

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**1. Camilla Cooper**

Position: Operations Communication Specialist
Effective: end of day March 18, 2020
Date of Hire: October 6, 2009

2. Lori Mayo

Position: Senior Account Clerk
Effective: end of day March 27, 2020
Date of Hire: January 1, 2006

B. Resignations**1. Rose Morgan**

Position: Account Clerk
Effective: end of day January 6, 2020
Date of Hire: January 1, 2006
Reason: personal reasons

2. Paul O'Malley

Position: Health & Safety Compliance Specialist
Effective: end of day January 24, 2020
Date of Hire: August 6, 2012
Reason: other employment

3. Courtney Comfort

Position: Teacher Aide
Effective: end of day February 2, 2020
Date of Hire: September 3, 2019
Reason: to accept the position of Teacher Assistant with GST BOCES, effective February 3, 2020

4. Holly Dailey

Position: Teacher Aide
Effective: end of day February 7, 2020
Date of Hire: September 7, 2016
Reason: personal reasons

5. Lori Krelie

Position: Principal of Special Education
Effective: end of day February 9, 2020
Date of Hire: August 17, 2015
Reason: to accept the position of Staff Development Coordinator with GST BOCES, effective February 10, 2020

C. Decrease to Position

1. **Teacher, Home and Career Skills**, one 10 month, school calendar position, decreased from part-time (.88 FTE) to part-time (.83 FTE), effective January 17, 2020, due to the decrease in districts' requests for services.

D. Decrease in Assignment

1. Elizabeth Buckley

Position: Teacher, Home and Career Skills
Effective: January 17, 2020
Decrease: from .88 FTE to **.83 FTE**
Tenure Area: Family and Consumer Science Titles
Certification Status: Permanent
Salary: prorated, based on .83 FTE
Reason: due to the decrease in districts' requests for services

E. Civil Service Permanent Appointment, due to successful completion of Probationary Period, no change in salary

1. Victoria Garfield

Position: Network Technology Specialist
Permanent Date: February 22, 2020

F. Amend Tenure Appointment, from the January 7, 2020 Board Minutes, amending the certification status

1. Brian McDonnell

Position: Teacher
Tenure Area: Vehicle Maintenance and Repair Occupations
Effective Date of Tenure: February 1, 2020
Certification Status: from Initial, Time Extension to **Professional**

G. Tenure Appointment, due to successful completion of Probationary Period, no change in salary

1. Kathleen Kressly

Position: Teacher, English to Speakers of Other Languages
Tenure Area: English to Speakers of Other Languages
Effective Date of Tenure: February 26, 2020
Certification Status: Professional

H. Discontinuation of Employment

1. Alyssa Lepkowski

Position: Program Assistant
Effective: February 18, 2020
Date of Hire: November 8, 2019
Reason: due to not meeting the minimum qualifications for Program Assistant, per the Chemung County/City of Elmira Regional Civil Service Commission

I. Creation of Positions

- 1. Staff Development Coordinator**, one full-time (1.0 FTE), 12 month position, effective February 10, 2020, due to the increase in districts' requests for services
- 2. Teaching Assistant**, Special Education, one full-time (1.0 FTE), 10 month, school calendar position, effective January 22, 2020, due to the increase in districts' requests for services

J. Changes from Temporary Appointment to Probationary Appointment, due to successful completion of certification requirements

1. John Presher

Position: **Teaching Assistant**, Building Construction, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: January 3, 2020
Location: Bush Education Center
Tenure Area: Teaching Assistant
Certification: Teaching Assistant, Level 1, January 3, 2020 through January 31, 2023
Probationary Period: January 3, 2020 through January 2, 2024
Salary: \$31,860.00 per year, prorated (Step 6 + Credit Hours Stipend)

2. Jessica Robords

Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: January 3, 2020
Location: Corning-Painted Post High School, Corning-Painted Post Area School District
Tenure Area: Teaching Assistant
Certification: Teaching Assistant, Level 1, January 3, 2020 through January 31, 2023
Probationary Period: January 3, 2020 through January 2, 2024
Salary: \$27,134.00 per year, prorated (Step 1 + Credit Hours Stipend)

3. Courtney Comfort

Position: **Teaching Assistant, Special Education, full-time (1.0 FTE), 10 month, school calendar position, Probationary appointment**
Effective: February 3, 2020
Location: Bush Education Center
Education: High School Diploma, Elmira CSD
Tenure Area: Teaching Assistant
Certification: Level 1, Teaching Assistant
Probationary Period: February 3, 2020 through February 2, 2024
Salary: \$32,210.00 per year, prorated (Step 1 + Credit Hours Stipend)

K. Amend Appointment

1. Mary Wallis

from the January 7, 2020 Board Minutes, amending the probationary period
Position: **School Social Worker, EAP, full-time (1.0 FTE), 10 month, school calendar position, Probationary appointment**
Effective: December 23, 2019
Location: EAP Office, North Presbyterian Church, Elmira, NY
Education: Master of Social Work, Social Work, University of Southern California
Tenure Area: School Social Worker
Certification: Provisional, School Social Worker, September 1, 2016 through August 31, 2021
Probationary Period: from September 3, 2019 through September 2, 2023 **to December 23, 2019 through December 22, 2023**
Experience: 6 years' related experience
Salary: \$75,000.00 per year, prorated
Reason for Appt: due to a retirement

L. Appointments

1. Catherine Schuler

Position: **Principal of Special Education, full-time (1.0 FTE), 12 month position, Probationary appointment**
Effective: February 10, 2020
Location: Wildwood Education Center
Education: Master of Art, Communications Disorder, SUNY Buffalo
Tenure Area: Principal of Special Education
Certification: Permanent, School District Administrator, effective September 1, 2006
Probationary Period: February 10, 2020 through February 9, 2024
Experience: 6 years' related experience
Salary: \$82,000.00 per year, prorated
Reason for Appt: due to an internal transfer

- 2. Lori Krelie**
Position: **Staff Development Coordinator**, full-time (1.0 FTE), 12 month position, **Probationary** appointment
Effective: February 10, 2020
Location: GST BOCES Region
Education: Master of Science, Education, Mansfield University
Tenure Area: Staff Development Coordinator
Certification: Professional, School District Leader, effective February 5, 2016
Probationary Period: February 10, 2020 through February 9, 2024
Experience: 4 years' related experience
Salary: \$77,817.00 per year, prorated
Reason for Appt: due to the increase in districts' requests for services
- 3. Gretchen Smith**
Position: **Teacher**, Speech & Language Disabilities, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: February 25, 2020
Location: Broadway Elementary, Elmira CSD
Education: Master of Science, Speech-Language Pathology, Appalachian State University
Tenure Area: Education of Children with Handicapping Conditions – Speech & Hearing Impaired
Certification: Initial, Speech & Language Disabilities, effective October 6, 2018 through January 31, 2024
Probationary Period: February 25, 2020 through February 24, 2024
Experience: 2 years' related experience
Salary: \$50,044.00 per year, prorated (Step 3 + Credit Hours Stipend + Degree Stipend + IEP Stipend)
Reason for Appt: due to an internal transfer
- 4. Daniel Conklin**
Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: January 13, 2020
Location: Horseheads High School, Horseheads CSD
Education: Master of Education, Teaching English Learners, American College of Education
Tenure Area: Teaching Assistant
Certification: Level 3, Teaching Assistant
Probationary Period: January 13, 2020 through January 12, 2024
Experience: 1 year of related work experience
Salary: \$32,906.00 per year, prorated (Step 2 + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to an internal transfer

- 5. Jacqueline Cruttenden**
Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: January 31, 2020
Location: Bush Education Center
Education: Bachelor of Science, Education, Liberty University
Tenure Area: Teaching Assistant
Certification: Level 3, Teaching Assistant
Probationary Period: January 31, 2020 through January 30, 2024
Experience: 13 years' related work experience
Salary: \$36,231.00 per year, prorated (Step 12 + Credit Hours Stipend)
Reason for Appt: due to a resignation
- 6. Jennifer Hamilton**
Position: **Account Clerk**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Probationary** appointment, Civil Service List # DCAC1119
Effective: January 27, 2020
Location: Bush Education Center – CBO
Education: High School Diploma, Horseheads CSD
Probationary Period: January 27, 2020 through January 26, 2021
Experience: 3+ years' related work experience
Salary: \$15.54 per hour (Grade 5, Step 2)
Reason for Appt: due to a resignation
- 7. Alexis Allsopp**
Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
Effective: January 28, 2020
Location: T.A. Edison High School, Elmira Heights CSD
Education: High School Diploma, Elmira CSD
Probationary Period: January 28, 2020 through April 6, 2021
Experience: no related work experience
Salary: \$11.80 per hour
Reason for Appt: due to an internal transfer
- 8. Hannah Jackson**
Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
Effective: January 28, 2020
Location: Campbell-Savona High School, Campbell-Savona CSD
Education: High School Diploma, Canisteo-Greenwood CSD
Probationary Period: January 28, 2020 through April 6, 2021
Experience: no related work experience
Salary: \$11.80 per hour
Reason for Appt: due to an internal transfer

M. Temporary Appointment

1. Ashley Harpster

Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Temporary** appointment, pending completion of certification requirements or the procurement of a properly certified employee

Effective: January 22, 2020 through June 25, 2020

Location: Broadway Academy, Elmira CSD

Education: Bachelor of Science, Nutrition: Dietetics, Mansfield University

Certification: Not certified, Teaching Assistant, Level 1 required

Experience: 1 year of related work experience

Salary: \$26,216.00 per year, prorated (Step 1)

Reason for Appt: due to the increase in districts' requests for services

N. Mentoring Stipends, first year, salary as indicated below

- 1. Beverly Croston** mentoring **Brittani Gentz**, effective January 6, 2020 through June 25, 2020, Stipend of \$1,092 per year, prorated
- 2. Sandra Brenen** mentoring **Allison Rourke**, effective September 3, 2019 through February 28, 2020, Stipend of \$1,092 per year, prorated
- 3. Jeffrey Berdine** mentoring **Lori Krelie**, **change in end date**; effective September 3, 2019 through **January 31, 2020**, Stipend of \$1,100 per year, prorated

REPORT OF TEMPORARY AND SUBSTITUTE PERSONNEL

6.0

February 4, 2020

SUBSTITUTE APPOINTMENTS AND ENDINGS

<u>Name</u>	<u>Position</u>	<u>Rate</u>	<u>Effective Date</u>	<u>End Date***</u>
GILBOY, DEBRA K.	TEACHER AIDE	\$11.80 / HOUR	01/06/2020	
HAMMOND, ERICA L.	TCHR / TEACHING ASST			01/17/2020
HANSEL, ADRIANNA R.	TEACHER AIDE	\$11.80 / HOUR	01/17/2020	
HARDING, CYNTHIA	SUB CLEANER	\$11.80 / HOUR	01/08/2020	
HARPSTER (FITZWATER), ASHLEY	TEACHING ASSISTANT	\$80.00 / DAY	01/06/2020	01/22/2020
PROPER, SARA GRACE	TCHR / TEACHING ASST / TAID	\$85/DAY; \$82.60/DAY; \$11.80 HRLY	01/22/2020	
WOLFE, DEANNA	TCHR / TEACHING ASST / TAID	\$95/DAY; \$82.60/DAY; \$11.80 HRLY	01/22/2020	

STUDENT AIDES

<u>Name</u>	<u>Rate</u>	<u>Effective Date</u>	<u>End Date***</u>
BARBER, JAYDAN			12/31/2019
BUSH, NICKOLAI			12/31/2019
COTTO, CHANDLER			12/31/2019
CRISSELL, ZACHARY			12/31/2019
HALL, DAMION			12/31/2019
HOLLISTER, HOWARD			12/31/2019
JENKINS, JOSHUA J.	\$11.10 / \$11.80 / HOUR	12/10/2019	06/15/2022
LEWIS JOHNSON, III, DAVID			12/31/2019
MELDRUM, SABREIA			12/31/2019
MILLER, CHRISTIAN			12/31/2019
ORDWAY, TIANTE	\$11.80 / HOUR	01/04/2020	06/15/2024
SCOTT, BRIANNA			12/31/2019
SINISTORE, DAMIEN			12/31/2019
STOTLER, CARISSA			12/31/2019
STROMSNESS, BREANNA C.	\$11.10 / \$11.80 / HOUR	12/18/2019	06/15/2022
THOMPSON, MICHAEL			12/31/2019
WEEMS, CIERA			12/31/2019

COMMUNITY EDUCATION INSTRUCTOR

(Payment in accordance with Additional Compensation List, or applicable contract.)

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>End Date</u>
DECKER, STEPHEN V.	ADULT ED - JOB SKILLS	N/A	06/30/2019
FOSTER, CAROLE S.	ADULT ED - JOB SKILLS	N/A	06/30/2017
HEIDEMANN, MARY	ADULT ED - VOCATIONAL	N/A	06/30/2019
MANKTELOW, PHILIP	ADULT ED - JOB SKILLS	N/A	06/30/2013
SANTOBIANCO, NANCY	ADULT ED - VOCATIONAL	N/A	06/30/2017
		<u>Effective Date</u>	<u>SALARY INC.</u>
TREMBLAY, AMELIE B.	ADULT ED - Completed Licensing Requirements	01/13/2020	\$25.00 / HOUR

REPORT OF TEMPORARY AND SUBSTITUTE PERSONNEL

<u>WORKSHOP FACILITATOR</u>		<u>Annual Appointment</u>	<u>SALARY</u>	
SHANKS, DAWN J.	TEACHER CENTER	07/01/2019 -06/30/2020	\$45.00 / HR	
<u>INTERNSHIPS / FIELD EXPERIENCE</u>				
<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>End Date</u>	
MUNROE, MARY ANN	School Library Systems Coord	01/02/2020	12/31/2020	
***No end date indicates position is ongoing				

GST BOCES ADDITIONAL COMPENSATION SHEET 2019-2020

Effective: 02/04/2020

MINIMUM WAGE		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour \$12.50 per hour	12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020
CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
SUBSTITUTES			
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	Intermediate Rate \$11.60 after 1 year anniversary	\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Offset Press Operator		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Cleaner	BOCES Retiree	\$12.00 per hour \$13.00 per hour	12/31/2017 12/31/2018
Clerical	BOCES Retiree	\$11.00 per hour \$12.00 per hour \$13.00 per hour	11/19/2014 12/31/2017 12/31/2018
Clerical/Printing Clerk		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Cook Manager	\$14.00 to \$23.00 per hour based on experience	\$9.70 per hour \$10.40 per hour \$14.00 per hour	12/31/2016 12/31/2017 12/31/2018
Cook Manager	BOCES Retiree	Hourly rate at the time of retirement	12/31/2018
Bus Driver		\$9.70 per hour \$10.40 per hour \$14.00 per hour	12/31/2016 12/31/2017 12/31/2018
Courier/Food Service Truck Driver		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
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		\$9.00 per hour \$14.00 per hour	07/01/2008 03/02/2015
Payroll Specialist/Clerk		\$20.00 per hour	07/01/2011
Registered Professional Nurse (RN not LPN)		\$17.00 per hour	07/01/2008
Repair Technician		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
SUBSTITUTES			
Secretary		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2015 12/31/2017 12/31/2018 02/04/2020
Teacher Aide		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Teacher Aide – BOCES retiree	Retired BOCES Teacher Aide subbing as a Teacher Aide or Teaching Assistant (effective 06/05/2019)	\$11.00 per hour \$12.00 per hour \$13.00 per hour	11/19/2014 12/31/2017 12/31/2018
Teacher (Aide who subs for their Teacher w/sub aide)	Per TAA Contract	\$35.00 per day \$45.00 per day	07/01/2010 07/01/2017
Teacher (Aide who subs for their Teacher w/no sub aide)	Per TAA Contract	\$60.00 per day \$70.00 per day	07/01/2010 07/01/2017
Teacher (Teaching Assistant who subs for Teacher – less than 10 yrs experience)	w/o additional Teaching Assistant – extra \$20.00 per school day (EA Contract)	\$35.00 per day \$40.00 per day	07/01/2010 07/01/2017
Teacher (Teaching Assistant who subs for Teacher – more than 10 yrs experience)	w/o additional Teaching Assistant – extra \$20.00 per school day (EA Contract)	\$55.00 per day \$60.00 per day	07/01/2010 07/01/2017
Teacher/School Social Worker – Non-Baccalaureate	No NYS Certification	\$75.00 per day \$80.00 per day \$85.00 per day	02/03/2016 12/31/2017 12/31/2018
Teacher/School Social Worker – Baccalaureate	No NYS Certification	\$85.00 per day \$90.00 per day \$95.00 per day	02/03/2016 12/31/2017 12/31/2018
Teacher/School Social Worker – with NYS Certification*	Teacher must possess NYS Teacher Certification	\$95.00 per day \$100.00 per day \$105.00 per day	02/03/2016 12/31/2017 12/31/2018
Teacher/School Social Worker – with NYS Certification*	Retiree – Other School District - must possess NYS Teacher Certification	\$115.00 per day	12/31/2018
Teacher/School Social Worker – BOCES retiree w/NYS Certification (includes TAST Cert)	Retired BOCES NYS Certified Teacher subbing as a Teacher	\$110.00 per day \$115.00 per day \$135.00 per day	02/03/2016 12/31/2017 12/31/2018
Teaching Assistant	No NYS Certification	\$65.00 per day \$75.00 per day \$80.00 per day \$82.60 per day	07/01/2005 02/03/2016 12/31/2018 02/04/2020
Teaching Assistant with NYS credentials **	Non-BOCES w/NYS Certification	\$75.00 per day \$85.00 per day \$90.00 per day	11/19/2014 02/03/2016 12/31/2017
Teaching Assistant with NYS credentials **	GST BOCES retiree w/NYS Certification	\$95.00 per day	12/31/2018
Teaching Assistant, Interpreter – w/NYS Certification		\$25.00 per hour \$33.00 per hour	02/27/2013 03/09/2018
Long-Term Substitute	More than 93 days in a single, encumbered position, Approved by BOE	Step 1 of EA Salary Schedule	07/01/2006

* School Social Worker subbing as Teacher must possess NYS Teacher Certification, or daily rate is \$80.00

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

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
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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

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	\$12.00 per hour \$14.00 per hour	07/01/2009 12/31/2018
O&M Cleaner Cook Manager	Extra Summer Help	\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Cook Manager	Current Employee – Extra Work	Paid at Current Hourly Rate of Pay	12/31/2018
O&M Building Maintenance	Extra Summer Help	\$10.20 per hour \$10.40 per hour \$12.10 per hour	07/01/2017 12/31/2017 12/31/2018
Science Fair Coach		\$26.00 per hour	07/01/2013
Student Aides	Phoenix Academy Work- Study Program (BHA/ELS)	\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Student Interns	Computer Services Center	\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Student Laborer	Conservation Program; \$.50 above minimum wage – reimbursed by municipality \$12.30 per hour	\$10.20 per hour \$10.90 per hour \$11.60 per hour \$12.30 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
Tutor	For All Students	\$25.00 per hour	04/01/2004

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
TEMPORARY - Continued			
Online Virtual Learning (Teacher)	Training (one-time)	\$350 per training	09/01/2013
Online Virtual Learning (Teacher)	Per student mentored, per successful completion of full course	\$145 per course	09/01/2013
Online Virtual Learning (Teacher)	Per student mentored <u>and graded</u> , per successful completion of full course	\$215 per course	12/31/2018
Online Virtual Learning (Teacher)	Per student mentored, per day of incomplete full course	\$.96 per day	09/01/2013
Online Virtual Learning (Teacher)	Per student mentored <u>and graded</u> , per day of incomplete full course	\$1.42 per day	09/01/2013
CTE/ALTED Proctor		\$9.00 per hour	06/01/2013
		\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
		\$11.80 per hour	02/04/2020

EXTRA WORK	Current employee who provides program or services beyond normal workday or work year, and does not provide these services in any other category.		
Non-Instructional Staff	Non-Instructional and Teacher Aide; anything in addition to normal work day	1.5 times regular hourly rate	07/01/2010
Instructional Staff	Updated by Kristin Osburn per discussion with Doug Johnson; 12/14/2018 – no BOE action required	\$25.00 per hour for school related duties (exception to Cosmetology & Culinary per Contract Section 6.15 (c),(d))	07/01/2010 12/14/2018

CURRICULUM & STAFF DEVELOPMENT/STEM TRAINING			
Professional Teaching Professionals/Facilitator		\$35.00 per hour	07/01/2006
Co-Presenter Professional Teaching Professionals		\$25.00 per hour	07/01/2006
BOCES Teacher/Teaching Assistant participant in (BOCES or Shared Regional) program	Beyond regular work day (includes STEM Training)	\$25.00 per hour	07/01/2006
BOCES Teacher Aide participant in (BOCES or Shared Regional) program	TCI Training ONLY - during summer*	\$12.50 per hour	07/01/2006
Regional Teacher Center 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 work day and paid regular hourly rate of pay

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
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TEACHER CENTER

On-Line Facilitator		\$300.00 per workshop	07/01/2010
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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 Non-Licensure Programs	Instructors "without" NYS Certification or Adult Education Certification	\$20.00 per hour	07/01/2010
Adult Education Instructors in Licensure Programs	Instructors "without" NYS Certification or Adult Education Certification	\$22.00 per hour	07/01/2010
Adult Education/Literacy Instructors in Licensure Programs	Instructors "with" NYS Certification or Adult Education Certification	\$25.00 per hour	09/01/2008
Adult Education Instructors in RN Programs	Instructors "with" NYS RN License-classroom/clinical	\$28.00 per hour	07/09/2018
Avocational/Community Ed Instructors		\$17.00 per hour	07/01/2003
Consultant Instructors	Physical Therapists and Nutritionists	\$25.00 per hour	07/01/2010
Driver Education Instructors		\$26.00 per hour \$31.00 per hour	07/01/2003 07/01/2019
Coaching Instructors		\$35.00 per hour	07/01/2010
GED Proctors & Support		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 12/31/2017 12/31/2018 02/04/2020
GED Alternative Examiner		\$17.00 per hour	10/07/2008
Journeyman		\$22.00 per hour	07/01/2010
Lifeguard		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	09/01/2008 12/31/2017 12/31/2018 02/04/2020
Literacy Instructor		\$25.00 per hour	09/01/2008
Metal Trades, Health Care, Consultant Instructors and GED Chief Examiners, Journeyman		\$25.00 per hour	10/07/2008

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
REGIONAL SUMMER SCHOOL	Summer Programs for Regents and Driver Education Courses		
Classroom Instructor		\$26.00 per hour \$31.00 per hour	07/09/2019
Driver Education Instructor		\$26.00 per hour \$31.00 per hour	07/09/2019
Librarian		\$26.00 per hour \$31.00 per hour	07/09/2019
Teaching Assistant		Step 1 Teaching Assistant \$20.00 per hour	07/01/2011 07/09/2019
Registered Nurse		Step 1 RN \$23.50 per hour	07/01/2013 07/09/2019
Teacher Aide		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 07/01/2017 07/01/2018 02/04/2020
Office Staff		Step 1 Typist \$15.00 per hour	07/01/2013 07/09/2019
Registered Nurse Sub		\$17.00 per hour	07/01/2010
Teacher Aide Sub		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 07/01/2017 07/01/2018 02/04/2020
NYS Certified Teacher Sub (currently working in program)		\$26.00 per hour \$31.00 per hour	07/01/2010 07/09/2019
NYS Certified Teacher Sub (NOT currently working in program)		\$10.00 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	07/01/2010 07/01/2017 12/31/2018 02/04/2020
Non-NYS Certified Teacher Sub		\$9.70 per hour \$10.40 per hour \$11.10 per hour \$11.80 per hour	12/31/2016 07/01/2017 07/01/2018 02/04/2020

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
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

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
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
		\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
Teacher Aide	BOCES Teaching Assistant	\$11.80 per hour	02/04/2020
		\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
Teacher Aide	BOCES Teacher	\$11.80 per hour	02/04/2020
		\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
Teacher Aide	Non-BOCES Employee	\$11.80 per hour	02/04/2020
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 13)	07/01/2016
Clerical	BOCES Clerical	Adjusted Hourly Rate of Pay	07/01/2016
		\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
Clerical	Non-BOCES Employee	\$11.80 per hour	02/04/2020

SUBSTITUTES – INSTRUCTIONAL STAFF			
Teacher	BOCES Teacher	Daily Rate of Pay	07/01/2016
		Regular Rate of Pay	
		Regular Rate of Pay plus \$40.00 per day; \$20.00 ½ day (less than 10 yrs exp)	07/01/2017
Teacher	BOCES Teaching Assistant	Regular Rate of Pay plus \$60.00 per day; \$30.00 ½ day (more than 10 yrs. exp.)	07/01/2017
Teacher	BOCES Teaching Assistant	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
		See Substitutes Section (based on degree/cert per regular additional comp sheet)	
Teacher	Non-BOCES Employee		12/31/2017

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
EXTENDED SCHOOL YEAR	Summer Programs for Disabled Students with 12-month IEP's		
SUBSTITUTES – Instructional Staff			
Teaching Assistant	BOCES Employee	Daily Rate of Pay	12/31/2018
Teaching Assistant	BOCES Teacher	No NYS Cert \$80.00 per day NYS Cert \$90.00 per day	12/31/2018
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	07/01/2016 07/01/2017
Teaching Assistant	Non-BOCES Employee	\$75.00 per day \$80.00 per day	07/01/2016 07/01/2017
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	\$95.00 per day	07/01/2016
School Social Worker	BOCES Employee	Regular Daily Rate of Pay	07/01/2016
School Social Worker	Non-BOCES Employee	\$95.00 per day	07/01/2016
SUBSTITUTES – Non-Instructional Staff			
Teacher Aide	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
Teacher Aide	BOCES Teacher	\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
		\$11.80 per hour	02/04/2020
Teacher Aide	BOCES Teaching Assistant	\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
		\$11.80 per hour	02/04/2020
Teacher Aide	Non-BOCES Employee	\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
		\$11.80 per hour	02/04/2020
RN	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
RN	Non-BOCES Employee	\$17.00 per hour	07/01/2016
LPN	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
LPN	Non-BOCES Employee	\$14.00 per hour	07/01/2015
Clerical	BOCES Employee	Adjusted Hourly Rate of Pay	07/01/2016
Clerical	Non-BOCES Employee	\$9.70 per hour	12/31/2016
		\$10.40 per hour	12/31/2017
		\$11.10 per hour	12/31/2018
		\$11.80 per hour	02/04/2020

CATEGORY	DEFINITION	RATE OF PAY	EFFECTIVE
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
EXTENDED SCHOOL DAY ROBOTICS			
Instructor		\$650.00/Session	07/01/2016