

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. RESIGNATIONS

| Name | Position | Eff. Date | Date of Hire |
|--------------------|--------------------|------------------|---------------------|
| 1. Kaeden Weakland | Teaching Assistant | 12/03/23 | 09/01/23 |
| 2. Sarah Pragle | Physical Therapist | 01/11/24 | 09/23/11 |

B. AMENDED APPOINTMENTS Corrective Action from 12/05/23 Board Meeting

| Name | Position | Eff Date | Corrective Action |
|--------------------|----------------------------|-----------------|--------------------------|
| 1. Fionna O'Connor | Education Grant Specialist | 12/29/23 | Resignation |
| 2. Andrea Lewis | Cook Manager | 12/18/23 | Permanent date |
| 3. Noah Gardiner | Net Tech Spec Trainee | 11/06/23 | Provisional |

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

| Name | Position | Effective | Status |
|--|--------------------|------------------|---------------|
| 1. Daniel Conklin Tenure Area: Teaching Assistant | Teaching Assistant | 01/13/24 | Level 3 TA |

D. APPOINTMENTS

| Name | Position | Probationary Period | Status |
|---|--------------------|----------------------------|---------------|
| 1. John Moore Tenure Area: No Tenure due to part time position | Teacher - Math | No Probation | Permanent |
| 2. Miroslava McNamara Tenure Area: Teaching Assistant | Teaching Assistant | 11/14/23 – 01/13/27 | Level 1 TA |
| 3. Kaitlin Beardslee Tenure Area: Teaching Assistant | Teaching Assistant | 11/27/23 – 11/26/27 | Level 1 TA |

E. TEMPORARY TO PROBATIONARY APPOINTMENTS, due to successful completion of certification requirements. No change in Salary

| Name | Position | Probationary Period | Certification |
|----------------------|--------------------|----------------------------|-----------------------|
| 1. Kalyska Payne | Teaching Assistant | 11/22/23 – 11/21/27 | L1 Teaching Assistant |
| 2. Halle Kastenhuber | Teaching Assistant | 12/09/23 – 12/08/27 | L1 Teaching Assistant |

F. TEMPORARY APPOINTMENTS, appointment pending completion of certification requirements expiring June 26, 2024

| Name | Position | Eff Date |
|---|----------------------|-----------------|
| 1. Jennifer Grasmeyer Certification Area: Not certified, School Social Worker required | School Social Worker | 12/18/23 |
| 2. Ashley Durfee Certification Area: Not certified, Special Education required | Teacher | 01/16/24 |
| 3. Jenna Audinwood Certification Area: Not certified, Teaching Assistant required | Teaching Assistant | 12/08/23 |
| 4. Brittaney Rogers Certification Area: Not certified, Teaching Assistant required | Teaching Assistant | 12/14/23 |

5. Melissa Hooker Teaching Assistant 12/18/23
Certification Area: Not certified, Teaching Assistant required
6. Brianna Tucker Teaching Assistant 12/21/23
Certification Area: Not certified, Teaching Assistant required
7. Dylan Hembrooke-Turner Teaching Assistant 12/21/23
Certification Area: Not certified, Teaching Assistant required

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

| Name | Position | Permanent Date |
|-------------------------|--------------------|-----------------------|
| 1. Kristin Farwell | Physical Therapist | 01/04/24 |
| 2. Kathleen Burns-Carne | Physical Therapist | 01/30/24 |
| 3. Kathy Jo Minnick | Registered Nurse | 02/05/24 |
| 4. Tammy VanEtten | Printing Clerk | 01/04/24 |
| 5. Kimberly Koval | Teacher Aide | 01/08/24 |

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

| Name | Position | Eff Date |
|-----------------|----------------------------|-----------------|
| 1. Tammy Miller | Education Grant Specialist | 12/18/23 |
| 2. Jason Ford | Net Tech Spec Trainee | 12/18/23 |

I. NON-COMPETITIVE CIVIL SERVICE PROBATIONARY APPOINTMENT

| Name | Position | Probationary Period |
|-------------------|-----------------|----------------------------|
| 1. Kahlia Rivera | Teacher Aide | 11/13/23 – 01/20/25 |
| 2. Erica Ehrhardt | Teacher Aide | 12/08/23 – 02/14/25 |

J. Certification of BOCES Bus Drivers for 2023 – 2024

Volunteers

Name

- Carol Buckley
- Angela Dickinson
- Jennifer Wacenske

K. STIPENDS

| Name | Stipend | Eff. Date | Amount |
|-------------------|----------------------------------|---------------------|---------------|
| 1. Kelly Benjamin | Drug & Alcohol Program | 07/01/23 – 12/31/23 | \$5,000.00 |
| 2. Nicole Elston | Drug & Alcohol Program | 01/01/24 – 06/30/24 | \$5,000.00 |
| 3. Andrew Olin | Skills USA | 09/05/23 – 06/26/24 | \$1,376.00 |
| 4. Janice Swett | Skills USA | 09/05/23 – 06/26/24 | \$1,376.00 |
| 5. Allen Orshall | Mentor for M. Martuscello Year 1 | 12/01/23 – 12/31/23 | \$ 114.60 |
| 6. Allen Orshall | Mentor for M. Martuscello Year 2 | 01/01/24 – 06/24/24 | \$ 550.20 |

REPORT OF TEMPORARY AND SUBSTITUTE PERSONNEL

6.L

January 3, 2024

| Substitute Appointments | | | | |
|--|------------------------------|----------------|-----------------------|--------------------|
| Name | Position | Rate* | Effective Date | End Date*** |
| Adams, Paulette | Teacher Aide | \$14.20/Hourly | 12/11/2023 | |
| Adams, Paulette | Teaching Assistant | \$110.00/Daily | 12/11/2023 | |
| Bement, Kristina | Teacher Aide | \$15.00/Hourly | 01/02/2024 | |
| Bement, Kristina | Teaching Assistant | \$120.00/Daily | 01/02/2024 | |
| Davis, Jocelyn | Teacher Aide | \$14.20/Hourly | 12/07/2023 | |
| Mowchan, Mallory | Teacher | \$120.00/Daily | 12/08/2023 | |
| Mowchan, Mallory | Teacher Aide | \$14.20/Hourly | 12/08/2023 | |
| Mowchan, Mallory | Teaching Assistant | \$110.00/Daily | 12/08/2023 | |
| | | | | |
| Temporary Appointments | | | | |
| Name | Position | Rate | Effective Date | End Date*** |
| Campbell, Casey | Adult Ed Instructor - Hourly | \$28.00/Hourly | 12/18/2023 | |
| | | | | |
| Student Aide Appointments; Minium Wage (\$14.20/Hourly)* | | | | |
| Name | | | Effective Date | End Date |
| Stephens, Nathan | | | 11/27/2023 | 06/30/2028 |
| Moore, Taylor | | | 11/21/2023 | 06/30/2027 |
| | | | | |
| Internships/Student Teachers/Field Experience | | | | |
| Name | Position | Rate | Effective Date | End Date |
| Chiusano, Anthony III | Student Intern | \$15.00/Hourly | 01/16/2024 | 06/30/2024 |
| | | | | |
| *Rate listed as the previous minium wage before the 01/01/2024 minium wage increase of \$15.00. | | | | |
| ***No end date indicates position is ongoing. | | | | |
| <i>Refer to the Additional Compensation Sheet for rates.</i> | | | | |

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| | | | |
|---------------------|--|------------------|------------|
| MINIMUM WAGE | | \$15.00 per hour | 01/01/2024 |
|---------------------|--|------------------|------------|

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

GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024

SECTION ONE
SUBSTITUTES AND TEMPORARY EMPLOYEES

A. SUBSTITUTES (Including ESY)

| Subbing As: | Definition/Regular Role | Rate of Pay | Effective |
|--|---|---------------------------------------|------------------|
| Building Maintenance Mechanic | | \$15.80 per hour | 01/01/2024 |
| Building Maintenance Mechanic - BOCES Retiree | Retired BOCES Building Maintenance Mechanic | \$20.00 per hour | 01/28/2016 |
| Cleaner | | \$15.00 per hour | 01/01/2024 |
| Cleaner | BOCES Retiree | \$15.50 per hour | 01/01/2024 |
| Clerical | BOCES Retiree | \$15.50 per hour | 01/01/2024 |
| Clerical/Printing Clerk/Secretary | Non- BOCES | \$15.00 per hour | 01/01/2024 |
| Cook Manager or Food Service Supervisor-Including Summer Help | Based on Experience | \$15.50 to \$25.00 | 01/01/2024 |
| Cook Manager or Food Service Supervisor-Including Summer Help | 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 | | \$15.00 per hour | 01/01/2024 |
| Laid Off Employee who subs in their former title (SSA, TAA, hard-to-fill titles in EA) | | Hourly Rate at time of Lay off | 07/01/2011 |
| LPN | | Step 1 of Salary Schedule (Grade 3) | 05/11/2021 |
| Payroll Specialist/Clerk | | \$20.00 per hour | 07/01/2011 |
| Registered Nurse (RN) | Non-BOCES Employee | Step 1 of Salary Schedule (Grade 8) | 01/01/2024 |
| Teacher Aide | Non-BOCES Employee, BOCES Teacher BOCES Teaching Assistant | \$15.71 per hour | 01/01/2024 |
| Teacher Aide | BOCES Retired Aide | \$20.00 per hour | 01/01/2024 |
| 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 |
| 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 |

**GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024**

| SUBSTITUTES (cont.) | | | |
|--|--|----------------------------------|------------------|
| Subbing As: | Definition/Regular Role | Rate of Pay | Effective |
| 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 degree, courses or background. | \$50.00 per hour or per contract | 10/04/2023 |

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

B. SUBSTITUTES-ITINERANT & RELATED SERVICES

| Subbing As: | Definition/Regular Role | Rate of Pay | Effective |
|------------------------|---|--------------------|------------------|
| 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 |
| Occupational Therapist | | \$45.00 per hour | 09/01/2016 |
| Physical Therapist | | \$45.00 per hour | 09/01/2016 |

C. CURRICULUM AND STAFF DEVELOPMENT/STEM TRAINING

| Subbing As: | Definition/Regular Role | Rate of Pay | Effective |
|---|--|--------------------|------------------|
| Teaching Professionals/Facilitator & Co-Facilitator | Includes co-presenters, ABL; Adventure Based Learning | \$38.00 per hour | 01/01/2024 |
| Regional Teacher Center Workshop Facilitator | Regional Facilitator / Presenter | \$45.00 per hour | 07/01/2008 |
| Examination Scorer (NYS Certified Teacher) | | \$38.00 per hour | 01/01/2024 |

**GST BOCES ADDITIONAL COMPENSATION SCHEDULE
2023-2024**

D. TEMPORARY EMPLOYEES

| TEMPORARY | | | |
|----------------------------------|---|--------------------|------------------|
| Subbing As: | Definition/Regular Role | Rate of Pay | Effective |
| Administrator/Supervisor | Must hold Admin Certification | \$45.00 per hour | 01/01/2024 |
| O&M Cleaner | Extra Summer Help | \$15.50 per hour | 01/01/2024 |
| O&M Building Maintenance | Extra Summer Help | \$15.50 per hour | 01/01/2024 |
| Student Workers | Intern, Laborer | \$15.50 per hour | 01/01/2024 |
| 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 |

E. ADULT EDUCATION/COMMUNITY EDUCATION

| <i>Providing Programs to adults in post-secondary education. Providing services in special projects or continuing/community education programs.</i> | | | |
|---|---|------------------|------------|
| Adult Education Instructors | Licensed or Certified | \$38.00 per hour | 01/01/2024 |
| Uncertified Adult Education Instructors | Not Certified or Un-Licensed | \$28.00 per hour | 01/01/2024 |
| Avocational Instructors | (Dog obedience, hobbies, etc.) regardless of certification or license | \$25.00 per hour | 01/01/2024 |
| Lifeguard | | \$15.71 per hour | 01/01/2024 |

**SECTION TWO
SUMMER SCHOOL**

A. REGIONAL, BOCES P-TECH, SUMMER OF INNOVATION, ESY NON-BOCES

| Working As: | Definition/Regular Role | Rate of Pay | Effective |
|--|--------------------------------|-------------------------------------|------------------|
| Classroom Instructor Driver Education Instructor Librarian Summer of Innovation Teacher | | \$38.00 per hour | 04/05/2022 |
| Teaching Assistant | | \$22.00 per hour | 05/10/2022 |
| Office Staff | | \$17.00 per hour | 04/05/2022 |
| Non-NYS Certified Teacher Sub | | \$25.00 per hour | 04/05/2022 |
| ESY All Positions | NON -BOCES | Step 1 of Corresponding Contract | 01/01/2024 |
| ALL SUBSTITUTES REFER TO SECTION 1 | | | |