

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. Gerry Rumsey	Teacher Aide	06/27/25	10/22/07

B. RESIGNATIONS

Name	Position	Eff. Date	Date of Hire
1. Donna Mineo	Online Teacher	03/27/25	08/01/24
2. Doris Kelley	Personnel Clerk	04/03/25	06/27/22
3. Makaila Dapp	Teaching Assistant	04/18/25	09/06/23
4. Kelsy Wilson	Teaching Assistant	04/26/25	09/05/23
5. John Marsh, Jr.	Custodian	04/02/25	02/21/17

To accept internal GST BOCES position of: Teaching Assistant, effective 04/03/25

C. AMENDED APPOINTMENTS

Name	Position	Corrective Action	Eff. Date
1. LeSandra Bertch From 10/03/23 Board Meeting	Registered Professional Nurse	Resigned 01/01/24 (not retire)	01/01/24
2. Tiffany Davis From 03/04/25 Board Meeting	Teaching Assistant	11/05/24 – 11/04/28 7.0 to 7.25 hrs/day 02/03/25	11/5/24

D. RECLASSIFICATION OF POSITION

Position	Eff. Date
1. Sr. Computer Programmer Analyst (1.0 FTE) to Computer Programmer Analyst (1.0 FTE)	03/04/25

E. INCREASE IN HOURS

Name	Position	Increase	Eff. Date
1. Shelby Russell	Teaching Assistant	.89 FTE to 1.0 FTE	03/03/25
2. Chris Callas	Career Ed Resource Spec	Hourly to .8 FTE	03/24/25
3. Robin Ott	Career Ed Resource Spec	.8 FTE to 1.0	03/24/25
4. Alisa Wright	Career Ed Resource Spec	.8 FTE to 1.0	03/24/25

F. DECREASE IN HOURS

Name	Position	Decrease	Eff. Date
1. Jennifer Robbins	Teacher Aide	6.5 hrs to 6.0 hrs	02/24/25

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

Name	Position	Effective	Status
1. Robert Sherburne	Director Career & Technical Education	04/14/25	Professional
	Tenure Area: School District Leader		
2. Theresa Penner	Teacher	04/18/25	Permanent
	Tenure Area: Education of Children with Handicapping Conditions – Spec Ed		
3. Kristen Miller	Principal	04/26/25	Professional
	Tenure Area: Principal – Pathways in Technology		

H. APPOINTMENTS

Name	Position	Probationary Period	Status
1. Jacob Ruland	Teaching Assistant	02/27/25 – 02/26/29	Level 1 TA
Tenure Area: Teaching Assistant			
2. Kourtney Evans	Teaching Assistant	03/24/25 – 03/23/29	Level 3 TA
Tenure Area: Teaching Assistant			
3. Danielle Wightman	Teaching Assistant	04/01/25 – 03/31/29	Level 3 TA
Tenure Area: Teaching Assistant			
4. Samantha Lavi	Teacher	03/31/25 – 03/30/29	Initial
Tenure Area: Education of Children w/ Handicapping Conditions – Gen Spe Ed			
5. Samantha Meriwether	School Social Worker	04/07/25 – 04/06/29	Provisional
Tenure Area: School Social Worker			

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

Name	Position	Probationary Period	Certification
1. Mikayla Cusak	Teaching Assistant	03/21/25 – 03/20/29	Level 1 TA
Tenure Area: Teaching Assistant			
2. Sara Zepkowski	Teaching Assistant	03/27/25 – 03/26/29	Level 1 TA
Tenure Area: Teaching Assistant			

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

Name	Position	Eff Date
1. Xander Gillette	Teaching Assistant	03/12/25
Certification Area: Not certified, Teaching Assistant required		
2. Crystal Huntley	Teaching Assistant	03/17/25
Certification Area: Not certified, Teaching Assistant required		
3. John Marsh Jr	Teaching Assistant	04/03/25
Certification Area: Not certified, Teaching Assistant required		

K. CIVIL SERVICE REINSTATEMENT, returning from layoff

Name	Position	Eff Date
1. James vanDright	Computer Programmer/Analyst	03/24/25

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

Name	Position	Permanent Date
1. Samantha White	Administrative Assistant	10/01/24
2. Whitney Aini	Occupational Therapist	04/10/25
3. Jacoby Coffin	Network Technology Specialist	04/10/25
4. Benjamin Marczyk	Computer Applications Specialist	04/18/25
5. Kelly Clark	Computer Applications Specialist	05/09/25

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

Name	Position	Prob Period	Exam No
1. Johanna Barringer Stewart	Edu Grant Specialist	03/04/25 – 09/03/25	88572010
2. Chris Callas	Career Ed Res Spec	03/24/25 – 03/223/26	61570

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

Name	Position	Eff Date
1. Joel Kramer	Health & Safety Compliance Specialist	03/05/25

O. MENTOR STIPENDS

Name	Stipend	Beg Teacher	Eff. Date	Amount
1. Beverly Croston	Year 1	M Bennett	02/01/25 – 06/27/25	\$ 469.60

P. RESIGNATIONS

Name	Position	Eff. Date	Date of Hire
1. James vanDright	Computer Programmer/Analyst	04/03/25	03/24/25

*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.Q

APRIL 8, 2025

Substitute Appointments				
<u>Name</u>	<u>Position</u>	<u>Rate**</u>	<u>Effective Date</u>	<u>End Date***</u>
Clearwater, Lewis	Teacher	\$17.50/Hourly	03/10/2025	
Clearwater, Lewis	Teaching Assistant	\$16.21/Hourly	03/10/2025	
Clearwater, Lewis	Teacher Aide	\$16.21/Hourly	03/10/2025	
Wida, Makenzie	Teacher	\$17.50/Hourly	03/07/2025	
Wida, Makenzie	Teaching Assistant	\$16.21/Hourly	03/07/2025	
Wida, Makenzie	Teacher Aide	\$16.21/Hourly	03/07/2025	
Bush, Hannah	Cleaner	\$15.50/Hourly	03/10/2025	
Bush, Meg	Cleaner	\$15.50/Hourly	03/10/2025	
Northrup, Devon	Cleaner	\$15.50/Hourly	03/11/2025	
Kepner, Payton	Teacher	\$17.50/Hourly	03/26/2025	
Kepner, Payton	Teaching Assistant	\$16.21/Hourly	03/26/2025	
Kepner, Payton	Teacher Aide	\$16.21/Hourly	03/26/2025	
Wilston, Tina	Physical Therapist Assistant	\$27.00/Hourly	03/26/2025	
Temporary Appointments				
<u>Name</u>	<u>Position</u>	<u>Rate**</u>	<u>Effective Date</u>	<u>End Date***</u>
Berg, Ashley	Adult Ed Instructor-Hourly	\$38.00/Hourly	08/10/2023	02/26/2025
Gauss, Samuel	Examination Scorer	\$38.00/Hourly	01/01/2025	
Gauss, Samuel	Proctor	\$25.50/Hourly	01/01/2025	
DeMuth, Nicolas	Adult Ed Instructor-Hourly	\$38.00/Hourly	03/10/2025	
Crandall, Kathy	Computer Applications Specialist-Hourly	\$34.52/Hourly	03/12/2025	06/12/2025
Student Aide Appointments; Minium Wage (\$15.50/Hourly)				
<u>Name</u>			<u>Effective Date</u>	<u>End Date</u>
Stroman, Caiden			03/19/2025	06/30/2030
Cole, Zachary			03/10/2025	06/30/2028
Dunham, Lukas			03/20/2025	06/30/2030
**Refer to the Additional Compensation Sheet for rates.				
***No end date indicates position is ongoing.				

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MINIMUM WAGE		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)

Subbing As:	Definition/Regular Role	Rate of Pay	Effective
Building Maintenance Mechanic		Min+.80 per hour	01/01/2025
Building Maintenance Mechanic - BOCES Retiree	Retired BOCES Building Maintenance Mechanic	\$20.00 per hour	01/28/2016
Cleaner		Min Wage	01/01/2025
Cleaner	BOCES Retiree	Min+.50 per hour	01/01/2025
Clerical	BOCES Retiree	Min+.50 per hour	01/01/2025
Clerical/Printing Clerk/Secretary	Non- BOCES	Min Wage	01/01/2025
Cook Manager or Food Service Supervisor-Including Summer Help	Based on Experience	Base Min+.50 up to \$25 per hour	01/01/2025
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	01/01/2025
Drone Soccer Referee		Min+\$2 per hour	01/01/2025
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	01/01/2025
Teacher Aide	BOCES Retired Aide	Hourly rate at the time of retirement	01/01/2025
Teacher/School Social Worker-Non-Baccalaureate	No NYS Certification	Min+\$2 per hour	01/01/2025
Teacher/School Social Worker-Baccalaureate	No NYS Certification	Min+\$3.50 per hour	01/01/2025
Teacher/School Social Worker-with NYS Certification	Teacher must possess NYS Teacher Certification	Min+4.50 per hour	01/01/2025
Teacher/School Social Worker-with NYS Certification	Retiree from another School District - must possess NYS Teacher Certification	Min+\$6 per hour	01/01/2025
Teacher/School Social Worker-BOCES retiree w/NYS Certification (includes TAST Cert)	Retired BOCES NYS Certified Teacher subbing as a Teacher	Min+\$7.50 per hour	01/01/2025

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2024-2025

SUBSTITUTES (cont.)			
Subbing As:	Definition/Regular Role	Rate of Pay	Effective
Teaching Assistant	No NYS Certification	Min+.71 per hour	01/01/2025
Teaching Assistant with NYS credentials **	Non-BOCES w/NYS Certification	Min+\$2 per hour	01/01/2025
Teaching Assistant with NYS credentials **	GST BOCES retiree w/NYS Certification	Min+\$4.50 per hour	01/01/2025
Teaching Assistant with NYS credentials **	Non-BOCES retiree w/NYS Certification	Min+\$3.50 per hour	01/01/2025
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
Occupational/Physical Therapist Assistants		\$27.00 per hour	03/01/2025

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	\$65.00 per hour	07/01/2023
Examination Scorer (NYS Certified Teacher)		\$38.00 per hour	01/01/2024
Licensed/Certified Instructor	CPR, HSI	\$38 per hour	04/09/2024
Proctor	BOCES Certified Teacher BOCES Retiree	Min+\$7 per hour Min+\$10 per hour	01/01/2025

GST BOCES ADDITIONAL COMPENSATION SCHEDULE 2024-2025

D. TEMPORARY EMPLOYEES

TEMPORARY			
Subbing As:	Definition/Regular Role	Rate of Pay	Effective
Administrator/Supervisor	Must hold Admin Certification	\$45.00 per hour	01/01/2025
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

<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		Min+.71 per hour	01/01/2025

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		\$20.00 per hour	04/21/2023
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			

03/04/2025 Board