of School Administrators

is the first and only group of professional employees chartered by the AFL-CIO, for the explicit purpose of improving work standards and conditions in Connecticut's public schools.

We represent over 1200 school administrators and supervisors in Connecticut.

Our members are all dedicated, professional, and experienced school administrators.

We provide many free and reduced-cost services.

Our AFL-CIO support group consists of over 13 million members.

Please send ideas, requests, information, and letters you would like published to the editor:

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## Message from the President ... Roch J. Girard

Welcome back everyone. We hope your school opening was a safe and a positive one.

Unfortunately we began this school year with a monumental tragedy in the Gulf Coast. Our prayers and assistance goes out to all our fellow citizens as they cope with this horrific disaster. New Orleans is a member of our National organization-AFSA. Our thoughts are with the children, parents, teachers and administrators in New Orleans.

We are particularly proud of the many locals and school systems in Ct. that have held numerous fundraisers on behalf of the victims of Hurricane Katrina and Rita.

On behalf of all our membership of CFSA, we have sent a donation of \$1,000.00 to AFSA for the relief efforts for the administrators of New Orleans. I have received a letter from AFSA President, Baxter Atkinson thanking CFSA for the contribution. I have also spoken to Mrs. Florida Woods, President of the New Orleans School Administrators. She also sends her thanks and friendship. She is presently living with family members in Georgia. She and many other New Orleans residents have lost their homes, schools and neighborhoods. If you are interested in helping out our fellow administrators in New Orleans, you can send your contribution to Baxter Atkinson at the National Office (ASFSA/PANOPSI: 1101 17th Street N.W. Washington, D.C. 20009-4209), and he will direct the donation to our brother and sisters in New Orleans. This is indeed a terrible tragedy unparalleled in the U.S. Thank you for your support.

President Bush has authorized \$ 488 million dollars in education relief money using the VOUCHER format as a scheme to get privatization of schools going in the Gulf! This money has been made available to ANY displaced student wishing to attend PRIVATE or PAROCHIAL schools!!!! CFSA has written our legislators objecting to this scheme. Talk about a back door to getting vouchers in place during times of national crisis.

With the new school year we know that there are many **NEW administrators** in our CFSA locals. We would like to welcome all of them to their new duties. Local Presidents have been asked to send a listing of new



New Presidents (left to right) John Bruno of Voc Tech, Donna Mik and her Treasurer, Donald Friedman of Meriden, David Miko of East Lyme, and Donna Fitzgerald of Manchester meet with CFSA Officers at the annual President's Orientation Meeting this past September.



Your CFSA officers are: (standing left) Roch J. Girard, President; (seated left) Paul J. Rebot, Vice President; (standing right) Dr. James Thompson, Treasurer; and seated right, Edward J. Roman, Secretary.

members to the office, so we can highlight them in our next newsletter. On September 15, 2005, we held a "New President's Orientation Meeting" at our office for our new Presidents, acquainting them to their new leadership responsibilities. Your CFSA officers and Presidents from the Tech Schools, Meriden, East Lyme, and Manchester were in attendance.

Through the summer- you do remember the summer-CFSA has been working in the membership's interest.

**Renovations to our office are now complete.** We encourage all of you to stop by and see your new and improved state office. On December 15, 2005, CFSA will host a "Holiday Open House" for the membership from 2:30-5:00 PM. There is an address change for the office. Our corrected address is: CFSA 162 West Street, Building 2, Suite K, Cromwell, Ct. 06416. All our telephone and fax numbers remain the same. Our Email address is the

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## VP's Corner ... Paul J. Rebot

This statements' information is a compilation of many issues, items, and circumstances that have come up since the last statement. Some you have heard or read before but because of their importance to the union spirit I think they bear repeating.

Members are reminded that candidates for nomination as the CFSA Administrator of the Year should be thought of for submission by February 1, 2006. Our past recipients Harry Dumeer, James Thompson and Paula Erickson have set the bar high but we know from past nominations that there are many worthy members in our locals.

For those of you who are new members please make certain that you have filled out a beneficiary form for the \$10,000 policy provided by our national to all dues paying members in good standing. If you're a long time member but your circumstances have changed you just might want to update your old form. See your local President for the form or email/call our office for a copy of the form. Beth will be happy to provide you with a copy.

This year for the first time several Presidents sent us their updated membership list without being asked.

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**President's Message ... continued from Page 1**

same. We have added another email address, which will eventually become THE email address for CFSA. The new email address is Rgirard@Ct-fsa.org. or- Prebot@Ct-fsa.org. and Bkonior@Ct-fsa.org. Our previous addresses will continue to remain the same... (Rgirard@ctadm.org, Prebot@ctadm.org , Bkonior@ctadm.org.

**The Connecticut NCLB Law Suit against the Federal Government** is a welcomed legal engagement.

We praise Governor M. Jodi Rell's and the Legislature for authorizing Attorney General Blumenthal to be the first state to file suit against the Federal Government. This is an important legal challenge, and one that may invite other states to join in the suit. Requiring Ct. to spend some 41.6 millions dollars MORE than it receives from the federal government in order to comply with the law (through 2008), violates key provisions of the NCLB Law. The NCLB Law states that the law bans the federal government from imposing mandates w/o financing them!



*CFSA VP Paul Rebot meets with former CFSA Lobbyist Barry Williams on the latest legislative issues slated for the new session, which begins in February '06.*

We also praise the efforts of the CEA as one of 10 NEA Affiliates which have also filed suit over the NCLB. Ct. Commissioner Betty Sternberg is also deserving of the highest praise for her efforts in seeking more flexibility in complying with many aspects of the law.

We were pleased to see that AFSA National President Baxter Atkinson issued a press release in support of the law suit.

**Binding Arbitration remains a HOT button issue!**



*Members from the CT Coalition for Public Education meet with Senator Dodd's Chief Education Assistant. Left to Right: CFSA President Roch Girard, Mr. Kevin Daly - CT PTA, Patrice McCarthy - CAFE, Bob Murphy - CEA. Front Line Left to Right: Mary Ellen McGuire, Former Senator Melody Peters - CT-AFT, and Sharon Palmer, President - CT-AFT.*

CFSA, along with others in our "Union Coalition" have been monitoring this issue all summer. A new ANTI-Arbitration coalition has been created. The Coalition is called the "Ct. Municipal Consortium for Fiscal Responsibility". Bluntly, its purpose is to destroy Binding Arbitration as we know it. One of its legislative priorities is to secure legislation that would allow local government to REJECT arbitrated settlements that cannot be supported from "available revenues". You KNOW what that means!!!

In addition to this new coalition there is also a Legislative Committee (the Legislature's Program Review and Investigation Committee), which is studying the effects of B.A. on locals' budgets. CFSA will speak at the public meeting on the issue before the Committee. These dark storm clouds may be a precursor to a MAJOR battle at the Capitol this session. We must remain vigilant on this issue. School personnel cannot strike- it is illegal in Ct. to do so. We are left with the Binding Arbitration- a process which has brought labor peace in education for decades in Ct. Studies have shown that the B.A. process works, and both sides of the table have mutually benefited from the process. We do not want to go back to 'COLLECTIVE BEGGING' The process works... We believe that legislators should leave it alone!

**What has CFSA Done for YOU Lately?**

The following is a list of activities that your association has undertaken on your behalf .....

**Representation ....**

Provided testimony at the Conn. Coalition for Justice in Educational Funding Board of Directors meeting. Assisted in the preparation of Legal Action to be filed against the State of Connecticut addressing the shortfalls of the ECS Funding formula.

Provided testimony at the State hearing supporting our current Binding Arbitration process and opposing proposed changes brought forth by Municipalities and Local Boards of Education.

Appeared before State Legislators addressing the impact of the un-funded mandates of NCLB and issues related to adequate yearly progress. Specifically, the sole reliance of quantitative measures and standards that cannot portraint the qualitative gains schools achieve yearly.

Attended and represented CFSA at the State AFL-CIO convention.

Submitted written correspondence to commissioner Sternberg questioning the proposed changes of the State IEP forms and addressing the impact these changes will have at the building level.

**Policy and Local Development ...**

Assisted two locals with updating language of their Bi-Laws

**Labor Issues ....**

CFSA represented school administrators State Wide dealing with Hearings, Grievances, or Personnel issues related to:

Certification and Job Description, Involuntary Transfers, Early Retirement and Severance, RIFFING and seniority rights, extra assignments and impact bargaining.

**Member Services ....**

Career Guidance, Resume Assistance, Retirement and Financial Planning, Life, Health, Long Term Care, Auto, and Home Insurances, Preferred Home Mortgage Rates, Automobile Purchases ..... and much more ....contact the CFSA Office for Details !!

**Legislative Agenda:**

CFSA is interested in hearing from YOU as to your legislative priorities for the upcoming legislative session scheduled for February 2006. Please take a moment and email us at the office, and let us know of your thoughts on this matter.

We would like to take this opportunity to wish our **Lobbyist, Barry Williams** the very best in his retirement. Barry has served CFSA very well for over 25 years. Your officers have interviewed candidates /firms to serve as our new lobbyist. We are pleased to announce that **CFSA's new Lobbyist is Attorney Alan J. Deckman**, Government Relations with the TCORS firm in West Hartford. We look forward to a very productive working relationship with him, and his firm.

CFSA continues to be a Board of Director Member of the Ct. Coalition for Justice in Education Funding. As you are aware, the Coalition has filed suit in Superior Court in Hartford against the State of Ct., saying that the state has not provided suitable and substantially equal opportunities



for the children of Ct. According to the suit, the plaintiffs brought this action "on behalf of their many children", in order to enforce the Constitution of the State of Connecticut. Our State Constitution GUARANTEES that EVERY child, regardless of the child's town of residence, has the RIGHT to receive a meaningful opportunity to be educated in a FREE and open PUBLIC school system. The suit claims that this "right is currently being violated".

*President Girard meets with Senator Dodd's Chief Education Aide to discuss the Revisions being considered on the NCLB Law.*

## What Can Educators Do After Retirement?

by Alfred Mariani, President, Resumés Etc.

Educators will face two challenges when embarking on a second career. The first will be age discrimination, and the second will be establishing a direct correlation between their skills and the needs of the business sector.

Let's begin with the latter and discuss the relevancy of academic skills in the business sector. Educators establish multiple skill sets throughout their career. These skills include: excellent oral and written communication skills, the ability to conduct extensive research and analysis, organizational skills, and the ability to motivate and inspire others. These skill sets are often in demand in key corporate occupations, including human resources, marketing and corporate training. In addition, educators often perform well within the non-profit sector, which relies heavily on building community relationships and creating awareness of community based services. Many educators have also transitioned nicely into event planning and fundraising. Some have taken a leap into corporate sales to promote educational materials and products. Some educators have very specific skill sets like computer software and networking skills which are in great demand. Others excel in mathematics which is transferable to many fields, including market research, statistical analysis and actuarial science.

Age discrimination occurs, but conditions are improving. In reality, it's more about salary discrimination versus age discrimination. It is assumed that a retired educator in their 50s or 60s will demand a high salary. There is also concern about medical costs. However, many teachers have made it clear that their salary requirements are not as high as companies think because they are drawing a pension. In addition, their market value increases if they do not require medical benefits which is an immediate cost savings of \$7,000 to \$10,000 for companies. Finally, educators willing to work on a 1099/contractual basis are more marketable because companies do not have to worry about age discrimination charges when a person's services are no longer required.

In conclusion, there are many options available to retiring educators. However, they should not go it alone. They can benefit greatly by working with a career coach who can guide them through the process. For more information, call Alfred Mariani at Resumés Etc. (203) 268-5636 (resumeetc.com).

## President's Message ... continued from Page 1

We are pleased to have the pro-bono services of the YALE Law School as our attorney on record. This will be a most interesting case especially in light of the Horton- V – Meskill and the Sheff –V- O'Neil rulings by the courts. CFSA is proud to be an active partner in this legal challenge.

CFSA met with **Senator Dodd's Chief Education Aide** (MaryEllen McGuire) on October 2, 2005 in the Senators Wethersfield office. CFSA would like to thank the members that responded to our Email requesting up-to-date issues surrounding the implementation of the NCLB. We know better than anyone the REAL impact this law is having on the education process and on our schools.

CFSA has communicated with the **Commissioner Sternberg** on the problems we are having within our state on Special Education IEP forms (that continue to change) adding significant time issues during the PPT's.

We are pleased to announce the third workshop session benefiting CFSA members. The Conference slated for Wednesday November 2, 2005 will deal with the topic; **"How Principals Can Align Their Schools Around The Standards"**. Our own Dr. Thompson and Dr. Irene Bailey will be the presenters. This conference is open to CFSA members ONLY. We would like to thank our presenters for their providing this timely workshop.

Vice President Rebot and I attended the State AFL-CIO Convention in September in New Haven. One of the 26 Resolutions adopted at the Convention – Resolution 18- dealt with the NCLB. The AFL-CIO endorsed the State's lawsuit against the Federal Government.

It promises to be a very busy year. We look forward to working with you as the premiere organization, representing school administrators in Connecticut.

## CFSA Selects Alan Deckman & TCORS for Government Relations Services

The Connecticut Federation of School Administrators is pleased to announce the selection of Mr. Alan Deckman and the firm of Tobin, Carberry, O'Malley, Riely, and Selinger to serve as our Government Relations Specialist. Mr. Deckman will represent CFSA and our interests before the Connecticut General Assembly and other governing bodies. The scope of his services will include: Legislative and Regulatory Monitoring – Lobbying Services – Legislative and Regulatory Formation – Relationship Building – Public and Media Relations – and much more. Mr. Deckman comes to CFSA with extensive experience and a reputation of getting things done. Welcome Aboard Alan !

## VP's Corner ... continued from Page 1

However we still have a significant number of locals that have not. As you know to be eligible for membership benefits such as the insurance noted in the previous paragraph if you are on our lists at CFSA headquarters then you are covered even in the absence of a current form. Additionally, we need to keep our mailing addresses current. Sending newsletters to former members is costly and wasteful spending of your dues monies and detracts from your CFSA budget.



CFSA Secretary Ed Roman meets with new Local President, John Bruno of Voc Tech for a last minute question at the New President's Orientation Meeting.

Local Presidents with the support of their members need to assess themselves appropriately when it comes to dues. We have repeatedly suggested to locals that a minimum of \$25,000 is what should be held in your local treasury for a rainy day. Several locals (who have been forced by unreasonable superintendents) to defend a member or members from various demotions, facetious insubordination complaints and

other hideous issues have found themselves in precarious positions when legal bills come due.

You must plan and save for the day when it could be your local fighting the fight for salaries, job, or working conditions of your members.

Recently a local was desperately fighting a most vicious attack by the Superintendent when some of the newer local members were overheard making comments to others that the Administrator in trouble must have done something wrong. Most assuredly they indicated they would not have placed themselves in a position that would have gotten themselves in the same trouble. In another town two members had engaged in private negotiations with the superintendent (which is blatantly illegal) and when the local team in formal negotiations wouldn't consider the sweetheart private deal for only those two members they had the audacity to threaten the local President with legal action. Remember the negotiations Team has the responsibility to negotiate in the best interest of the entire bargaining unit. The bottom line is many times we seem to be our own worst enemy. Attacking each other and making your fellow members the problem when it really started with central office leadership or rather poor leadership is misdirected. Ben Franklin said it best "United we stand for surely divided we shall fall."

If you have not updated your contract with the new "Just Cause" language that I have provided for your locals please request a copy from our office. While you may have a provision in your contract addressing this issue chances are it is not as strong as the newer language. We strongly feel that this new language will better protect the members from attack. While there is no such thing as a guarantee when dealing with arbitrators and judges being prepared as best you can is protection.

As many of you know I have asked you all to be ambassadors for CFSA when you travel around the state or deal with nonmember locals. Today I'm happy to report we have had a recent communication from a local inquiring about membership. This came about because they had recently hired administrators coming from other CFSA locals who wanted to know why this local community did not belong. Shortly we'll be scheduling a meeting with them to present your Union message to their

## *Is your retirement just over the horizon?*

If you are within 10 years of retirement, you need to plan how to best control your retirement needs. Most people spend more time planning their vacations than their retirement. Mark A. Norton is a former Connecticut educator and 22 year financial professional with AIG American General specializing in pension options. Mark has presented to CFSA locals, been an industry speaker and radio guest on the topic of pension maximization. Providing free *educator group seminars and individual meetings by appointment*, Mark explains how your teacher retirement works, the planning needed prior to retirement and the financial as well as personal impact of your pension option decisions.

Call direct to schedule a meeting or contact the CFSA executive office  
for further information at 860-635-3660

**Mark A. Norton**  
**860-346-4339**

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