

## Two Workshops - One Location

ESSAA will offer two workshops during the second week of January in Newburgh, NY. One workshop will help administrators involved or interested in the negotiations process. The other presentation is of interest to any administrator at any level in any district. Read more below...

**What:** Negotiations Training Workshop  
**Sponsored by:** Empire State Supervisors and Administrators Association (ESSAA)  
**When:** January 8, 2003  
3:30 PM-5:30 PM  
**Where:** Marriott Courtyard  
4 Governor Drive  
Newburgh, NY 12550

**What:** Youth Gangs Workshop  
**Sponsored by:** Empire State Supervisors and Administrators Association (ESSAA)  
**When:** January 8, 2003  
7:00 PM-9:00 PM  
**Where:** Marriott Courtyard  
4 Governor Drive  
Newburgh, NY 12550

This workshop will provide public school supervisors and administrators with information about the duty, scope, and process of negotiations under the Taylor Law. It will cover the entire process from the development of a proposal to the memorandum of agreement and final ratification.

The proliferation of youth gangs is becoming a major problem for both urban and suburban schools. This workshop will address issues of how youth gangs are formed, how they are controlled and/or eliminated and steps to take in replacing them with a more positive youth experience.

The presenter, Paul J. Derkasch Esq., is a charter member of the Labor and Employment Law Section of the New York State Bar Association. His particular interest and skill is in collective bargaining. On behalf of ESSAA and its affiliates, Paul has successfully negotiated more than 250 contracts.

What are the colors, signs, symbols and terminology of the gang culture? These factors and more will be reviewed in detail to help school administrators identify and correct a gang problem.

**Registration Fee:** \$15 for non-ESSAA members  
Free to ESSAA members.

Ron "Cook" Barrett, the presenter, is an expert on youth gang prevention and has worked with inner city youths for more than 15 years. He serves as the Senior Gang Prevention Specialist for the Capital Region. In this capacity, he has brought many innovative and successful programs to the City of Albany. He has dedicated his life to helping inner city children make the "right decisions" about their gang involvement and life.

For a Registration Form (DUE BY DEC. 15) write to [questions@essaa.org](mailto:questions@essaa.org), OR call 888.88ESSAA



Peggy O'Shea Goes to the Dark Side

ESSAA Vice President Peggy O'Shea has joined a host of our former members who have moved from front-line administration to

central-office management. After spending nearly a decade as a elementary principal, Peggy is now Assistant Superintendent of Curriculum and Instruction in the Cohoes Central School district.

We will miss her bright smile and quick wit, but we wish her the best and great success in all her endeavors.

**Registration Fee:** \$15 for members of ESSAA  
\$25 all others

Request a Registration Form (DUE BY DEC. 15) by writing to [questions@essaa.org](mailto:questions@essaa.org), OR call 888.88ESSAA

**Empire State Supervisors  
And Administrators Association**  
Box 187  
Eastchester, NY 10709

Presort  
First-Class Mail  
U.S. Postage  
PAID  
Albany, NY  
Permit # 370

# The ESSAA Advocate

EMPIRE STATE SUPERVISORS  
AND ADMINISTRATORS ASSOCIATION



VOLUME III ISSUE 2  
Winter 2002

## Regent Joseph Borman Joins ESSAA Leadership Workshop



Regent Borman and ESSAA  
President John Sullivan at  
the Workshop on  
Educational Leadership in  
Albany



ESSA Member Dorinda Davis  
with presenter Kevin McGuire

Presenters Jerry Spicer (L.)  
and Ronald O. Ross



## Inside this Issue

President's Message	2
New ESSAA Members	3
Legal Matters Affecting Your Retirement	3
Evaluating the Commish	3
Ed Keeler on the Prowl for New Members	3
2 Workshops: On Gangs and Negotiating Under the Taylor Law	4
Farewell to Peggy	4

The hard work of CAPSA members Jerry Spicer, Dorinda Davis, Kim Wilkens, and Ed Hotaling culminated on October 25th in a full-day workshop on Educational Leadership held at the Desmond in Albany. The Agenda was chock full of useful sessions offered by dynamic and experienced leaders.

Kevin McGuire, Ph.D., presented an update on the leadership programs being offered by NYSED. The entire area of administrator certification and graduate programs is under review. Sweeping changes are being proposed and ESSAA will keep you informed as this initiative goes forward.

Controversial retired superintendent and National Urban League Fellow Ronald O. Ross gave the keynote address. His assessment of the federal government's "No Child Left Untested" (his phrase) was direct and to the point. Improving achievement in schools takes a concerted, unending effort on the parts of administrators and teachers. Testing may tell us where we are, it will never tell us how to get to someplace better.

Jerry Spicer, ESSAA member and Principal at Philip Schuyler Elementary School, provided one blueprint for improving urban education. The improved scores in his building are one measure of the success of his program. Jerry's program was endorsed by a surprise visitor, Regent Joseph Boman, who spent most of the day with us listening to what front-line administrators had to say.

The afternoon session was an eye-opening, no-holds-barred multi-media extravaganza on the subject of gangs in our schools. Ron "Cook" Barrett mesmerized the audience with an incredibly detailed look at the gang culture that surrounds us...even if we are unaware of its presence. Graffiti will never look the same to any who attended this workshop. (see related article, page 4, on Ron's next appearance in January.)

Congratulations to all involved in this groundbreaking workshop on urban education.

# From The President

December, 2002

Dear Colleagues,

Last month, ESSAA celebrated its sixth year as a professional organization representing public school supervisors and administrators throughout New York State. During the past six years our organization has expanded in many ways. We have grown from 1750 members in 1996 to 2550 + in 2002, or stated differently, from representing 121 school districts to now representing 159. We have expanded our legal department from two to three attorneys, all of whom are experts in Educational Labor Law. From initially retaining a part time lobbyist, we now retain a full time professional lobbying firm. We have added a Regional Vice President and several staff positions such as Director of Communication, Director of Professional Development, Director of Organization & Planning, and Director of Recruitment. We now have a growing P.A.C. Fund, and a Liaison to the Board of Regents and the State Education Department.



We have regularly-scheduled publications of our newsletter, offer frequent workshops on a variety of topics, and boast of communications and email systems for members that are exceptional. Yes, with our unprecedented growth, we have expanded member services into many new areas.

However, what is most satisfying is that we have never wavered in keeping the promises and in pursuing the goals we established six years ago. ESSAA is still directed by the professional collaboration of our 36-member Executive Board (EB) that meets at regular intervals to chart our organizational course. Our commitment to providing outstanding and accessible legal services to our membership has survived the test of time and continues to be unequalled by any professional organization representing public school supervisors and administrators anywhere in the United States. When it comes to doing whatever it takes to support a member, the EB is unanimous in keeping its commitment to all.

An even greater point of pride is our refusal to "sleep with the enemy". Our EB remains firm in its loyalty to its members and opposed to any liaison that jeopardizes that pledge. We began as, and continue to be "an organization of professional supervisors and administrators for supervisors and administrators". Our autonomy insures our independence; and our independence allows us to do what is right for our members.

On behalf of the ESSAA Executive Board, I wish to extend to you and to your families and colleagues Happy Holidays, and the very best wishes for 2003.

Very truly yours,

John F. Sullivan

## ESSAA Officers

JOHN F. SULLIVAN  
President  
888-88-ESSAA  
Westchester

ANTHONY LAURINO  
Executive Vice President  
888-363-8797  
Long Island

TOM VASILOFF  
Vice President  
315-656-7242  
East Syracuse-Minoa

EDWARD KEELER  
Vice President  
315-792-2006  
Utica

JERRY SPICER  
Vice President  
518-462-7185  
Albany

EUGENE WOLOTSKY  
Vice President  
914-948-7271  
Westchester

CHUCK SMITH  
Treasurer  
518-399-7480  
Schenectady

ROBERT DARCANGELO  
Secretary  
607-762-8282  
Binghamton

## ESSAA Directors

HERBERT DICKSON  
Director of  
Organizational Development  
607-748-8683

MIKE FLOOD  
Director of Communications  
727-946-8060

JAN YABLOW  
Director of Research &  
Development  
914-693-7564

## ESSAA Attorneys

PAUL DERKASCH, ESQ.  
888-363-8797

KEVIN MARTIN, ESQ.  
888-332-3986

ROBERT SAPERSTEIN, ESQ.  
888-363-8797  
888-294-8282

ROBERT UNGAR, ESQ.  
Legislative Counsel  
516-227-2400

# Legal Matters

Recent changes in the Internal Revenue Code have significantly increased the amounts individuals can contribute to retirement plans such as an IRA, 403(b), or 401k. Several ESSAA districts have been negotiating modifications to their agreements to take advantage of these changes.

In many agreements, retiring administrators may be entitled to payments for unused sick leave or lump sum incentive payments. Normally, these amounts are taxable income in the year they are received, and the school district is required to pay payroll taxes on these amounts (social security, Medicare, unemployment insurance, etc.).

If the payments at retirement are placed in a 403(b) account, neither the payments nor any gains on investment of the payment are subject to taxation until received as distributions from the plan. For most retirees, this would be at a lower tax rate. The districts save the payroll taxes.

An example of a basic agreement implementing this kind of arrangement is available on our website. Go to [www.essaa.org](http://www.essaa.org) and click on "Newsletter" and then "Legal Matters".

## Adirondack Central Joins ESSAA

Welcome to Adirondack Central, the latest district to see the light and join the ranks of the association that works for the front line administrators. The five-member unit may not have the highest number of administrators, but they claim the highest altitude of any of our component districts so far. We look forward to serving Adirondack Central as we have all our 141 districts.

## We Want to Hear From You!

**The Advocate** is an important voice of ESSAA. Virtually all our articles are written by members or are submitted by members from reliable sources. We welcome any kind of written information or commentary you may wish to submit to: [soundoff@essaa.org](mailto:soundoff@essaa.org). We will print all the news that fits.

## Keeler Takes Post with ESSAA

Edward Keeler, recently retired from the Utica city school district, has been appointed Director of Recruiting for ESSAA.

Ed has years of experience as the President of the Utica Administrator's Association and as Vice President of ESSAA.

We look forward to substantial growth in our ranks as Ed applies his many talents to the vigorous pursuit of members. If you know of any district that is not organized, or which may be the least bit "ready" to listen to Ed, please contact him at: 315.736.0629 or [edkeeler@usadatanet.net](mailto:edkeeler@usadatanet.net).



## Evaluation of the NYSED Commissioner of Education

Demonstrating the power and importance of ESSAA, for the first time school administrators, teachers and other school officials had the opportunity to voice their thoughts involving the overall job performance of the NYSED Commissioner of Education, as well as that of the Board of Regents.

The purpose of this survey was to identify the effectiveness of the highest State official in regard to key categories impacting both our administrators across New York and the children in their care. With nearly 3 million public school students in over 700 school systems, and about a half-million youngsters in private/parochial schools, the role of the Commissioner and how he is viewed by the stakeholders is more critical than ever.

The many categories that were part of this unique ESSAA survey included:

- NYS Standards, graduation requirements and testing
- Funding for low performing students (Academic Intervention Services or AIS)
- Staff development/training programs for teachers/administrators
- Upgrading syllabi/curriculum to meet State standards
- Responsiveness to parents/communities
- Instruction for students dominant in languages other than English
- Alternative graduation options
- Access/interpretation of State test results
- State coordination/support for teacher education programs at colleges
- State approvals for school building construction
- Charter School process
- Dropout prevention
- Migrant education
- Drug-free schools/substance abuse education
- State support for SURR Schools, and,
- Assistance for BOCES programs.

**FOR RESULTS OF THE SURVEY, WITH OVER 500 RESPONDANTS,**

**VISIT OUR WEBSITE: [www.essaa.org](http://www.essaa.org)**

ESSAA will provide a new survey this spring to give everyone across the state the opportunity to once again evaluate the commissioner. ESSAA thanks all who supported this effort.

## Whitesboro Joins Us

The Whitesboro Administrator's Organization has joined ESSAA. We are proud to have this 11-member group on board.

Kevin Martin and Ed Keeler did a great job in explaining how ESSAA can help Whitesboro with the personal service that we can offer. We look forward to serving our new members as we have every unit since we began this one-of-a-kind association.

Welcome Whitesboro!