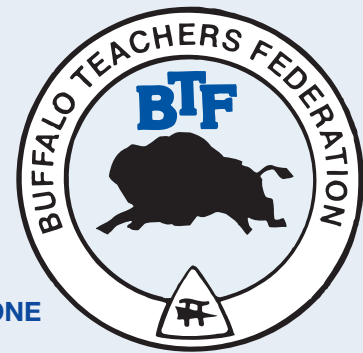


# PROVOCATOR

October 2024

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 55/NUMBER 1

DEDICATION  
SOLIDARITY  
PROFESSIONALISM  
PRIDE  
SECOND TO NONE



## November Election Looms Large

Understandably, many people across the country are focused on the election for President of the United States. But there are races locally that will have a significant impact on all Buffalo teachers. The 9-member Buffalo Board of Education has three (3) seats on the ballot and the need for advocacy is urgent.

Remember, it is the Board of Education that will vote on OUR next contract. A pro-public education Board is not a given. In the past, there have been many years when the Board worked against the teachers. One Board rejected a negotiated BTF contract by a 5-4 margin. A different Board came within one vote of making the entire district a network of charter schools. One vote! And a particularly anti-teacher Board member, subsequently removed from his seat, sent out racist cartoons. So the implications are incredibly important!

The School Board election for the six district seats was moved from May to November, effective with the 2022 election cycle. In that election, only registered voters residing in the same district as the candidate were eligible to vote. This election will be different.

The three seats up for grabs are 5-year At-Large positions and therefore, **every registered city voter will have a say**. Couple that with the fact that this is a presidential election year and the result is that a lot of people will be casting ballots and a lot more votes will be needed to secure a seat.

At the June Council of Delegates meeting, the BTF voted to endorse three candidates for the At-Large seats. All were interviewed by the Political Action Committee (PAC) and recommended by not only the PAC, but also by the Executive Committee.

The three endorsed candidates are: Larry Scott (incumbent), Terrance Heard (incumbent), and Adrianna



*BTF-Endorsed Candidates for At-Large Board seats are, left to right, Larry Scott, Adrianna Zulich, and Terrance Heard.*

Zulich. The three candidates were invited and spoke briefly at the September Council of Delegates meeting. Below is a summary of their views and why they are running.

### Larry Scott

A teacher in the KenTon School district and NYSUT member, Larry has children who attend BPS. He has been on the BOE since 2019. He introduced 12 resolutions on topics including charter schools, gun violence, safety, and standardized testing. Larry was tireless in his efforts to restore Reading teachers in schools. He is committed to implementing SPED laws with fidelity and to fixing inequities in the system. Larry wants to change how school-based budgets are created and believes that teachers' voices need to be heard in the process. He believes that Restorative Practices are not the only way to keep students and teachers safe.

### Terrance Heard

Terrance works for General Motors at the Tonawanda Engine plant. Before his election to the Board in 2019, he served as a substitute teacher in the district. He is committed to bringing in community (See At-Large, page 6)

## BTF Backs Candidates in Other Local Races

While the School Board election is of paramount importance, there are other local races where the BTF has made endorsements. These offices include the District Attorney, NYS State Senate, and NYS Assembly. All of these offices have some impact on Buffalo Public Schools, ranging from safety to funding to policy. At the September 26th meeting of the Council of Delegates, the following endorsements were made and approved in local races. All candidates below requested our endorsement and were interviewed by the PAC and recommended to the Council by the Executive Committee.

### BTF-Endorsed Candidates

**District Attorney:** Michael Keane

**NYS Senate, Dist. 63:** April Baskin

**NYS Assembly Dist. 140:** William Conrad

**NYS Assembly Dist. 142:** Patrick Burke

**NYS Assembly Dist. 143:** Monica Wallace

**NYS Assembly Dist. 146:** Karen McMahon

**NYS Assembly Dist. 149:** Jonathan Rivera

Six of the candidates above are people we have endorsed previously. They have a proven track record of being pro-public education and have expressed a commitment to communicate regularly with the BTF. All six are in support of our efforts to Fix Tier 6 and to make adjustments to the way charter schools are funded. While not previously endorsed by BTF, Michael Keane only recently came to hold the office of District Attorney. He is committed to keeping our schools safe and free of violence.



# Vote Heard, Scott, and Zullich for BOE At-Large

I have been a teacher in the Buffalo Public School district for 27 years. In that time, I worked under a dozen superintendents and countless board members. I have experienced the impacts that Boards of Education (BOE) have had – both positive and negative – on public school teachers and our students. Those experiences have taught me that we have a better chance at thriving under Boards that:

1. Support the institution of public education

2. Support Buffalo public school teachers

3. Have the desire to work with the union that fights to improve the teaching conditions for our members and learning conditions for their students

A Board, or even just one board member who does not share these values, can wreak havoc throughout a district in a very short period.

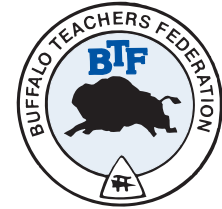
As many voting citizens understandably direct their attention to more widely talked-about elections, we must remind ourselves how vital BOE elections are considering the impact they have on us as educators. Their role is crucial to the stability of our jobs, our schools, and our community. Like the foundation of a house, it takes only one or two cracks in the wall to weaken and compromise the integrity of the entire structure. That is why we must do all we can to ensure a stable, pro-student, pro-teacher, and, because teachers are so often a voice for our students, pro-union school board.

The very first article of our contract reads, in part:

*The Board of Education and the Buffalo Teachers Federation agree that they shall give highest priority to the task of meeting their individual and joint responsibilities for making available to the children, youth and adults enrolled in the Buffalo Public Schools the finest educational programs possible. Both parties recognize and agree that teachers are the most critical component in the educational system. The successful and competent performance by teachers of their duties in the classroom is indispensable to the providing of quality education for students.*

You may have heard variations of the adage *don't let perfection get in the way of the good*. Rarely will we all agree on the same thing, and that is okay. But that is when the adage above comes into play. You may not agree with everything a candidate says. But the Buffalo Teachers Federation does not endorse any candidate lightly. Candidates who seek our endorsement endure a thorough vetting process by the BTF Political Action Committee (PAC), a committee composed of teachers. Potential endorsees must be pro-public education, pro-teacher, and pro-union. They must receive the support of our PAC, our Executive Committee, and, finally, our Council of Delegates. It is a grueling process that ensures we do our very best to stand behind candidates who share our values! That process, as always, was followed here, and the Council of Delegates voted to endorse Terrance Heard, Larry Scott, and Adrianna Zullich for the three At Large Board of Education seats. They have our support, now let's bring this thing home when we go to the polls!

In solidarity,



## BTF at a Glance

### **BTF President**

Rich Nigro

### **BTF Vice President**

Melinda MacPherson-Sullivan

### **BTF Treasurer**

Joseph Montante

### **BTF Secretary**

Mark Mecca

### **BTF Executive Committee Members Pre-K-6**

Rachel Binda-Lis, April Hall, Kim Parzymieso, Tara Rosa, Janine Schuster, Chris Stephens

### **7-12**

Tom Anthony, Dennis Brancato, Sam Fritz, Mike Jeffers, Rich Pyszczek, Eve Shippens, M. Sue Raichilson

### **K-12**

Desiree Breckenridge-Barnes, Melinda CuvIELLO, Amy Flynn, Mel Holden, Karen Kane, Ellen Malone, Gregory Sawicki

### **At Large**

Mike Mecca, Brian Meyer, David Stephens

### **BTF Headquarters Staff**

Rich Nigro, *President*  
Melinda MacPherson-Sullivan, *Presidential Assistant*  
Joseph Montante, *Presidential Assistant*  
Nicole Herkey, *Member Relations*  
Jenna Burke, *NYSUT Counsel*  
Devon Gawley, *NYSUT Labor Relations Specialist*  
Robert Mueller, *NYSUT Labor Relations Specialist*  
Jennifer Rhee, *NYSUT Labor Relations Specialist*

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## PROVOCATOR

### **BTF Provocator Staff**

Joseph Montante, *managing editor, photo editor*  
Chris Salamone, *editor*

The **Provocator** is the official publication of the Buffalo Teachers Federation. It will be published six times during the 2024-2025 school year as a service to BTF members and interested parties in the community. Subscription price is included in BTF dues.

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October 2024  
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# Letters to the Editor

## PAL Thanks BTF

The Police Athletic League of Buffalo, Inc. and the PAL Board of Directors would like to thank you for your benevolent contribution of a \$500 donation March 1 to the 2024 PAL Annual Fund campaign.

Your generous gift will help empower thousands of PAL youth this year with Pride, Attitude, and Leadership.

For over 60 years, PAL has remained committed to improving the immediate and future quality of life for our region's youth by offering educational, athletic, and cultural programs that take place in safe environments with nurturing mentors in partnership with local law enforcement. Our organization is very grateful to the individuals, corporations, and foundations who continue to support PAL youth enrichment programming that is offered at little or no cost to families.

Thank you again for your ongoing support and commitment to helping PAL serve thousands of children and families in Western New York annually with quality youth enrichment programming.

Sincerely,  
Chief Dennis J. Richards  
Board President

Nekia C. Kemp, MS  
Executive Director

## Donation Helps Habitat for Humanity

Thank you so much for your recent gift to Habitat for Humanity and welcome to a community that helps create strength, stability and self-reliance through shelter.

Where and how we live shapes the quality of our lives. With an affordable mortgage, Habitat homeowners no longer worry about rising rents or frequent moves and can save for the future.

As Deborah, one of our Habitat homeowners says, "{Home} is my joyful, happy, happy space. I love it." Deborah has lived in her Habitat home for more than 20 years. Today, it serves as a gathering place for generations of her family.

We believe everyone deserves to live in a safe, decent home. That's exactly what you help provide for older adults, families, single parents and individuals who long for the financial and emotional security of home.

Once again, welcome to our caring community. We're so glad you've joined us.

In appreciation,  
Jonathan T.M. Reckfort  
Chief Executive Officer

## Junior Achievement Gets BTF Funding

Thank you for your recent charitable gift of \$300 in support of Junior Achievement of Western New York.

Your contribution is already at work, providing young people with the real-world skills they want and need, like how to manage money, to prepare for work and careers and to open and run a business as an entrepreneur. In the process, students are connecting classroom or community organization learning to the real world. The connection allows them to recognize the value of staying in school, increasing the likelihood they will graduate. More students are receiving life-changing financial literacy, work readiness and entrepreneurship learning experiences because of your generosity. Thank you.

At Junior Achievement we believe in "possible." Each day, we work to help young people discover what's possible in their lives. We let them know it's possible to invest in their future, to gain a better understanding of how the world works, and to pursue their dreams. We show them that it's possible for tomorrow to be a better day. Your gift makes this possible. We remain thankful for your gift and look forward to your continued support.

Sincerely,  
John Crawford, President

## BTF Donations Help Establish Scholarship Fund

Thank you for your \$1,000 donation to the Uncrowned Queens Institute. In 2019, the Institute requested support to establish a \$1,000 scholarship in memory of Ida Dora Fairbush, the Buffalo Public Schools' first Black teacher.

This scholarship joined the Mary Crosby Chappelle Award, also named for a venerable Buffalo African-American teacher. Because of the interruption of the COVID-19 pandemic, the scholarships were not awarded in 2021 or 2022 but were awarded in 2020 and 2023, thanks to the generosity of the BTF and community supporters. This year, we are pleased to be able to award this scholarship as a result of this grant.

We will keep you informed about the recipient and will acknowledge your support in all our media releases. Thank you for partnering with us on this scholarship to benefit our students.

Again, we thank you for your contribution in support of the Uncrowned Queens Institute and its Uncrowned Community Builders programs.

Sincerely,  
Barbara A. Nevergold, PhD.,  
Co-founder

## BTF Contributes to Teachers College

Your commitment and generosity, along with many dollars from other donors such as yourself, add up to a wealth of opportunities for Teachers College to serve communities in New York City, across the United States and throughout the world. Your gift to Teachers College helps to create a smarter, healthier more equitable world by supporting our robust scholarship, pioneering research and innovative work both inside and out of the classroom.

Your support is gratefully acknowledged,  
Henry Perkowski, Vice President  
Finance and Operations



# Family, Fun, and Camaraderie Unite BTF Members at Labor Day Parade

Approximately 60 BTF members and their families marched September 2 with our fellow union brothers and sisters in the annual AFL-CIO Labor Day Parade.

Although the BTF has walked in the parade for many years, this was by far the largest participation for our union. Walkers marched down McKinley Parkway to Cazenovia Park where the BTF had a tent and picnic with a Chavietta's chicken barbeque that also included salad, sides, beverages, and desserts.

Marchers relaxed in the park for several hours after the parade by dining and meeting BTF officers as

well as teachers from other schools and their family members.

President Rich Nigro was there with his wife Marcia and his daughter Amber and Vice President Melinda MacPherson-Sullivan came with her husband Jerry Sullivan. Treasurer Joseph Montante was also on hand with a trivia game that kept everyone on their toes.

The cost of the picnic was \$5 per person and children under 12 were free. All proceeds from the picnic were donated to charity and all participants were given a new BTF t-shirt for the parade.









# At-Large Board Race Endorsements

*(Continued from page 1)*

services to address the needs of our students. He has drafted a resolution to study the prolonged effects of violence in our schools and believes there needs to be a whole home/school program so that teachers can identify red flags. He has been involved with My Brother's Keeper and Best Self to that end. He acknowledges the demands placed on our teachers and thinks that contracts need to be settled in a timely manner. He spoke up at a recent BOE meeting supporting the BTF position that teachers are not to intervene physically in student fights.

## **Adrianna Zullich**

Adrianna has never held office. She is the mother of 4 students who have attended BPS. She took on a leadership role in the Special Ed Advisory Committee (SEPAC) as the co-chair, is a Parent liaison at School #99, and secretary of the Buffalo Parent-Teacher Organization. She

holds a Juris Doctorate, which has been instrumental in wading through Education Law that affects students with special needs. She is committed to ensuring there is a process to inform parents of their rights. She will be a voice for teachers and believes safety is the first concern for students and teachers. She will scrutinize charter school spending and believes that the BOE needs to settle contracts in a timely fashion. She takes great exception to negative portrayals.

## **How can you help?**

Spread the word. If you live in the city, please vote. Encourage your city friends and family to vote. You can also help make phone calls to your fellow NYSUT members at the BTF office on October 21, 23, 28, or 30. Phone shifts are 3:30 to 5:30 and/or 5:30 to 7:00. Contact VP Melinda MacPherson Sullivan at the BTF if you can work one or more shifts. Remember, early voting begins on October 26 so the time to advocate is now.

# Welcome New Members

The following 48 teachers have joined the Buffalo Teachers Federation this school year. Welcome to the union!

Yoleici Araujo  
Aniela Baj-Thant  
Julie Baren  
Tanya Blakeley-Clark  
Jesse Brace  
Mary Caulfield  
Jeffrey Clark  
Brian Cotroneo  
Kara Cottrell  
Mildaymig Cueto Brito  
Alexa Dean  
Erin Dougherty  
Abigail Farr  
Jada Fisher  
Lauren Fogle  
Cesar Galarza  
Bonnie Gervase Stegeman  
Caralee Giebeig  
Sarah Grzeskowiak  
Taylor Guenot  
Samantha Guenther  
Bianca Gynan  
Jetaun Harris  
Caeley Harsch  
Marissa Hayes  
Lori Helmbrecht  
Jaime Herbeck  
Sara Hobler  
Andrea Kaye  
Sharale Kelly  
Jennifer Kwiatek  
Mary Ann Long  
Kennedy McGriff  
Jesse Meeder  
Kaitlynn Orzechowski  
Joseph Parzych, III  
Alyssa Piniewski  
Emily Prokhorenko  
Gracie Przewozny  
Melissa Ray-Schaefer  
Lauren Riley  
Aye San  
Karen Schieber  
Marisa Thomas  
Tasha Vega  
Nicole Wesley  
Lauren White  
John Wilde

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## Deceased Teachers Remembered

The Buffalo Teachers Federation remembers the following active and retired members who have recently passed away. Some also later served as administrators.

Sharon Alexander	Joan Heubusch	Marie Muscarella
Almarine Banks	Dorothy Hodosy	Marilyn Murak
Arthur Bernhard	Karen Iacobucci	Nancy Nyitrai
Noreen Buckley	Jeffrey Jones	Bridget O'Connell
Monica Cardinale	John Joy	Arthur Parks
Maureen Comerford	Stanley Kent	Richard Pauly
Donna Czwojdak	Nancy Kibler	Maria Perea
Martha Del Bello	Suzanne Lach	Theresa Pope
Mary Ann DePasquale	Joan Langendorfer	Peter Pulvino
Maureen Duffy	Charles Latona	Robert Rice
Patricia Dux	Dr. Clarice Lewis	Peter Riester, Sr.
Judith Egnor	Livia LoVallo	Rose Marie Sapienza
Norma Fletcher	Mary Lyons	Thomas Scholl
Patricia Gee	Mariann Magiera	Salvatore Sedita
Patrick Giles	Pamela Maglietto	Irene Seitz
Alicia Givens	Lynn Malek	Joanne Spinner
Robert Gore	Joseph Marciniak	Fern Suckow
Sr. Lorna Hare	Kathleen Marcinkiewicz	Joseph Toczek
Kathleen Harrington	Helen Martin	Ralph Wilde
Minnie Harris	Joseph Matty	Bernice Webb
Patricia Hart	Suzanne McInerney	



# Union Trainings Help Empower Our Members

On Tuesday, August 27, about 35 BTF delegates, alternates, and Executive Committee members drove out to the NYSUT Regional Office in Williamsville to attend trainings offered by the BTF. The delegates were grouped into two different tracks, depending on their needs.

Track 1 was a full day session titled *Delegate Workshop 101*. And while the BTF offered it last year, there are newly-elected delegates who had not had the opportunity to attend as well as delegates who were unable to participate last year. Some 20 unionists now have the basic tools they need to be effective advocates for their teachers.

Track 2 was broken into two parts. The morning session was a workshop titled *When the Principal Calls* and focused on representational rights

afforded to all teachers under NYS law. After lunch, delegates attended a new training which focused on the NYS Taylor Law. These more advanced sessions were meant for delegates who had already attended *Delegate Workshop 101*.

More trainings are being planned. On October 22 and November 13, BTF will be offering another new seminar called *Effective Advocacy for Building Committee*. Every school should have a Building Committee composed of the Delegate Chair and two other teachers elected by the members in that school. The Building Committee meets with the school principal at least once a month to discuss school operations and questions relating to the implementation of our contract.

Another important training currently being developed will focus on

School-Based Management Teams (SBMTs). The SBMT meets monthly and brings all of the stakeholders to the table including teachers, parents, administration, and often aides/assistants and students. With more potential budget cuts looming, the SBMT of each school should be prepared to meet and discuss the staffing in each building. The SBMT must reach “consensus” on a school-based budget and it is important that teachers elected to this position know that they have the ability to affect change.

All of this is in an effort to make the BTF stronger. The more our delegates know, the better off all of our members are. Power is not held by a few individuals at 271 Porter Avenue, but rather, it is in the hands of all of you, our members!



1. Keeping the definition of a grievance in mind, John Witkowski of School 54 discusses whether the situation described is a violation of the contract.
2. Armed with a working knowledge of Cadet and Garrity Rights, James Agro of School 80 and the other delegates can advise a teacher when and when not to answer questions.
3. Understanding that the Taylor Law provides certain advantages to public sector employees, Kelly O'Neill of Hutch Tech examines the downsides of the law.



# Save the Date

## October 18

BTF Social  
3-6 PM  
Buffalo RiverWorks

## October 19

Making Strides Walk  
10 AM-12 PM  
Buffalo Outer Harbor

## October 22

Building Committee Training  
4:30 PM – 6:30 PM  
BTF Office, 271 Porter Avenue

## October 24

Council of Delegates Meeting  
7 PM  
Grapevine Banquets  
333 Dick Road, Depew

## November 13

Building Committee Training  
4:30 PM – 6:30 PM  
BTF Office, 271 Porter Avenue

## November 12-15

Food Drop Off Days at BTF

## November 21

Council of Delegates Meeting  
7 PM  
Grapevine Banquets  
333 Dick Road, Depew



## Did You Know...?

That within one (1) week of the information becoming available, teachers shall be informed and kept informed of a student's psychological, emotional, and medical conditions, and other information including legal guardianship which might affect the student's achievement or behavior or the safety of that student or others.

This provision, revised in the 2023 contract, can be found in Article XI.D on p21 of the collective bargaining agreement.





Editor's Note: This is the first in a series of articles outlining the history of the BTF from its beginning in 1920 through the present. The information contained herein is supported by historical documents stored at the BTF office.

# The History of The Buffalo Teachers Federation

## Part 1: Genesis of the Federation

by Joseph Montante

For many years, Dr. Henry Emerson was the Superintendent of Schools in Buffalo. As this was an elected post, Dr. Emerson made it a policy to keep school expenses low, thereby reducing the tax rate. Teacher salaries were meager, at best.

In the days before the end of WW I, there was not a Board of Education. The superintendent answered only to the State Commissioner of Education, but depended on the Buffalo Common Council and Board of Aldermen for all finances.

During WW I, the Director of Primary Grades was a woman named Dr. Ida Bender. Bender was unpopular with classroom teachers as many felt they were targeted by her. As a result, a group of teachers and a few principals formed an organization known as the Teachers' Educational League (T.E.L.). The organization often differed in opinion with the policies of Emerson and this was a cause of concern for him.

In 1918, Emerson was succeeded by Dr. Ernest Hartwell, who hailed from St. Paul, Minnesota. Perhaps at the urging at the new Board of Education, Hartwell took it upon himself to "clean up" the T.E.L.

In 1920, a bill was introduced into the Legislature in Albany to standardize teacher salaries, which, up to this point, were decided by the Board of Education. If the bill became law, it would be necessary to levy a state tax on real estate. Such a tax was unheard of and, for this reason, there was great opposition to the bill.

The New York State Teachers' Association (NYSTA) took up the battle for the bill. Up to that point, the Association concerned itself solely with academics and not legislation. Mr. Judson Wright of Falconer was president of the organization. Wright was both a politician and a fighter. He spent many days in Albany until he had exhausted his own funds.


Miss Harriet Butler, Supervisor of Elementary Education, was a member of the Executive Committee of NYSTA. Judson Wright asked Butler to assemble the teachers of Buffalo and urge them to support the bill. A meeting was called at Hutchinson High School (now the site of Hutch Tech) and several hundred teachers attended.


Harriet Butler stated the reasons for calling the meeting and then asked for nominations for officers of a Buffalo organization. Principal Edwin Howe

of School 16 was elected Chairman and Will Moser Clark of School 22 was chosen as Secretary. Various principals and teachers spoke and urged that the salary standardization bill be actively supported.


In Buffalo, there were at least a dozen educational organizations, each independent of the others. It was agreed to form a committee, with each organization represented in proportion to its membership. A motion was made and passed that this committee's first meeting be held at 7 PM at Hutchinson High School the next day. The stage was now set for the genesis of a Federation comprising the various educational organizations of Buffalo and it was the issue of a teacher salary bill in Albany that brought the various stakeholders together to advocate.

So, what happened to the T.E.L? Did all of the organizations join to form the Federation? What about the teacher salary bill? Did it pass? These questions and more will be taken up in the next issue of the Provocator.





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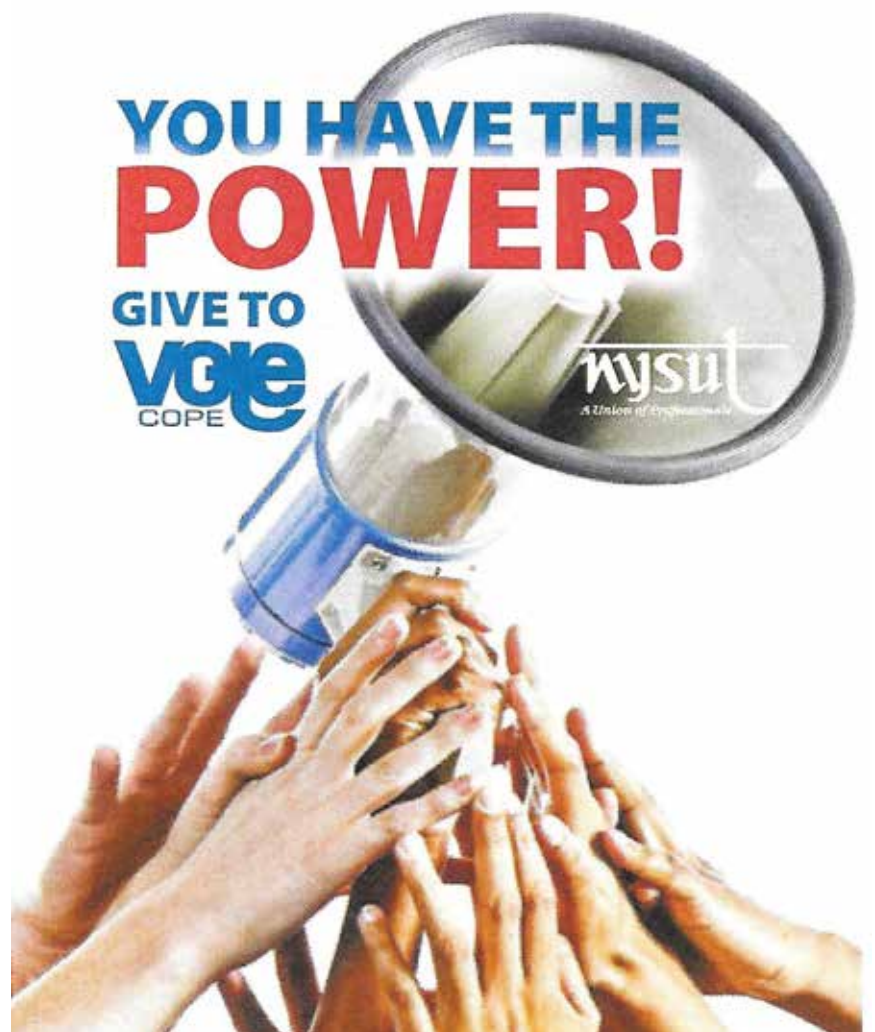
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*Joe is the Husband of BTF member Barbara Polino Frandina*

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# BTF Attends NYSUT's Local Action Project

During the month of July, three BTF officers and three building delegates attended a week-long seminar called the Local Action Project (LAP). While many of NYSUT's local unions apply, only six from across the state are selected each year. The 3-year project focuses on many ways to make the union stronger and covers topics such as advocacy, communications, public relations, diversity/equity/inclusion, and political action.

The three executive officers who attended were President Rich Nigro, VP Melinda MacPherson-Sullivan, and Treasurer Joseph Montante. Joining the three officers were delegates Laurie Schuster (School 6), David Haas (Academy School 131@86), and Naomi Carey (formerly at School 59 and now McKinley). The BTF facilitators were Labor Relations Specialists Devon Gawley and Jennifer Rhee. The seminar was held in Lake George, NY.

For participating in LAP, the BTF will be awarded grant money from NYSUT in each of three years. A grant for year 1 was written, approved by our Executive Committee, and submitted to NYSUT. The money we receive will help pay for a new and much-needed membership database and website for the BTF. The motion to use the funds for this purpose was made by Treasurer Joseph Montante and seconded by Technology Committee Chair, Tom Anthony. The Executive Committee voted unanimously to approve the submission of the grant.

The week at LAP was a little overwhelming at times. There were several presenters who shared their expertise with the participants. The first year participants were trained separate from the year 2 and year 3 teams to allow the newcomers to discuss ideas and share their visions for how to empower their unions.

There is much work to be done. In the coming months, BTF will be expanding its LAP team to include more teachers to bring their ideas to the table. The ultimate goal is to make the BTF not only a stronger union, but a union that is engaged with the community and respected for its ideals and principles.



1. Speaking about BTF's specific situation, President Nigro explains how BTF is piloting a phone app.

2. During an ice breaker, VP Melinda MacPherson Sullivan trades personality trait cards with other participants.

3. After the team brainstormed a list, Joseph Montante helps organize BTF's priorities on a flip chart.

4. Naomi Carey, Laurie Schuster, and Dave Haas examine the specifics during an activity.

5. With Lake George behind them, the LAP team poses for a group photo

6. Speaking at the final dinner, NYSUT officers Ron Gross (2nd VP), Melinda Person (President), and Philippe Abraham (Secretary/Treasurer) offer encouragement to all of the LAP teams.

7. Pictured with the other first year LAP teams, the BTF participants leave the conference ready to get to work!