

BOCES  
UNITED PROFESSIONALS

**Delegate Assembly Minutes  
December 6, 2011**

- 1. Budget Update** – Laurie thanked Marne Brady and her Audit Committee for their work and input on the 2011-2012 budget. The budget was moved for approval. Motion Kavanaugh; Second Alati; Passed.
- 2. Recognition of new departments:**
  - Nurses** (mostly RCSD) – not really new, but will have a special election so they can have delegates. Special Election will be 12/14, with Dave G. conducting the elections.
  - Multi-Occ/Focus/Assessment** – has asked to be seen as a group separate from EMCC. Move to separate: Motion Lord; Second Price; Passed. Move to hold special election: Motion Lord; Second Alati; Passed. Cindy handling special election.
- 3. License Fee payment Memo of Agreement.** If you have to pay a license fee to keep certification for BOCES, it is now reimbursable. Put it on the normal expense form. Full MOA and expense form attached to these minutes. This is retroactive to any license fees paid since 7/1/11. Question about multiple licenses? The full 10% reimbursement can be requested for multiple licenses.
- 4. New members** – delegates please follow up with new members in your area to make sure they join.
- 5. Program money** for holidays – please email request to any officer and return receipts afterward. Examples of use are gift certificates for needy families or holiday meal for the student body. Up to \$200 per center based department.

Program money for school year – none used yet – to be used for special student needs. Up to \$200 per center based department.

Program money for summer – to be used for special student needs. Up to \$200 per center based department.

For other needs, teachers may access the BOCES Educational Foundation.

For individual student emergency needs, members may request up to \$50 per student per year. This can meet such needs as a coat, glasses, or hearing aids, etc.

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Laurie Pritchard  
*Treasurer*

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**6. Domestic Partner Insurance** -- BOCES recently became aware that health insurance coverage for domestic partners is taxable income. Now that BOCES knows about this, they have to report this income, retroactive to January 2011, even though this change to the tax law began in 2005. This has impacted about 50 employees BOCES-wide, including some BUP constituents. The amount of additional taxable income this has created ranges from a few hundred to \$7000-\$8000.

The way that this is being handled at this point is,

1. The member can elect to have additional tax withheld from their last two paychecks this year
2. The member will need to include this additional amount in his/her taxable income on April 15th, and the tax refunded or owed will be changed.

Beginning in January 2012, those who choose to continue to have domestic partner insurance will have their withholdings adjusted to include this as taxable income.

According to Tracy Destino and Robin Hyatt in HR, the tax lawyers and accountants gave BOCES no other options to help the impacted employees. All these employees have been contacted by HR. Questions should be directed to HR or one's personal tax advisor.

7. Just a reminder to all to **secure** any aspirin, cough drops, etc., under lock and key.

**Best wishes to all for a happy and safe holiday season!!!**

**Next meeting is February 7<sup>th</sup>. No January meeting as our meeting date is the first day back to school after the recess.**

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