



# CNYSBA NEWS

**Train, Empower, Advocate, and Mobilize for Students**

## March is Women's History Month

The month of March is Women's History Month and on March 8th, the world celebrated International Women's Day. Women and the world are coming together during the month under the theme, "Gender equality today for a sustainable tomorrow", in an effort to call attention to climate action by women.

As part of Women's History Month, CNYSBA is focusing on 3 local women who are blazing new paths for women in the workplace.

Watch the videos on page 4, focusing on Journeyman

Carpenter, Patricia Golicki, and Iron Worker Alivia Allen at JPW Erectors.



Plus on page 5, the City of Syracuse has its first Registered Software Developer Apprentice, Nicole Broadnax, as sponsored through MACNY, the Manufacturer's Association.



## Final Preparation for Upcoming School Budget Vote. Are You Ready?

by Dr. Rick Timbs

As we begin our work to secure final Board of Education approval for a budget and tax cap put before the voters, let us keep the following in mind:

- We should use the new CRSSA and ARPA federal grants to both supplement and supplant the budget to help students get back on track with their learning, improve the

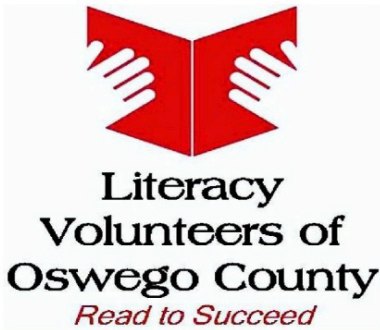
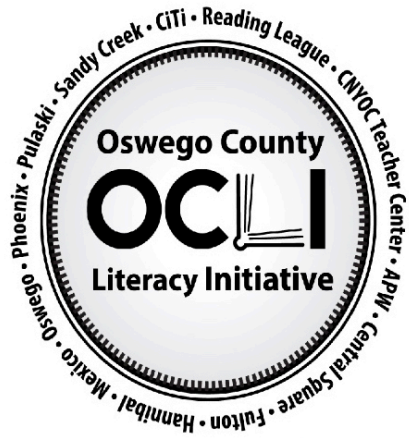
*Continued on next page*



# OSWEGO COUNTY LITERACY NIGHT

March 22, 2022 • 6 PM  
CITI BOCES BOARDROOM  
STEARN BUILDING

Presented by  
**OCSBA**  
in partnership with



RSVP: Donna Blake  
at  
bmdekalb@gmail.com

*Dr. Timbs Final Prep Upcoming Budget Vote...continued from page 1*

school districts academic success and support efforts to secure funds to battle inflationary services such as contractual and fixed costs of every school district.

- We need to develop long-range plans through thoughtful and careful analysis of not just past trends but what we can discern from our current situation that will inform us about future trends. The way these new trends materialize will determine the financial health of the school district into the future.

- Long-range plans must include the big-ticket items. Those items include and are not limited to:

- contractual obligations in labor contracts, supplies and equipment,
- the need for continuous and robust programs taken by students and promulgated by staff and the professional development that goes with it,
- transportation systems including buses and/or contract busing and leases,
- capital improvement needs aligned with debt service, capital reserves and the tax cap,
- securing fund balances as rainy-day funds,
- efforts to reallocate resources to meet the needs of the changing demographics of students and the community, and
- the relative degree that school districts can count on the continuation of every type of state aid support.

- The financial health of the school district into the future will determine its programs and the level of academic success of the children under its charge. It will also secure the relationship between the school district and the community it depends upon for support.

- The financial condition of the district is the gas that runs the school district engine, and the price of gas is escalating fast everywhere.

If a school district knows what it wants to accomplish it must map and articulate the way forward.

*Dr. Timbs is the Executive Director of the Statewide Schools Finance Consortium*

***Spotlight on Our Sponsors:***

**C&S COMPANIES**

**An Integrated Team of Experts**

For over fifty years, C&S has focused on improving the world around us. Our versatile group of experts work as an integrated team, identifying and implementing well-rounded, comprehensive, and resilient solutions. Working together, we plan, design, construct, and maintain the built and natural environment. The professionals at C&S put your needs and concerns at the forefront, focusing on client satisfaction throughout the process. The diversity of our abilities is unique in our industry, enabling us to support an incredible range of project types and specialties. We can streamline the delivery of even the most complicated multi-discipline projects by drawing on our significant in-house resources. Our experts collaborate and combine their knowledge to deliver the best solutions to each client. We are as proficient at complex, diverse, multimillion-dollar projects as we are at small projects involving only one trade. Coordinating projects from inception through construction provides a continuity of service that our clients rely on. C&S uses state-of-the-art equipment, and the latest technologies to deliver tomorrow's solutions to you today.



C&S was the construction manager for the new renovated \$5.2 million, 8,000-square-foot STEAM learning center space at Groton Jr.-Sr. High School. Credit: C&S

## Construction Management

*Our exceptional track record is a reflection of how we treat our clients—as team partners.*

Our expertise in construction management (CM) spans over the course of 20 years and includes construction projects totaling more than \$2 billion. C&S has a proven track record of completing our projects on time, within budget, and to a high level of quality—even in the face of serious challenges.



Our process is the key to our success. C&S understands the relationship between the overall success of a project and competent implementation of a project plan. We focus on completing projects on time

and within budget, while minimizing construction impacts and delivering the highest quality work. Further, we take a fully integrated, discipline-rich approach to your needs, providing built-in flexibility to handle any issue that arises.

C&S has more than 70 employees dedicated to construction services. We maintain a full-time staff of construction managers, inspectors, and support staff to provide you with the comprehensive services required for today's fast-tracked, complex construction projects.

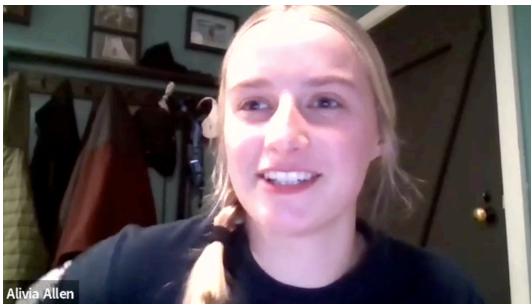


## CNYSBA Spotlight on Two Local Women Paving a New Trail: One is a Journeyman Carpenter, the other is an Iron Worker.

*Watch our video segment, You Do What for a Living? to learn about two local women who are pioneers in their field.*

Video 1 features local Iron Worker Alivia Allen

Video 2 features Journeyman Carpenter Patricia Golicki



Sponsored by



# Nicole Broadnax - the City of Syracuse's First Software Developer Apprentice



Nicole Broadnax, Syracuse Apprentice in Software Development

It's Women's History Month and time to recognize history-changers and firsts in our community. There are several "firsts" when it comes to Nicole Broadnax, the City of Syracuse's first Registered Apprentice in the Software Developer trade.

This is a first for MACNY, The Manufacturer's Association, too. As a Software Developer Apprentice, Nicole is the first Registered Apprentice in the Information Technology trade. As a group sponsor for Advanced Manufacturing trades since 2017, in addition to

Software Developer, MACNY has added many other trades to their offerings. The City of Syracuse has signed under MACNY's group sponsorship to manage its first Registered Apprenticeship program. This effort is part of a larger workforce development strategy that focuses on training and attracting local community members to its talent pool.

When asked what advice she'd give to current high school students who don't know what their post-secondary plans are, Broadnax asserted, "There are so many generational barriers that can get in the way of your success. For example, "imposter syndrome" – you may question your knowledge and experience. But understand that you worked hard to get here, and you do deserve a seat at the table." She also said that she hadn't heard about apprenticeship pathways in high school (except for those centered around cosmetology); programs for technical roles in IT were not presented.

We applaud Nicole's achievement and look forward to the day when she attains Journey Worker status at the end of her training and education. Her story also reminds us that there are others out there just like Nicole who need to hear from their teachers, guidance professionals, and community partners about career pathways that include alternate routes. University is great, but it's not necessarily the pathway for everyone. Registered Apprenticeship is an opportunity for others like Nicole who would thrive in an earn-while-you-learn training program, achieving credentials, and job prospects that make rewarding careers.