

PERSONNEL

Upon the recommendation of the Superintendent, and on the motion of _____, seconded by _____, it is resolved that the following personnel actions are hereby taken:

A. RETIREMENTS

Name	Position	Eff. Date	Date of Hire
1. Kim Dykes	District Treasurer	11/01/23	04/07/07
2. LeSandra Bertch	Registered Professional Nurse	01/01/24	09/03/19

B. RESIGNATIONS

Name	Position	Eff. Date	Date of Hire
1. Laura McGraw	School Psychologist	06/23/23	05/18/22
2. Sarah Burge	Teaching Assistant	08/16/23	12/19/22
3. Anthony Giardina	Adult Education Instructor	08/23/23	08/14/23
4. Laurie Crout	Teacher Aide	08/31/23	09/01/22
<i>To accept internal GST BOCES position of: Teaching Assistant effective 09/01/23</i>			
5. Kati Lewis	Cook Manager	09/01/23	01/23/23
6. Melissa Wilcox	Teacher Aide	09/04/23	03/07/23
7. Patricia Chapman	Teacher Aide	09/04/23	09/01/21
<i>To accept internal GST BOCES position of: Teaching Assistant effective 09/05/23</i>			
8. James Goodwin	Network Technology Specialist	09/04/23	08/25/22
<i>To accept internal GST BOCES position of: Systems Engineer effective 09/05/23</i>			
9. Shyann Carney	Teacher Aide	09/11/23	05/03/22
10. Jeff Devon	Courier	09/15/23	12/05/22
11. Aaron Tietje	Career Connections Instructor	09/22/23	09/05/23
12. Lisa Welles	Consultant Teacher	09/22/23	10/18/21
13. Michelle Mills	Speech Language Pathologist	09/23/23	11/13/12
14. Victoria Garfield	Network Technology Specialist	09/29/23	10/10/18
15. Michael Martuscello	Instructional Support Teacher	10/05/23	10/05/22
16. Jacqueline Cruttenden	Teaching Assistant	10/06/23	01/31/20

C. AMENDED APPOINTMENTS From 07/11/23 Board Meeting corrective action

Name	Position	Effective Date
1. Beverly Swartout	Teaching Assistant	09/05/23
Tenure Area: Not Certified, Teaching Assistant Required		
2. Connor McIntosh	Net Tech Spec Trainee	09/25/23
3. Eulisa Plummer	Teacher Aide	09/29/23
4. Joshua Total	Network Technology Specialist	09/29/23
5. Michael Wathne	Network Technology Specialist	10/03/23

D. INCREASE IN ASSIGNMENT

Name	Position	Increase	Eff. Date
1. Rebecca Roote	Teaching Assistant	.86 FTE to 1.0 FTE	08/29/23
2. Emile Kies	Occ Therapist	.8 FTE to 1.0 FTE	09/05/23
3. Lori Rogers	Teaching Assistant	6.25 FTE to 7.0 FTE	09/05/23
4. Jennifer Robbins	Teacher Aide	6.0 FTE to 6.5 FTE	09/11/23

E. DECREASE IN ASSIGNMENT

Name	Position	Decrease	Eff. Date
1. Jennifer Frame	Instructor	12 to 11 mo.	07/03/23
2. Jennifer Hakes	Teacher	11 to 10 mo.	07/01/24

F. TENURE APPOINTMENT, due to successful completion of Probationary Period, no change in salary.

Name	Position	Effective	Status
1. Shelli Altopp-Miller	School Social Worker	10/31/23	Provisional
	Tenure Area: School Social Worker		
2. Kayla Rice	Teaching Assistant	11/05/23	Level 2 TA
	Tenure Area: Teaching Assistant		

G. APPOINTMENTS

Name	Position	Probationary Period	Status
1. Cara Smith	Inst Supp Teacher	09/05/23 – 09/04/26	Professional
	Tenure Area: Instructional Support Services in Professional Development		
2. Krista Coats	School Social Worker	09/21/23 – 09/20/27	Provisional
	Tenure Area: School Social Worker		
3. Andrew Sterrmer	Adult Education Instructor	No probationary period	Not Certified
	Tenure Area: Tenure not required		
4. Laurie Mack	Teacher	09/30/23 – 09/29/26*	Permanent
	Tenure Area: Education of Children with Handicapping Conditions – Speech and Hearing		
5. Melissa Alajmi	Teaching Assistant	09/05/23 – 09/04/27	Level 1 TA
	Tenure Area: Teaching Assistant		
6. Patricia Chapman	Teaching Assistant	09/05/23 – 09/04/27	Level 1 TA
	Tenure Area: Teaching Assistant		
7. Makaila Dapp	Teaching Assistant	09/06/23 – 09/05/27	Level 1 TA
	Tenure Area: Teaching Assistant		
8. Kristina Stevens	Teaching Assistant	09/07/23 – 09/06/27	Initial Cert
	Tenure Area: Teaching Assistant		
9. Jennifer Falk	Teaching Assistant	09/11/23 – 09/10/27	Level 1 TA
	Tenure Area: Teaching Assistant		

H. TEMPORARY APPOINTMENTS, appointment pending completion of certification requirements.

Name	Position	Eff Date
1. Quianah Stowe	School Social Worker	09/20/23
	Certification Area: Not certified, School Social Worker required	
2. Erin Rose	Teacher	09/05/23
	Certification Area: Not certified, Students with Disabilities, Birth – Gr 2 required	
3. Tyler Wilson	Teacher	09/11/23
	Certification Area: Not certified, Vehicle Maintenance Repair (HE) 7 – 12 required	
4. Lori Holton	Teacher	09/19/23
	Certification Area: Not certified, Visual Arts required	
5. Jessica Acor	Teaching Assistant	09/05/23
	Certification Area: Not certified, Teaching Assistant required	
6. Caleb Biddle	Teaching Assistant	09/05/23
	Certification Area: Not certified, Teaching Assistant required	
7. Lisa Booth	Teaching Assistant	09/05/23
	Certification Area: Not certified, Teaching Assistant required	
8. Andrew Degnan	Teaching Assistant	09/05/23
	Certification Area: Not certified, Teaching Assistant required	
9. Kimmel Harris	Teaching Assistant	09/05/23
	Certification Area: Not certified, Teaching Assistant required	

10. Isabel Milazzo Teaching Assistant 09/05/23
Certification Area: Not certified, Teaching Assistant required
11. Zachary Perkins Teaching Assistant 09/18/23
Certification Area: Not certified, Teaching Assistant required
12. Kalyska Payne Teaching Assistant 09/05/23
Certification Area: Not certified, Teaching Assistant required
13. Zachary Perkins Teaching Assistant 09/18/23
Certification Area: Not certified, Teaching Assistant required
14. Kaeden Weakland Teaching Assistant 09/05/23
Certification Area: Not certified, Teaching Assistant required
15. Sirrenity Crowley Teaching Assistant 10/16/23
Certification Area: Not certified, Teaching Assistant required

I. CIVIL SERVICE PERMANENT APPOINTMENTS, due to successful completion of Probationary Period, no change in salary

Name	Position	Permanent Date
1. Joyce Evans	Registered Nurse	10/07/23
2. Edward White III	Network Tech Specialist	10/19/23
3. Michael McMinds	Net Tech Spec Trainee	10/05/23
4. Joseph Storch	Net Tech Spec Trainee	10/10/23
5. Kaila McElroy	Printing Clerk	10/20/23

J. CIVIL SERVICE POSITION CHANGE, due to completing 52-week probationary period as Trainee

Name	Position	Permanent Date
1. Kaleb Zimar	Network Technology Specialist	08/02/23
2. Carly Volpe	Network Technology Specialist	09/07/23
3. Connor McIntosh	Network Technology Specialist	09/26/23
4. Michael McMinds	Network Technology Specialist	10/05/23
5. Joseph Storch	Network Technology Specialist	10/10/23

K. COMPETITIVE CIVIL SERVICE PROBATIONARY APPOINTMENT, due to passing Civil Service Exam.

Name	Position	Probationary Period	Exam Number
1. Kendra Hunt	Net Tech Spec	09/07/23 – 09/06/24	Cont. Recruit
2. Jacob Davis	Net Tech Spec	09/07/23 – 09/06/24	Cont. Recruit
3. David Tsiklauri	Net Tech Spec	09/07/23 – 09/06/24	Cont. Recruit
4. Michael Gardiner	Net Tech Spec	09/07/23 – 09/06/24	Cont. Recruit
5. Tina Cassada	Net Tech Spec	09/07/23 – 09/06/24	Cont. Recruit

L. COMPETITIVE CIVIL SERVICE PROVISIONAL APPOINTMENTS, pending successful Civil Service Exam results.

Name	Position	Eff Date
1. James Goodwin	Systems Engineer	09/05/23
2. Dylan Dewert Jr	Systems Engineer	09/18/23
3. Jason Johnson	Systems Engineer	09/18/23
4. Sandra Hamilton-Ziegler	Principal Account Clerk	10/02/23
5. Jennifer Mason	Program Assistant	08/28/23
6. Kelly Clark	Senior Account Clerk	09/11/23
7. Katie Reed	Senior Account Clerk	10/10/23
8. Benjamin Thomas	Net Tech Spec Trainee	09/14/23

M. NON-COMPETITIVE CIVIL SERVICE PROBATIONARY APPOINTMENT

Name	Position	Probationary Period
1. William Polcyn	Courier	09/18/23 – 09/17/17
2. Jayden Barber	Teacher Aide	09/05/23 – 11/12/24
3. Jourdan Burley	Teacher Aide	09/05/23 – 11/12/24
4. Irene Cavalier	Teacher Aide	09/05/23 – 11/12/24
5. Tina Morrison	Teacher Aide	09/11/23 – 11/18/24
6. Christopher Berk	Teacher Aide	09/14/23 – 11/21/24
7. Karissa Clark	Teacher Aide	09/27/23 – 12/04/24

N. VOLUNTEER BUS DRIVERS 2023 – 2024

Robert Haggard
Anthony Trentanelli
Crystal Parks

O. STIPENDS

Name	Stipend	Administrator	Eff. Date	Amount
1. Jessica Carpenter	Admin Mentor year 1	Stacy Shields	09/01/23 – 06/30/24	\$1,100.00
2. Jesse Ferris	Admin Mentor year 1	Adam Rundell	09/01/23 – 06/30/24	\$1,100.00
3. Stephanie Stephens	Admin Mentor year 1	Niki Keefer	09/01/23 – 06/30/24	\$1,100.00
4. Kathryne Wood	Admin Mentor year 1	Stacey Illi	09/01/23 – 06/30/24	\$1,100.00
5. Jessie Ferris	Admin Mentor year 2	Chris Sancomb	09/01/23 – 06/30/24	\$1,100.00
6. Sam Gauss	Admin Mentor year 2	Devin Davis	09/01/23 – 06/30/24	\$1,100.00
7. Sam Gauss	Admin Mentor year 2	David Donner	09/01/23 – 06/30/24	\$1,100.00
8. Katie McDonough	Admin Mentor year 2	Caitlyn Keller	09/01/23 – 06/30/24	\$1,100.00
9. Corey Nicholson	Admin Mentor year 2	Jana Reidy	09/01/23 – 06/30/24	\$1,100.00
10. Stephanie Stephens	Admin Mentor year 2	Jessica Green	09/01/23 – 06/30/24	\$1,100.00
8. Lisa Connors	Mentor year 1	Eric Scouten	09/05/23 – 06/26/24	\$1,146.00
9. Len DeBolt	Mentor year 1	Tyler Wilson	09/05/23 – 06/26/24	\$1,146.00
10. Laurie Keough	Mentor year 1	Krista Coats	09/05/23 – 06/26/24	\$1,146.00
11. Kim Austin	Mentor year 1	Colin Jansen	09/05/23 – 06/26/24	\$1,146.00
12. Carolyn Connelly	Mentor year 1	Sara Falco	09/05/23 – 06/26/24	\$1,146.00
13. Tammy Lotocky	Mentor year 1	Andrew Stermer	09/05/23 – 06/26/24	\$1,146.00
14. Allen Orshall	Mentor year 1	Michael Martuscello	09/05/23 – 09/30/23	\$ 114.60
15. Amy Zeches-McCawley	Mentor year 1	Brian Box	09/05/23 – 12/31/23	\$ 458.40
16. Courtney Aronstam	Mentor year 1	Leeann Lawrence	09/05/23 – 06/26/24	\$1,146.00
17. Michael Creegan	Mentor year 1	Adam Price	09/05/23 – 06/26/24	\$1,146.00
18. Christine Elliott	Mentor year 1	Kristin Farwell	09/05/23 – 09/30/23	\$ 114.60
19. Jennifer Lazarou	Mentor year 1	Allison Haslund	09/05/23 – 12/31/23	\$ 458.40
20. Jamie Roche	Mentor year 1	Chelsea Smith	09/05/23 – 11/30/23	\$ 343.80
21. Sara Blauvelt	Mentor year 1	Mallory Scheepsma	09/05/23 – 06/26/24	\$1,146.00
22. Bev Croston	Mentor year 1	Kaylena Payne	09/05/23 – 10/31/23	\$ 229.20
23. Aimee Badger-Navin	Mentor year 1	Beverly Swartout	09/05/23 – 06/26/24	\$1,146.00
24. Kara Lorden	Mentor year 1	Becky Huslander	09/05/23 – 06/26/24	\$1,146.00
25. Emily Mehlenbacher	Mentor year 1	Micah Carpenter	09/05/23 – 03/31/24	\$ 802.20
26. Kassandra Box	Mentor year 1	Melissa Gallow	09/05/23 – 06/26/24	\$1,146.00
27. Laura Ferris	Mentor year 1	Jamie Madison	09/05/23 – 11/30/23	\$ 343.80
28. Toni Wilson	Mentor year 1	Chelsea Stewart	09/05/23 – 01/31/24	\$ 520.90
29. Sarah Woodard	Mentor year 1	Quianah Stowe	09/05/23 – 06/26/24	\$1,146.00
30. Karen Curtis	Mentor year 1	Jody Belloma	09/05/23 – 06/26/24	\$1,146.00
31. Jennifer Knapp	Mentor year 1	Courtney Comfort	09/05/23 – 01/31/24	\$ 573.00
32. Kayla D'Agostino	Mentor year 1	Kimberly Lewis	09/05/23 – 06/26/24	\$1,146.00
33. Kayla D'Agostino	Mentor year 1	Kaeden Weakland	09/05/23 – 06/26/24	\$1,146.00

34. Angela Dickison	Mentor year 1	Jennifer king-Keeney	09/05/23 – 06/30/24	\$1,146.00
35. Angela Dickison	Mentor year 1	Jourdan Machuga	09/05/23 – 06/30/24	\$1,146.00

Name	Stipend	Begin Teacher	Eff. Date	Amount
1. Mary Campbell	Mentor year 2	Hannah Bush	09/05/23 – 06/26/24	\$ 917.00
2. Tammy Divens	Mentor year 2	Chelsea Bailey	09/05/23 – 06/26/24	\$ 917.00
3. Tammy Divens	Mentor year 2	Jamie Doll	09/05/23 – 06/26/24	\$ 917.00
4. Kimberly Driscoll	Mentor year 2	Chase Brackley	09/05/23 – 06/26/24	\$ 917.00
5. Kimberly Driscoll	Mentor year 2	Christopher Wise	09/05/23 – 06/26/24	\$ 917.00
6. Stephen Hoyt	Mentor year 2	Curtis Chandler	09/05/23 – 06/26/24	\$ 917.00
7. Richard Little	Mentor year 2	Jennifer Hakes	09/05/23 – 02/29/24	\$ 250.08
8. William Paggio	Mentor year 2	Christina Thorpe	09/05/23 – 06/26/24	\$ 917.00
9. Adam Peck	Mentor year 2	Michael Hayes	09/05/23 – 06/26/24	\$ 917.00
10. Kim Austin	Mentor year 2	Traci Polmanteer	09/05/23 – 06/26/24	\$ 917.00
11. Carolyn Connelly	Mentor year 2	Jennifer Hakes	09/05/23 – 02/29/24	\$ 250.08
12. Jillian Mahon	Mentor year 2	Amber DeKoeper	09/05/23 – 06/26/24	\$ 917.00
13. Kara Sheehan	Mentor year 2	Daniel Talvi	09/05/23 – 06/26/24	\$ 917.00
14. Jessica Guild	Mentor year 2	Jacob Johnson	09/05/23 – 06/26/24	\$ 917.00
15. Bill Mahon	Mentor year 2	Karilyn Rutledge	09/05/23 – 10/31/23	\$ 183.40
16. Kristina Pendleton	Mentor year 2	Ashley Harpster	09/05/23 – 06/26/24	\$ 917.00
17. Amy Zeches-McCawley	Mentor year 2	Brian Box	01/01/24 – 06/26/24	\$ 550.20
18. Kim Kramer	Mentor year 2	Teresa Fethers	09/05/23 – 12/31/23	\$ 366.80
19. Donna Stuckey	Mentor year 2	Andrew Olin	09/05/23 – 06/26/24	\$ 917.00
20. Christine Elliott	Mentor year 2	Kristin Farwell	10/01/23 – 06/26/24	\$ 825.30
21. Jennifer Lazarou	Mentor year 2	Allison Haslund	01/01/24 – 06/26/24	\$ 550.20
22. Carly Meacham	Mentor year 2	Emily Kies	09/05/23 – 02/29/24	\$ 550.20
23. Jamie Roche	Mentor year 2	Chelsea Smith	12/01/23 – 06/26/24	\$ 641.90
24. Bev Croston	Mentor year 2	Kaylena Payne	11/01/23 – 06/26/24	\$ 733.60
25. Aimee Badger-Navin	Mentor year 2	Jessica Bly	09/05/23 – 06/26/24	\$ 917.00
26. Judy Wald	Mentor year 2	Meagan Aber	09/05/23 – 03/31/24	\$ 641.90
27. Melissa Houck	Mentor year 2	Danielle Catanese	09/05/23 – 06/26/24	\$ 917.00
28. Emily Mehlenbacher	Mentor year 2	Micah Carpenter	04/01/24 – 06/26/24	\$ 917.00
29. Cassandra Box	Mentor year 2	Danielle McGregor	09/05/23 – 06/26/24	\$ 917.00
30. Cassandra Box	Mentor year 2	Erin Rose	09/05/23 – 06/26/24	\$ 917.00
31. Laura Ferris	Mentor year 2	Jamie Madison	12/01/23 – 06/26/24	\$ 917.00
32. Toni Wilson	Mentor year 2	Chelsea Stewart	02/01/24 – 06/26/24	\$ 416.80
33. Karen Curtis	Mentor year 2	Patrick Poppleton	09/05/23 – 10/01/23	\$ 183.40
34. Jennifer Knapp	Mentor year 2	Courtney Comfort	02/01/24 – 06/26/24	\$ 458.50
35. Kayla D'Agostino	Mentor year 2	Emily Wagner	09/05/23 – 04/30/24	\$ 733.60

Name	Stipend	Eff. Date	Amount
1. Victoria Garfield	Computer Service	07/01/23 – 09-04/23	\$ 442.31
2. Matthew Mayo	Cooling Tower Chemical		07/01/23 –
	\$ 224.14		
3. Kristie Haberstroh	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
4. Kaitlyn Schultz	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
5. Jessica Harris	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
6. Jennifer Lazarou	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
7. Cathy Cressman	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
8. Melissa Wichtowski	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
9. Patrick Thomas	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
10. Jolene O'Brien	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
11. Sarah Hilton	Coordinating Teacher/Medicaid Oversight	09/05/23 – 06/26/24	\$1,376.00
12. Valerie Heywood	Future Farmers of America Club Advisor	09/05/23 – 06/26/24	\$1,376.00
13. Tammy Divens	ILT Team Leader	09/05/23 – 06/26/24	\$1,376.00

14. Janice Swett	ILT Team Leader	09/05/23 – 06/26/24	\$1,376.00
15. William Paggio	ILT Team Leader	09/05/23 – 06/26/24	\$1,376.00
16. Amy Nero	Medicaid Oversight	09/05/23 – 06/26/24	\$2,500.00
17. Stephanie Welch	National Technical Honor Society	09/05/23 – 06/26/24	\$ 458.50
18. Janice Swett	National Technical Honor Society	09/05/23 – 06/26/24	\$ 458.50
19. Michael Kone	Prof Learning Community Team Leader	09/05/23 – 06/26/24	\$1,376.00
20. Mary Campbell	Pro Start Culinary	09/05/23 – 06/26/24	\$1,376.00
21. Antoinette Shields	RN Oversight	09/05/23 – 06/26/24	\$2,500.00
22. LeSandra Bertch	RN Oversight of LPN Stipend	09/05/23 – 01/01/24	\$1,121.00
23. Daniel Talvi	Skills USA Advisor	09/05/23 – 06/26/24	\$1,376.00
24. Brian McDonald	Skills USA Advisor	09/05/23 – 06/26/24	\$1,376.00
25. Alisa Wright	Team Leader	09/05/23 – 06/26/24	\$1,111.16
26. Cynthia Dubots	Team Leader	09/05/23 – 06/26/24	\$ 987.70
27. Deborah Lynch	Team Leader	09/05/23 – 06/26/24	\$ 987.70
28. Mary Francis	Team Leader	09/05/23 – 06/26/24	\$2,500.00
29. Curtis Chandler	Yearbook Advisor	09/05/23 – 06/26/24	\$ 917.00

*To the extent required by the applicable provisions of Education Law section 3014, in order to be granted tenure, the classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law section 3012-c and/or 3012-d of either effective or highly effective in at least three of the four preceding years, and if the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period, he or she shall not be eligible for tenure at that time

REPORT OF TEMPORARY AND SUBSTITUTE PERSONNEL

6.P

October 3, 2023

<u>Substitute Appointments</u>				
<u>Name</u>	<u>Position</u>	<u>Rate</u>	<u>Effective Date</u>	<u>End Date***</u>
Andrus, Jody	Teacher	\$160.00/Daily	09/01/2023	
Andrus, Jody	Teaching Assistant	\$140.00/Daily	09/01/2023	
Barr, Valerie	Teacher Aide	\$14.70/Hourly	10/03/2023	
Barr, Valerie	Teaching Assistant	\$110.00/Daily	10/03/2023	
Crooker, Lisa	Bus Driver	\$20.00/Hourly	09/13/2023	
Devon, Jeffrey	Courier	\$14.20/Hourly	09/18/2023	
Dewey, Yon	Teaching Assistant	\$110.00/Daily	07/01/2023	
Egerton, Vicki	Teacher Aide	\$14.20/Hourly	09/05/2023	
Ehrhardt, Erica	Teacher	\$120.00/Daily	09/05/2023	
Ehrhardt, Erica	Teacher Aide	\$14.20/Hourly	09/05/2023	
Ehrhardt, Erica	Teaching Assistant	\$110.00/Daily	09/05/2023	
Findling, Timothy	Teaching Assistant, Interpreter	\$40.00/Hourly	09/18/2023	
Foster, Denae	Teacher	\$120.00/Daily	09/01/2023	
Foster, Denae	Teacher Aide	\$14.20/Hourly	09/01/2023	
Foster, Denae	Teaching Assistant	\$110.00/Daily	09/01/2023	
Hoad, Steven	Teacher	\$120.00/Daily	09/15/2023	
Hoad, Steven	Teaching Assistant	\$110.00/Daily	09/15/2023	
Horton, Patricia	Teacher	\$160.00/Daily	09/15/2023	
Horton, Patricia	Teaching Assistant	\$140.00/Daily	09/15/2023	
Lewis, Kati	Cook Manager	\$22.70/Hourly	09/01/2023	
Ostrander, Carl	Teacher	\$130.00/Daily	09/05/2023	
Polcyn, William	Courier	\$14.20/Hourly	01/30/2023	09/15/2023
Rice, June	Courier	\$14.20/Hourly	09/07/2023	
Roy, Brandy	Cleaner	\$14.20/Hourly	08/02/2023	08/29/2023
<u>Temporary Appointments</u>				
<u>Name</u>	<u>Position</u>	<u>Rate</u>	<u>Effective Date</u>	<u>End Date</u>
Bowers, Katherine	Facilitator; ABL	\$35.00/Hourly	09/19/2023	06/30/2024
Wrigley, Roanna	Clerk	\$14.20/Hourly	08/28/2023	11/27/2023
<u>Student Aide Appointments; Minium Wage (\$14.20/Hourly)</u>				
<u>Name</u>			<u>Effective Date</u>	<u>End Date</u>
Chiusano, Anthony III			05/21/2021	07/02/2023
Santulli, Matthew			07/13/2023	06/30/2027
<u>Curriculum; \$28.00/Hourly; 07/01/2023 through 06/30/2024</u>				
<u>Name</u>				
Bush, Meg				
Speciale, Frank				
*Rate listed as the previous minium wage rate before the 12/31/2022 minium wage increase.				
**Refer to the Additional Compensation Sheet for rates.				
***No end date indicates position is ongoing.				

GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024

6.Q

October 3, 2023

TABLE OF CONTENTS

MINIMUM WAGE	1
SECTION ONE. SUBSTITUTES (EXCLUDING ESY) & TEMPORARY EMPLOYEES	2
A. Substitutes (Excluding ESY & Itinerant & Related Services).....	2
B. Substitutes (Itinerant & Related Services).....	3
C. Temporary Employees.....	4
SECTION TWO. EXTENDED SCHOOL YEAR (INCLUDING ESY SUBSTITUTES) & SUMMER SCHOOL (REGIONAL & BOCES P-TECH)	5
A. ESY Instructional Staff	5
B. ESY Non-Instructional Staff.....	6
C. ESY Substitutes - Instructional Staff.....	6
D. ESY Substitutes - Non-Instructional Staff.....	7
E. Summer School (Regional, BOCES P-Tech & Summer of Innovation).....	8
SECTION THREE. EXTRA WORK & HOURLY WORK	9
A. Extra Work.....	9
B. Curriculum and Staff Development.....	9
C. Adult Education/Community Education	10
D. After School Learning Center	10
E. Extended School Day Robotics.....	10

MINIMUM WAGE		\$14.20 per hour	12/31/2022	
---------------------	--	------------------	------------	--

GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024

SECTION ONE
SUBSTITUTES (EXCLUDING ESY & ITINERANT SERVICES) AND
TEMPORARY EMPLOYEES

A. SUBSTITUTES (EXLCUDING ESY & ITINERANT & RELATED SERVICES)

FINGERPRINTING:

- Effective date for fingerprinting initiatives - February 2, 2022
- Cost for fingerprinting will be paid for Teacher Aides
- Cost for fingerprinting will be reimbursed after one (1) day of substituting for Substitute Non-Certified Employees
- Claim Form for reimbursement will be provided to the substitute during onboarding

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

I SUBSTITUTES (excluding ESY & ITINERANT & RELATED SERVICES)

Building Maintenance Mechanic		\$15.00 per hour	01/28/2016
Building Maintenance Mechanic - BOCES Retiree	Retired BOCES Building Maintenance Mechanic subbing as a Building Maintenance Mechanic	\$20.00 per hour	01/28/2016
Cleaner		\$14.20 per hour	02/08/2023
Cleaner	BOCES Retiree	\$14.70 per hour	04/11/2023
Clerical	BOCES Retiree	\$14.20 per hour	01/01/2022
Clerical/Printing Clerk/Secretary		\$14.20 per hour	02/08/2023
Cook Manager or Food Service Supervisor	\$14.70 to \$23.70 per hour based on experience	\$14.70 to \$23.70	05/11/2021
Cook Manager or Food Service Supervisor	BOCES Retiree	Hourly rate at the time of retirement	12/31/2018
Bus Driver		\$20.00 per hour	06/06/2023
Courier/Food Service Truck Driver		\$14.20 per hour	02/08/2023
Laid Off Employee who subs in their former title (SSA, TAA, hard-to-fill titles in EA)		Will be paid the hourly rate they were paid at time of such lay off	07/01/2011
LPN		\$15.00 per hour	05/11/2021
Payroll Specialist/Clerk		\$20.00 per hour	07/01/2011
Registered Professional Nurse (RN not LPN)		\$18.00 per hour	05/11/2021
Repair Technician		\$14.20 per hour	02/08/2023
Teacher Aide		\$14.20 per hour	02/08/2023
Teacher Aide - BOCES retiree	Retired BOCES Teacher Aide subbing as a Teacher Aide or Teaching Assistant (effective 06/05/2019)	\$14.20 \$14.70 per hour	02/08/2023 10/03/2023
Teacher/School Social Worker-Non-Baccalaureate	No NYS Certification	\$120.00 per day	05/09/2023
Teacher/School Social Worker-Baccalaureate	No NYS Certification	\$130.00 per day	05/09/2023

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

SUBSTITUTES (excl. ESY & ITINERANT & RELATED SERVICES) (cont.)

Teacher/School Social Worker- with NYS Certification	Teacher must possess NYS Teacher Certification	\$140.00 per day	04/11/2023
Teacher/School Social Worker- with NYS Certification	Retiree from another School District - must possess NYS Teacher Certification	\$150.00 per day	04/11/2023
Teacher/School Social Worker- BOCES retiree w/NYS Certification (includes TAST Cert)	Retired BOCES NYS Certified Teacher subbing as a Teacher	\$160.00 per day	04/11/2023
Teaching Assistant	No NYS Certification	\$110.00 per day	04/11/2023
Teaching Assistant with NYS credentials **	Non-BOCES w/NYS Certification	\$120.00 per day	04/11/2023
Teaching Assistant with NYS credentials **	GST BOCES retiree w/NYS Certification	\$140.00 per day	04/11/2023
Teaching Assistant with NYS credentials **	Non-BOCES retiree w/NYS Certification	\$130.00 per day	04/11/2023
Teaching Assistant, Interpreter -	Must have interpreter education hour or degree, courses or background.	\$50.00 \$40.00 per hour or per contract	05/11/2021
	More than 93 days in a single, encumbered position,	Step 1 of	

** Includes BOCES retirees and Non-BOCES substitutes with a NYS Teacher or Teaching Assistant Certification

B. SUBSTITUTES-ITINERANT & RELATED SERVICES

SUBSTITUTES - ITINERANT & RELATED SERVICES

Teacher	Deaf & Hearing Impaired Blind & Visually Impaired	\$45.00 per hour	09/01/2016
Teacher	Speech & Hearing Impaired with Speech Pathology License	\$45.00 per hour	09/01/2016
Teacher/School Social Worker		Sub Teacher Daily Rate Schedule	09/01/2016
Occupational Therapist		\$45.00 per hour	09/01/2016
Physical Therapist		\$45.00 per hour	09/01/2016

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

C. TEMPORARY EMPLOYEES

TEMPORARY			
Administrator/Supervisor	Contract Daily	\$325.00 per day	07/01/2010
Supervisor Mentor	Contract Daily	\$325.00 per day	07/01/2010
Labor Relations Specialist Facilitator/Hearing Officer		\$40.00 per hour	01/26/2012
BOCES Adventure Course Facilitator/Teacher		\$35.00 per hour	03/01/2004
Bus Driver	Bush, Coopers, & Wildwood	\$18.00 per hour	05/10/2022
O&M Cleaner Cook Manager	Extra Summer Help	\$14.20 per hour	02/08/2023
Cook Manager	Extra Summer Help - Non- Current employee	\$14.70 to \$23.70 per hour based on experience	05/11/2021
Cook Manager	Current Employee - Extra Work	Paid at Current Salary Rate	12/31/2018
O&M Building Maintenance	Extra Summer Help	\$14.70 per hour	04/11/2023
Science Fair Coach		\$26.00 per hour	07/01/2013
Student Aides	Phoenix Academy Work- Study Program (BHA/ELS)	\$14.20 per hour	02/08/2023
Student Interns	Computer Services Center	\$14.20 per hour	02/08/2023
Student Laborer		\$14.20 per hour	02/08/2023
Student Laborer	Conservation Program, \$.50 above minimum wage - reimbursed by municipality	\$14.70 per hour	04/11/2023
Tutor	For All Students	\$25.00 per hour	04/01/2004
Teacher; Online Virtual Learning	Training (one-time)	\$350 per training	09/01/2013
Teacher; Online Virtual Learning	Per Semester/Per Student: oversight of courses, student progress and communications	\$250 per course	05/09/2023
Teacher, Online Virtual Learning	Instructional Hourly Rate for tutoring services and professional learning/training	\$35.00 per hour	05/09/2023
CTE/ALTED Proctor		\$14.20 per hour	02/08/2023

GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024

SECTION TWO
EXTENDED SCHOOL YEAR (INCLUDING ESY SUBSTITUTES) &
SUMMER SCHOOL

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

A. ESY INSTRUCTIONAL STAFF

EXTENDED SCHOOL YEAR	Summer Programs for Disabled Students with 12-month IEP's		
INSTRUCTIONAL STAFF			
Teacher	BOCES Teacher	Daily Rate of Pay	07/01/2016
Teacher	BOCES Teaching Assistant	Step 1 of current Teacher salary- Daily Rate	07/01/2016
Teacher	Non-BOCES Employee	Step 1 of current Teacher salary- Daily Rate	07/01/2016
Teaching Assistant	BOCES Teaching Assistant	Daily Rate of Pay	07/01/2016
Teaching Assistant	BOCES Teacher	Step 1 of current TAST salary	07/01/2016
Teaching Assistant	Non-BOCES Employee	Step 1 of current TAST salary	07/01/2016
Teaching Assistant	BOCES Teacher Aide	Step 1 of current TAST salary	07/01/2016
Occupational Therapist	BOCES OT	Daily Rate of Pay	07/01/2016
Occupational Therapist	Non-BOCES Employee	Step 1 of current Teacher salary schedule	07/01/2016
Physical Therapist	BOCES PT	Daily Rate of Pay	07/01/2016
Physical Therapist	Non-BOCES Employee	Step 1 of current Teacher salary schedule	07/01/2016
School Social Worker	BOCES SSW	Daily Rate of Pay	07/01/2016
School Social Worker	Non-BOCES Employee	Step 1 of current Teacher salary schedule	07/01/2016
Speech Therapist	BOCES Speech Therapist	Daily Rate of Pay	07/01/2016
Speech Therapist	Non-BOCES Employee	Step 1 of current Teacher salary schedule	07/01/2016
Job Coach	BOCES Job Coach	Current Daily Rate of Pay	07/01/2016

GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

B. ESY NON-INSTRUCTIONAL STAFF

EXTENDED SCHOOL YEAR	Summer Programs for Disabled Students with 12-month IEP's
-----------------------------	---

NON-INSTRUCTIONAL STAFF			
Teacher Aide	BOCES Teacher Aide	Adjusted Hourly Rate of Pay	07/01/2016
Teacher Aide	BOCES Teaching Assistant	\$14.20 per hour	02/08/2023
Teacher Aide	BOCES Teacher	\$14.20 per hour	02/08/2023
Teacher Aide	Non-BOCES Employee	\$14.20 per hour	02/08/2023
LPN	BOCES LPN	Adjusted Hourly Rate of Pay	07/01/2016
LPN	Non-BOCES Employee	Step 1 of current salary schedule (Grade 3)	07/01/2016
RN	BOCES RN	Adjusted Hourly Rate of Pay	07/01/2016
RN	Non-BOCES Employee	Step 1 of current salary schedule (Grade 8)	07/01/2016
Clerical	BOCES Clerical	\$14.20 per hour	02/08/2023
Clerical	Non-BOCES Employee	\$14.20 per hour	02/08/2023

C. ESY SUBSTITUTES-INSTRUCTIONAL STAFF

SUBSTITUTES - INSTRUCTIONAL STAFF			
Teacher	BOCES Teacher	Daily Rate of Pay	07/01/2016
Teacher	BOCES Teaching Assistant	Less than 10 years exp: Regular Rate of Pay(< 2 hrs) Regular Rate of Pay + \$20 (2-4.9 hrs); + \$40 (>= 5 hrs)	07/01/2017
Teacher	BOCES Teaching Assistant	More than 20 years exp: Regular Rate of Pay + \$30 (2-4.9 hrs); + \$ 60 (>= 5 hrs)	07/01/2017
Teacher	BOCES Teacher Aide	Regular Rate of Pay plus \$35.00 per Day w/Sub TAID	07/01/2017
Teacher	BOCES Teacher Aide	Regular Rate of Pay plus \$60.00 per Day w/o Sub TAID	07/01/2017
Teacher	Non-BOCES Employee	See Substitutes Section (based on degree/cert per regular additional comp sheet)	12/31/2017
Teaching Assistant	BOCES Employee	Daily Rate of Pay	12/31/2019
Teaching Assistant	BOCES Teacher	No NYS Cert \$110.00 per day NYS Cert \$120.00 per day	04/11/2023
Teaching Assistant	Non-BOCES Teacher	No NYS Cert \$110.00 per day NYS Cert \$120.00 per day	04/11/2023

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
EXTENDED SCHOOL YEAR	Summer Programs for Disabled Students with 12-month IEP's		

SUBSTITUTES - Instructional Staff (cont.)			
Teaching Assistant	BOCES Teacher Aide	Regular Rate of Pay plus \$27.00 per day w/Aide Regular Rate of Pay plus \$42.00 per day w/o Aide	07/01/2017
Teaching Assistant	Non-BOCES without NYS Certification	\$110.00 per day	04/11/2023
Teaching Assistant	Non-BOCES with NYS certification	\$120.00 per day	04/11/2023
Occupational Therapist	BOCES OT	Regular Daily Rate of Pay	07/01/2016
Occupational Therapist	Non-BOCES Employee	Step 1 of current EA salary schedule	07/01/2016
Physical Therapist	BOCES PT	Regular Daily Rate of Pay	07/01/2016
Physical Therapist	Non-BOCES Employee	Step 1 of EA Agreement	05/11/2021
School Social Worker	BOCES Employee	Regular Daily Rate of Pay	07/01/2016
School Social Worker	Non-BOCES Employee	Step 1 of EA Agreement	05/11/2021

D. ESY SUBSTITUTES-NON-INSTRUCTIONAL STAFF

EXTENDED SCHOOL YEAR	Summer Programs for Disabled Students with 12-month IEP's
-----------------------------	---

SUBSTITUTES - Non-Instructional Staff			
Teacher Aide	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
Teacher Aide	BOCES Teacher	\$14.20 per hour	02/08/2023
Teacher Aide	BOCES Teaching Assistant	\$14.20 per hour	02/08/2023
Teacher Aide	Non-BOCES Employee	\$14.20 per hour	02/08/2023
RN	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
RN	Non-BOCES Employee	\$18.00 per hour	05/11/2021
LPN	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
LPN	Non-BOCES Employee	\$15.00 per hour	05/11/2021
Clerical	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
Clerical	Non-BOCES Employee	\$14.20 per hour	02/08/2023

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

E. SUMMER SCHOOL (REGIONAL AND BOCES P-TECH)

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
SUMMER SCHOOL	Summer Programs for Regents, Driver Education Courses and P-Tech Classes		
Classroom Instructor		\$38.00 per hour	04/05/2022
Driver Education Instructor		\$38.00 per hour	04/05/2022
Librarian		\$38.00 per hour	04/05/2022
Teaching Assistant		\$22.00 per hour	05/10/2022
Registered Nurse		\$23.50 per hour	07/09/2019
Teacher Aide		\$14.20 per hour	02/08/2023
Office Staff		\$17.00 per hour	04/05/2022
Registered Nurse Sub		\$23.50 per hour	04/05/2022
Teacher Aide Sub		\$14.20 per hour	02/08/2023
NYS Certified Teacher Sub (currently working in program)		\$38.00 per hour	04/05/2022
Teaching Assistant Sub (uncertified)		\$15.00 per hour	04/05/2022
Non-NYS Certified Teacher Sub		\$25.00 per hour	04/05/2022
SUMMER OF INNOVATION	Several Southern Tier organizations have united to offer unique learning opportunities for students during the summer months, extending the traditional school year into a third summer semester. Students are provided with STEM skills that are essential to their success in the future.		
Teacher		\$38.00 per hour	04/05/2022

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

SECTION THREE EXTRA WORK AND HOURLY WORK

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

A. EXTRA WORK

EXTRA WORK	Current employee who provides program or services beyond normal workday and does not provide these services in any other category.		
Non-Instructional Staff	Support Staff and Teacher Aide ONLY ; anything in addition to normal workday	1.5 times regular hourly rate	07/01/2010
Instructional Staff: Non-professional duties	This is the result of arbitrator's decision 1/22/2020 - no BOE action required.	\$25.00 extra work rate from 6.15 (a) of GSTBEA contract	01/22/2020
Instructional Staff: Professional duties	Professional duties which include teaching, lesson planning, assessment development, or a post-observation conference, but does not include "clerical work" and "time being spent trained" (exception to Cosmetology & Culinary per Contract Section 6.15 (c),(d)	Hourly	01/22/2020

B. CURRICULUM AND STAFF DEVELOPMENT/STEM TRAINING

CURRICULUM & STAFF DEVELOPMENT/STEM TRAINING			
Teaching Professionals/Facilitator & Co-Facilitator	Includes co-presenters, ABL; Adventure Based Learning	\$35.00 per hour	05/11/2021
BOCES Teacher/Teaching Assistant participant in (BOCES or Shared Regional) program	Beyond regular workday, STEM, LEAP, BRIDGE, & TCI Training	\$25.00 per hour	07/01/2006
BOCES Teacher Aide participant in (BOCES or Shared Regional) program	TCI Training ONLY - during summer*	\$14.20 per hour	02/08/2023
Regional Teacher Center Workshop Facilitator	Regional Facilitator / Presenter	\$45.00 per hour	07/01/2008
Examination Scorer (NYS Certified Teacher)		\$35.00 per hour	12/06/2011

*Teacher Aide TCI Training during regular school year through Phoenix Academy held during workday and paid regular hourly rate of pay

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2023-2024

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
----------	------------	-------------	-----------

C. ADULT EDUCATION/COMMUNITY EDUCATION

ADULT EDUCATION / COMMUNITY EDUCATION

Providing Programs to adults in post-secondary education. Providing services in special projects or continuing/community education programs.

Adult Education Instructors in RN Programs	Instructors "with" NYS RN License-classroom/clinicals	\$28.00 per hour	07/09/2018
Certified Adult Education Instructors	Instructors "with" NYS Certification or Adult Education Certification or appropriate NYS license teaching in programs that require a certification or appropriate license to teach	\$25.00 per hour	05/11/2021
Uncertified Adult Education Instructors	Instructors "without" NYS Certification or Adult Education Certification or appropriate NYS license teaching in programs that require certification or license to teach; instructors who do not require certification or license to teach or assist in their program.	\$20.00 per hour	05/11/2021
Avocational Instructors	(Dog obedience, hobbies, etc.) whether certified or licensed or not	\$20.00 per hour	05/11/2021
Consultant Instructors	Physical Therapists and Nutritionists	\$25.00 per hour	07/01/2010
GED Examiner		\$25.00 per hour	05/11/2021
GED Alternative Examiner		\$20.00 per hour	10/07/2008
GED Proctors & Support		\$14.20 per hour	02/08/2023
Lifeguard		\$14.20 per hour	02/08/2023

D. AFTER SCHOOL LEARNING CENTER

AFTER SCHOOL LEARNING CENTER

Teaching Assistant		\$20.00/Hour	07/01/2016
Teacher		\$30.00/Hour	07/01/2016
Principal		\$40.00/Hour	07/01/2016

E. EXTENDED SCHOOL DAY ROBOTICS

EXTENDED SCHOOL DAY ROBOTICS

Instructor		\$650.00/Session	07/01/2016
------------	--	------------------	------------