



This Week At ECASB ...

Important news from this past week and news for the upcoming week.

Week Ending November 3, 2023

Executive Director Cell Phone: (716) 867-3531

Platinum Level Sponsors



ALBANY UPDATE WITH DAVE LITTLE: 40 attendees heard David Little speak. Last year, we were unable to host David Little due to a medical emergency. It was great to see David!

KICK OFF TO CONVENTION: 65 attendees were present at the Kick Off To Convention at Resurgence Brewing Company. Thank you to all ECASB members that were in attendance.

LEGISLATIVE DINNER: The Legislative Dinner will be held at the Columns Banquet Center November 16th. The event will be a plated dinner. Choices will be Prime Rib of Beef, Chicken Souvlaki, or Red Snapper. This is the first opportunity to meet with YOUR legislator and discuss ECASB and your districts priorities before the Legislative session/season begins. **Deadline to register with your District Clerk is November 9th.** In order to be successful, we need to have good representation from across all districts in ECASB. Please note that districts are encouraged to invite PTA/PTO Presidents and union leaders.

WE SAY GOODBYE TO LACKAWANNA SUPERINTENDENT KEITH LEWIS who retired on 10/31/2023. **WE WELCOME NADIA NASHIR WHO IS NOW THE SUPERINTENDENT OF THE LACKAWANNA CITY SCHOOL DISTRICT.**

CONVENTION BASKET WINNERS: The ECASB Basket consisting of ECASB items, a \$100 Macy's Gift Card and a \$200 Visa Gift Card was won by Bart McGloin from the Depew UFSD. There were 63 ECASB members that put their names in for the drawing on the ECASB Gift Basket. The Buffalo Themed gift basket with over 250 entries from across the state was won by Buffalo School Board Member Paulette Woods. In addition to the Buffalo Themed products, it included a \$100 Macy's Gift Card and a \$100 Visa Gift Card.

NOVEMBER 30TH SPEED BOARDING EVENT: The November 30th ECASB Speed Boarding will be the last event of the 2023 Calendar Year. If you made a new years resolution as a Board Member to attend an event in 2023, this will be your last opportunity. We will have three unique and new speakers on three new and unique topics. Our Holiday Mug Give Away will also take place.

CONVENTION WISDOM:Several ECASB members attending the NYSSBA Convention attended the same workshop on Saturday morning and heard this message....

DEI - Diversity, Equity & Inclusion—
Does your child have unique quality and characteristics? That is Diversity.

Do you want your child to have the same opportunities for success as any other child? That is Equity.

Do you want your child to feel welcome at school? That is inclusion.
DEI...Diversity, Equity, Inclusion.

CONVENTION PICTURES WITH ECASB SPONSORS: ECASB held a promotion during the convention to have Board Members take their pictures with ECASB sponsors attending the event. A drawing was held among all the entries. The winning Board of Education will receive a catered dinner from Olive Garden. The lucky Board of Education in the drawing is the Cheektowaga-Sloan UFSD.

NYSSBA CONVENTION & EXPO SURVEY: Please fill out the Convention and Expo survey that was sent from NYSSBA. If you did not attend, you can still fill out the survey and indicate the reason why you did not attend. If you did attend, the information that you share can help in planning of future Convention and Expo's. If NYSSBA does not hear from you - they will assume that everything was perfect and there is no need to change. The survey takes only 2-3 minutes to complete.

RURAL SCHOOLS SUMMER CONFERENCE: Mark your calendars for the Rural Schools Association of New York State 2024 Summer Conference July 14-16, 2024 in Lake Placid, New York. More details available in the future.

ECASB BOARD CONNECTION: Last day for NEW BOARD members to submit their Board Connection Survey sheet is November 22nd. ECASB will then pivot to the Business Connections featuring our Platinum and Gold Level Sponsors.

ECASB LAWN SIGNS: Just a reminder that ECASB Members should save the ECASB lawn signs for next year that thank Board Members for their service to their local school boards.

WINNERS OF THE CHOCOLATE TURKEYS FROM WATSONS CHOCOLATE AT THE ECASB DAVE LITTLE DINNER INCLUDED: Patrick Boyle (Frontier CSD) Nick Humphrey (Campus Construction) and Sharon Sweeney (C&S Companies).

SUPPORT PROPOSITION 1: When voting this upcoming election day, please support Proposition 1. Currently Small City School Districts are restricted to 5% debt limit compared to all other school districts in New York state, where the debt limit is 10%. Small City School districts cannot accomplish construction projects in the same manner that most school districts can. Improvements are often delayed and districts are placed in a higher financial burden. This legislation would affect two of ECASB members including Lackawanna City School District and Tonawanda City School District.

TIER 6 VERSUS TIER 4: There has been discussion from NYSUT about fixing Tier 6. The Legislative Committee has discussed Tier 6 briefly. Here are a few comparisons:

Tier 4

Payments end after 10 years/capped at 3%

Can retire at age 55 with 30 years penalty free

Tier 6

At \$46,000 - pays 3.5%

At \$56,000 - pays 4.5%

At \$76,000 - pays 5.75%

At \$101,000 - pays 6%

At age 63, they can retire penalty free

* A teacher that is in Tier 6 may work an extra 8 years so that they can collect their pension penalty free. An employee that may have left at age 55 may now be working for 8 more years at top step - thus costing the district more in salary, and health benefits as they age. The plus side for the district is they may not have to replace the teacher amongst a teaching shortage. The downside is that the district will be paying a much higher salary and incurring extra health care costs. A Tier 6 employee paying a higher percentage for the length of their career than their Tier 4 counterparts may encourage teachers to make career changes thus worsening the teacher shortage.

- If a Tier 4 member retires at age 55 with 30 years service, they would receive 60% of final average salary.

- If a Tier 6 member retires at age 55 with 30 years service, they would receive 26.4% of final average salary, compared to a Tier 4, who would receive 60% of their final average salary.

DID YOU KNOW:

- Less than 1% of NYSTRS members are in Tiers 1,2, and 3
- 59% of NYSTRS members are in Tier 4
- 4% of NYSTRS members are in Tier 5
- 36% of NYSTRS members are in Tier 6

MARK YOUR CALENDARS: (Upcoming ECASB Events).

- November 16th - Legislative Dinner - Columns Banquet Facility; 5:30 Registration and Cash Bar, 6:00 p.m. - 8:00 p.m. Program and Dinner
- November 30th - Fall Speed Boarding and Mug Give Away
- December 1st- ECASB Elf On A Shelf Promotion Starts
- January 3rd - ECASB Award Nominations Open

SPONSOR WORKSHOPS:

- **Harris Beach PLLC**
 - November 16th - End of Year Labor Updates
 - February 29th—2024 Educational Institutions Conference
 - March 23rd - Updates on Current Legal Issues Facing Employers
 - June 22nd - Practical Employee Considerations in Managing Your Workforce
- **Hodgson Russ LLP**
 - November 8th - Annual Labor and Employment Conference 8:30 a.m.-1:30 p.m. Buffalo Marriott Niagara, 1340 Millersport Highway.

POLITICAL FUNDRAISERS:

NYSSBA'S PROGRAMS:

- Complimentary Lunchtime Webinar– November 15th
 - “The Hidden Biases of Good People: Implications for Individuals and Organizations” The guest speaker is Dr. Bryan Marks.

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