

Dear *BCU&A* Member,

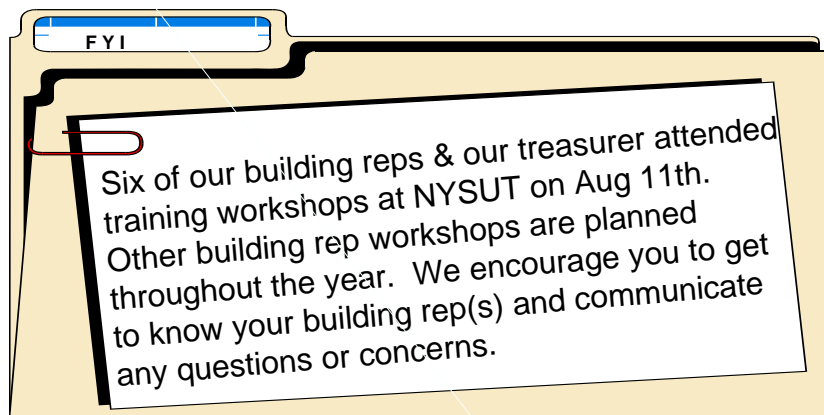
As we approach another new school year, we wanted to bring you up-to-date on upcoming *BCU&A* events. Agendas and additional information will be posted in each building prior to the meetings. We also have a new website: <http://bcuea.org>

### 2009-10 *BCU&A* Officers

<b>President</b>	Robert Wagner	(O&M)
<b>1st-Vice President</b>	Charles Jones	(T)
<b>2nd-Vice President</b>	Percy Durr	(T)
<b>Secretary</b>	Jane Hendron	(HS)
<b>Treasurer</b>	Lynn Sherich	(HS)
<b>Membership/Dental</b>	Marge Deveneau	(HS)

### Building Representative Council

Elections are still in progress in some buildings. A list of the building reps will be available by mid-September on the [bcuea.org](http://bcuea.org) website in addition to be posted in each building.



### *BCU&A* Committees

Audit Committee, Calendar Committee, Community Action Committee, Dental Committee, Finance Committee, Grievance Committee, Insurance(s) Committee, Liaison Committee, Membership Committee, Newsletter, Nominating Committee, NYSUT Delegates, NYSUT Alternate Delegates, Process Committee, Scholarship Committee

### Transportation Building Rep Elections

Transportation Building Rep Elections are scheduled to take place at your Monday, August 31<sup>st</sup> meeting just before the lunch break.

Candidates are: Percy Durr, Charlie Jones, Tim Stark, and LisaAnne Wilty.

Note: Nominations can be taken from the floor on the 31<sup>st</sup> if you are interested in running for this office.

#### Some of the duties of the Building Reps include:

- gathering & distributing information to members within their building
- attending regular council meetings in October, February, and April
- sitting in on meetings between *BCU&A* employees & their immediate supervisors

# **BCU&A Dental Plan Open Enrollment**

## **September 1-30, 2009**



Plans available:

**INDIVIDUAL** (Employee Only)

**\$292.40 annually - \$14.62/pay for 20 pays**

**TWO PERSON** (Employee & Spouse or Employee & One Dependent)

**\$584.80 annually - \$29.24/pay for 20 pays**

**FAMILY** (Employee & more than 2 family members)

**\$695.40 annually - \$34.77/pay for 20 pays**

### **Note: First payroll deduction will begin Sept. 25, 2009**

Enrollment is open to non-instructional *BCU&A* members employed by Bethlehem Central School District who work a minimum of half time or more and have been employed continuously for a minimum of one (1) year prior to October 1st. See your building rep or building secretary for Enrollment and Payroll Deduction Authorization forms starting September 1, 2009.

**Marge Deveneau, *BCU&A* Dental Plan Administrator, Contact Info:**

Monday through Friday between **3 and 3:30 pm** at

439-4921 ext. 22904 or anytime via email at [devemhs@bcasd.neric.org](mailto:devemhs@bcasd.neric.org).

For more information regarding Delta Dental  
[www.deltadentalins.com](http://www.deltadentalins.com) or  
Delta Dental - 1-800-932-0783

### **2008-09 *BCU&A* Scholarships**

#### **Katherine DePorte Scholarship**

Cody McNally - Bethlehem Central High School

Alexis Haluska - Guilderland High School

#### **Larry Prater Memorial Scholarship**

Erik Craft - Bethlehem Central High School

Alexandru Mangeri - Bethlehem Central High School

Each student was presented a certificate and letter of congratulations from the *BCU&A*, and will be awarded a \$500.00 scholarship to help further their education.

#### ***BCU&A* Scholarship Committee**

Marge Deveneau, Jane Hendron, Kitty Gill, BCHS Counselors

**September 2009**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7 Labor Day	8 <i>BCUEA</i> Gen. Mtg HS Cafe -- 9 AM	9 1st School Day Grades 1-12	10 1st School Day Kindergarten	11 Pay Day	12
13	14	15	16 <i>BCUEA</i> Picnic Town Pk -- 4-7 PM	17	18	19
20	21	22	23	24	25 Pay Day	26
27	28 Yom Kippur No School	29	30			

**October 2009**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9 Pay Day	10
11	12 Columbus Day	13	14 <i>BCUEA</i> BOD/Reps HS Conf. B -- 6:30 PM	15	16	17
18	19	20	21 <i>BCUEA</i> Gen. Mtg HS Aud. -- 6:30 PM	22	23 Pay Day	24
25	26	27	28	29	30	31

**November 2009**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 Faculty Conf. Day No School	4	5	6 Pay Day	7
8	9	10	11 Veteran's Day	12	13	14
15	16	17	18	19	20 Pay Day	21
22	23	24	25	26	27	28
29	30					

**December 2009**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 <i>BCUEA</i> BOD HS Conf. B -- 6:30 PM	3	4 Pay Day	5
6	7	8	9	10	11	12
13	14	15	16	17	18 Pay Day	19
20	21	22	23	24	25	26
27	28	29	30	31 Pay Day		

Holiday Recess (December 24 - January 3)

**January 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 New Year's	2
3	4	5	6	7	8	9
10	11	12	13	14	15 Pay Day	16
17	18 Martin Luther King Day	19	20 <i>BCUEA</i> Gen. Mtg HS Cafe -- 6:30 PM	21	22	23
24	25	26	27	28	29 Pay Day	30
31						

February 2010						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3 BCUEA BOD/Reps HS Conf. B -- 6:30 PM	4	5	6
7	8	9	10	11	12 Pay Day	13
14	15 President's Day	16	17	18	19	20
Winter Recess (Feb 13 - 20)						
21	22	23	24	25	26 Pay Day	27
28						
March 2010						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12 Pay Day	13
14	15	16	17	18	19	20
21	22	23	24	25	26 Pay Day	27
28	29	30	31			
April 2010						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Good Friday	3
4	5	6	7	8	9 Pay Day	10
Spring Break (April 2 - 10) If 3 snow days were used, school open April 8th. If 4 snow days were used, school open April 8th and 9th.						
11	12	13	14 BCUEA BOD/Reps HS Conf. B -- 6:30 PM	15	16	17
18	19	20	21	22	23 Pay Day	24
25	26	27	28	29	30	
May 2010						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
2	3	4	5 BCUEA BOD HS Conf. B -- 6:30 PM	6	7 Pay Day	8
9	10	11	12	13	14	15
16	17	18	19 BCUEA Gen. Mtg HS Cafe -- 6:30 PM	20	21 Pay Day	22
23	24	25	26	27	28	29
30	31 Memorial Day					
June 2010						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 BCUEA BOD HS Conf. B -- 6:30 PM	3	4 Pay Day	5
6	7	8	9	10	11	12
13	14	15	16	17	18 Pay Day	19
20	21	22	23 Last School Day Grades K-5	24 Last School Day Grades 6-12	25	26
27	28	29	30			

# NYSUT (SRP), NEA (ESP) and AFT(PSRP) Information

You *BCU&A* membership includes membership in NYSUT, NEA and AFT. Take a few minutes to browse their websites listed below.

<http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/srp.htm> (School Related Professionals - SRP)

<http://www.nea.org/esphome/index.html> (Education Support Professionals - ESP)

<http://www.aft.org/psrp/index.htm> (Paraprofessionals and School-Related Personnel - PSRP)

## **Programs and services endorsed and offered by NYSUT Member Benefits:**

### **Insurance Benefits**

- Term Life
- WrapPlanSM II Flexible Premium Adjustable Life
- Automobile
- Homeowners/Renters
- Boat
- Personal Excess Liability (Umbrella)
- Mobile Home
- Recreational Vehicle
- Snowmobile
- Motorcycle
- Fire
- Landlord's Rental Dwelling
- Disability
- Accidental Death & Dismemberment
- Catastrophe Major Medical
- Long-Term Care
- Vision
- In-Service Dental

### **Financial & Legal Services**

- Preferred Savings PlusSM
- Equifax Credit WatchSM Gold
- Consumer Credit Counseling Service
- Legal Service Plan

### **Discounts**

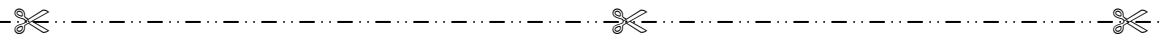
- EPIC Hearing Service Plan
- Powell's Books
- OfficeMax Retail ConnectSM
- Bose®
- Dell Computers
- Barnes & Noble.com
- Working Advantage (tickets)
- Alamo Car Rental
- Avis Car Rental
- Budget Car Rental
- Hertz Car Rental
- Budget Truck Rental
- Philips Lifeline
- Six Flags
- The Buyer's Edge (buying service)
- HEAT USA

### **Other Services**

- MAP - Member Assistance Program (see back cover)
- Defensive Driving
- Workshops & Presentations
- Consumer's Guides
- Payroll Deduction of Member Benefits-endorsed programs (available in local associations that have made the necessary arrangements)
- MPP - My Program Participation MetDESK (Division of Estate Planning for Special Kids)

*BCU&A* Data Update: please print the information requested and indicate whether you would like to receive future *BCU&A* news by email, BCSD pony or regular mail. Please send form to Lynn Sherich, *BCU&A* Treasurer, c/o BCHS or email her the information at [lsherich@bcsd.neric.org](mailto:lsherich@bcsd.neric.org).

_____	_____	_____	_____
Last Name	First Name	Building	BCSD Emp ID
_____	_____	_____	
Street	Town	Zip	
_____		_____	
Home Phone		Cell Phone	
Yes / No <i>BCU&amp;A</i> news via email? Email: _____			
Yes / No <i>BCU&amp;A</i> news via BCSD pony?		Yes / No <i>BCU&amp;A</i> news via regular mail?	

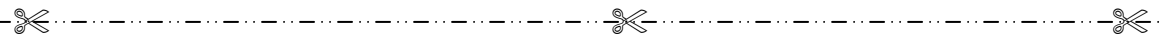


**BCU&A Participation & Benefits**

**Our union is all about you – its members.**

We need your help! If you have any areas of expertise or interests, there are many committees you can become involved in – a list is included in this newsletter. Your participation is what makes us a strong, united and representative organization.

**Reminder: School business comes before union business.**  
*BCU&A* Officers and Building Rep(s) have BCSD jobs to do and should not be interrupted during their work day unless it's an emergency. If you have a question or a problem and want to speak to your Building Rep or a *BCU&A* Officer, please be considerate and send a **written message** regarding your question or concern. Please be sure to include your name, building, position and your home phone number so they can get back to you in a timely manner. Sending a written message also helps as it is the first step in documenting any problem/concern.



Reservation for Wednesday, September 16, 2009 - *BCU&A* Picnic from 4 – 7 pm at the Bethlehem Town Park Pavilion.

Name: \_\_\_\_\_ Bldg: \_\_\_\_\_

Return to your *BCU&A* Bldg Rep or Jane Hendron at the HS

## 2009-10 BCU&A Dues Deductions

The table below shows the 2009-10 union dues amounts which will be deducted from 18 pays beginning October 9th. Note: Only 2 deductions per month. If you have any questions regarding dues rates, send a **written** note to Lynn Sherich, **BCU&A** Treasurer, c/o BCHS or email her at [lsherich@bcsd.neric.org](mailto:lsherich@bcsd.neric.org) including your name, building, position, salary amount and your home phone number so she can get back to you in a timely manner.

Salary Level	2009-10 51% - 100% per pay period	2009-10 26%- 50% per pay period	2009-10 25% or less per pay period	2009-10 51% - 100% per pay period increase	2009-10 26%- 50% per pay period increase	2009-10 25% or less per pay period increase
less than \$7000	\$8.79	\$6.49	\$5.34	\$0.11	\$0.06	\$0.03
\$7000 - \$13999	\$14.24	\$11.93	\$10.78	\$0.11	\$0.06	\$0.03
\$14000 - \$22499	\$16.58	\$14.28	\$13.13	\$0.11	\$0.06	\$0.03
\$22500 - \$29999	\$19.15	\$16.85	\$15.69	\$0.57	\$0.51	\$0.49
\$30000+	\$23.64	\$21.33	\$20.18	\$0.72	\$0.67	\$0.64

### BCSD Employee Assistance Program (EAP)

EAP is a benefit provided by BCSD and is a resource to help all employees and their families who are facing a problem in their lives. It is designed to assist with marital, financial, personal, relationship, legal, alcohol, drug or any other concern you may want confidential and professional assistance with.

All employees and their dependents can use the EAP service. When you call Human Resource Associates (HRA EAP), please identify yourself as a Bethlehem School District employee or dependent. People with drug, alcohol, emotional, marital, family or other problems will receive help from a Human Resource Associates (HRA) counselor. The HRA EAP is a professional counseling organization with over twenty-five years of EAP counseling experience. The HRA EAP office is located at 105 South Lake Avenue, Albany, NY. To schedule a confidential appointment, call the HRA EAP at (518) 434-1799 X10. There is no charge for your EAP consultations; Bethlehem School District has taken care of that for you. Once the EAP counselor has made an assessment of the problem, they may refer you for further consultation or counseling. At that point, you would be responsible for any costs not covered under your health insurance plan. Your HRA EAP understands many of the insurance provider's policies for easy referral transitions.

FOR MORE INFORMATION: Call HUMAN RESOURCE ASSOCIATES EAP and speak with any of the professional staff at (518) 434-1799. You can also e-mail us at [drbob@hraeap.com](mailto:drbob@hraeap.com) or see our website at [www.hraeap.com](http://www.hraeap.com).

**BCU&A**

c/o Bethlehem Central High School

700 Delaware Avenue

Delmar, NY 12054

**BCU&A Important Dates**

➤ **Tues., Sept. 8<sup>th</sup>, 9-10 am: Opening Day Meeting in the HS Cafeteria.**  
Everyone is urged to attend. You are allowed release time from your job to attend this meeting.

➤ **Tues., Sept. 8<sup>th</sup>, 11:30 am: BCSD Staff Picnic at the MS.**

➤ **Wed., Sept. 16<sup>th</sup>, 4-7pm: BCU&A Picnic -- Reservations are required.**  
Our annual picnic will held at the Bethlehem Town Park Pavilion. Food will be served 5 – 6:30 only. If you plan to attend, you can send in the reservation form in this newsletter to Jane Hendron, c/o BCHS. Reservations will also be taken at the September 8<sup>th</sup> meeting or you can contact your building rep prior to that day. **You must have a ticket to attend the picnic.** The tickets will be distributed by your building reps before the 16<sup>th</sup>. NYSUT and Delta Dental reps will be there to answer your questions.

➤ **Wed., Oct. 21<sup>nd</sup>, 6:30 pm: General Membership Meeting in the HS Auditorium -- New Member Orientation at 5:45 pm.**  
New union members orientation at 5:45 pm with Derek Lewis, our NYSUT rep.

➤ **Wed., Jan. 20<sup>th</sup>, 6:30 pm: General Membership Meeting in the HS Cafeteria.**

➤ **Wed., May 19<sup>th</sup>, 6:30 pm: General Membership Meeting in the HS Cafeteria.**

Meeting & Election of Officers for 2010-11 school year.