



CNYSBA NEWS

Train, Empower, Advocate, and Mobilize for Students

CNYSBA Recognizes National Apprenticeship Week

National Apprenticeship Week (NAW) is a nationwide celebration established by the U.S. Department of Labor to bring together critical partners within business, education, apprentices, and more to showcase the impact Registered Apprenticeship programs have on building the American workforce. This week also serves as an opportunity to highlight the successes and value of Registered Apprenticeship for rebuilding our economy, advancing racial and gender equity, and supporting underserved communities. Registered Apprenticeships allow apprentices to earn while they learn and providing a pathway to well-paying careers.

NAW gives employers, including sponsors and providers, the opportunity to showcase their programs, facilities, and apprentices so that career seekers can learn more about the benefits of Registered Apprenticeship and the programs that are available in their communities. During NAW events, apprentices have a platform to share their apprenticeship experience and how it has transformed their lives. For more information, visit apprenticeship.gov/NAW.



Book Study: of the Five Practices for Equity Focused School Leadership

The Central New York School Boards Association continues to work with our members to assist in the NYS mandate to accomplish equity in our schools. CNYSBA has teamed with Dr. George Theoharis of Syracuse University, to conduct a book study for members, of the book, Five Practices for Equity Focused School Leadership. *(Continued on the next page)*





SSFC Regional Meeting by Dr. Rick Timbs, on Dec. 9th

On December 9th SSFC will hold another regional workshop in Newark New York at the Wayne-Finger Lakes BOCES. The link for registration for this regional meeting is: [here](#).

As a result of the recent regional meetings and workshops the agenda for subsequent workshops and meetings continues to grow based the messages from members and feedback from the earlier events.

Without question the topics covered by the SSFC at its meetings and workshop continues to expand to meet the needs of its members as they evolve. We have continued to offer state aid analysis and recommendation not only about the mechanics of the formulas but what they mean for districts. This is our major mission. However, ...

... Our mission has expanded to include a review and evaluation of best practices for school districts related to the tax cap, budget development and implementation, long range financial analysis and plans, advocacy and now, the new Federal Grants. The political nature of each of those topics, their implications for the educational and financial health of each school district and the “do’s and don’ts” of these strategies and practices need

The study will run from January through April with four sessions conducted via Zoom, and a fifth and final session attended either by Zoom or in-person on May 25th between and 4 and 5 p.m., before the CNYSBA Annual Meeting.

“We designed a practical book around the belief that every school, every district has equity work to do,” said Dr. Theoharis. “This requires equity focused leadership, and equity focused leadership is a distinct kind of leadership and requires specific practices.” He added that Equity Leadership is not something you do once, and then move on to another challenge. “It is day after day, month after month, year after year. The book and the practices within it are meant to become part of your regular ongoing school district practice,” he added.



Dr. George Theoharis Submitted photo

Equity Leadership is not for the faint of heart

“Our students, the students coming to us next year, and those coming to us in a decade need our equity-focused leadership today, tomorrow and for the long haul,” said Dr. Theoharis.

Get information on attending, and register for the book study by [clicking here](#).

SSFC Regional Meeting with Dr. Rick Timbs, Continued from page 2

Topics of SSFC regional meetings and workshops include but are not limited to:

- **The New Federal Grants**

- Uses and Caveats
- Capital Project Issues
- Timing of the Approval and Construction
- Timing of the Funds
- Fiscal Cliff Issues

- **State Aid Issues**

- Foundation Aid -How it works, Recommendations for Improvement
- The meaning of the “Settlement” of the NYSER lawsuit
- Expense Driven Aids
- Predictability and Sustainability Issues
- Fiscal Cliff Issues

- **The Tax Cap**

- Issues- How it works; things to consider, best practices
- Concerns for the future

- **Long Range Financial Planning**

- School District Budget and Reserve Issues; considerations and best practices
- The Trend of Increased Salary Demands
- Inflation

- **Advocacy**

- The Process of Advocacy
- Suggested Aid Metric Changes in Foundation and Expense Driven Aids
- Related Issues
- Office of Facilities Planning
- Prior Year Aid Que

To date, meetings and/or workshops have been held or scheduled for the Orleans Niagara Superintendents Cabinet, the Chautauqua County School Boards Association, the Allegany Cattaraugus Superintendents Association, the North Country Region in Lake Placid, the Finger Lakes and portions of Western New York Region in Newark at the Finger Lakes BOCES, the Erie County Association of School Boards at Erie 1 BOCES, and multiple Legislative Advocacy sessions for the Central New York School Boards Association in the Citi BOCES, Cayuga Onondaga BOCES, OCM BOCES and the TST BOCES.

The SSFC offers the continuation of these meetings and workshops in all of the regions we find our members. We are pleased to work with Local School Board Associations, BOCES regional groups and ASBO chapters to assist. Please contact me if you would like this type of collaboration. Dr. Rick Timbs, Executive Director – Statewide School Finance Consortium, rgtimbs@gmail.com or call 315.749.3637.



Don Budmen from Ferrara Firenze Law Firm

Newly elected school board members are required by law to complete financial oversight and governance training respectively within their first year on the board. This training (pictured above) is typically paid for by the school district and offered by CNYSBA.

The Finance Training concludes the second part of this mandated training, which was preceded by the Governance Training in June. This training has been recognized by the Education Section of the American Society of Association Executives for Educational Excellence.



Be sure to check out our video series, You Do What for a Living? Right here in Central New York. These are highly successful people who chose a path different than college. In this episode, Mitchel Paterson works to create video game interaction for gamers world-wide. *(Click on video to left)*