

The

# Journal

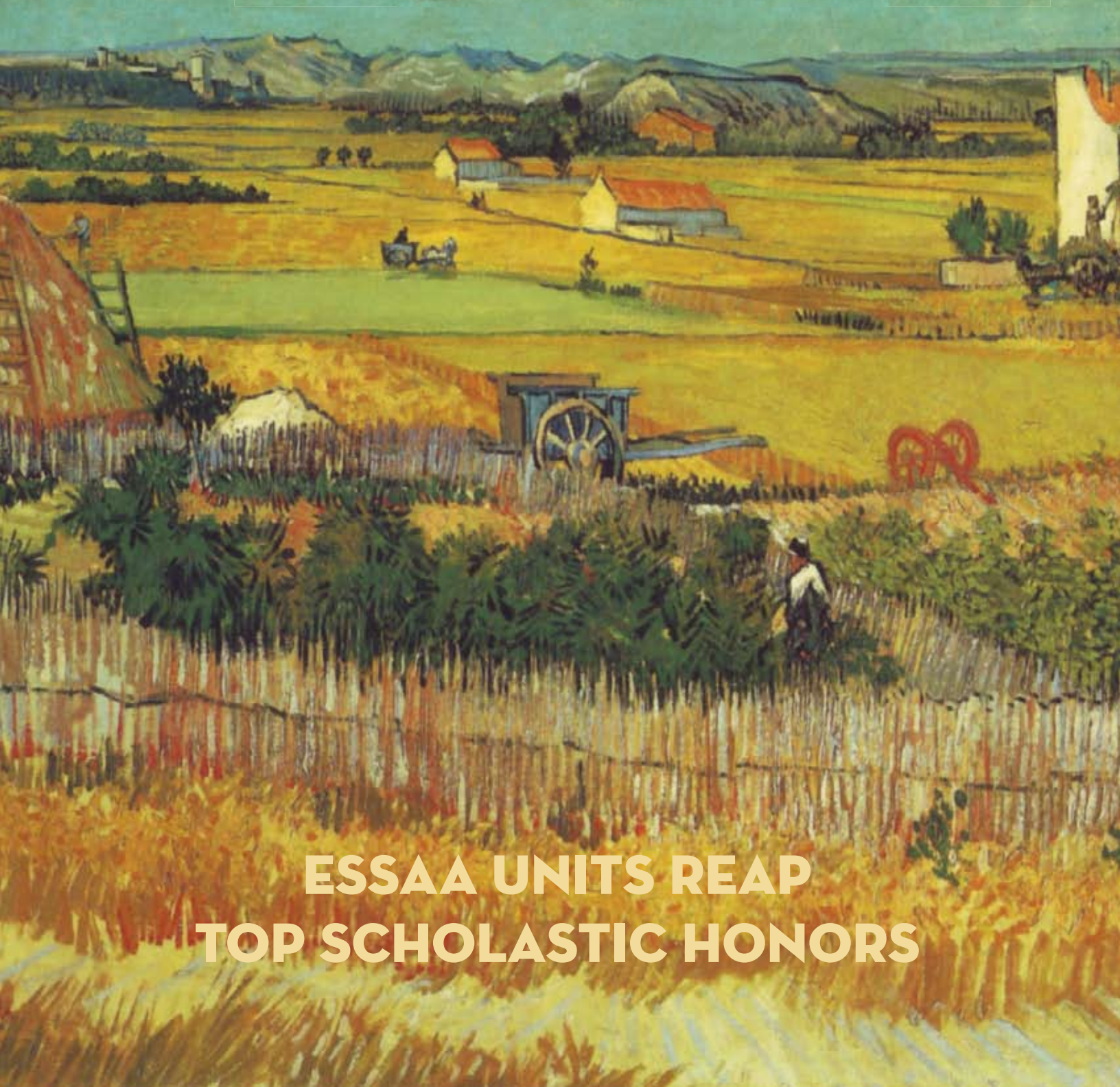


OF THE EMPIRE STATE SUPERVISORS AND ADMINISTRATORS ASSOCIATION

Long Island

Westchester/  
Putnam

Volume VII, Issue 1  
October 2009



**ESSAA UNITS REAP  
TOP SCHOLASTIC HONORS**

# President's Message:

## ESSAA Elects New Officers For 2010



John Sullivan

At the June meeting of the ESSAA Executive Board in Canandaigua, New York, Bill Evans was unanimously voted in as President-Elect, and Tom Vasiloff unanimously elected Treasurer. Both will serve under our current officers – John Sullivan, ESSAA President, and Chuck Smith, ESSAA Treasurer until June, 2010, at which time John will retire and Chuck will assume the newly created position of Coordinator For Regional Development.

Dear Colleagues,

In 1996, several public school line administrators and supervisors met to create a professional association that best addressed the professional needs of its membership. Having been disenchanted with prior affiliations, we began our quest by determining the true needs of line administrators and supervisors and designing an association that met those needs. The end result was ESSAA, *an organization designed by line administrators and supervisors for line administrators and supervisors*. I was one of those rebels, and was elected ESSAA's first president.

The ESSAA founders believed that our first priority was to hire outstanding attorneys who were experts in educational labor law and would be directly accessible to our members without a ritualistic screening process. In other organizations, securing an attorney was a shell game. Revolving door representation in litigation and collective bargaining was the rule, not the exception. Requests to speak to an attorney meant running the gauntlet of red tape as callers with immediate problems were passed from secretary, to regional reps, to local presidents' etc. This bureaucratic structure had to change.

Our first accomplishment was to hire two excellent attorneys, Bob Saperstein Esq. and Paul Derkasch Esq. They then encouraged our members to call them directly for a confidential conversation whenever members had a need to speak with them. These courageous gentlemen became the heart and soul of ESSAA. Without them, we would have failed a long time ago; we are forever in their debt. Direct legal representation remains the backbone of our organization.

Our second priority was to give members meaningful control of the organization's decision making process. To do this we

established a Statewide Executive Board (EB) that would be the nuts and bolts of the organization. The authority in ESSAA lies with an Executive Board that is broad-based and elected from the membership at large. The EB establishes policies, hires and fires, establishes the annual budget, and oversees the entire organization. It has real as opposed to *token* authority.

The third priority was that of avoiding *kingship*. The founders believed that in other organizations, leadership positions were unchallenged and unchanging, sometimes for decades. We believed that an organization representing school leaders have a broad base from which to select officers. We also believed that a periodic change in leadership is healthy for any organization; we reflected this belief in the term limit provisions written into the constitution we adopted.

From these priorities ESSAA expanded in several directions, from adding attorneys, to extensive lobbying services, to publications, workshops, benefits, etc. But it all started with the belief that line administrators and supervisors are judges of their organizational needs were. Obviously we were correct. ESSAA has grown from 761 members to 3300+ members in thirteen years and will continue to grow at an unprecedented rate into the foreseeable future.

Regarding priority three (*kingship*), ESSAA's Executive Board has followed a plan to transition new leaders into various elected positions. As most officer terms expired, a new generation of leaders were elected to take their places. The infusion of new leaders has been incredibly beneficial for ESSAA. This summer alone, more than 150 new members have joined our flourishing organization. It is now time for me to *pass*

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*the torch of leadership to a new generation.* I am proud to announce that effective July 1, 2010; Bill Evans will replace me at the ESSAA president. Bill is not only my selection, but also the unanimous selection of the Executive Board. He is an outstanding school leader who has the knowledge, sensitivity, commitment and ability to lead ESSAA to even greater heights. As I anxiously phase into retirement, I believe that ESSAA will be in excellent hands. Throughout this school year I will work with Bill to insure that this transition will also be seamless.

By the end of this school year only a handful of the original EB members will remain active in ESSAA to lend their assistance to the new leaders. Bob Darcangelo will continue as secretary and will be able to give the new leaders a historical perspective of ESSAA and the decisions we have made. Gene Wolotsky will remain a member of the EB and will be able to add his special brand of advice as ESSAA continues to evolve. Chuck Smith will help to transition Tom Vasiloff as Treasurer, but will serve in the newly established position of Director of Regional Development. Chuck is an outstanding advisor and will be instrumental in helping the newer ESSAA regions get off the ground. Herb Dickson will continue his fine work in establishing a retiree association for ESSAA. Bob Saperstein will continue as a head counsel, a position he has served in with distinction, and Ed Keeler, though he will no longer serve as a vice-president will remain as the Director of Recruiting for ESSAA. He is the primary reason we have grown so rapidly over the years. Tony Laurino will continue in his role as Exec Vice President and in the critical position of Legislative Committee Chairperson. Newly elected vice presidents Joe Rajczak, Richard Kimbell, Henry Frasca plus veteran VP Ray Palmer have brought a new energy to our entire organization. ESSAA is solid with returning and new leadership.

I cannot find the words to accurately describe my sense of satisfaction at being part of this outstanding organization. It is a tremendous feeling to know that the work we did in founding ESSAA will long survive us. School Administrators and Supervisors have very difficult jobs. For us who were there at the beginning of ESSAA, it is rewarding to know that we have helped to ease their burden by creating an organization that meets so many of their professional needs.

I cannot think of any other profession that better serves the needs of our great country than being an educator. I am proud to have spent the past 45 years of my life as part of this unique brother and sisterhood. Thank you for all your help and support over the past thirteen years.

Sincerely,

John F. Sullivan ❖



## Message From The Incoming President Bill Evans



Bill Evans

Dear ESSAA Member,

My name is Bill Evans and I am the newly elected president of ESSAA. I will assume the full responsibilities of this office effective July 1, 2010. I have been the President of the Regional Association of School Administrators - RASA (the Westchester/Putnam region of ESSAA) for the past six years. I am in my 21<sup>st</sup> year as a middle school principal with the last fourteen being at Albert Leonard Middle School in New Rochelle, NY. I live in White Plains, NY.

I am looking forward to working collaboratively with the ESSAA membership to uphold and expand the excellent reputation that we have built since beginning in November 1996. During the summer I have met with many ESSAA regional units throughout New York State and recently met with our Lobbyist, Executive Vice President and PAC Chairperson. I have always been involved with our attorneys. I am enthusiastic and impressed with the professionalism and commitment of our leadership. It is no wonder that several of our schools are among the top academic performers in the country. My goal is to continue to build upon our reputation as a labor organization that provides outstanding representation and services to line administrators throughout New York State.

Our founder and President, John Sullivan has done an exceptional job of creating, developing and transitioning our organization through various stages. Thanks to his leadership, expertise, and passion for the rights of public school administrators, our organization is over three thousand strong and growing every day. John and I have been close friends for several years and I admire his accomplishments. I too am committed to the same organizational goals as in our mission statement: *to champion the cause of public school education, and to provide extensive and comprehensive legal support and direct legislative representation to its membership. It is through this communication and support system that our society can establish realistic expectations for our public school system and for the dedicated professional supervisors and administrators who oversee them.*"

I believe in collaborative leadership and ESSAA's organizational structure ensures that this will happen. Our strength is in our ability and willingness to capitalize on our participatory leadership. We are a professional organization of experienced educational leaders whose involvement and active participation will guarantee our continuation and unprecedented growth. Working together, we will succeed in helping and protecting public school administrators and supervisors throughout New York State.

I am enthusiastic about serving as your ESSAA President. I am looking forward to a wonderful school year, and the continued opportunity to meet and work will all of you. I wish you the very best. If I can be of assistance, please feel free to contact me. ❖

## Message From Chuck Smith      Message From Tom Vasiloff



It has been an honor to serve the Empire State Administrators and Administrators Association as treasurer since its inception in November 1996. I am so proud of our organization and of all the good things we have done and continue to do for school administrators across the state. We remain true to our mission of providing legal services to line administrators including negotiations and job protection.

It has been especially satisfying to watch our association grow to its current membership of over 3000 school administrators. I want to thank all the individual leaders of the locals around the state. Your assistance in helping me work with your business offices and individual members regarding dues collection is greatly appreciated.

Our Treasurer Elect Thomas Vasiloff will do a great job and I know he can count on everyone's support.

Finally, I wish to express my thanks and gratitude to our President, John Sullivan for his commitment and leadership. He is the key to ESSAA's success.

I am excited to remain active in ESSAA as its new Coordinator for Regional Development. My responsibilities will focus on helping our regions across the state organize and grow. I will be working directly with regional presidents and Association President Elect Bill Evans. ❖



Hello to everyone across New York State. My name is Tom Vasiloff and I am your Treasurer-Elect for the Empire State Supervisors and Administrators Association.

I completed 37 years in public education in New York State - all with the East Syracuse-Minoa Central School District. I was a French teacher for 17 years before moving into administrator for the remaining 20 years of my career. I was President of the ES-M Administrative Association for 10 years, during which time I negotiated several contracts.

I live in Syracuse with my wife Elaine. We have two sons. Gregory is a pilot with the United States Navy and Timothy is currently a sophomore at the University at Buffalo.

I have been with ESSAA for 12 years, having served as Vice-President. I helped establish the Central New York Supervisors and Administrators Association (CNYSAA) and currently act as the regional treasurer. For the last several years I have also headed the ESSAA/ PAC fund, and solicited your generous donations to our political efforts in Albany.

I am looking forward to my new position as Treasurer of ESSAA and hope to meet with as many ESSAA members as possible during my term of service. I anticipate the continued growth of our organization because we remain committed to providing the best in legal services to line administrators such as you and me.

Please feel free to contact me any time at 315-637-6911 or send me an e-mail at [tvasilof@tweny.rr.com](mailto:tvasilof@tweny.rr.com). ❖

### FIVE ESSAA SCHOOLS RECEIVE BLUE RIBBON AWARD

The Department of Education draws national attention and recognition to schools in which students attain and maintain high academic goals. The Blue Ribbon Awards have been in existence since 1982, and this year five ESSAA schools won. Administrators from each of them will attend the Awards Ceremony at the White House.

At a press conference held in Silver Spring, Maryland, Secretary of Education Arnie Duncan said: *"These Blue Ribbon Schools are producing outstanding results for their students...They are examples of consistent excellence that can be a resource for other schools. They are places where improved teaching and learning benefits every student, and where students are challenged to meet high expectations with the active support of teachers, parents and the community."*

**CONGRATULATIONS TO THE FOLLOWING  
BLUE RIBBON WINNERS – ALL ESSAA MEMBERS:**

FE Bellows Elementary School  
Mamaroneck, NY  
Principal: Mrs. Margaret Longabucco

Brookside Elementary School  
Baldwin, NY  
Principal: Ms. Ivy Sherman

Greenvale School  
Scarsdale, NY  
Principal: Mrs. Theresa Sullivan

Lakeville School  
Great Neck, NY  
Principal: Mrs. Barbara Raber

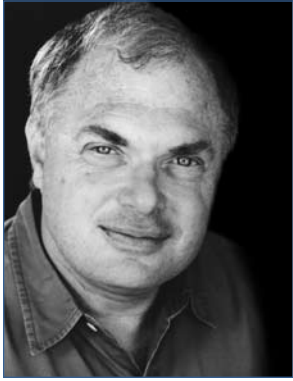
Pennington School  
Mount Vernon, NY  
Principal: Ms. Danielle Marrow



## Editor's Message

### Getting Christ Out Of Christmas (And What This Has To Do With Defending Tenured Educators)

By Bob Liftig



Twenty years ago I attended a meeting of my local chapter of the ACLU. Back then I was the Vice President of my teacher's union, assigned to the task of defending members who were in trouble with Central Office administrators. One teacher had a particular problem: he was convinced they were harassing him. NYSUT didn't think it rose to the level of their involvement; and our usual crafting of careful responses to the Central Administrators couldn't

free him from the crunch he was in.

It was a perfect case, I figured, for the American Civil Liberties' Union.

I couldn't have been more mistaken.

I called the President of the local chapter and outlined the problem. Could his group help me in handling this not uncommon labor issue? I thought we could break new ground here and help not just this one teacher, but a lot of people.

"Well, we've got something really important on the agenda to-night," the local president said to me, "but you're welcome to present your case.

I was the only non-lawyer in the President's luxurious living room. For almost three hours the Attorneys At The Bar "deliberated" about what they should do next in their "War Against The Manglers." It seems that several local villages were displaying Christmas decorations in front of their town offices, and "SOMEBODY OUGHT TO DO SOMETHING ABOUT IT!"

"They're violating the Constitution!" one lawyer screamed at the top of his lungs.

"What's next? State Religion? Mandatory Church Attendance?" the President of the local chapter chimed in.

"I've had it! We're filing suit next week!" the guy in charge of these things informed the rest of them. "But I have to warn you that it will take all of our financial resources – so we'd better vote on it."

"Yays?"

All hands went up.

"Nays?"

No one.

"Passed."

"Go for it!"

"Let's hear it for Freedom From Religion!"

I raised my hand.

"Who's this guy?"

"He's not a member!"

"I have some new business," I said politely. "I'm here by invitation."

"Oh, yeah. I forgot about that," said the President of the local ACLU chapter. "I invited him. It's all *my* fault."

The Attorneys At The Bar turned to me and glowered.

"Make it fast," said the Prime Adjudicator.

I outlined my teacher's case. I said filing a suit for harassment is something our own State union wouldn't support, but this would set a great precedent for labor law. The teacher didn't have the funds to hire his own attorney and there was clearly a need for action. I was hoping the ACLU would step in and help him.

I made what I thought was a concise and compelling presentation – but no one applauded.

In fact, no one gave a damn.

"We're not interested in teachers," the Prime Adjudicator fired back at me. "We're tackling more important issues."

"What could be more important than employees' rights? Most people have to work for a living." I started arguing with him. "Wouldn't we help millions if we won?"

"We have limited resources," the local president explained.

"You don't think fighting State Sponsored Religion is more important than defending a teacher?"

"No," I said. "You may be wrong or right about the religion thing, but I don't think the average American gives a damn. Most people just want to make a living."

The President looked around the room for any positive response to me; then he showed me how to leave his mansion.

"The next time you ask for help, make sure it's for something important," he said.

"This *is* important..." I tried to engage him one last time as he slammed the door on me.

Inside, I could hear the Defenders Of The Little People laughing.

Have I made my point yet, ESSAA members?

The only people who care about educators' rights are **educators**. ESSAA hires top labor lawyers because WE NEED THEM. ESSAA requires our lawyers to be available 24/7 because WE NEED THEM TO BE. This is why ESSAA is growing by leaps and bounds all across the State of New York. This is why ESSAA is eating up the competition. This is why YOU joined ESSAA in the first place; and this is why, as our membership expands, so does our Legal Department.

What do *I* think about taking the Christ out of Christmas?

That's so far down my list, I don't even think about it. ❖

## Seasoned Litigator, Joe Lamendola Joins ESSAA's Legal Forces



Accomplished litigation attorney Joseph E. Lamendola has been named as ESSAA's new Upstate counsel to handle the Northern, Central and Western regions of New York state.

Joe maintains his law practice as Special Counsel to the law firm of Hinman, Howard, & Kattell, LLP of Syracuse. He brings years of experience and a wealth of knowledge in both the civilian and military spheres to his new responsibilities.

Lamendola also holds the rank of Colonel in the New York Air National Guard. He is currently the Staff Judge Advocate for the Headquarters, New York Air National Guard, in Latham, NY, and is responsible for providing legal advice, opinions, and assistance to the Commander of NYANG, the Air Staff, and ten other Judge Advocates in New York State.

Joe holds a BA in Political Science from SUNY, Plattsburg, an LL.B. (cum laude) from the University of Wales, and an LL.M. in Maritime Law from Tulane Law School. His proven ability to negotiate, represent, and insist on respect for the rights of his clients will make him an outstanding addition to ESSAA's legal team.

Attorney Lamendola has demonstrated flexibility and creativity in hundreds of cases – just what is required of a successful ESSAA lawyer. He has defended a multitude of military clients in court martials and administrative hearings. He represented six homeowners from Canton, NY, in a highly-publicized spot zoning lawsuit against a garbage recycling facility and the Town of Canton. As Corporation Counsel for the City of Syracuse, he expertly negotiated a civil compromise in an 18 month SEC investigation. As In-House Counsel to an insurance group, he represented a variety of lawyers, architects, and real estate agents in legal malpractice claims. He prosecuted several criminal cases for the Dutchess County District Attorney and represented the State of New York Department of Corrections in a litany of Article 78 claims filed by the residents of Auburn Correctional facility.

Joe has a strong foundation in the concerns of unions, having been involved in many PERB hearings, and having negotiated contracts with both the Syracuse police and fire departments. His biggest PERB challenge involved the PBA, the City of Syracuse, and the Citizen Review Board, when the PBA challenged the City on the question of the legality of the Board. Several Article 78 charges were initiated and testimony was heard before PERB. He has also negotiated health insurance and medical benefit packages, salary and pension provisions, tenure and longevity issues, and disputes in job reclassification.

Joe points out that the rights of teachers and administrators are "only as strong as the union that negotiates on its be-

half," and he sees a bright future for vigorous, pro-active, and expanding organizations like ESSAA. Not only is our membership growing rapidly, he says, but "the private sector will continue to shrink as the economy falters," and workers will move into public employment and the unions that represent them for greater job security.

Colonel Lamendola has served our country all over the world: In 1991 he was activated for six months during Operations Desert Shield and Desert Storm. In 1996 he deployed with the 174<sup>th</sup> Fighter Wing in support of joint NATO exercises to Andoya Air Base in Norway; and over the years he has served as Legal Advisor to Air National Guard units in Alaska, Connecticut, Montana, New York, and Vermont.

Joe is eager to begin his "hitch" with ESSAA. "I am on call 24/7," he says, "with the exception of the one weekend per month that I am on military duty." He may be contacted directly at 315-473-9429, by cell phone at 315-263-4003, at home at 315-672-9550, or on email at [jlamendola@hhk.com](mailto:jlamendola@hhk.com). Joe was born in Massena, NY, and he and his wife Heather live in Camillus.

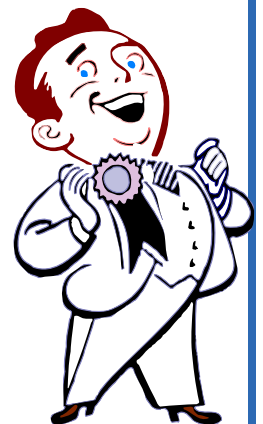
ESSAA Welcomes Colonel Lamendola To Its Legal Team! ❖

### ESSAA BOASTS STATE'S TOP FIVE SCORING SCHOOLS!

The New York Times reported this summer that scores have improved in New York City and throughout the state: "Test data since 1999 was merged into a single database, and passing rates and average scores were converted to percentile rankings to put scores into better context."

Each of the top five schools listed below are proud of their ESSAA membership:

1. **Lakeville School**  
Great Neck School District
2. **Greenvale School**  
Eastchester S.D.
3. **H.C. Crittenden Middle School**  
Byram Hills, S.D.
4. **Briarcliff Middle School**  
Briarcliff Manor S.D.
5. **Milton School**  
Rye S.D.



# ESSAA President John Sullivan Tells All In “The Survival Bible For Teachers And Administrators.”

By Bob Liftig

Writing teachers all over the world say: “WRITE WHAT YOU KNOW,” and ESSAA President John Sullivan’s does just that in his new book, “THE SURVIVAL BIBLE FOR TEACHERS AND ADMINISTRATORS.”

He’s learned most of this the hard way, and mostly as a result of his landmark case, Sullivan vs. Eastchester, a saga familiar to school personnel around the State and nation.

In the 1980’s John successfully defended his tenure against a multitude of charges brought against him by the Eastchester Board of Education – all of which were dismissed by Dr. Thomas Sobel, the Commissioner of Education of the State of New York after seven long years of legal battle. John demonstrated the strength of tenure and the importance of hanging tough when you know you are right and that your accusers are wrong.

After Sullivan vs. Eastchester – at least for a while – boards of education weren’t as eager to bring up employees on 30-20a charges. And after Sullivan vs. Eastchester, boards of education were more cautious about seeking legal solutions to political problems.

John also learned a lot – and he brought this knowledge with him when he founded ESSAA in 1996, and as he served as its President for the next 13 years, leading ESSAA in its fight for the rights of other beleaguered educators around the State and nation.

“THE SURVIVAL BIBLE” describes:

- 1) How to know you are in trouble.
- 2) How to take proactive steps to defuse impending attacks on your reputation and responsibilities.
- 3) How to best organize and gather allies within the community.
- 4) How to find the best legal resources to take the battle to court, if this is required.
- 5) How to best prepare yourself, your family, and your supporters for the stress of the upcoming battle.

Sullivan’s book is both practical and inspirational, and pulls no punches in defining the landmines all over the place in today’s educational world. Those who may still look at a career in education through rose colored glasses may be forced to think otherwise when they complete John’s book.

Though tenure may be stronger than boards suspect, it can still be broken – as can tenured employees – by slick Board’s attorneys branding sharpened pens. Even tenured school employees need the best legal defense possible when they are

up against increasingly aggressive boards of education out to strip them of a property right guaranteed under the United States Constitution.

It’s a game many of us think we are familiar with: board members first decide they want to “get you,” and then they figure out the why and how. They may choose to take this path to satisfy their political constituencies – most likely the same ones who elected them; but they have one thing on their side that educators don’t: unlimited resources, compliments of the taxpayers.

Expensive Boards’ attorneys brandishing sharp pens not only make big money on these cases, but they see each “win” as another notch on their belt. They build their own reputations on the ruins of yours, and there’s a lot of profit in this game for everybody - with the exception of the educator under attack and the school district he or she is dedicated to serving.

“THE SURVIVAL BIBLE” is a tour de force from a master of the game who refused to knuckle under to buyouts, harassment, and local vendettas. John chose instead to call the Board of Education’s bluff and force them to put the legal system through its paces.

As John Sullivan points out in his riveting book, defending your tenure is not just a matter of legal maneuvers and political posturing, and it is not for the feint of heart. To “win,” you need to be actively involved in managing local media, politicians, supporters, and detractors as well.

No one teaches courses in this, and educators are rarely prepared for frontal assaults on their performance and integrity. By the time the “enemy” has surrounded your wagons, it may seem too late to do anything about it; and often the perception that losing is inevitable brings forced resignations which strengthen the hand of other boards when they set out to destroy someone.

This is why a book like “THE SURVIVAL BIBLE” is a must read for anyone in today’s profession. You have to stop the dominoes from falling over just because someone blows a little hot air on them– not just for yourself but for others in the profession.

“THE SURVIVAL BIBLE” also provides a wealth of basic and morale lifting information about the origins of tenure as a “property right,” and its guarantees under the U.S. Constitution and the laws of New York State.

*continued on next page*

### *The Survival Bible...continued from page 7*

Ultimately, surviving and thriving afterwards is about finding the strength within yourself to withstand the damage that threatens your reputation, your family, and your career - whether or not you decide to “go quietly,” or stand and fight.

It may be that the biggest mistake made by the Eastchester Board of Education was choosing a target like John to pick a fight with; but the lessons John learned can be used by all of us to strengthen and defend our own positions.

“THE SURVIVAL BIBLE” is addressed to all those who find or might find themselves in similar circumstances.

Publication is scheduled for December, 2009.

### *The Significance of The Sullivan Case For Teachers And Administrators*

I was teaching in Eastchester during the landmark case of Eastchester vs. Sullivan, but the significance of the Sullivan case has only recently been understood by teachers and administrators. Prior to his hearing, 30-20a proceedings - and the threat of them against teachers and administrators - were not uncommon even in some of the State’s smaller districts where two or three teachers or administrators would annually be “brought up on charges.”

As a union leader during those brutal and turbulent times, I saw that even the mention of “charges” by a superintendent could immediately plunge the typical dedicated teacher or administrator into a state of fear and desperation.

Prior to John’s case, tenured teachers and administrators would often resign rather than battle it out in front of a 30-20a Hearing tribunal. John Sullivan pulled the mask off the threat of 30-20a hearings, and by so doing, revealed the strength of tenure and the reasons behind its original conception.

After, and because of Eastchester vs. Sullivan, personnel issues were often handled differently by boards of education because they had to recognize that 30-20a procedures were expensive, lengthy, and self-destructive. Attorneys may have promised these boards “slam-dunk” results, but too often these pledges carried with them unexpected consequences.

John’s case received State and national attention, and for good reason: the strength of tenure itself was being tested. The Sullivan case revealed the sturdy legal underpinnings of tenure; and by so doing, it strengthened its meaning in the minds of Board of Education members and superintendents.

It also sent a clear message to public school employees everywhere: that this is a new and tenuous world we educators live in and if you don’t learn to drive defensively within it, you can forget about an extended career.

John Sullivan didn’t intend to make history when he began his teaching career in almost 50 years ago, but soon, he became the youngest high school principal in New York State, serving first, as Principal in Highland Falls and later in the Wappinger’s School District. In 1976 he became Principal of Eastchester High School, and was known in the community as “The principal who turned the school around.”

By 1984, though, a new Board had come, and many of these Trustees sought his resignation.

John was forced into what was then the longest suspension of any tenured administrator in the history of New York. Seven years later, he won, and returned to finish his career as - once again - the Principal of Eastchester High School, which, shortly after his return, won the Blue Ribbon School of Excellence.

### *The Sullivan Case In Historical Context*

After the passage of the Taylor Law in 1968, many Boards of Education decided to test its provisions - first those which called for collective bargaining, and later, those which detailed how a district could fire employees through 30-20a proceedings.

In 1968 New York City teachers went on strike, and by the mid-1970s, teachers’ strikes were spreading to suburban and rural districts. Unions claimed they were provoked by Boards of Education who still wanted to wield the same absolute power they had enjoyed “in the Good Old Days.”

In 1976, just before John Sullivan was hired in Eastchester, The Eastchester Teachers Association went on strike. The strike leaders went to jail; striking teachers were fined two days pay for every one spent “out,” and Eastchester itself made the history books as having provoked the second longest teachers’ strike in New York history.

John Sullivan was hired as Principal of Eastchester High School in September of that year, and one of his missions was to heal the wounds that the High School and the District had suffered.

By the 1980s, the rights of union members to collectively bargain - whether through the American Federation of Teachers (AFT), or the United Federation of Teachers (UFT), or the New York State United Teachers (NYSUT) - were beginning to be respected by Boards of Education throughout the State, so the next battle between boards and unions was shifted to a different arena.

Most boards felt they were still all-powerful when it came to firing individual teachers and school administrators. Administrators’ unions are almost always the smallest bargaining unit in any district, and so individual administrators were considered more vulnerable to firing than NYSUT members when they didn’t tow the party line. Of course, getting rid of non-tenured administrators (or teachers) was never, and still to

### *The Survival Bible...*continued from page 8

this day has never been an area of challenge; so many boards thought that they could easily reassert their power by attacking tenured administrators.

These were just some of the forces at work behind Eastchester vs. Sullivan, and, as John was also the President of the Eastchester Administrator's Association, defeating him would send at least a double message: school administrators should always be the killer dogs for the whims of any Board of Education – shouldn't they? And if they refused, you could "get them."

John refused. He won his case in a spectacular fashion and formed ESSAA to help other administrators by fielding the best and most responsive legal team in the State.

The Sullivan case also demonstrated the narrowing gap between the common interests of teachers and administrators and John was one of the pioneers in this movement. In 2000, John Sullivan, as President of the Eastchester Administrators Association, Loretta Cirrincione, as President of the Civil Service Employees Association, and myself, as President of the Eastchester Teachers Association, founded P.E.O.C.: the Public Employees Oversight Committee through which we pledged to work together and speak with one voice to better address common issues of educational importance to the Eastchester Board of Education.

Even New York State United Teachers (NYSUT) officials were skeptical. P.E.O.C. ran informational columns in the local newspaper, endorsed candidates for the Board of Education, and issued joint statements on positions of common interests, and our efforts were successful.

After initial reluctance from some of our unit members, the rank and file came to see the collective wisdom and power of our mutual efforts. Our voices were heard, and our needs were addressed.

I am certain that collaborations such as these will be the future of our union movement.

In 2003, when I retired, John asked me if I would join the Empire States Supervisors and Administrators' Association as its Communication Director. My six years with ESSAA have only strengthened my belief that all public school employees have much more in common than they have differences. ❖



*John Sullivan*



*ESSAA President  
1996-2010*

### **ESSAA Journal Deadlines**

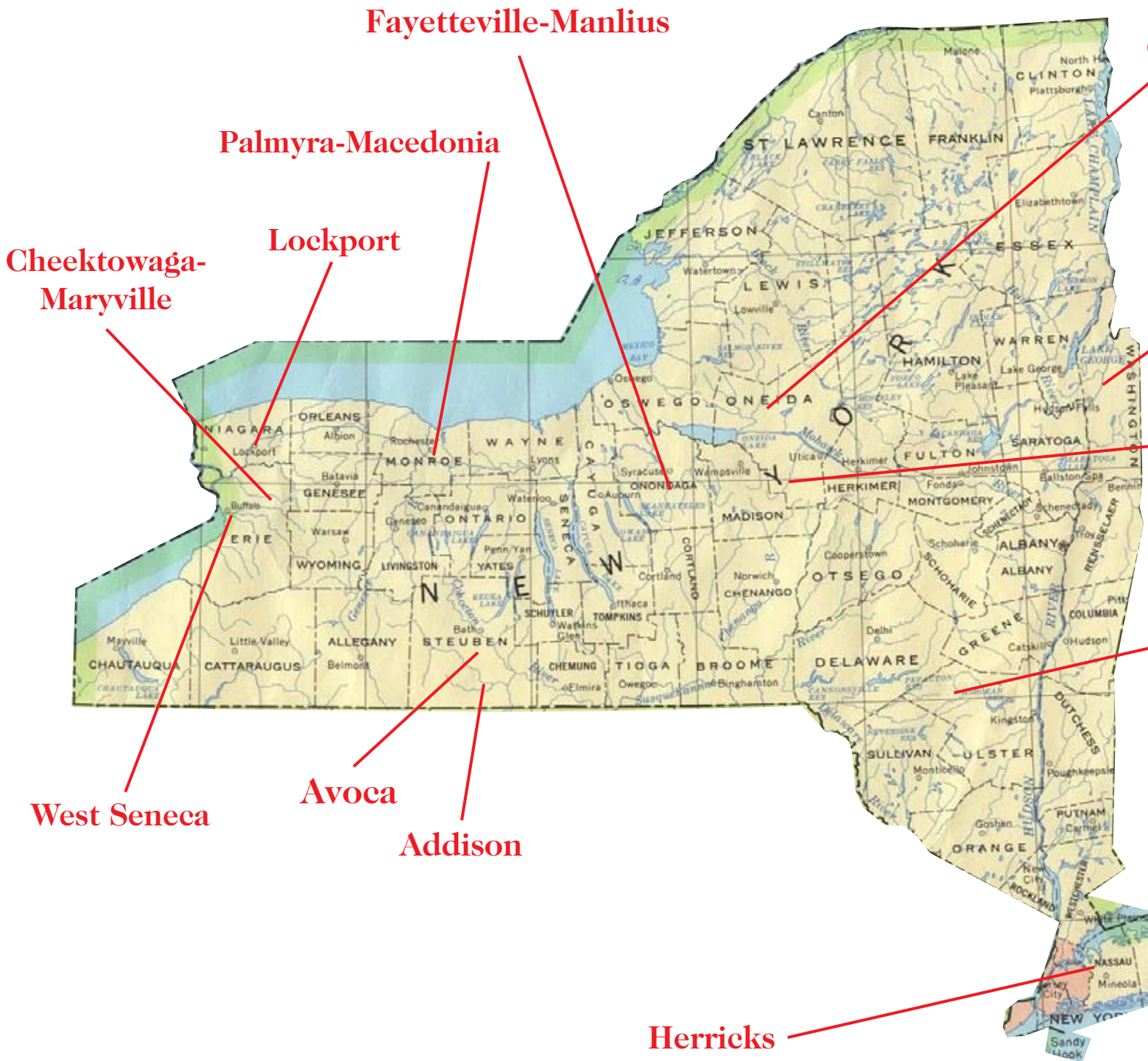
**Second Journal: December 7, 2009**

**Third Issue: Feb 1, 2010**

**Last issue: April 15, 2010**

# ESSAA CONTINUES ITS

This summer has been one of the most active in recent memory for ESS



# MARCH TO THE WEST

ESSAA recruiters. ESSAA welcomes the following districts into our family:

Oriskany



## Addison, NY

Addison is a village in Steuben County, New York. The population was 1,797 at the 2000 census. The village and the surrounding town are named after the author Joseph Addison.

The **Town of Addison** is in the southeast part of the Town of Addison. The village is southwest of City of Corning. Pinnacle State Park and Golf Course is east of the village.

Hartford

## Avoca, NY

Avoca is a village located in the Town of Avoca in Steuben County, New York. The population was 1,008 at the 2000 census.

The **Village of Avoca** is located in the eastern part of the town, northwest of Bath, New York.



Waterville

Avoca was the first settlement in the town, around 1794. The village was previously known as "Eight Mile Tree" and then "Buchanan" before is adopted the current name. Avoca was incorporated as a village in 1883.

The name change to Avoca is reported to be the deathbed wish of a young girl who admired the name. Alternately, the name is from a location in Ireland.

Onteora

## Hartford, NY

Hartford is a town centrally located in Washington County, New York. It is part of the Glens Falls Metropolitan Statistical Area.<sup>[1]</sup> The town population was 2,279 at the 2000 census.



South Country

## Cheektowaga, NY

Cheektowaga is a town (also a Census-designated Place, in Erie County, New York. As of the 2000 census, the town had a total population of 94,019. The name comes from the Iroquoian word *Ji-ik-do-wa-gah*, meaning *the place of the crab apple tree*. Cheektowaga has a large



FROM VILLRED



Polish-American community. About 39.9% of population is of Polish heritage.

The Town of Cheektowaga is in the north-central part of

the county. It is the second largest suburb of Buffalo, New York next to Amherst. Cheektowaga CDP and Cheektowaga Town contain the site of the Buffalo Niagara International Airport, the principal airport of Erie County. Villa Maria College and the Walden Galleria are located in Cheektowaga.

## Fayetteville-Manlius, NY

As of the 2005-06 school year, there were 1577 students enrolled at F-M High School: 402 in grade nine, 409 in grade ten, 378 in grade eleven, and 380 in grade twelve.

There were 106 teachers employed at the school, which calculates a student to teacher ratio of approximately 14.88:1, though it is noted that the average 10th grade core academic classes ranged from 20-25 students per teacher.



## Lockport, NY

The construction of the Erie Canal was authorized by the New York State Legislature in April 1816. The route proposed by surveyors was to traverse an area in central Niagara County, NY, which was then “uncivilized” and free of White settlers. At the time, the nearest settlers were located in nearby Cold Springs, NY. As it became known where the proposed canal was to be built, land speculators began to buy large plots along and near the proposed route of the canal. By December 1820, when the exact location of the step locks had been determined, the whole area of what would eventually become Lockport was owned by only fifteen men, many of whom were Quakers.

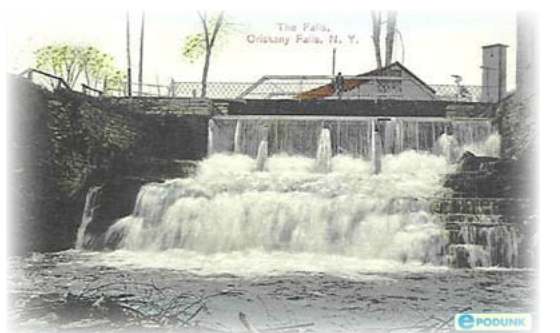


The canal reached Lockport in 1824, but the locks were not completed until 1825. By 1829, Lockport had become an established village. The community was centered around the locks, and consisted mainly of immigrant Scottish and Irish canal workers, brought in as labor. The workers remained in Lockport after the completion of the locks, giving the city a heavy Celtic influence still discernible today, especially in the neighborhoods of Lowertown and North. Lockport.

## Oriskany, NY

Oriskany is a village in Oneida County, New York. The population was 1,459 at the 2000 census. The name is derived from the Iroquois word for “nettles.”

The Village of Oriskany is in the Town of Whites-town, southeast of the City of Rome. NY-69 passes through the village, which is south of the Erie Canal.



EPODUNK

EPODUNK

**Palmyra, NY**

Palmyra is a town in Wayne County, New York. The population was 7,672 at the 2000 census. The town is named after the ancient city Palmyra in Syria.

The **Town of Palmyra** is on the south border of the county. The town contains a village also named Palmyra. The town is about 20 miles southeast of Rochester, NY.



**Macedonia, NY**



Macedonia is a village located in the Town of Macedon in Wayne County, New York. As of the 2000 census, the village had a total population of 1,496.

The **Village of Macedonia** is in the south-central part of the town and is southeast of Rochester, NY.

**Onteora (Boiceville), NY**

Boiceville is a community in Ulster County, New York. Boiceville is located at the intersection with New York State Route 28 and New York State Route 28A, within Catskill State Park.



**Waterville, NY**

Waterville was the Hop Capital of the Country from the mid 1800's to the mid 1900's. It is the birth place of George Eastman, who founded the Eastman Kodak Company. Waterville is also known for a notorious family of outlaws, The Loomis Gang.



**West Seneca, NY**



West Seneca is adjacent to the city of Buffalo, New York on the city's South side. Situated in the center of the Western New York region, its location

provides convenient access to the vast Midwest, Northeast and Southern Canadian markets. The town is suburban in character, with the full range of urban amenities within reach.

**“And On Long Island, ESSAA Welcomes:**

**Herricks, NY**

Herricks is a hamlet (and census-designated place) in Nassau County, New York. The population was 4,076 at the 2000 census. Herricks is a community in the southern part of Town of North Hempstead.



**South Country, NY**

The **South Country Central School District** is a district of approximately 16 square miles (41 km<sup>2</sup>) located in southern Brookhaven Town, Suffolk County, New York. It is composed of the Village of Bellport, the Hamlets of Brookhaven, North Bellport, and East Patchogue, and parts of Yaphank, and Medford.



# Members of the Executive Board Elect New Officers At Canandaigua



*Left to Right: First Row: Ed Keeler, Bill Evans, John Sullivan, Chuck Smith, Tony Laurino  
Second Row: Joe Rajczak, Richard Kimble, Henry Frasca, Ray Palmer, Tom Vasilof*



*Tom Vasilof and Bill Evans*



*Richard Kimble, Kevin O'Haire, John Sullivan, Bill Evans, Tony Laurino, Henry Frasca*



*Joe Rajczak, Bill Evans, John Sullivan, Steve Boynton, Kevin Kolakowski*



*Chuck Smith and John Sullivan*

# Regional News

## CAS



Anthony Laurino, ESSAA Executive Vice President, President C.A.S.

Dear Colleagues,

This summer Len Bozza and Luke Morgan retired from the CAS Executive Board. Len had been a member of the Executive Board since the late 1980's and an ESSAA delegate for the past three years. His quick grasp of solutions to Administrators' problems will be missed by CAS and ESSAA. Luke Morgan was also a member of the CAS Executive Board and an ESSAA delegate. Luke was the CAS Newsletter Chairman. His articles were always

timely and to the point. We wish Len and Luke much happiness in their retirement. We will miss them.

CAS welcomes the Herricks and South Country units into the CAS family. I know you will be happy with the services CAS provides.

In the last legislative session we were able to pass the ITHP bill granting educators who worked in NYC for twenty or more years and relocated to other districts their NYC pension money being held by the state. This was a long time in coming. The Administrators and Supervisors around the State have Assemblyman Peter Abbate and Senator Craig Johnson to thank for sponsoring and assisting us in getting the ITHP legislation passed.

Although we have several bills with sponsors in Albany it is not likely any education bill with a fiscal attachment will be passed in this economic climate. We do, however, have three bills without a fiscal attachment:

- 1) Suspension bill – This would authorize school districts to enforce and continue in effect the suspension of a pupil ordered by the school district the pupil previously attended.
- 2) Pension credit for days worked over the teachers' 180 day year. Teachers receive one (1) year pension credit for working 180 days. Since administrators and supervisors work additional days during the summer we are seeking per diem pension credit for those days.
- 3) Negotiation with finality for administrators and supervisors. Unlike the teacher units our units are small in numbers. Boards of Education can go through the motions of negotiating with us for two, three or four years before a contract is settled. This bill would allow us to settle contracts with binding arbitration.

I wish everyone a good school year. Administrators and supervisors are the people who keep the torch of education burning brightly. If you need me, my cell number is 631-484-3797.

And remember the all important PAC fund. Sign up for your dues check off today. It's only a few dollars a pay check.

Sincerely,

Tony Laurino, CAS President

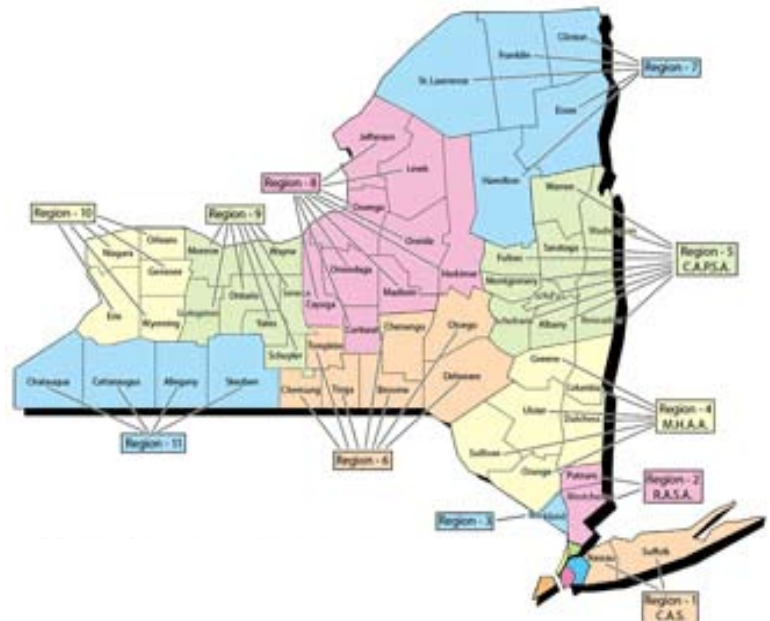
## CNYSAA

The Central New York School Supervisors and Administrators (CNYSAA) recently held a meet and greet for new ESSAA/CNYSAA attorney Joe Lamendola at Justin's Steakhouse in Syracuse, New York as well as wished Kevin O'Haire farewell and the best wishes in his new assignment.

Plans for the 2nd annual CNYSAA holiday party being held on Monday, December 7, 2009 at Doubletree Hotel, Carrier Circle, Syracuse, New York are being finalized. This opportunity allows administrators from an extremely large geographic area a chance to socialize.

CNYSAA also welcomes new members to our school administrators group. CNYSAA's executive board and ESSAA Recruitment Coordinator Ed Keeler continue to aggressively recruit the central and western areas of New York State.

Officers recently elected to a two year term (July 1, 2009 – June 30, 2011) are: Henry Frasca (Utica City School District), President, George Merritt (Watertown Central School), Vice President, and Steve Duffy (OCM BOCES), Secretary. New York wished congratulations and best wishes to our Treasurer Tom Vasiloff on recently being elected ESSAA Treasurer effective July 1, 2010. Tom will be moving up to the state level and is working on a transitional plan with the incoming CNYSAA treasurer.



# Board Of Regents Elects David Steiner Commissioner Of Education

([nysed.gov](http://nysed.gov))

The New York State Board of Regents voted to elect Dr. David Milton Steiner as New York State Education Commissioner and President of the University of the State of New York. The Regents took this action at their July meeting held today in Buffalo.

Currently the Dean of the Hunter College School of Education at the City University of New York, Dr. Steiner is best known for his leadership of the national effort to transform teacher preparation and improve teacher quality.

Regents Chancellor Merryl H. Tisch said, "It is not enough to simply raise standards and hope for the best. Our teachers need to be prepared to help kids meet and exceed these standards. Study after study confirms that teacher quality is the most important factor under the control of schools in boosting student performance. David Steiner has pushed the envelope, challenged orthodoxy and developed rigorous evidence-based approaches that help prepare and support teachers in a diverse range of settings to lead their students to remarkable gains in achievement."

"In David Steiner the Regents have selected a bold and provocative education reformer," said Vice Chancellor Milton Co-field, co-chair of the Board's Search Committee. "Steiner has deep hands-on experience in preparing teachers, developing curriculum and honing assessment tools," added Regent Anthony Bottar, who co-chaired the Search Committee.

As Dean of the School of Education at Hunter College, Dr. Steiner has led the growth of one of the most dynamic and diverse teacher preparation programs for public school teachers and principals in New York State. In the spring of 2009 the School of Education enrolled 2585 students – an increase of 400 during his term as Dean. Under Dr. Steiner's leadership Hunter has dramatically expanded the school's Special Education program, strengthened the Teaching English as a Second Language program, as well as the administration and training program for assistant principals, principals and superintendents.

Each year more than 70 percent of School of Education graduates go on to teach in public schools across New York State.

"I have dedicated my career to advancing the idea that with a strong core curriculum and rigorous teacher preparation and support we can help students in every school district achieve and succeed. For the past four years I have put that idea into practice leading an institution that has prepared many of the strongest teachers, principals and school administrators

working in districts across New York State today," said Dr. Steiner.

"I am honored to be selected by the Board of Regents and look forward to working with them and school leaders in every district across New York as we continue to raise standards, improve accountability and work to transform the State Education Department into a hub of innovation and best practices to boost student achievement," said Dr. Steiner.

At Hunter, Dr. Steiner led a national partnership with the KIPP Academies, Uncommon Schools, Achievement First and Teach for America to create a dedicated teacher preparation program for charter and non-charter school teachers geared to the unique challenges of urban schools. Known as Teacher U at Hunter, the partnership has gained national attention for rethinking what rigorous teacher preparation looks like. This year Teacher U at Hunter will begin a new partnership with the New York City Department of Education to prepare 90 New York City Teaching Fellows in Special Education.

Dr. Steiner, in conjunction with the New York City Department of Education and New Visions for Public Schools, has just launched a Teacher Residency Program aimed at preparing public secondary school teachers in the sciences and English Language Arts.

Prior to Hunter College, Dr. Steiner served as the Director of Arts Education at the National Endowment for the Arts where he designed and inaugurated the first national program to fund intensive teacher-preparation to present major, complex works of art in classrooms; strengthened assessment and accountability systems to evaluate learning outcomes in the NEA's arts grants programs; and worked with Jazz at Lincoln Center to co-develop the Endowment's first on-line jazz curriculum.

From 1999–2004 Dr. Steiner was a professor at Boston University's School of Education where he taught in the Department of Administration, Training and Policy Studies and the Department of Curriculum and Teaching. In addition to his teaching and research, Dr. Steiner also served from 2002-2004 as the Chairman of the Department of Education Policy. From 1990-1998 Dr. Steiner served as Assistant Professor and Research Assistant Professor at Vanderbilt University's Department of Political Science and Peabody School of Education.

He is the author or editor of four books including the upcoming [Retreat from Judgment: The Limits of Educational Reform](#)

*continued on page 19*

## News In Education From Around The Nation (From National Association of School Boards)

### LOUISIANA BOARD APPROVES NEW EVOLUTION COMPLAINT PROCEDURE

The Louisiana State Board of Education approved a method by which people who object to the teaching of evolution can voice their complaints. The move follows adoption by the Legislature of a law that allows teachers to use supplemental materials to teach evolution and other subjects. Under the board-approved procedure, complaints would be filed with the state education department. The grievance would be heard by a five-member panel composed of two panelists appointed by the department of education, and one each appointed by the school, publisher, and challenger. Source: Baton Rouge Advocate (9/17/09)

### FLORIDA BOARD APPROVES NEW HIGH SCHOOL EVALUATION METHOD

The Florida State Board of Education approved the use of measures in addition to Florida Comprehensive Assessment Test scores as the basis for high school evaluations. Under the previous method, more than 400 high schools statewide were evaluated based solely on the standardized test scores. The new evaluation will consist of a composite score of performance, half of which is based on the test and half on measures such as graduation rate, participation in advanced courses, post-secondary readiness, graduation rate of at-risk students, and progression or regression on these measures. Source: Associated Press (9/15/09)

### WEST VIRGINIA BOARD APPROVES DIGITAL TEXTBOOK POLICY

The West Virginia State Board of Education amended the state's textbook adoption, request, and instructions to publishers policy to make it easier to submit digital in addition to traditional text-based materials. Under the new policy, textbooks are defined as paper or digital resources, and teachers' editions can be provided in a digital format when the students' edition is traditional or electronic. In addition, publishers must now include an interactive version of all print-based texts. Source: West Virginia State Department of Education press release (9/11/09)

### ARIZONA LAWSUITS CLAIM UNEQUAL EDUCATION FUNDING

Two lawsuits filed by charter school advocates against the state of Arizona, the Arizona State Board of Education, and state Superintendent Tom Horne claim that Arizona's system for funding schools is unconstitutional because it does not provide a uniform public education. In *Foley v. Horne*, the plaintiff claims that charter schools receive "significantly less funding" than other district public schools because they do not have the ability school districts have to raise additional funds from the community by proposing a tax in an override election. The other suit, *Hobday v. Horne*, alleges that the funding formulas among districts can vary immensely because of the local taxpayers' willingness for districts to pass such tax "add-ons" for education. Horne said he wants the legislature to work to equalize funding to charter schools and between districts, but since he is named in the suit, Horne added it is his "duty to turn the case over to the Attorney General" to defend the case. Sources: East Valley Tribune (9/16/09); and Arizona Republic (9/11/09)

### GEORGIA DISTRICT SUES STATE OVER CHARTER SCHOOL FUNDING

The Gwinnett County Public School system has filed a lawsuit against the Georgia Department of Education and state Charter Schools Commission over what the district contends was an unconstitutional allocation of funds to charter schools. The suit was prompted when the Charter Schools Commission told the district to send \$850,000 in funding from the county schools to a charter school authorized by the Commission. The lawsuit also challenges the constitutionality of the Charter Commission and would bar the state education department from diverting any funds intended for public school districts to charter schools. The Commission was established by a

2008 law to serve as an independent chartering agency. A judge hearing a similar suit in Colorado held for the charter commission there, while a Florida lawsuit resulted in the dissolution of its chartering authority. Sources: Atlanta Journal-Constitution (9/10/09); Augusta Chronicle (9/12/09)

### ALABAMA TO REPLACE EXIT EXAM WITH END-OF-COURSE TESTS

— In a major overhaul of the state's high school testing program, the Alabama State Board of Education voted to phase out the five-section high school graduation exam and instead require end-of-course tests in the same subjects. The board also voted to have all juniors take the ACT college entrance exam (with the state picking up the tab), as well as adding the EXPLORE test for 8th graders (to aid in career and/or education planning) and the Work Keys exam for seniors. Alabama also recently halved the two-week testing period for students in grades three through eight by eliminating portions of the Stanford-10 Achievement Test and may drop all of the SAT-10 in an effort to restore instructional time and save money. Sources: WHNT.com (9/10/09); Birmingham News (6/1/09)

### OHIO BUDGET CUTS LEAD TO FEWER STATE TESTS

— In the wake of deep cuts to its assessment budget, Ohio's state education department eliminated an array of spring tests for elementary and middle school students for the next two years. The state dropped the spring writing test for fourth- and seventh-graders and the social studies test for fifth- and eighth-graders, meaning only high schoolers will be assessed by Ohio in those subjects, saving the department about \$9 million. These tests are regarded as less critical than those for math, reading, and science because the cut subjects are not mandated by the federal No Child Left Behind Act. Long-term plans are also in place for the department to overhaul the state standards that outline the skills and content that students are expected to learn in every subject. New assessments that measure students' standards-based achievement will be developed. The new tests will replace the high school graduation test with end-of-course tests, a college entrance exam, and a senior project. Source: Plain Dealer (9/6/08)

### HAWAII STANDARDIZED TESTS GOING ONLINE

— Taking a page from Oregon's testing regime, the Hawaii Department of Education will pilot online high-stakes tests this school year as the state prepares to completely replace paper-and-pencil exams in 2010-11. The trial exams will be given at every school this academic year from February 2010 through May, but students must still take a traditional written test this year, as well. With the new system, Hawaii will be able to extend its testing period from the current two weeks to eight months, with students able to take each test three times. The extended testing period, as well as the number of tests, will enable teachers to treat them as formative assessments, said state Superintendent Patricia Hamamoto, thus helping teachers work on critical areas of study with students. Source: Honolulu Advertiser (9/3/09)

### NORTH CAROLINA BOARD OPENS TEST QUESTIONS TO THE PUBLIC

— For the first time, the North Carolina State Board of Education has authorized the online release of most statewide assessments for grades 3-12, along with the corresponding answer keys and scoring tables. "It is important for teachers and parents to look at these assessments so that they can better understand the expectations we have for students by the end of each grade and course," state board chairman Bill Harrison said. "When everyone is aware of our academic standards for students, we can work together to make sure they are meeting them." The release is intended to increase public awareness and transparency for the state's assessment system. In addition to taking some of the mystery out of the testing program,

*continued on next page*

state Superintendent June Atkinson said, "We hope that North Carolinians will look at these tests and see the increased level of learning expected today." North Carolina joins many other states that also release their tests. Sources: North Carolina Department of Public Instruction press release (8/24/09); Charlotte Observer (9/7/09)

#### **COLORADO BOARD APPROVES SCHOOL RUN BY A NON-PRINCIPAL**

— The Colorado State Board of Education approved a waiver to allow a new Denver magnet school to be operated by an educator not certified as a principal. The plan created jointly by Denver Public Schools and the Denver Classroom Teachers Association for the Math and Science Leadership Academy calls for the school to be managed by a "lead teacher" with a principal's authority. Source: Colorado Department of Education press release (9/10/09)

#### **TIGHTER JOB MARKET CREATES DEEPER SUBSTITUTE TEACHER POOL IN COLORADO**

— Colorado has experienced a seven-fold increase in the number of substitute teachers available statewide since the 2007-08 school year. For that year, the state education department issued 729 substitute teacher licenses. For 2008-09 year, that number has exploded to 7,752 licenses. The surge in applications has been in no small part due to a corresponding growth in unemployment, as laid-off workers try to earn some daily wages. In Denver, the city school district can meet 92.7 percent of its daily requests for subs, an increase of 7 percent since 2007, and Aurora Public Schools, with an enrollment of more than 35,000 students, doubled its substitute pool and now has 800 subs to fill openings. Source: Denver Post (9/3/2009)

### **\*\* ANNOUNCEMENTS \*\***

**HOW TO TURN AROUND FAILING SCHOOLS AND DISTRICTS** — is an online resource for any policymaker seeking insights from some of the nation's education leaders on how states can design coherent strategies to improve their lowest performing schools and districts. The site contains video clips, pdfs, PowerPoint presentations, and other resources that can help illuminate how to address the daunting problems found in struggling schools and districts. The site can be particularly helpful to state officials because the issues involved are closely related to the priority areas for federal stimulus funds under the American Recovery and Reinvestment Act. For more, go to <http://www.nasbe.org/leadership/turnaround>.

**THE STIMULUS BILL EXPLICITLY RECOGNIZES** that effective teaching must be coupled with effective leadership. States looking for guidance can find key considerations, critical questions, and accompanying links to state examples in the high-leverage areas of preparation programs, principal evaluation, teacher leadership, and tiered licensure on a new page of NASBE's leadership site, About Linking Leadership to Stimulus Funds.

#### **GAO REPORTS FEDS DID NOT TELL SCHOOLS ABOUT POSSIBLE TAINTED FOOD**

— A new report from the Government Accounting Office reveals that U.S. Department of Agriculture (USDA) officials failed to notify schools that they may have served tainted food to students. The GAO investigation discovered that USDA officials delayed notification of schools for as long as a week before informing staff of food product recalls of products distributed through the federal school lunch and breakfast programs that serve more than 30 million children. Agriculture Secretary Tom Vilsack and a statement from the Food and Drug Administration vowed that their respective agencies are already working to improve their safeguards and reporting systems. The report followed two mass food recalls during the last two years that affected schools in many states. Source: Associated Press (9/23/09)

**LACK OF VITAMIN D IN CHILDREN INCREASES HEALTH RISKS** — Two National Institutes of Health studies conducted independently concluded that the lack of vitamin D in U.S. children could increase their risk for health problems that may include diabetes and heart disease. According to one of

the studies, 50.8 million children in the U.S. receive insufficient vitamin D and another 7.6 million suffer from more severe deficiency. The low levels of vitamin D could be accounted for by a combination of factors, including time spent watching television and playing video games instead of playing outside, covering up and using sunscreen when going outside, and drinking soda instead of milk. Researchers also found an association between the low levels of vitamin D and the increased risk of high blood pressure, high blood sugar, and metabolic syndrome. Both studies provide new evidence that children with low vitamin D levels may be at an increased risk for heart disease and diabetes. Source: Washington Post (8/3/2009)

#### **STD TESTING OFFERED IN WASHINGTON, D.C. HIGH SCHOOLS**

— Students who attend any Washington D.C. high school this year can get tested for sexually transmitted diseases (STD). The testing program is an expansion of a pilot program conducted last year in which 13 percent of 3,000 high school students tested positive for an STD. Many AIDS activists are concerned by the data because STDs increase the risk of contracting HIV. This new testing program will require students to participate in a lecture about STDs; however, they will be given the opportunity to opt out of submitting a specimen for testing. The D.C. public school system now joins a growing number of urban school districts that test adolescents for STDs. Source: Washington Post (8/5/2009)

#### **STUDY FINDS SCHOOL DISORGANIZATION INDICATORS LINKED TO BULLYING**

— A new study conducted by researchers at Johns Hopkins University finds that school-level social disorganization indicators such as student-teacher ratio, concentration of student poverty, suspension rate, and student mobility, in addition to student level characteristics, are associated with bullying among elementary and middle school students. The researchers studied 22,178 students across 95 elementary and middle schools. Their analysis showed that victimization, retaliatory attitudes, perceptions of safety, and perpetration of bullying were significantly related to measures of school disorganization. Source: American Journal of Community Psychology (June 2009)

#### **COMMUNITY INTERVENTION CAN CURB RISKY BEHAVIORS AMONG YOUTHS**

— A new report finds that youths in communities that employ the Communities That Care (CTC) model are 48 percent less likely to use smokeless tobacco than peers in communities not using the CTC approach. The research trial also concluded that the 4,407 students in the 5th through 8th grades who were screened were 23 percent less likely to drink alcohol and were overall less inclined to use illegal substances, tobacco, and binge drink. The researchers from the University of Washington and the University of South Carolina concluded that community-centered interventions can prevent risky behaviors by adolescents. Source: Archives of Pediatric and Adolescent Medicine (Sept. 2009)

#### **RESEARCHERS FIND ALCOHOL ADVERTISING DISPROPORTIONATELY REACHING TEENS THROUGH CABLE TV**

— A study to be published in the October issue of the American Journal of Public Health documents a relationship between teen viewership and the prevalence of alcohol advertising on cable television. After examining 600,000 national cable alcohol ads that aired from 2001 to 2006, researchers found that commercials advertising beer, spirits, and "alcopop" products aired more frequently during programming where teen viewership was higher. David H. Jernigan, director of the Center on Alcohol Marketing and Youth, said the research "suggests that ads are aimed at groups that include a disproportionate number of teens and that the alcohol industry's voluntary self-monitoring is not working to reduce adolescent exposure to ads." Source: Science Daily (8/21/09) ❖

*David Steiner...continued from previous page*

and more than one hundred journal articles, papers, reports, chapters on education reform, teacher preparation, teacher quality and curriculum development as well as public presentations on education reform. He has worked as a consultant to the National Council on Teacher Quality and served as a member of the New York Board of Regents Work Group on Improving the Preparation of Teachers for Urban Schools.

Dr. Steiner has a Ph.D. in political science from Harvard University and a B.A. and M.A. in philosophy, politics and economics from Balliol College at Oxford University. He is 51 years old and lives in Manhattan with his wife, Evelyne Ender, a professor of French at Hunter College and the CUNY Graduate Center. He has two grown step children. Steiner will relocate to Albany upon assumption of his new role.

Steiner succeeds Richard P. Mills who retired on June 30th after fourteen years as Commissioner. Steiner will be the 13th Education Commissioner to serve the State since the position was created in 1904. His salary as Commissioner of Education and President of the University of the State of New York will be \$250,000. He will assume his new post on October 1. Until that time Carole Huxley will continue to serve as Interim Commissioner.

As Commissioner of Education, Steiner will serve as chief executive officer of the State Education Department and as President of the University of the State of New York (USNY). USNY is comprised of more than 7,000 public and independent elementary and secondary schools; 270 public and independent colleges and universities; 7,000 libraries; 900 museums; 25 public broadcasting facilities; 3,000 historical repositories; 436 proprietary schools; 48 professions encompassing more than 761,000 licensees plus 240,000 certified educators; and services for children and adults with disabilities. ❖

Anyone who can identify the name of the painting on the cover and the artist will receive a free copy of this month's Journal. Send entries to [boblif@aol.com](mailto:boblif@aol.com)



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information about ESSAA?*

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### Attention ESSAA Members Retiring in June:

Because retired educators remain informed about and interested in supporting excellence in education for all New York State students, ESSAA has formed an organization for the retired administrator. **The Retired Empire State Supervisors and Administrators Association** will devote 100% of it's time and resources to serve the interests of retired administrators, work to improve the quality of life for all retired educators and insure excellence in education for all children in New York State. Additionally, all the benefits of ESSAA membership (*excluding the life insurance*) are available. The annual fees are \$25 dollars per calendar year (\$10 of which will go to the ESSAA PAC).

Tear Off Form to be sent to:

**Retired Empire State Supervisors & Administrators Association**  
**C/o Herbert Dickson**  
**2636 Quail Ridge Road**  
**Endicott, NY 13760**



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Name \_\_\_\_\_ Home Phone \_\_\_\_\_

Address \_\_\_\_\_ Work Phone \_\_\_\_\_

Former Unit \_\_\_\_\_ E-mail \_\_\_\_\_