On behalf of every member in the Oceanside Federation of Teachers: thank you! Thank you for sticking with your union. Your collective efforts made our Constitutional Convention Vote No campaign a success and your re-commitment to your union by the symbolic signing of new membership cards makes the Janus verdict all but null and void. Null and void because our members recognize the value and power of union membership and understand what is at stake. The members of our union appreciate that the hard earned achievements of our predecessors can be lost faster and much easier than they were gained. We can learn from the mistakes of others and avoid the consequences of short-sightedness.

Our members listened intently to the unfortunate story of our union sisters and brothers in the Kenosha Education Association in Wisconsin. When Wisconsin became a “right to work” state, the members of the KEA were blindsided by the domino effect. Initially just a few members dropped their membership with the promise of a bonus prize in the form of saving dues. That led to others following suit and dropping their membership. Eventually their membership fell below fifty-percent and the KEA lost its authorization as a collective bargaining unit.

Our members decided that will not be our fate. Our members are aware that the power of our union is in our solidarity and only we, not the Supreme Court, can give away or give up that power. The anti-union groups underestimate us. They expect our members to be penny-wise and pound foolish and that is not happening.

Since the Janus ruling, anti-union groups have engaged in three lines of attack:

- They have contacted our members through emails, letters, and home visits, encouraging members to drop their union membership;
- They have filed lawsuits for the reimbursement of fair shares fees collected prior to the Janus decision;
- They have falsely claimed and misled employers to believe they must end all member dues deductions.

According to NYSUT, all these anti-union efforts have been largely ineffective. NYSUT also reports that new employees are joining the union at a higher rate than in the past. NYUST has even unionized numerous charter schools around the state.

The work and dedication of OFT members, ambassadors, reps, and officers is what will sustain us. If any new employee declines membership in our union, we must engage that person, discuss union value and show them that union membership is the right choice and is to our collective benefit. I am proud to say that no one has requested to drop their OFT membership or stop supporting our union since the Janus decision.

As we move forward, each member of our union needs be the eyes and ears for our union leaders. Yes, “if you see something, say something.” Let us know if you are contacted by an outside group encouraging you to drop your union membership, unsubscribe to their emails, be prepared to speak to a colleague who you hear is considering leaving our union, be staunch guardians of our contract and support one another. (continued on page 8)
OFT Officers

2018-2019

President: Rob Pittman, #9M
rpitman@oceansideschools.org

Executive Vice President: Donna Gales, #2
dgales@oceansideschools.org

Elementary Vice President: Jen Whyte, #9E
jwhyte@oceansideschools.org

Middle School Vice President: Mike Demarco, #9M
mdemarco@oceansidechools.org

High School Vice President: Josh Hickey, #7
jhickey@oceansideschools.org

Affiliates Vice President: Tom Morreale, #7
esofocli@oceansideschools.org

Secretary: Amy Brown-Rand, #9M
arand@oceansideschools.org

Treasurer: Sue Frank, #9E
sfrank@oceansideschools.org

Membership and Welfare: Vicki Trum, #5
vtrum@oceansideschools.org

OFT Affiliate Representatives

Administrative Assistants: Michele Cadogan, #3
Nurses: Sharon Hughes, #2 and Mary Beth Murphy, #7
Security: Tom Morreale, #7
Monitors: Laurie Denson, #3
Teacher Aides: Susanne Cavale, #9E, Natalie Esposito, #6, Donna Fulgieri, #7, Andrea Johnson, #9M, Roe Palette, #7, Michele Worley, #6
Pre-K: Maria Cantone and Christina Peruffo, #6
Eyeglass Coordinator: Susanne Cavale, #9E
OFTRC (OFT Retirees): Rita Kaikow, oftrcmail@gmail.com and Lee Rabener greatlee2@aol.com

OFT Additional Positions

OFT Times Co-Editors-in-Chief: Jeanmarie Johnson, #9M and Brian Weinstein, #9M
Grievance Chair: Frank Nappi, #7
Eyeglass Coordinator: Sue Frank, #9E
VOTE COPE Coordinator: Amanda Iemma, #9E
Public Relations/Outreach: Christine Blake-Jeremias, #8
New Teacher Coordinator: Stephanie Bragman, #9M
Maternity Leave Specialist: Heidi Burns, #8
Webmaster: Christine Sartory, #7
On September 14th, OFT members from all schools gathered at Eat Gastropub in Oceanside, just as the clouds parted and the skies turned blue. Members greeted each other and caught up on the summer while munching on sliders, chicken wings, and other appetizers while enjoying drinks in the sun. It was wonderful to gather and socialize outside of a school setting, and a great time was had by all.

On Sunday, October 21st, the American Cancer Society held its 25th annual Making Strides Against Breast Cancer Walk at Jones Beach. Over 60,000 people participated in the walk raising over $1.5 million to support breast cancer programs. The OFT raised over $2000 district-wide through member contributions. The OFT would like to thank Christine Blake-Jeremias, our Making Strides collection coordinator, for all of her hard work. Thanks also go out to all of our participants and donors.

OFT officers, Rob Pittman and Josh Hickey stand in solidarity with the Uniondale teacher’s union as they continue to work without a contract.
The OFT welcomes our new members and wish them a productive and fulfilling school year.

School 2
- Kaitlin Vidafar
- Thomas Graef

School 3
- Rachel Forman

School 4
- Jennifer Belmonte
- Courtney Collins
- Katelyn Simmons
- Marie DiGennaro

School 5
- Nicole Caputo
- Sarah Mazeika
- Lisa Lombardi
- Candice Lombardi
- Victoria Denihan

School 6
- Marissa Alonso
- Sarah Mazeika
- Lisa Bernstein
- Victoria Denihan
- Marie DiGennaro
- Heather Finkelstein

School 7
- Kerri Chiara
- Amy Ingber
- Michael Ceccoli
- Owen Correnti
- Isabella Portoghese

School 9E
- Kiera O’Hara
- Jeanette Faccio
Laura Gallo, #7, and her husband Joseph welcomed baby Henry James on July 30th, 2018. He weighed in at 7 lbs. 8.5oz.

Kourtney Proske, #9M, and her husband Chris welcomed baby Kinsey Rose on July 24th, 2018. She weighed in at 7 lbs. 12oz.

Elizabeth Levengood, #9M, her husband Caleb and big brother, Hugo welcomed baby Eleanor Mary on July 27th, 2018. She weighed in at 7 lbs.

Elizabeth Barbakoff, #6, and her husband Josh welcomed baby Dean Maverick on July 20th, 2018. He weighed in at 6 lbs. 4oz.

Theresa Ryan, #6, her husband Peter and big sister Emma welcomed baby William Robert on June 28th, 2018. He weighed in at 8 lbs. 5oz.

Jacqueline Nerney, Castleton, and her husband Chris welcomed baby Wyatt Christopher on April 12th, 2018. He weighed in at 7 lbs.

Cristina Pizzichilo, #5, and her husband Samuel welcomed baby Lucas Gino on June 6th, 2018. He weighed in at 7 lbs. 5 oz.

Melissa, #5, and her husband, Ryan Lucan, #8 welcomed baby Grace Emilia on September 28th, 2018. She weighed in at 7 lbs. 2.8 oz. Big brother, Brody and big sisters, Kate and Maeve are in love with their new baby sister.
CTLE: Continuing Teacher Leader Education
Betsy Weinman, Director, OPDC

As a New York State Teacher Center, the Oceanside Professional Development Center (OPDC), communicates regularly with our representatives at the State Education Department (SED) regarding all matters related to professional development. We also work closely with NYSUT to roll and share information regarding SED regulations and initiatives. Right now, CTLE (Continuing Teacher Leader Education) is of paramount importance to our teachers. The biggest changes are that all teachers who do not possess permanent certification are required to complete 100 hours of professional development over five years. (This is down from the original 150 hours of a few years ago). Here is a little history for you: Oceanside began using My Learning Plan many years ago to help keep track of their hours. It is the individual teacher’s responsibility to print out their certificates and keep them in their files. This is because it is part of your Certification/Licensing requirement, regardless of where you teach. When you logon to TEACH to submit your information, there is a click box to check off indicating that you have taken the necessary hours in English as a New Language and Students with Disabilities. ALL TEACHERS MUST UPDATE THEIR TEACH ACCOUNTS.

As you know, OPDC has provided this information in our monthly reports over the past few years, and the same has been shared through your principals in their electronic bulletins over the past few years as well. The links are in the “Talking Points” you receive from your SDBP Representatives. You can also find more information about this by going to our website, and reading the Professional Development Plan section of CTLE.

We have been able to arrange informational sessions with Glen Jeffers, the Certification Specialist from NYSUT, to come down from Albany to and present on requirements, as well as take questions from attendees.

There is a section of the OPDC Website with the posting of all relevant information. On the District’s homepage, please click on the top-right icon of the “Meeting.” Then go the CTLE page. You may also wish to read the CTLE section in the Professional Development Plan. This plan is written by the PDP Committee, which includes teachers and administrators, with a 51% teacher majority. (There is a link of the OPDC site as well.)

Please watch your email and the OPDC in the next few weeks for the announcement of the dates of Glen’s visit.

Oceanside School District
Professional Development Plan
Appendix A
Continuing Teacher & Leader Education (CTLE)

<table>
<thead>
<tr>
<th>Who falls under the CTLE mandate and what is their requirement?</th>
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<tr>
<td><strong>Educators with Permanent Certification:</strong></td>
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<tr>
<td>These are educators who ARE NOT subject to the CTLE requirement, but ARE subject to the registration requirement, which means:</td>
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<tr>
<td>- Must have registered on TEACH on or before their birthday in the 16-17 school year</td>
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<tr>
<td>- In addition to notification via a district email and faculty bulletin, teachers were prompted on MLP before their birthday, which directed them to the Teach site</td>
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<tr>
<td>- They must register every five years after that</td>
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</tbody>
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| **Educators with Professional Certification:**                |
| These are educators who ARE subject to the CTLE requirements, which means: |
| - They must have registered on TEACH on or before their birthday in the 16-17 school year |
|   - In addition to notification via a district email and faculty bulletin, teachers were prompted on MLP before their birthday, which directed them to the Teach site |
|   - They must register every five years after that |
| - They must participate and show proof of 100 hours of professional development every 5 years |

*For ENL Teachers the Requirement is 50 ENL-related hours over 5 years

CTLE Requirements DO NOT apply to non-teaching certificate holders such as:
- Psychologists
- Social workers
- Nurses

How will OSD teachers (professional certificate holders) obtain proof that they have met their CTLE 100 hours in 5 years requirement?

- OSD meets the SED requirement of maintaining records for 8 years via MLP.
- As of February 1, 2017, all PDP workshop participants have access to printing the CTLE Certificate of Completion via MLP for workshops taken.

Teacher’s Obligations: Henceforth, teachers must retain a paper copy for their own records of all certificates of completion for PDP workshops, grade level meetings, department meetings, Faculty Meetings and Staff Conference Days they attended. Grade level, Faculty and Department Meetings and Staff Conference Day certificates will be available on MLP each year in June.

Teachers must keep track of their own hours and ensure that they meet the 100 hour requirement.
I attended the School Safety Forum at Hofstra University on September 25th because I wanted to know what is being done to help protect our students from gun violence, drug abuse, and cyberbullying. I wish all of the teachers, administrators, and staff of Oceanside Schools - as well as parents - were able to attend. To encourage young people to attend, Nassau County Police gave out twenty-five $200 educational gift certificates to students in grade six through college who attended. I hope that the Nassau County Police Department holds a town hall in Oceanside soon.

Experts spoke about four main topics: School Resource Program, Operation Natalie (War on Opioid Abuse), Cyberbullying, and Stop the Bleed.

School Resource Program
Nassau County Police Commissioner Patrick Ryder spoke about how Nassau County is working with the Department of Homeland Security and school districts throughout the county to address the danger of active shooters. There are over 200,000 students in 56 districts in 450 Nassau County Schools. All of the schools and public libraries have been studied by Nassau County Police and Homeland Security. Commissioner Ryder said that the key to reducing the harm done by active shooters is to decrease police response time. Currently, Nassau County Police response time to schools is between 3 and 5 minutes.

Tactical equipment is in every police car. Officers are trained to go into rapid deployment to quickly stop the violence. Sgt. Kevin McCarthy, Bureau of Special Operations (BSO or SWAT) narrated a dramatic demonstration of how police respond to an active shooter. The responders move into the building in a diamond formation. This phase is called the “contact mode”.

“We will not stop for injured,” he said. They will not search rooms. They are looking for contact with the shooter. Staff needs to know that during this time, do not make any quick movements. Follow commands, share pertinent information. Sgt. McCarthy said, “We are coming. Hold on.” They secure the scene so that rescuers can render aid. Later, the officers will go into “search mode.”

Nassau County Police do not want the first time they visit a building to be for an emergency. In order to build relationships, increase visibility, and to obtain a better understanding of the physical buildings, Nassau County police officers go on random visits to at least one school building a day on their tour. They park, walk, talk, and detect.

An important part of keeping our schools safe is preparing for any emergencies. In the last 50 years, no one has died in schools from a fire. Schools have drills, alarms, and fire extinguishers. Students and staff are trained and drilled.

Nassau County’s Police Department School Resource Program is how the police department collaborates with schools to make them more secure from today’s other threats. The key points of the program:

DETER - visits to schools to deter possible actors from attempting an attack.
DETECT - detect potential threats to our schools with the use of social media (follow @NassauCountyPD on Facebook, Twitter and/or Instagram, Crimestoppers, and situational awareness training (with BOCES) for school administrators and staff. Call BOCES at 1-800-244-TIPS to anonymously report concerns. “Know something, do something,” instead of “See something, say something.” One-third of shooters come from the school and one-third come from the community.
DELAY - site security review to harden the campuses through physical security enhancements and surveillance systems and the RAVE Program. All principals and superintendents have been trained in how to handle active shooter emergencies. In addition, all school districts and libraries use the RAVE app which gives employees a direct line to 911 dispatchers. It is a panic button that calls 911 and first responders in case there is an active shooter, fire, or any medical emergency. Critical information about the building, including entrances and floor plans, is pre-installed onto the app.
DENY - the goal is to deny the opportunity for intruders to gain access into a school facility. Nassau County Police Oriented Policing (POP) Officers participate in lockdown drills to evaluate schools’ preparedness.

Police and Homeland Security will be having townhall meetings in all Nassau County towns in order to better educate students, parents, and staff about steps that can be taken to keep our schools safe.

Operation Natalie (Nassau County’s War on Opioids)
Commissioner of Police Patrick Ryder said that 200 people in Nassau County died (continued on page 8)
Welcome Back! (cont. from page 1)

Be an active part of your union. Get out and vote on Tuesday, November 6th! Wear and encourage others to wear their OFT shirts proudly on designated days, attend and enlist others to participate in your school sponsored board meeting, write an article for the OFT Times, join us celebrating our union at the OFT Party in May (date TBA) and be the union! EVERY MEMBER, EVERY DAY!

Enjoy the upcoming holidays with your family and friends. Enjoy your students, your colleagues and your union

The Nassau County Police Department School Safety Forum
(cont. from page 7)

last year of an opiate overdose. Narcan was administered 755 times in one year. Named after a Massapequa girl, Operation Natalie is Nassau County’s multi-prong approach to dealing with the Opioid Epidemic. Addicts will often break into unlocked cars for cash. Police go into these areas of high drug use and make scores of arrests. Police visit homes after a drug overdose has occurred. They make sure the people are getting the resources they need. Inspector Chris Ferro, Major Case Bureau, said that for every drug dealer who gets arrested, three to five overdoses are prevented. Diversion judges work with the district attorney so that drug sellers get locked up and drug users get help. Non-fatal heroin overdoses are down 28%. Fatal heroin overdoses are down 11%.

Natalie Ciappa’s father, Victor, spoke about the heartbreak his family has experienced since his daughter’s death. She was found unresponsive, on a couch in a neighbor’s garage, after a party ten years ago. Victor Ciappa has been working to make other parents aware of the dangers of drugs. Now, the New York State 911 Good Samaritan Law allows people to call 911 without fear of arrest if they are having a drug or alcohol overdose that requires emergency care or if they witness someone overdosing. Go to www.health.ny.gov/overdose for more information as the law does not protect someone for felony possession of a controlled substance (8 ounces or more) and there are some other restrictions. This law, however, is saving lives. Nothing should ever stop anyone from calling 911 in a life-or-death situation.

Nassau County has an Anonymous Drug Analysis Program. Parents and family are encouraged to confirm or dispel suspicion of drug use by their children by bringing any suspicious substances to any precinct house to be anonymously tested. They will be given a program number and receive results via phone. Contact NCPD Central Detectives Squad at 516-573-7718 for any questions. Parents can also use www.rxlist.com and www.drugs.com to identify substances that they find in their children’s room that may be drugs. The goal is to know if there is a problem and get help as soon as possible. Lt. Gus Kalin and Police Officer Robert Segretti of Central Testing Division showed attendees of the forum some actual illegal drugs so they could better understand what they look like.

A social worker from Long Island Council of Alcohol and Drug Dependency (LICADD), Steve Chassman, spoke about drug abuse on Long Island. He said, “We need education and prevention for those not afflicted. K-12, students need to learn coping skills and how to talk about feelings.” He believes that treatment on demand should be available. “If you know someone with an addiction, call them tonight and tell them you can help.” Chassman suggested that Long Island needs sober dormitories for students in recovery and high schools for sober kids. He said, “LICADD will partner with anyone who wants to turn the corner on this problem.” Their website is licadd.org. Go to YouTube to see the powerful LICADD video “Hey Charlie - Stop the Spiral.”

Krystal S., a person in recovery, shared her experiences with drug use and treatment. She emphasized that the disease of addiction is a progressive disease. After 7 days of an opiate, your body needs it. Krystal said that it is progress that now there are Sherpas in emergency departments to meet patients with drug problems. The Sherpa Program was developed by the Family and Children’s Association and is made up of peer recovery coaches trained to meet with overdose survivors and their families. Go to familyandchildrens.org for more information.

Social Media - Cyberbullying
Det. Adam Constantino from the Special Victim’s Squad spoke about Cyberbullying. The important information he shared is in the flyer Bullying/Cyberbullying in this issue of the OFT Times.

Stop the Bleed
Police Medic Richard Husch from Nassau County Police Department Homeland Security spoke about the Stop the Bleed Program. This program trains people on how to respond to casualties before first responders arrive. Medic Husch said, “You are the help until help arrives.” Teachers, staff, and parents are taught how to control bleeding. Everyone is encouraged to have a Bleeding Control Kit which includes gauze, scissors, tourniquet, and gloves. Visit Bleedcontrol.org for more information.

WE WANT TO HEAR FROM YOU!!

Do you have something say?
Good news you want to share?
Please send your writings, news or photos to jjohnson@oceansideschools.org and bweinstein@oceansideschools.org.
Rather than a beachy destination like Jamaica or the Bahamas, my girlfriend and I planned a much busier trip for our summer vacation; a 10-day road trip of Midwestern cities and baseball stadiums. The focus was to be on baseball games with room for side trips and local attractions. We planned to see all we could on our route from Milwaukee to Pittsburgh. While baseball was the focus of the vacation, an unexpected theme developed throughout the trip; the history and milestones of organized labor in the United States. With news of the Supreme Court’s Janus decision fresh in my mind, it seemed that every city we visited held a reminder of the power of unions in the U.S.

For those who are unsure about what the Janus decision entails, here’s a brief summary: The United States Supreme Court ruled that public workers—teachers and postal workers, municipal and government employees—are no longer required to pay union dues, but may still reap the benefits of union membership. These benefits include collective bargaining and representation at hearings. Those in favor of the decision argue that it protects workers’ rights because now the workers are not forced to give part of their paycheck to an organization that supports political causes with which the worker does not agree. In addition, it provides more take-home pay for the worker. Those against the decision argue that a union is strongest when donations are required from all members, since the union is required to protect and represent all members. Without the requirement for all members to contribute, the possibility exists that too many members will opt-out, leaving the union underrepresented and vulnerable.

The first reason that reminded me why the Janus decision is a catastrophe was a museum on Chicago’s South Side. It was the A. Philip Randolph Pullman Porter Museum, dedicated to the Pullman Porters—the first union formed and led by African Americans. Pullman Porters were African-American men, mostly former slaves, who were hired on the Pullman Railroad cars to serve and cater to the white travelers on the train’s sleeping cars. While the job of a porter was presented to the public as glamorous and respectable, the reality was that porters would often work 20-hour shifts with only a few hours a day for “rest” time. All porters were on call 24 hours a day and earned less than a living wage. While white porters of other railroad companies unionized as the Order of Sleeping Car Conductors, conditions remained horrible for Pullman Porters. The union did not allow Pullman Porters to join, as it was an exclusively white union. As a result, approximately 500 Pullman Porters founded their own union in 1925, The Brotherhood of Sleeping Car Porters. Over several years the union membership increased and, bit by bit, helped to improve the wages and working conditions for the Pullman Porters. They set a precedent for the Civil Rights Movement of the 1950s-1960s and demonstrated that people working together can be the greatest force in affecting change.

I walked out of that small museum touched and impressed. Beforehand, I was unaware of the Pullman Porters’ struggle and learning about it helped me understand my current situation as a member of a union that may face struggles in the near future. As we drove away from the museum, my immediate reaction was: “I’m glad I work as a member of a strong union in a different time than those porters.”

The hypocrisy of the Pullman Rail Company stuck with me over the next few days. The Pullman company advertised itself on the porters’ level of service, their sophistication, and their impeccable presentation. Yet these sharply-dressed men who smiled at every request (required by their employer) were robbed of something even deeper than fair wages and necessary sleep; they were robbed of their dignity. They were treated like dirt by their company and still felt lucky to have the job. Thank goodness they decided to unionize, because without their brotherhood they were vulnerable and easily exploited.

And that’s when it hit me—the connection between the Pullman Porters and the Janus case. Whereas the porters needed to unionize in order to gain fair and humane working conditions and wages, the Janus decision seems to offer the same to union workers without requiring them to pay their dues. These men spent the early part of the 20th century risking their livelihoods in order to improve working conditions for themselves and those who came after them. The immediate gain was higher wages, but the greater gain was something less tangible and more important: dignity. That’s what a union offers. Those in 2018 who opt to embrace Janus are freeloaders. They may take home more money, but they’re paying with their dignity.
Shopping & travel benefits designed for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits. And unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back.

Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have. Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them.

The following is just a small sampling of the endorsed programs available to the NYSUT membership.

**Purchasing Power Member Shopping Program**
Are you looking to purchase a new laptop computer, washer/dryer or refrigerator? The Purchasing Power Member Shopping Program allows NYSUT members to purchase products such as these and many more while paying for them through the ease of payroll deduction or ACH withdrawals. NYSUT members save 20% on their first order with Purchasing Power.

**Abenity Discounts**
Seeking exclusive member discounts on tickets to the latest blockbuster movies or theater events, the hottest concerts & sporting events, or the coolest theme parks & attractions? NYSUT members have access to thousands of nationwide and local discounts with the Abenity Discounts program. Abenity also offers an app for iPhone or Android smartphones available at no charge.

**Grand Circle Travel**
The Grand Circle Cruise Line & Grand Circle Travel program is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences. This program offers NYSUT members and their loved ones the opportunity to save $100 per person on tours or receive a discounted rate on specific trips if acting as a group organizer.

**Cambridge Credit Counseling**
NYSUT members are eligible to receive free, no-obligation debt and student loan consultations with one of Cambridge’s certified counselors. Cambridge also offers a unique web portal available at a reduced rate that can help explain the various options when paying down student debt, including student loan forgiveness programs, income-based repayment options and more.

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To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Nov./Dec. 2018