

## 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. RETIREMENT

Name	Position	Eff. Date	Date of Hire
1. Amy Towery	Teaching Assistant	02/21/25	02/09/15
2. Sharon Theetge	Cleaner	06/30/25	10/04/99

### B. RESIGNATIONS

Name	Position	Eff. Date	Date of Hire
1. Nicki Watson	Teacher Aide	01/15/25	01/08/25
2. Justin Newton	Network Technology Specialist	01/22/25	08/08/22
3. Michael Rodabaugh	Network Technology Specialist	01/28/25	11/14/22
4. LaTasha Blaney	Teacher Aide	01/31/25	01/15/25
5. Sarah Smith	Career Education Specialist	01/31/25	03/25/24
6. Kristy Cragle	Career Program Specialist	02/07/25	09/03/19
7. Kelli Castellano	Teaching Assistant	02/21/25	08/31/22

### C. RECLASSIFICATION OF POSITION

Position	Eff. Date
1. Administrative Assistant (1.0 FTE) to Program Assistant (1.0 FTE)	01/27/2025

### D. DECREASE IN ASSIGNMENT

Name	Position	Decrease	Eff. Date
1. Maggie Schanbacher	Physical Therapist	1.0 FTE to .52 FTE	01/06/25
2. Amna Gafsi	Teaching Assistant	1.0 FTE to .86 FTE	01/06/25

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

Name	Position	Effective	Status
1. Theresa Houck	School Social Worker	03/01/2025	Provisional
Tenure Area: School Social Worker			

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

Name	Position	Probationary Period	Certification
1. Camilla Green	Assistant Principal - CTE	01/01/25 – 12/31/29	Initial
Tenure Area: Assistant Principal			
2. Anamaria Milazzo	Teaching Assistant	12/25/24 – 12/24/28	Level 1 TA
Tenure Area: Teaching Assistant			
3. Kevin Kurcoba	Teaching Assistant	01/07/25 – 01/06/29	Level 1 TA
Tenure Area: Teaching Assistant			
4. Kirk Hoad	Teaching Assistant	01/16/25 – 01/15/29	Level 1 TA
Tenure Area: Teaching Assistant			

**G. TEMPORARY APPOINTMENTS**, appointment pending completion of certification requirements expiring June 27, 2025

<b>Name</b>	<b>Position</b>	<b>Eff Date</b>
1. Tyler Dentzau	Teaching Assistant	02/03/25
Certification Area: Not certified, Teaching Assistant required		

**H. CHANGE IN CIVIL SERVICE APPOINTMENT**,

<b>Name</b>	<b>Position</b>	<b>Eff Date</b>
1. Jacki Hurd	From Sr Account Clerk to Payroll Specialist	11/21/24

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

<b>Name</b>	<b>Position</b>	<b>Permanent Date</b>
1. Nicole Bordeaux	Registered Nurse	02/18/25
2. Mignon Grunden	Registered Nurse	02/26/25

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

<b>Name</b>	<b>Position</b>	<b>Prob Period</b>	<b>Exam No</b>
1. Julie Wheeler	Occupational Therapist	01/07/25 – 11/07/25	Con't Rec
2. Morgan Povoski	Occupational Therapist	01/07/25 – 11/07/25	Con't Rec
3. Timothy Meyer	Ops Comm Specialist	01/07/25 – 08/31/25	23714020
4. Hannah Lehman	Physical Therapist	01/07/25 – 08/31/25	Con't Rec

**K. NON-COMPETITIVE CIVIL SERVICE PROBATIONARY APPOINTMENT**

<b>Name</b>	<b>Position</b>	<b>Probationary Period</b>
1. Nicki Watson	Teacher Aide	01/08/25 – 03/15/26
2. LaTasha Blaney	Teacher Aide	01/15/25 – 03/22/26
3. Alaura Hannan	Teacher Aide	01/17/25 – 03/24/26
4. Morgan Hurd	Teacher Aide	01/21/25 – 03/29/26

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

<b>Name</b>	<b>Position</b>	<b>Eff Date</b>
1. Kaila McElroy	Account Clerk	07/01/24
2. Jacki Hurd	Payroll Specialist	11/21/24
3. Matthew DeGolyer	Network Technology Specialist	01/02/25
4. Edward White	Data Protection Officer	02/01/25
5. Shayna Perry	Comp Apps Specialist Trainee	02/03/25

**M. STIPENDS**

<b>Name</b>	<b>Stipend</b>	<b>Effective Date</b>	<b>Amount</b>
1. Sharon Theetge	Team Leader	12/17/24 – 06/30/25	\$ 1,341.00

\*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.N**

February 4, 2025

<b><u>Substitute Appointments</u></b>				
<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Rate**</u></b>	<b><u>Effective Date</u></b>	<b><u>End Date***</u></b>
Wallace, Sandra	Teacher	\$160.00/Daily	01/06/2025	
Wallace, Sandra	Teaching Assistant	\$140.00/Daily	01/06/2025	
Reed, Chloe	Teaching Assistant	\$120.00/Daily	01/06/2025	
Reed, Chloe	Teacher	\$130.00/Daily	01/06/2025	
Reed, Chloe	Teacher Aide	\$15.71/Hourly	01/06/2025	
Littlefield, Payton	Teaching Assistant	\$110.00/Daily	12/18/2024	
Littlefield, Payton	Teacher	\$120.00/Daily	12/18/2024	
Littlefield, Payton	Teacher Aide	\$15.71/Hourly	12/18/2024	
Tong, Kobe	Teaching Assistant	\$110.00/Daily	01/06/2025	
Tong, Kobe	Teacher	\$120.00/Daily	01/06/2025	
Tong, Kobe	Teacher Aide	\$15.71/Hourly	01/06/2025	
McDaniels, MacKenzie	Teaching Assistant	\$110.00/Daily	01/08/2025	
McDaniels, MacKenzie	Teacher	\$120.00/Daily	01/08/2025	
Roote, Tristan	Teacher Aide	\$15.50/Daily	01/22/2025	
Roote, Tristan	Teaching Assistant	\$110.00/Daily	01/22/2025	
Roote, Tristan	Teacher	\$120.00/Daily	01/22/2025	
<b><u>Temporary Appointments</u></b>				
<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Rate**</u></b>	<b><u>Effective Date</u></b>	<b><u>End Date</u></b>
Crandall, Kathy	Computer Applications Specialist - Hourly	\$34.52/Hourly	12/11/2024	
Almekinder, Anne	Instructional Support Teacher Grant - Hourly	\$32.00/Hourly	10/01/2024	06/30/2025
Bement, Pamela	Instructional Support Teacher Grant - Hourly	\$32.00/Hourly	10/01/2024	06/30/2025
Swimley, Shane	Instructional Support Specialist Grant - Hourly	\$32.00/Hourly	10/01/2024	06/30/2025
Hibbard, Michele	Program Assistant - Hourly	\$32.37/Hourly	01/27/2025	04/30/2025
<b><u>Student Aide Appointments; Minium Wage*</u></b>				
<b><u>Name</u></b>			<b><u>Effective Date</u></b>	<b><u>End Date</u></b>
Young, Nathan			12/13/2024	06/30/2027
Hoffman, Benjamin			01/06/2025	06/30/2030
<b>* Minuim wage: prior to 01/01/2025: \$15.00 per hour, and as of 01/01/2025: \$15.50 per hour.</b>				
<b>**Refer to the Additional Compensation Sheet for rates.</b>				
<b>***No end date indicates position is ongoing.</b>				

**GST BOCES ADDITIONAL COMPENSATION SCHEDULE  
2024-2025**

**6.O**

February 4, 2025

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<b>MINIMUM WAGE</b>		Per NYS Law	01/01/2025	
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**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 2024-2025

## SECTION ONE SUBSTITUTES AND TEMPORARY EMPLOYEES

### A. SUBSTITUTES (Including ESY)

<b>Subbing As:</b>	<b>Definition/Regular Role</b>	<b>Rate of Pay</b>	<b>Effective</b>
Building Maintenance Mechanic		Min+.80 per hour	01/012025
Building Maintenance Mechanic - BOCES Retiree	Retired BOCES Building Maintenance Mechanic	\$20.00 per hour	01/28/2016
Cleaner		Min Wage	01/012025
Cleaner	BOCES Retiree	Min+.50 per hour	01/012025
Clerical	BOCES Retiree	Min+.50 per hour	01/012025
Clerical/Printing Clerk/Secretary	Non- BOCES	Min Wage	01/012025
Cook Manager or Food Service Supervisor-Including Summer Help	Based on Experience	Base Min+.50 up to \$25 per hour	01/012025
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/Drone Official		Min Wage	01/012025
Drone Soccer Referee		Min+\$2 per hour	
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	Min+.71 per hour	01/012025
Teacher Aide	BOCES Retired Aide	Hourly rate at the time of retirement	01/012025
Teacher/School Social Worker-Non-Baccalaureate	No NYS Certification	Min+\$2 per hour	01/012025
Teacher/School Social Worker-Baccalaureate	No NYS Certification	Min+\$3.50 per hour	01/012025
Teacher/School Social Worker-with NYS Certification	Teacher must possess NYS Teacher Certification	Min+4.50 per hour	01/012025
Teacher/School Social Worker-with NYS Certification	Retiree from another School District - must possess NYS Teacher Certification	Min+\$6 per hour	01/012025
Teacher/School Social Worker-BOCES retiree <b>w/NYS</b> Certification (includes TAST Cert)	Retired BOCES NYS Certified Teacher subbing as a Teacher	Min+\$7.50 per hour	01/012025

# GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2024-2025

<b>SUBSTITUTES (cont.)</b>			
<b><i>Subbing As:</i></b>	<b><i>Definition/Regular Role</i></b>	<b><i>Rate of Pay</i></b>	<b><i>Effective</i></b>
Teaching Assistant	No NYS Certification	Min+.71 per hour	01/012025
Teaching Assistant with NYS credentials **	Non-BOCES w/NYS Certification	Min+\$2 per hour	01/012025
Teaching Assistant with NYS credentials **	GST BOCES retiree w/NYS Certification	Min+\$4.50 per hour	01/012025
Teaching Assistant with NYS credentials **	Non-BOCES retiree w/NYS Certification	Min+\$3.50 per hour	01/012025
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**

<b><i>Subbing As:</i></b>	<b><i>Definition/Regular Role</i></b>	<b><i>Rate of Pay</i></b>	<b><i>Effective</i></b>
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**

<b><i>Subbing As:</i></b>	<b><i>Definition/Regular Role</i></b>	<b><i>Rate of Pay</i></b>	<b><i>Effective</i></b>
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
Licensed/Certified Instructor	CPR, HSI	\$38 per hour	
Proctor	BOCES Certified Teacher BOCES Retiree	Min+\$7 per hour Min+\$10 per hour	01/012025

# GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2024-2025

## D. TEMPORARY EMPLOYEES

<b>TEMPORARY</b>			
<b>Subbing As:</b>	<b>Definition/Regular Role</b>	<b>Rate of Pay</b>	<b>Effective</b>
Administrator/Supervisor	Must hold Admin Certification	\$45.00 per hour	01/01/2025
O&M Cleaner	Extra Summer Help	Min+.50 per hour	01/01/2025
O&M Building Maintenance	Extra Summer Help	Min+.50 per hour	01/01/2025
Student Workers	Intern, Laborer	Min+.50 per hour	01/01/2025
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

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

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		Min+.71 per hour	01/01/2025

## SECTION TWO SUMMER SCHOOL

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

<b>Working As:</b>	<b>Definition/Regular Role</b>	<b>Rate of Pay</b>	<b>Effective</b>
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
<b>ALL SUBSTITUTES REFER TO SECTION 1</b>			