

Schuyler-Steuben-Chemung-Tioga-Allegany (SSCTA)
Board of Cooperative Educational Services
9579 Vocational Drive, Painted Post, New York 14870-9518

REGULAR BOARD MEETING

TUESDAY, AUGUST 27, 2019

Coopers Education Center, Bldg. 8, DL Room

5:30 p.m.

PRESENT: Neil Bulkley, Amy Dlugos, Don Keddell, Mark Lemmon, Brian O'Donnell, Bill Peoples, Jr., Gary Scott, Bob Wheeler

EXCUSED: Alice Learn, Matt Maloney, Tom Phillips

ALSO PRESENT: District Superintendent James Frame
Cabinet Members: Brian Bentley, Greg Dale, Doug Johnson, Vince Moschetti, Linda Perry, Stacy Saglibene, Chuck Stefanini, Sarah Vakkas; Board Clerk Kate Taylor

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1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Board President Keddell called the meeting to order at 5:27 p.m. and led the Pledge of Allegiance.

2. ACCEPTANCE OF THE AGENDA WITH ADDENDA

20-029

Upon the motion of Lemmon, seconded by O'Donnell, it was resolved to accept the agenda with addenda.

CARRIED UNANIMOUSLY

3. PRIVILEGE OF THE FLOOR

None.

4. CONSENSUS ITEMS

20-030

Upon the motion of Wheeler, seconded by Bulkley, it was resolved to approve the following consensus items:

A. Approval of Minutes

1. Regular Board Meeting – August 6, 2019

B. Internal Claims Auditor Report – July 2019

CARRIED UNANIMOUSLY

5. FINANCE

20-031

Upon the recommendation of the Superintendent, and on the motion of Scott, seconded by Dlugos, it was resolved that the following finance actions are hereby taken:

A. General Fund Establishments and Adjustments

1. Budget Establishment for 2018-2019:

Item#	CoSer #	Title	In the Amount of	
317-19	561.598	School/Curr Improvement w/WSWHE BOCES	\$	1,374

This establishment will be supported as follows:

317-19	561.598	Alfred-Almond: \$1,374
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2. Budget Increases for 2018-2019:

Item #	CoSer#	Title	Increase	From	To
318-19	631.694	Computer Svc: Mgmt w/E. Suffolk BOCES	\$ 484	\$ 15,788	\$ 16,272
319-19	670.494	Computer Svc: Mgmt w/Monroe #1 BOCES	\$ 1,504	\$ 83,778	\$ 85,282
320-19	517.000	Coordination: Other (SDP)	\$ 9,054	\$ 101,250	\$ 110,304

These increases will be supported as follows:

318-19	631.694	Horseheads: \$484
319-19	670.494	Avoca: \$500, Elmira: \$1,004
320-19	517.000	Misc. Revenue: (Tuition: \$9,054)

3. Budget Increases for 2019-2020:

Item #	CoSer #	Title	Increase	From	To
012-20	506.000	Curriculum Development	\$ 57,200	\$ 675,695	\$ 732,895
013-20	511.000	Printing	\$ 103,438	\$ 1,125,832	\$ 1,229,270
014-20	512.000	Computer Svc: Instructional	\$ 123,992	\$ 3,444,555	\$ 3,568,547
015-20	525.000	Staff Development	\$ 5,285	\$ 1,155,100	\$ 1,160,385
016-20	527.000	Instructional Materials (Science Resource Center)	\$ 13,327	\$ 1,181,606	\$ 1,194,933
017-20	537.000	School/Curr Improvement	\$ 20,602	\$ 1,697,965	\$ 1,718,567
018-20	605.000	Computer Svc: Mgmt	\$ 68,148	\$ 13,441,074	\$ 13,509,222

These increases will be supported as follows:

012-20	506.000	Addison: \$57,200
013-20	511.000	Addison: \$6,526, Alfred-Almond: \$428, Arkport: \$673, Avoca: \$532, Bath: \$29, Campbell-Savona: \$4,806, Canaseraga: \$804, Canisteo-Greenwood: \$140, Corning: \$23,663, Elmira: \$28,735, Elmira Heights: \$1,844, Hammondsport: \$759, Hornell: \$2,240, Horseheads: \$17,479, Odessa-Montour: \$4,775, Prattsburgh: \$125, Spencer-Van Etten: \$1,063, Watkins Glen: \$1,719, Waverly: \$6,523, Misc. Revenue: (Steuben County: \$520, Village of Horseheads: \$55)
014-20	512.000	Addison: \$12,192, Broome-Tioga BOCES: (Binghamton: (\$45,000)), Spencer-Van Etten: \$139,700, Waverly: \$17,100
015-20	525.000	Elmira: \$5,285
016-20	527.000	Bath: \$1,248, Waverly: \$12,079
017-20	537.000	Canaseraga: \$3,000, Canisteo-Greenwood: \$13,732, Elmira: \$690, Elmira Heights: \$1,520, Horseheads: \$552, TST BOCES: (Dryden: \$608), Misc. Revenue: (Mental Health Assoc. \$500)
018-20	605.000	Addison: \$1,536, Alfred-Almond: \$2,200, Arkport: \$12,418, Genesee Valley BOCES: (Dansville: \$5,400), TST BOCES: (South Seneca: \$111), Misc. Revenue: (Alternative School for Math & Science: \$3,806, Capital Region BOCES: \$1,821, City of Elmira: \$519, Finn Academy: \$25,231, Notre Dame: \$15,106)

4. Budget Decrease for 2018-2019:

Item #	CoSer #	Title	Decrease	From	To
320-19	350.492	Itinerant HR Manager w/Erie 2 BOCES	\$ 8,333	\$ 24,000	\$ 15,667

This decrease will be supported as follows:

320-19	350.492	Addison: (\$8,333)
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5. Transfers within programs for 2018-2019:

- a. Transfers in excess of \$10,000.

<u>COSER NO.</u>	<u>PROGRAM</u>	<u>BUDGET CODE</u>	<u>TRANSFER IN</u>	<u>TRANSFER OUT</u>
209	Special Class 8:1:1	A209-4235-151-0-00 Instr. Sub Salaries		\$ 3,855
		A209-4235-347-0-00 Auto Expenses		\$ 3,586
		A209-4235-456-0-00 Mileage		\$ 5,643
		A209-4235-813-0-00 NYS ERS		\$ 4,488
		A209-4235-150-0-00 Instr. Salaries	\$ 17,572	
		Total	\$ 17,572	\$ 17,572
430	Distance Learning	A430-5877-160-0-01 NI Salaries		\$ 17,959
		A430-5877-591-0-01 Other BOCES		\$ 3,788
		A430-5877-150-0-01 Instr. Salaries	\$ 21,747	
		Total	\$ 21,747	\$ 21,747
511	Printing	A511-6313-160-0-00 NI Salaries		\$ 29,248
		A511-6313-160-0-07 NI Salaries		\$ 33,052
		A511-6313-160-0-08 NI Salaries		\$ 11,655
		A511-6313-301-0-09 Paper Supplies		\$ 125,325
		A511-6313-400-0-09 Contract & Other		\$ 25,732
		A511-6313-164-0-09 NI Overtime	\$ 10,265	
		A511-6313-166-0-09 NI Temp. Salaries	\$ 62,690	
		A511-6313-454-0-09 Copier Lease	\$ 151,057	
		Total	\$ 225,012	\$ 225,012

6. Transfers within programs for 2019-2020:

a. Transfers in excess of \$10,000.

<u>COSER NO.</u>	<u>PROGRAM</u>	<u>BUDGET CODE</u>	<u>TRANSFER IN</u>	<u>TRANSFER OUT</u>
605	Computer Svcs: Mgmt	A605-7710-200-8-01 Equip \$500-\$4999		\$ 10,880
		A605-7710-400-4-09 Contract & Other		\$ 13,558
		A605-7710-204-V-01 Small Equip	\$ 10,880	
		A605-7710-210-4-09 Equip >\$5000	\$ 13,558	
		Total	\$ 24,438	\$ 24,438
702	Special Educ. Adm.	A702-4010-400-0-00 Contract & Other		\$ 22,000
		A702-4010-200-1-00 Equip \$500-\$4999	\$ 12,000	
		A702-4010-458-0-00 Staff Development	\$ 10,000	
		Total	\$ 22,000	\$ 22,000

B. Federal Fund Establishments and Adjustments

1. Budget Establishments for 2019-2020:

- Statewide School Finance Consortium budget established in the amount of \$11,700 for the period July 1, 2019 through June 30, 2020. Revenue for this program comes from component school districts.
- Teacher Center Programming budget established in the amount of \$1,525 for the period July 1, 2019 through June 30, 2020. Revenue for this program comes from attendee registration fees.

C. Purchasing

- Permission to bid paper and supplies for GST BOCES Print Shop.
- Approval of Resolution, as attached, to participate in cooperative bidding for the purchase of computers and related supplies, software and maintenance with Onondaga-Cortland-Madison BOCES (OCM BOCES) for the 2019-2020 fiscal year.

D. Acceptance of Donations

1. \$500 for Extended School year Program – Corning and Hornell Locations from Steuben Youth Services Fund, Inc. (Tyrle Beach), PO Box 444, Bath, NY 14810-0444.
2. 2008 Mercury Mariner to the Coopers Auto Tech & Auto Body Club from Karen Caito, 3438 Fieldstone Lane, Painted Post, NY 14870.
3. \$500 to the Phoenix Academy, PBIS Program, at the Bush Campus from Walmart, 1400 County Rd. 64, Horseheads, NY 14845.
4. \$1,000 to the Phoenix Academy, PBIS Program, at the Bush Campus from Wegmans, 1100 Clemens Center Pkwy, Elmira, NY 14901.

E. 2020-2021 Capital Project-Proposed Scope of Work

1. Approval of Proposed Scope of Work for the 2020-2021 Capital Project, as attached.

F. 2020-2021 Capital Construction Project SEQR Determination

1. Whereas, the Greater Southern Tier BOCES proposes a \$1,900,000 Capital Construction project at the Pauline G. Bush Campus in Elmira, New York, the Coopers Campus in Painted Post, New York and the Wildwood Campus in Hornell, New York. The project consists of work at the following buildings and sites:

Pauline G. Bush Campus (Elmira)

1. Building 8 Partial renovation to include Cafeteria, Classrooms, Offices (4134 SF)

Coopers Campus (Painted Post)

2. Building 5 Replace (3) RTU's (Alternate)

Building 8 Replace RTU 1, 2, 3

Wildwood Campus (Hornell)

3. All Buildings Fire Alarm System Replacement on NYS Contract (91,896 SF)

Building 3 Gang Toilet Rooms Renovations (440SF)

Whereas, all public educational facilities capital projects are subject to SEQR, and Whereas, pursuant to the revised Commissioner's Regulations 115.9, effective November 15, 2000, the local school district must act as the Lead Agency in the State Environmental Quality Review Act (SEQR). The NYS Department of Environmental Conservation (DEC) Guidelines state that a SEQR must be completed (prior to the project being authorized by the voters in cases where funding is authorized by voter approval). SED currently recommends that the Board of

Education complete the SEQR process (prior to setting a voter authorization date in cases where voter approval is required).

Therefore, be it resolved, that the Greater Southern Tier BOCES is designated as the Lead Agency and in accordance with 6NYCRR Part 617, Section 617.5 it has been determined that this review is a Type II Action and, therefore, requires no further review under SEQR.

G. Lease Approval

1. Approval of Lease, as attached, with the following school district for classroom space effective September 1, 2019 through August 31, 2024:

Waverly Central School District

H. IPA Master Agreement Approval

1. Approval of IPA Master Agreement with Bank of America Public Capital Corporation, as attached.

I. Approval of Request for Proposal

1. Approval of the Issuance and Publication of a Request for Proposals for Architectural and Engineering Services.

CARRIED UNANIMOUSLY

6. PERSONNEL

20-032

Upon the recommendation of the Superintendent, and on the motion of O'Donnell, seconded by Bulkley, it was resolved that the following personnel actions are hereby taken, with addenda and revisions as noted by Greg Dale:

A. Retirements

1. Leslie Roof

Position:	Personnel Clerk
Effective:	end of day September 27, 2019
Date of Hire:	October 11, 1988

B. Resignations

1. Elizabeth Harris

Position:	Teacher Aide
Effective:	end of day August 16, 2019
Date of Hire:	September 4, 2018
Reason:	personal reasons

2. Daniel Delano

Position:	Building Maintenance Mechanic
Effective:	end of day August 23, 2019
Date of Hire:	November 14, 2011
Reason:	other employment

3. Rachel Sutryk

Position: Teaching Assistant
Effective: end of day August 29, 2019
Date of Hire: January 23, 2017
Reason: other employment

4. Jennifer Leonberger

Position: Instructional Support Teacher
Effective: end of day September 8, 2019
Date of Hire: September 2, 2014
Reason: other employment

5. Tina Blaser

Position: **Teacher**
Effective: end of day August 14, 2019
Date of Hire: September 8, 2015
Reason: other employment

6. Ashley Crozier

Position: **Teaching Assistant**
Effective: end of day August 20, 2019
Date of Hire: September 8, 2015
Reason: other employment

7. Thomas Callahan

Position: **Teacher**
Effective: end of day August 22, 2019
Date of Hire: September 4, 2018
Reason: other employment

8. Marissa Cruttenden

Position: **Teaching Assistant**
Effective: end of day September 2, 2019
Date of Hire: September 2, 2009
Reason: to accept the position of Teacher, Special Education with GST BOCES, effective September 3, 2019

9. Colin Henry

Position: **Teaching Assistant**
Effective: end of day September 26, 2019
Date of Hire: September 6, 2016
Reason: personal reasons

10. Laura Wadsworth

Position: **School Social Worker**
Effective: end of day September 26, 2019
Date of Hire: October 19, 2019
Reason: other employment

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

1. Faith Shepler

Position: AV Aide
Permanent Date: September 4, 2019

2. Zachary Canne

Position: Cook Manager
Permanent Date: September 17, 2019

3. Matthew Warner

Position: Network Technology Specialist
Permanent Date: September 17, 2019

4. Julie Jerzak

Position: Network Technology Specialist
Permanent Date: September 24, 2019

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

1. Colleen McDaniels

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 2, 2019
Certification Status: Permanent, Reading, February 1, 2002

2. Marissa Losey

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 8, 2019
Certification Status: Level 3, Teaching Assistant, October 13, 2016

3. Heather Beatty

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 8, 2019
Certification Status: Permanent, Speech and Hearing Handicapped, September 1, 1997

4. Julie Ciarlo

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 8, 2019
Certification Status: Level 3, Teaching Assistant, September 1, 2012

5. Jessica Patykula

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 8, 2019
Certification Status: Level 3, Teaching Assistant, August 27, 2016

6. Carrie Talada

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 17, 2019
Certification Status: Level 3, Teaching Assistant, July 1, 2016

7. Molly Morgan

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 25, 2019
Certification Status: Level 3, Teaching Assistant, February 22, 2018

8. Kelly Rountree

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 25, 2019
Certification Status: Level 3, Teaching Assistant, August 10, 2018

9. Jonathan Stocum

Position: Teaching Assistant
Tenure Area: Teaching Assistant
Effective Date of Tenure: September 29, 2019
Certification Status: Level 3, Teaching Assistant, March 30, 2017

10. Paul Richmond

Position: Teacher
Tenure Area: Business and Marketing Titles
Effective Date of Tenure: September 8, 2019
Certification Status: Permanent, Business and Distributive Education, September 1, 1999

11. Karen Walker

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – Blind and Visually Impaired
Effective Date of Tenure: September 8, 2019
Certification Status: Initial, Blind & Visually Impaired, August 5, 2015 through August 31, 2020

12. Melissa Swan

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Permanent, Special Education, September 1, 1996

13. Patrick McInerney

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Initial, Students with Disabilities – Grades 7-12, Generalist, August 13, 2015 through August 31, 2020

14. Jillian Aho

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Initial, Students with Disabilities – Grades 7-12, Generalist, May 20, 2016 through August 31, 2020

15. Rebecca Hulslander

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Professional, Students with Disabilities – Grades 1-6, February 1, 2012

16. Katherine Karam

Position: Teacher
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Professional, Students with Disabilities – Grades 7-12, Generalist, July 20, 2018

17. Stacy Brazie

Position: Regional Special Education Transition Specialist
Tenure Area: Instructional Support Services in Special Education
Effective Date of Tenure: September 8, 2019
Certification Status: Professional, Students with Disabilities – Grades 7-12, Social Studies, September 1, 2013

18. Stephanie Welch

Position: School Counselor
Tenure Area: School Counseling and Guidance
Effective Date of Tenure: September 6, 2019
Certification Status: Permanent, School Counselor, September 1, 2006

19. Abigail Surosky

Position: School Social Worker
Tenure Area: School Social Worker
Effective Date of Tenure: September 30, 2019
Certification Status: Permanent, School Social Worker, August 30, 2017

20. Melissa Houck

Position: Teacher
Tenure Area: English 7-12
Effective Date of Tenure: September 6, 2019
Certification Status: Permanent, English 7-12, September 1, 2006

21. Ann Howard

Position: Teacher
Tenure Area: Health Education
Effective Date of Tenure: September 8, 2019
Certification Status: Professional, Health Education, September 1, 2012

22. Cynthia Watson

Position: Teacher
Tenure Area: Mathematics
Effective Date of Tenure: September 8, 2019
Certification Status: Permanent, Mathematics 7-12, September 1, 2001

E. Change in Civil Service Appointment

1. Hannah Patterson

Position: Senior Account Clerk to **Principal Account Clerk**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Probationary** appointment, Promotional Exam #74926
Effective: August 19, 2019
Location: Bush Education Center
Education: Associate in Science, Humanities and Social Science
Experience: no related work experience
Probationary Period: August 19, 2019 through November 5, 2019
Salary: \$20.04 per hour (Grade 13, Step 1)
Reason for Appt: due to a resignation

F. Creation of Positions

1. **Teacher, Speech and Language Disabilities**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 12, 2019, due to the increase in districts' requests for services
2. **School Psychologist**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 3, 2019, due to the increase in districts' requests for services
3. **Industry Liaison**, one full-time (1.0 FTE), 11 month position, effective September 6, 2019, due to the increase in districts' requests for services
4. **Teaching Assistant**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 3, 2019, due to the increase in districts' requests for services
5. **Teacher Aide**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 5, 2019, due to the increase in districts' requests for services
6. **Teaching Assistant**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 5, 2019, due to the increase in districts' requests for services

G. Appointments

1. **REMOVED**

2. Kecia Nicholson

Position: **School Psychologist**, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: September 3, 2019
Location: Candor CSD and Spencer-Van Etten CSD
Education: Certificate of Advanced Study, School Psychology, Rochester Institute of Technology
Tenure Area: School Psychologist
Certification: Permanent, School Psychologist, September 1, 2009
Probationary Period: September 3, 2019 through September 2, 2023
Experience: 13 years' related work experience
Salary: \$78,756.40, per year (step 14 + School Psychologist Stipend + Credit Hours Stipend + Degree Stipend + Special Education Stipend)
Reason for Appt: due to a resignation

3. Steven Tedone

Position: **School Psychologist**, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: September 3, 2019
Location: Bush Education Center
Education: Master of Art, Psychology, Alfred University
Tenure Area: School Psychologist
Certification: Permanent, School Psychologist, September 1, 2013
Probationary Period: September 3, 2019 through September 2, 2023
Experience: 12 years' related work experience
Salary: \$73,402.00, per year (step 12 + School Psychologist Stipend + Credit Hours Stipend + Degree Stipend + Special Education Stipend)
Reason for Appt: due to the increase in districts' requests for services

4. Maria Torres

Position: **Industry Liaison**, full-time (1.0 FTE), 11 month position, **Probationary** appointment
Effective: September 9, 2019
Location: STEM Academy, Goff Road, Corning, NY
Education: Master of Science in Education, School Counselor, Niagara University
Tenure Area: School Counselor
Certification: Permanent, School Counselor, August 7, 2014
Probationary Period: September 9, 2019 through September 8, 2023
Experience: 11 years' related work experience
Salary: \$66,167.00 per year, prorated (step 12 + 11 month salary + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to the increase in districts' requests for services

5. Kristine M. Miller

Position: **Teacher**, Speech and Language Disabilities, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment

Effective: September 12, 2019
 Location: Prattsburgh, Bath and Hornell CSD
 Education: Master of Education, Special Education, Mansfield University
 Tenure Area: Education of Children with Handicapping Conditions – Education of Speech and Hearing Handicapped Children
 Certification: Professional, Speech and Language Disabilities, January 28, 2014
 Probationary Period: September 12, 2019 through September 11, 2023*
 Experience: 12 years' related work experience
 Salary: \$60,048.00 per year, prorated (step 12 + Credit Hours Stipend + Degree Stipend + IEP Stipend)
 Reason for Appt: due to the increase in districts' requests for services

6. **Kaylena Bowerman**

Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
 Effective: September 3, 2019
 Location: Jasper-Troupsburg CSD
 Education: High School Diploma, Warren County Public Schools
 Tenure Area: Teaching Assistant
 Certification: Level 1, Teaching Assistant, December 28, 2018 through January 31, 2022
 Probationary Period: September 3, 2019 through September 2, 2023
 Experience: 2 years' related work experience
 Salary: \$27,836.00 per year (step 3 + Credit Hours Stipend)
 Reason for Appt: due to the increase in districts' requests for services

7. **Evelyn Moreno**

Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
 Effective: September 5, 2019
 Location: Thomas A Edison High School, Elmira CSD
 Education: Bachelor of Art, Education, Universidad Central De Bayamon, Puerto Rico
 Probationary Period: September 5, 2019 through November 19, 2020
 Experience: 1 year of related work experience
 Salary: \$11.80 per hour
 Reason for Appt: due to the increase in districts' requests for services

8. **Anthony Caviness**

Position: **Computer Programmer Analyst Trainee**, full-time (1.0 FTE), 12 month position, **Probationary**, Classified Civil Service appointment
 Effective: September 23, 2019
 Civil Service List #: 20120
 Location: Bush Education Center

Education: High School Diploma, Boulder Valley School District, Colorado
Probationary Period: September 23, 2019 through September 22, 2020
Experience: 4+ years' related work experience
Salary: \$34,000.00 per year, prorated
Reason for Appt: due to discontinuation of employment

9. Herman Liebson

Position: **Teacher**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: September 3, 2019
Location: Bath Detention Center
Education: Master of Science, Special Education, SUNY New Paltz
Tenure Area: Education of Children with Handicapping Conditions – General Special Education
Certification: Permanent, Special Education, September 1, 1976
Probationary Period: September 3, 2019 through September 2, 2023
Experience: 21 years' related work experience
Salary: \$59,224.00 per year (step 12 + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to a resignation

10. Kara Capozza

Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: September 5, 2019
Location: Bath High School, Bath CSD
Education: Bachelor of Art, Criminology, Lemoyne College
Tenure Area: Teaching Assistant
Certification: Level 1, Teaching Assistant, August 22, 2019 through August 31, 2022
Probationary Period: September 5, 2019 through September 4, 2023
Experience: no related work experience
Salary: \$29,348.00 per year, prorated (step 1 + Credit Hours Stipend)
Reason for Appt: due to the increase in districts' requests for services

11. Micayla Decker

Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
Effective: September 3, 2019
Location: Thomas A. Edison High School, Elmira CSD
Education: High School Diploma, Campbell-Savona CSD
Probationary Period: September 3, 2019 through November 17, 2020
Experience: no related work experience
Salary: \$11.80 per hour
Reason for Appt: due to a retirement

12. Michele Robinson-McGill

Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 4, 2019

Location: Cohen Middle School, Elmira Heights CSD

Education: High School Diploma, Avoca CSD

Probationary Period: September 4, 2019 through November 18, 2020

Experience: no related work experience

Salary: \$11.80 per hour

Reason for Appt: due to a resignation

13. LeSandra Bertch

Position: **Registered Professional Nurse**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 3, 2019

Location: Wildwood Education Center

Education: High School Diploma, Canisteo-Greenwood CSD

License: Registration Certificate, Licensed Practical Nurse, October 1, 1985

Probationary Period: September 3, 2019 through November 17, 2020

Experience: 34 years' related work experience

Salary: \$22.99 per hour (Grade 8, Step 4)

Reason for Appt: due to an internal transfer

14. Veronica Spangenberg

Position: **Registered Professional Nurse**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 16, 2019

Location: Campbell-Savona Elementary, Campbell-Savona CSD

Education: Associate in Applied Science, Nursing, Corning Community College

License: Registration Certificate, Registered Professional Nurse, September 7, 2017

Probationary Period: September 16, 2019 through November 30, 2020

Experience: 2 years' related work experience

Salary: \$22.66 per hour (Grade 8, Step 3)

Reason for Appt: due to an internal transfer

15. Nannette Sedore

Position: **Licensed Practical Nurse**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 3, 2019

Location: Broadway Academy, Elmira CSD

Education: High School Diploma, Tioga CSD

License: Registration Certificate, Licensed Practical Nurse, September 11, 2018 through August 31, 2021

Probationary Period:	September 3, 2019 through November 17, 2020
Experience:	2 years' related work experience
Salary:	\$16.50 per hour (grade 3, step 2)
Reason for Appt:	due to a resignation

16. Elizabeth Burgess

Position:	Senior Account Clerk , full-time (1.0 FTE), 12 month position, Competitive Civil Service, Probationary appointment
Effective:	September 3, 2019
Civil Service List #:	69880
Location:	Bush Education Center
Education:	High School Diploma, Elmira CSD
Probationary Period:	September 3, 2019 through September 2, 2020
Experience:	no related work experience
Salary:	\$16.38 per hour (Grade 9, Step 1)
Reason for Appt:	due to an internal transfer

H. Temporary Appointments

1. Lia Apenowich

Position:	Long-term Substitute School Social Worker , full-time (1.0 FTE), 10 month, school calendar position, temporary appointment
Effective:	December 19, 2018 through June 25, 2019
Location:	VEW School, Bath CSD
Education:	Master Social Worker, Social Work, Edinboro State College
Certification:	Provisional, School Social Worker, May 18, 2018 through August 31, 2024
Experience:	no related work experience
Salary:	\$48,243.00 per year, prorated (step 1 + Credit Hours Stipend + Degree Stipend)
Reason for Appt:	due to a resignation

2. Jennifer Hakes

Position:	Teacher , Career Beginnings and Exploration, 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:	September 3, 2019 through June 25, 2020
Location:	Wildwood Education Center
Education:	Bachelor of Science, Business, Management and Economics, SUNY Empire State
Certification:	Not certified, Business (CTE) 7-12 required
Experience:	4 years' related work experience
Salary:	\$43,693.00 per year (step 1)
Reason for Appt:	due to a resignation

3. Michaelle Shaw

Position:

Teacher, English 7-12, part-time (.47 FTE), 10 month, school calendar position, **Temporary**, Certified, **Non-Tenured** appointment

Effective:

September 3, 2019 through June 25, 2020

Location:

Bush Education Center

Education:

Master of Science, Education, Nazareth College

Tenure Area:

English 7-12

Certification:

Permanent, English 7-12, September 1, 1990

Experience:

32 years' related work experience

Salary:

\$58,576.00 (step 12 + Credit Hours Stipend + Degree Stipend)

Reason for Appt:

due to a retirement

4. Patrick Mangino

Position:

Administrator for Technology Solutions, full-time (1.0 FTE), 12 month position, **Temporary** appointment, pending completion of certification requirements or the procurement of a properly certified employee

Effective:

September 9, 2019 through June 30, 2020

Location:

Bush Education Center

Education:

Master of Science, Education, Niagara University

Certification:

Not certified, School District Leader required

Experience:

4+ years' related work experience

Salary:

\$65,000.00 per year, prorated

Reason for Appt:

due to a resignation

5. Wendy Para

Position:

Teacher, 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:

September 3, 2019 through June 25, 2020

Location:

VE Wightman, Bath CSD

Education:

HS Diploma, Hammondsport CSD

Certification:

Not certified, Students with Disabilities – Grades 1-6 required

Experience:

no related work experience

Salary:

\$43,693.00 per year (step 1)

Reason for Appt:

due to a resignation

6. Jessica Houghtaling

Position:

Teacher, 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:

September 3, 2019 through June 25, 2020

Location:

Gardner Road Elementary, Horseheads CSD

Education:

Master of Science, Literacy Teacher, Alfred University

Certification:	Not certified, Students with Disabilities – Grades 1-6 required
Experience:	8 years' related work experience
Salary:	\$43,693.00 per year (step 1)
Reason for Appt:	due to an internal transfer

7. Marissa Cruttenden

Position:	Teacher , 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:	September 3, 2019 through June 25, 2020
Location:	Bush Education Center
Education:	High School Diploma, Horseheads CSD
Certification:	Not certified, Students with Disabilities (Grades 7-12) – Generalist required
Experience:	no related work experience
Salary:	\$43,693.00 per year (step 1)
Reason for Appt:	due to a resignation

8. James Dagon

Position:	Teaching Assistant , Heavy Equipment, 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:	September 3, 2019 through June 25, 2020
Location:	Wildwood Education Center
Education:	Bachelor of Art, Psychology, SUNY Geneseo
Certification:	Not certified, Teaching Assistant, Level 1 required
Experience:	1 year of related work experience
Salary:	\$26,216.00 per year (step 1)
Reason for Appt:	due to a resignation

9. Terresa Mattison

Position:	Teaching Assistant , Alternative 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:	September 3, 2019 through June 25, 2020
Location:	Bush Education Center
Education:	Associates in Applied Science, Early Childhood Studies, Corning Community College
Certification:	Not certified, Teaching Assistant, Level 1 required
Experience:	substitution
Salary:	\$26,216.00 per year (step 1)
Reason for Appt:	due to a rehire from spring 2019; lack of certified Applicants

10. Jessica Robords

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: September 3, 2019 through June 25, 2020

Location: Corning-Painted Post High School, Corning-Painted Post Area School District

Education: High School Diploma, Bath CSD

Certification: Not certified, Teaching Assistant, Level 1 required

Experience: substitution

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

Reason for Appt: due to an internal transfer

I. Annual Temporary Appointments

1. Kelly Wolf

Position: **ABL Consultant/Facilitator**, timesheet basis, 12 month position, **Temporary** appointment

Effective: July 1, 2019 through June 30, 2020

Location: Bush Education Center

Education: Bachelor of Science, Outdoor Adventure Leadership, Ithaca College

Certification: Professional, Childhood Education (Grades 1-6)

Salary: \$35.00 per hour, timesheet, as needed basis

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

J. Mentoring Stipend, first year, Stipends as indicated below

1. **Erin Schiavone** mentoring **Joelle Groff**, effective August 19, 2019 through June 30, 2020, Stipend of \$1,100 per year, prorated
2. **Jeff Berdine** mentoring **Lori Krelie**, effective September 1, 2019 through February 10, 2020, Stipend of \$1,100 per year, prorated
3. **Katie McDonough** mentoring **Kathryne Wood**, effective August 26, 2019 through June 30, 2020, Stipend of \$1,100 per year, prorated
4. **Sara Blauvelt** mentoring **Jennifer Jacobs**, effective September 3, 2019 through June 25, 2020, Stipend of \$1,092 per year
5. **Caitlin Keller** mentoring **Crystal Pearson**, effective September 3, 2019 through June 25, 2020, Stipend of \$1,092 per year
6. **Burton Beebe** mentoring **Chris Miller**, effective September 3, 2019 through June 25, 2020, Stipend of \$1,092 per year

7. **William Paggio** mentoring **Miranda Smith**, effective September 3, 2019 through June 25, 2020, Stipend of \$1,092 per year
8. **Sheri Hooey** mentoring **Marissa Cruttenden**, effective September 3, 2019 through June 25, 2020, Stipend of \$1,092 per year

K. Mentoring Stipend, second year, Stipend of \$874 per year

1. **Kimberly Austin** mentoring **Wyatt Hansell**, effective September 3, 2019 through June 25, 2020
2. **Kimberly Austin** mentoring **Norman Jones**, effective September 3, 2019 through June 25, 2020
3. **Tammy Divens** mentoring **Gretchen McKinley**, effective September 3, 2019 through June 25, 2019
4. **Leonard Debolt** mentoring **Adam Peck**, effective September 3, 2019 through June 25, 2019
5. **Sara Blauvelt** mentoring **Kaitlyn Marshall**, effective September 3, 2019 through June 25, 2020
6. **Burton Beebe** mentoring **Brett Tuscany**, effective September 3, 2019 through June 25, 2020
7. **William Paggio** mentoring **Philip Robinson**, effective September 3, 2019 through March 31, 2020, **prorated**

L. Annual Stipend, effective July 29, 2019 through June 30, 2020

1. **CBO Management Support**, Stipend \$2,500
 - a. **Megan Leach**, Accounting – Tax Collection Team Leader

M. Rescind Temporary Appointment, from August 6, 2019 BOE minutes, declined appointment

1. Ashlee Harvey

Position:	School Social Worker , 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:	September 3, 2019 through June 25, 2020
Location:	Campbell-Savona and Bath CSD
Education:	Master of Social Work, Edinboro University of Pennsylvania, January 11, 2019
Certification:	Not certified, School Social Worker required
Experience:	no related work experience
Salary:	\$43,693.00 per year (step 1)
Reason for Appt:	due to an internal transfer

*“To the extent required by the applicable provisions of Education Law section 3014, in order to be granted tenure, the classroom teacher or 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 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.”

N. Approval of Temporary and Substitute Personnel Report, as attached (revised)

O. Approval of Additional Compensation Report for 2019-2020, effective August 27, 2019 (revised)

CARRIED UNANIMOUSLY

7. BOARD PRESIDENT’S REPORT

A. Discuss Board Retreat

Board President Keddell asked for dates for the Board Retreat to be held. It was decided that the Retreat will be held prior to the Tuesday, October 1 Board Meeting at 2:00 p.m. at Wildwood. He would like to hear about P-TECH and program updates. Board President Keddell asked Board Members to send their ideas for discussion to Kate.

8. SUPERINTENDENT’S REPORT

District Superintendent Frame shared the following:

- Human Resources and the Business Office have been restructured into one department, Central Administration, for efficiency and effectiveness. Greg Dale is overseeing the human resources function while Doug Johnson will continue staff discipline and employee relations. Doug will also be looking at a new retention model for teachers that will include onboarding, check-ins, and remediation if necessary. Jim will provide more information at the October meeting.
- District Superintendent Frame read a letter that he received from the New York Association of Agricultural Educators (NYAAE) recognizing Conservation Teacher Matt Bryant and Animal Science Teacher Ron Hess for presenting a workshop to all participants at the Annual NYAAE Conference in June. The Director of Agricultural Education Outreach thanked BOCES for its support of agricultural education in both school and at the state level.

EXECUTIVE SESSION

20-033

Upon the motion of Dlugos, seconded by Wheeler, it was resolved to move to Executive Session at 5:57 p.m. to discuss three employment histories of particular person(s) and two proposed, pending or current litigation issues.

CARRIED UNANIMOUSLY

OPEN SESSION

20-034

Upon the motion of Wheeler, seconded by Peoples, it was resolved to move to Open Session at 6:12 p.m.

CARRIED UNANIMOUSLY

9. ADJOURNMENT

20-035

Upon the motion of O'Donnell, seconded by Dlugos, it was resolved to adjourn the meeting at 6:12 p.m.

CARRIED UNANIMOUSLY

Respectfully Submitted,

ket
August 29, 2019

Kathleen E. Taylor
Board Clerk
