

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

REGULAR BOARD MEETING

TUESDAY, OCTOBER 1, 2019

Coopers Education Center, Bldg. 8, DL Room

5:30 p.m.

PRESENT: Neil Bulkley, Amy Dlugos, Don Keddell, Alice Learn, Mark Lemmon, Matt Maloney, Brian O'Donnell, Bill Peoples, Jr., Tom Phillips, Gary Scott, Bob Wheeler

ALSO PRESENT: District Superintendent James Frame
Cabinet Members: Brian Bentley, Pat Cardona, Greg Dale, Doug Johnson, Vince Moschetti, Linda Perry, Chuck Stefanini, Matt Talada, Sarah Vakkas; Board Clerk Kate Taylor; Guests: Deb Comstock, Janice Conley, Kim Mehlenbacher, Jerry Mickelson, Colleen Stannard

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1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Board President Keddell called the meeting to order at 5:56 p.m. and led the Pledge of Allegiance.

2. ACCEPTANCE OF THE AGENDA WITH ADDENDA

20-036

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

CARRIED UNANIMOUSLY

3. PRIVILEGE OF THE FLOOR

Board Member Phillips congratulated the Corning-Painted Post School District on being designated a School of Excellence by the NYS Education Department, in conjunction with the NYS Middle School Association. They were one of 38 schools in the state awarded this designation. Board President Keddell said he would like to hear from the C-PP administrators on what they are doing to reach this level of excellence.

Greg Dale, Assistant Superintendent of Finance, introduced Jerry Mickelson and Colleen Stannard from Insero, the independent audit firm used by GST BOCES. Mr. Mickelson thanked the business office for their help in preparing the audit and summarized the management letter. Ms. Stannard reported that there was one low risk finding with little impact to daily operations. She then reviewed the Extraclassroom Activities Fund letter of comment which contained insignificant deficiencies. Training was provided this past year for the Extraclassroom Activities advisors/treasurers. Ms. Stannard also reviewed the 2018-2019 Audit Report.

4. CONSENSUS ITEMS

20-037

Upon the motion of O'Donnell, seconded by Dlugos, it was resolved to approve the following consensus items:

A. Approval of Minutes

1. Regular Board Meeting – August 27, 2019

B. Treasurer's Reports

1. Schuyler-Steuben-Chemung-Tioga-Allegany BOCES – July 2019
2. Schuyler-Steuben-Chemung-Tioga-Allegany BOCES – August 2019

C. Internal Claims Auditor Report – August 2019

CARRIED UNANIMOUSLY

5. FINANCE

20-038

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

A. 2018-2019 Audit Report

1. Acceptance of the 2018-2019 Audit Report for the Schuyler-Steuben-Chemung-Tioga-Allegany BOCES as presented by Insero & Co.

B. General Fund Establishments and Adjustments

1. Budget Establishments for 2019-2020:

Item#	CoSer #	Title	In the Amount of	
019-20	221.494	Special Class 1:12:3 w/Monroe #1 BOCES	\$	226,734
020-20	406.693	Equivalent Attendance w/TST BOCES	\$	378
021-20	621.494	Transportation: Handicap w/Monroe #1 BOCES	\$	6,648
022-20	674.591	Negotiations w/Erie 1 BOCES	\$	7,945

These establishments will be supported as follows:

019-20	221.494	Hornell: \$226,734
020-20	406.693	Spencer-Van Etten: \$378
021-20	621.494	Hornell: \$6,648
022-20	674.591	Addison: \$2,500, Corning: \$632, Elmira: \$4,813

2. Budget Increases for 2019-2020:

Item #	CoSer#	Title	Increase	From	To
023-20	430.000	Distance Learning	\$ 3,000	\$ 497,788	\$ 500,788
024-20	511.000	Printing	\$ 129,002	\$ 1,453,674	\$ 1,582,676
025-20	512.000	Computer Svc: Instr	\$ 11,689	\$ 3,568,547	\$ 3,580,236
026-20	547.591	School/Curr Impr w/Erie 1 BOCES	\$ 7,300	\$ 500	\$ 7,800
027-20	550.591	Computer Svc: Instr w/Erie 1 BOCES	\$ 125,274	\$ 1,273,990	\$ 1,399,264
028-20	555.591	Model Schools w/Erie 1 BOCES	\$ 4,100	\$ 53,300	\$ 57,400
029-20	558.693	School/Curr Impr w/TST BOCES	\$ 1,125	\$ 12,500	\$ 13,625
030-20	605.000	Computer Svc: Mgmt	\$ 100,793	\$ 13,509,222	\$ 13,610,015
031-20	611.000	Transportation: Other	\$ 1,625	\$ 51,125	\$ 52,750
032-20	620.596	Public Info w/Cap. Region BOCES	\$ 30,757	\$ 51,665	\$ 82,422
033-20	629.591	Computer Svc: Mgmt w/Erie 1 BOCES	\$ 358,501	\$ 3,158,977	\$ 3,517,478
034-20	659.591	Policy Manual Service w/Erie 1 BOCES	\$ 29,619	\$ 93,890	\$ 123,509

These increases will be supported as follows:

023-20	430.000	Arkport: \$3,000
024-20	511.000	Addison: \$5,043, Alfred-Almond: \$137, Arkport: \$439, Avoca: \$57, Bath: \$4,344, Bradford: \$405, Campbell-Savona: \$3,859, Canaseraga: \$352, Canisteo-Greenwood: \$988, Corning: \$39,992, Elmira: \$11,303, Elmira Heights: \$5,431, Genesee Valley BOCES: (Dundee: \$649), Hammondsport: \$1,651, Hornell: \$4,246, Horseheads: \$26,986, Jasper-Troupsburg: \$782, Odessa-Montour: \$6,422, Prattsburgh: \$306, Spencer-Van Etten: \$2,072, Watkins Glen: \$3,961, Waverly: \$8,699, Misc. Revenue: (Chemung County: \$143, Steuben County: \$129, Village of Horseheads: \$606)
025-20	512.000	Addison: \$8,889, Horseheads: \$2,800
026-20	547.591	Alfred-Almond: \$650, Canisteo-Greenwood: \$7,150, Jasper-Troupsburg: (\$500)

027-20 550.591 Addison: \$4,611, Alfred-Almond: \$68,262, Arkport: (\$1,872), Avoca: \$49,924, Bath: (\$78,669), Campbell-Savona: \$1,758, Canaseraga: \$1,085, Canisteo-Greenwood: \$2,284, Elmira: \$20, Hammondsport: \$1,245, Hornell: \$76,116, Jasper-Troupsburg: \$510

028-20 555.591 Alfred-Almond: \$4,100

029-20 558.693 Spencer-Van Etten: \$1,125

030-20 605.000 Corning: \$30,245, Elmira: \$56,183, Hornell: \$74, Horseheads: \$8,549, Watkins Glen: \$4,080, Misc. Revenue: (Alternative School for Math & Science: \$196, Autism/DASA/Save Trainings: \$7,332, Corning Christian Academy: \$175, Finn Academy: (\$14,360), Key Bank Lease Credit: \$17,768, Notre Dame: (\$10,360), Twin Tiers Christian Academy: \$519, Wings of Eagles: \$392)

031-20 611.000 Misc. Revenue: (Pro Action: \$1,625)

032-20 620.596 Arkport: \$597, Avoca: \$30,160

033-20 629.591 Addison: (\$14,458), Alfred-Almond: \$66,424, Arkport: \$21,965, Avoca: \$5,495, Bath: \$121,022, Bradford: (\$1), Canaseraga: \$14,968, Canisteo-Greenwood: \$87,561, Corning: (\$633), Hammondsport: \$64,475, Hornell: (\$12,693), Jasper-Troupsburg: \$4,063, Prattsburgh: \$313

034-20 659.591 Addison: \$11,958, Arkport: \$18,042, Odessa-Montour: (\$675), Waverly: \$294

3. Budget Decreases for 2019-2020:

Item #	CoSer #	Title	Decrease	From	To
035-20	528.000	Industry/Education Activities Coord. (CDC)	\$ 5,200	\$ 699,142	\$ 693,942
036-20	537.000	School/Curr Improvement	\$ 138	\$ 1,718,567	\$ 1,718,429
037-20	617.000	School Food Management: Central	\$ 95	\$ 2,427,488	\$ 2,427,393

These decreases will be supported as follows:

035-20 528.000 Odessa-Montour: (\$5,200)

036-20 537.000 Elmira: (\$276), Horseheads: \$138

037-20 617.000 Sullivan BOCES: (Roscoe: (\$95))

4. Transfers within programs for 2018-2019:

a. Report of all fund transfers for the period 4/1/2019-6/30/2019, as attached.

5. Transfers within programs for 2019-2020:

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

COSER NO.	PROGRAM	BUDGET CODE	TRANSFER IN	TRANSFER OUT
605	Computer Svc: Mgmt.	A605-7710-210-4-09 Lg Equip >\$5000		\$ 13,558
		A605-7710-400-V-53 Contract & Other		\$ 20,351
		A605-7710-406-9-09 Misc Reserve		\$ 36,398
		A605-7710-400-4-09 Contract & Other	\$ 13,558	
		A605-7710-400-9-09 Contract & Other	\$ 36,398	
		A605-7710-411-V-53 Telephone	\$ 20,351	
		Total	\$ 70,307	\$ 70,307
612	Central Business Office	A612-7017-160-0-01 NI Salaries		\$ 79,000
		A612-7017-150-0-01 Instr Salaries	\$ 79,000	
		Total	\$ 79,000	\$ 79,000

C. Federal Fund Establishments and Adjustments

1. Grant Acceptances and Budget Establishments for 2019-2020:

- WIOA Title II, Adult Basic Education and Literacy (ABE) grant accepted and the budget established in the amount of \$100,000 for the period July 1, 2019 through June 30, 2020 as attached. Approval was received on August 20, 2019.
- WIOA Title II, Adult Education and Literacy (Literacy Zone) grant accepted and the budget established in the amount of \$125,000 for the period July 1,

2019 through June 30, 2020 as attached. Approval was received on August 20, 2019.

- c. WIOA Title II, Corrections Education and Other Institutionalized Programs (Incarcerated) grant accepted and the budget established in the amount of \$250,000 for the period July 1, 2019 through June 30, 2020 as attached. Approval was received on August 20, 2019.

2. **Budget Establishments for 2019-2020:**

- a. EPE (Employment Preparation Education) grant accepted and the budget established in the amount of \$385,865 for the period July 1, 2019 through June 30, 2020 as attached. Approval was received on September 9, 2019.
- b. FSET (Food Stamp & Employment Training) Chemung County contract for services accepted and the budget established in the amount of \$30,000 for the period July 1, 2019 through June 30, 2020 as attached. Approval was received on September 11, 2019.
- c. School Based Vocational/Work Incentive Program, Chemung County contract for services accepted and the budget established in the amount of \$38,642 for the period July 1, 2019 through June 30, 2020 as attached. Approval was received on September 11, 2019.
- d. Title 1, Part D, Neglected and Delinquent Grant accepted and the budget established in the amount of \$38,335 for the period September 1, 2019 through August 31, 2020 as attached. Approval was received on September 4, 2019.

D. Purchasing

- 1. Approval of Resolution, as attached, to participate in statewide contracts for TEQ (OTIS), Dell (Advanced Learning Partnerships Firm), PowerSchool (United Talent Professional Learning System), Impero (edTeach), Net Ref, Hapara and Go Guardian (Teacher) managed by Erie1 BOCES.
- 2. Approval of Resolution, as attached, to participate in statewide contracts for Google G Suite for Education managed by Erie 1 BOCES.

E. Acceptance of Donation

- 1. Seeds, plants, seed pots, display racks and related items to the Conservation Program at the Bush Campus from Wal-Mart, 515 E. 4th Street, Watkins Glen, NY 14891.

F. Activities Club

- 1. Close the following club at the Bush Campus:
 - a. A-40VEX Robotics Club, the Club Advisor is Steven Smith. There is no remaining balance.

G. Emergency Response Plans

1. Approval of the Emergency Response Plans for the Bush, Coopers, Wildwood Campuses and the STEM Academy, as required by the Education Law 2801-a.

CARRIED UNANIMOUSLY

6. **PERSONNEL**

20-039

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

A. Retirements

1. Teresa Penner

Position: Teacher
Effective: end of day October 18, 2019
Date of Hire: September 1, 1987

2. JoAnn Killingsworth

Position: Senior Computer Service Program Aide
Effective: end of day January 2, 2020
Date of Hire: February 6, 1995

B. Amend Resignation, from the August 27, 2019 Board Minutes

1. Thomas Callahan

Position: **Teacher, Social Studies**
Effective: from end of day August 22, 2019 **to September 20, 2019**, holding to the 30-day resignation requirement under Education Law
Date of Hire: September 4, 2018
Reason: other employment

C. Resignations

1. Marlene Giammichele

Position: **Teaching Assistant, Nurse's Assisting**
Effective: end of day September 2, 2019
Date of Hire: September 6, 2016
Reason: to accept the position of Registered Professional Nurse with GST BOCES, effective September 3, 2019

2. Jennifer Hakes

Position: **Teaching Assistant, Career and Technical Education**
Effective: end of day September 2, 2019
Date of Hire: February 2, 2015
Reason: to accept the position of Teacher, Special Education with GST BOCES, effective September 3, 2019

3. Regan Lattin

Position: **Teaching Assistant, Special Education**
Effective: end of day September 2, 2019
Date of Hire: September 10, 2018
Reason: to accept the position of Teacher, Special Education with GST BOCES, effective September 3, 2019

4. Caleb Ayers

Position: **Teacher Aide**, Special Education
Effective: end of day September 2, 2019
Date of Hire: February 4, 2019
Reason: other employment

5. Gregory Keefer

Position: **Courier**
Effective: end of day September 13, 2019
Date of Hire: July 1, 2014
Reason: personal reasons

6. Jean Coons

Position: **Career Education Resource Specialist**
Effective: end of day September 20, 2019
Date of Hire: September 5, 2017
Reason: other employment

7. Karen Rounds

Position: **Program Assistant**
Effective: end of day September 27, 2019
Date of Hire: March 21, 2011
Reason: other employment

8. Mark Schaffhouser

Position: **Teaching Assistant**, Special Education
Effective: end of day September 30, 2019
Date of Hire: January 3, 2017
Reason: to accept the position of Teacher, Special Education with GST BOCES, effective October 1, 2019

9. Diane Mitchell

Position: **Teacher**, Special Education
Effective: end of day October 25, 2019
Date of Hire: September 8, 2015
Reason: other employment

D. Increase or Decrease to Positions

- 1. School Counselor**, 10 month, school calendar position, increased from full-time (1.0 FTE) to **full-time (1.0 FTE) plus up to 20 additional days, timesheet basis, during July and August**, effective September 21, 2019, due to additional needs in the department.
- 2. School Counselor**, 10 month, school calendar position, increased from full-time (1.0 FTE) to **full-time (1.0 FTE) plus up to 20 additional days, timesheet basis, during July and August**, effective September 21, 2019, due to additional needs in the department.
- 3. Teacher**, Home and Career Skills, 10 month, school calendar position, increased from part-time (.81 FTE) to **part-time (.88 FTE)**, effective September 3, 2019, due to the increase in districts' requests for services.
- 4. Teaching Assistant**, 10 month, school calendar position, Non-Tenure bearing appointment, decreased from part-time (.75 FTE) to **part-time (.25 FTE)**,

effective September 3, 2019, due to the decrease in districts' requests for services.

5. **Teaching Assistant**, Career Beginnings and Exploration, 10 month, school calendar position, increased from part-time (.5 FTE) to **full-time (1.0 FTE)**, effective September 3, 2019, due to the increase in districts' requests for services.
6. **School Social Worker**, 10 month, school calendar position, decreased from part-time (.8 FTE) to **part-time (.6 FTE)**, effective September 3, 2019 through September 20, 2019, due to request of the employee.
7. **School Social Worker**, 10 month, school calendar position, increased from part-time (.6 FTE) to **full-time (1.0 FTE)**, effective September 21, 2019, due to the increase in districts' requests for services.
8. **Teacher Aide**, 10 month, school calendar position, decreased from full-time (1.0 FTE) to **part-time (.4 FTE)**, effective September 3, 2019, due to the decrease in districts' requests for services.
9. **Adult Literacy Instructor**, 12 month position, decreased from full-time (1.0 FTE) to **part-time, hourly, timesheet basis**, 12 month position, Unclassified, Certified appointment, effective September 27, 2019, due to other employment.

E. Increase or Decrease in Assignments

1. Tina Broderick

Position:	School Counselor
Effective:	June 28, 2019
Increase:	from 10 month, school calendar position to 10 month, school calendar, plus up to 20 additional days, timesheet basis, during July and August
Salary:	no change to salary
Reason:	due to the additional needs in the department

2. Bridget Reagan

Position:	School Psychologist
Effective:	June 28, 2019
Increase:	from 10 month, school calendar position to 10 month, school calendar, plus up to 20 additional days, timesheet basis, during July and August
Salary:	no change to salary
Reason:	due to the additional needs in the department

3. Elizabeth Buckley

Position:	Teacher , Home and Career Skills
Effective:	September 3, 2019
Increase:	from .81 FTE to .88 FTE
Salary:	\$80,722.00 per year, prorated
Reason:	due to the increase in districts' requests for services

4. Kimberly Jones

Position:	Teaching Assistant , Alternative Education
Effective:	September 3, 2019

- | | |
|-----------|---|
| Decrease: | from .41 FTE to .25 FTE |
| Salary: | \$18,787.99 per year |
| Reason: | due to the decrease in districts' requests for services |
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- 5. Patricia Mullen**
- | | |
|------------------|---|
| Position: | Teaching Assistant |
| Increase: | from Culinary Arts (.5 FTE) to Culinary Arts (.5 FTE) and Career Beginnings and Exploration (.5 FTE) , 10 month, school calendar position, Probationary appointment |
| Effective: | September 3, 2019 |
| Salary: | \$34,068.00 per year (step 4 + Credit Hours Stipend + Degree Stipend) |
| Reason for Appt: | due to the increase in districts' requests for services |
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- 6. Julie Babcock**
- | | |
|------------|--|
| Position: | School Social Worker |
| Effective: | September 3, 2019 through September 20, 2019 |
| Decrease: | from .8 FTE to .6 FTE |
| Salary: | \$66,092.00 per year, prorated (step 15 + Credit Hours Stipend + Degree Stipend + IEP Stipend) |
| Reason: | due to request of the employee |
-
- 7. Julie Babcock**
- | | |
|----------------------|--|
| Position: | School Social Worker |
| Effective: | September 21, 2019 |
| Increase: | from .6 FTE to 1.0 FTE |
| Location: | Bath High School, Bath CSD |
| Education: | Master of Social Work, Social Work, Roberts Wesleyan College |
| Tenure Area: | School Social Worker |
| Certification: | Permanent, School Social Worker, February 1, 2012 |
| Probationary Period: | previously served, tenured |
| Experience: | 16 years' related work experience |
| Salary: | \$66,092.00 per year, prorated (step 15 + Credit Hours Stipend + Degree Stipend + IEP Stipend) |
| Reason for Appt: | due to the increase in districts' requests for services |
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- 8. Barbara Hibbard**
- | | |
|------------|---|
| Position: | Teacher Aide, Special Education |
| Effective: | September 3, 2019 |
| Decrease: | from 1.0 FTE to .4 FTE |
| Salary: | \$14.80 per hour |
| Reason: | due to the decrease in districts' requests for services |
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- 9. Janee Gadsden**
- | | |
|------------|---|
| Position: | Adult Literacy Instructor |
| Effective: | end of day September 27, 2019 |
| Decrease: | from 1.0 FTE to part-time, hourly, timesheet basis |
| Salary: | \$25.00 per hour |
| Reason: | due to other employment |

F. Change in Civil Service Appointment

1. Patrick Grabowski

Position: Assistant Auto Mechanic to **Auto Mechanic**, full-time (1.0 FTE), 12 month position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 9, 2019

Location: Bush Education Center

Education: High School Diploma, Addison CSD

Probationary Period: September 9, 2019 through September 8, 2020

Experience: 26 years' related experience

Salary: \$24.91 per hour (Grade 14, Step 14)

Reason for Appt: due to a vacated position

G. Amend End of Probationary Period, from the August 6, 2019 Board minutes

- 1. Jennifer Basch**, from November 17, 2020 to **November 10, 2020**
- 2. Marlene Giammichele**, from November 17, 2020 to **November 10, 2020**

H. Amend End of Probationary Period, from the August 27, 2019 Board minutes

- 1. Lesandra Bertch**, from November 17, 2020 to **November 10, 2020**
- 2. Micayla Decker**, from November 17, 2020 to **November 10, 2020**
- 3. Evelyn Moreno**, from November 19, 2020 to **November 12, 2020**
- 4. Michele Robinson-McGill**, from November 18, 2020 to **November 11, 2020**
- 5. Nannette Sedore**, from November 17, 2020 to **November 10, 2020**
- 6. Veronica Spangenberg**, from November 30, 2020 to **November 23, 2020**

I. Change from Civil Service Provisional Appointment to Probationary Appointment, due to successful passing of Civil Service Exam

1. Tara McKenna

Position: **Payroll Specialist**, full-time (1.0 FTE), 12 month position, Civil Service Competitive, **Probationary** appointment

Effective: August 27, 2019

Probationary Period: August 27, 2019 through August 26, 2020

Civil Service List #: 67578

Salary: \$39,110.00 per year, prorated

2. Robin Ott

Position: **Career Education Resource Specialist**, part-time (.8 FTE), 10 month, school calendar position, Civil Service Competitive, **Probationary** appointment

Effective: September 3, 2019

Probationary Period: September 3, 2019 through November 10, 2020

Civil Service List #: 64618

Salary: \$25,900.00 per year, prorated

3. Nancy Wegman

Position: **Career Education Resource Specialist**, part-time (.8 FTE), 10 month, school calendar position, Civil Service Competitive, **Probationary** appointment

Effective: September 19, 2019

Probationary Period: September 19, 2019 through November 26, 2020

Civil Service List #: 64618
Salary: \$25,900.00 per year, prorated

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

1. Patrick Mangino

Position: **Administrator for Technology Solutions**, full-time (1.0 FTE), 12 month position, **Probationary** appointment
Effective: September 17, 2019
Location: Bush Education Center
Tenure Area: Administrator for Technology Solutions
Certification: Professional, School District Leader, September 17, 2019
Probationary Period: September 17, 2019 through September 16, 2023
Salary: \$65,000.00 per year, prorated

2. Myia Smith

Position: **Staff Development Coordinator**, full-time (1.0 FTE), 12 month position, **Probationary** appointment,
Effective: September 20, 2019
Location: various component districts
Education: Certificate of Advanced Studies, Educational Administration, SUNY Brockport
Tenure Area: Staff Development Coordinator
Certification: Professional, School District Leader, SUNY Brockport
Experience: 5.5 years' related experience
Probationary Period: September 20, 2019 through September 19, 2023
Salary: \$71,000.00 per year
Reason for Appt: due to a resignation

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

1. Zachary Lockwood

Position: Cleaner
Permanent Date: October 9, 2019

2. Charles Difasi

Position: Food Service Driver
Permanent Date: October 29, 2019

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

1. Stacy Saglibene

Position: **Director of Special Education & Itinerant Services**
Tenure Area: Director of Special Education & Itinerant Services
Effective Date of Tenure: October 7, 2019
Certification Status: Permanent

2. Catherine Schuler

Position: **Teacher**, Speech and Hearing Handicapped, full-time (1.0 FTE), 10 month, school calendar position

Tenure Area:	Education of Children with Handicapping Conditions – Speech and Hearing Handicapped
Effective Date of Tenure:	September 6, 2019
Certification Status:	Permanent, Speech and Hearing Handicapped, September 1, 1997

M. Abolishment of Positions

1. **Computer Services Coordinator**, one full-time (1.0 FTE), 12 month, Competitive Civil Service position, Bush Education Center, effective end of the day August 31, 2019, due to a retirement and the reconfiguration of duties within the BOCES organization.

N. Creation of Positions

1. **Distance and Virtual Learning Coordinator**, one full-time (1.0 FTE), 12 month position, effective September 1, 2019, due to a retirement and the reconfiguration of duties within the BOCES organization
2. **Teacher**, English to Speakers of Other Languages, full-time (1.0 FTE), 10 month, school calendar position, effective September 3, 2019, due to the increase in districts' requests for services
3. **Teaching Assistant**, one part-time (.5 FTE), 10 month, school calendar position, effective September 3, 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 18, 2019, due to the increase in districts' requests for services
5. **Teacher Aide**, one part-time (.5 FTE), 10 month, school calendar position, effective September 3, 2019, due to the increase in districts' requests for services
6. **Registered Professional Nurse**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 3, 2019, due to the increase in districts' requests for services
7. **Network Technology Specialist**, one part-time (.6 FTE), 12 month position, effective September 30, 2019, due to the increase in districts' requests for services
8. **Cook Manager**, one full-time (1.0 FTE), 10 month, school calendar position, effective October 7, 2019, due to the increase in districts' requests for services
9. **Teaching Assistant**, Diesel Mechanics, 10 month, school calendar position, effective October 7, 2019, due to the increase in districts' requests for services
10. **Teacher Aide**, one full-time (1.0 FTE), 10 month, school calendar position, effective September 30, 2019, due to the increase in districts' requests for services

- O. **Rescind Appointment**, from August 6, 2019 Board minutes, BOCES rescinded initial offer of employment

1. Arial Abdulmumin

Position: **Teacher Aide**, full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
Effective: September 3, 2019
Location: Cohen Elementary, Elmira Heights CSD
Education: High School Diploma, Bellport CSD
Probationary Period: September 3, 2019 through November 10, 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

P. Amend Appointments

1. Scott Johnson

Position: from the August 6, 2019 Board Agenda, correcting the position title in resignation notification from Teacher, Special Education **to Teacher, Construction Industry and Building Maintenance Occupations**
Effective: end of day September 2, 2019
Date of Hire: September 2, 2009
Reason: to accept the position of Teacher, Physical Education with GST BOCES, effective September 3, 2019

2. Maria Torres

Position: from the August 27, 2019 Board Agenda, changing the start date
Industry Liaison, full-time (1.0 FTE), 11 month position, **Probationary** appointment
Effective: September 9, 2019 **to September 3, 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 3, 2019 through September 2, 2023
Experience: 11 years' related work experience
Salary: \$66,167.00 per year (step 12 + 11 month salary + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to the increase in districts' requests for services

3. Terresa Mattison

Position: from the August 27, 2019 Board Addenda, changing appointment from temporary **to probationary Teaching Assistant**, Alternative Education, full-time (1.0 FTE), 10 month, school calendar position, from Temporary **to probationary** appointment
Effective: September 3, 2019
Location: Bush Education Center
Education: **Bachelor of Science, Social Work, Keuka College**
Certification: **Level 1, Teaching Assistant, effective August 17, 2019 through August 31, 2022**
Probationary Period: **September 3, 2019 through September 2, 2023**
Experience: **3 years' related work experience**
Salary: **\$33,312.00 per year (step 4 + Credit Hours Stipend)**

Reason for Appt:	due to a rehire from spring 2019; lack of certified applicants
4. Herman Liebson	from the August 27, 2019 BOE Minutes, due to a revised start date
Position:	Teacher , Special Education, full-time (1.0 FTE), 10 month, school calendar position, Probationary appointment
Effective:	from September 3, 2019 to September 23, 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 23, 2019 through September 22, 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

Q. Appointments

1. Ryan Wassink

Position:	Distance and Virtual Learning Coordinator , full-time (1.0 FTE), 10 month + 10 days position, Probationary appointment
Effective:	September 1, 2019
Location:	Bush Education Center
Education:	Master of Science, Educational Leadership, St. John Fisher College
Tenure Area:	Distance and Virtual Learning Coordinator
Certification:	Permanent, School District Administrator, September 1, 2007
Probationary Period:	September 1, 2019 through August 31, 2023
Experience:	16 years' related work experience
Salary:	\$64,874.00 per year, prorated
Reason for Appt:	due to a retirement and the reconfiguration of duties within the BOCES organization

2. Miranda Smith

Position:	Teacher , English, full-time (1.0 FTE), 10 month, school calendar position, Probationary appointment
Effective:	September 3, 2019
Location:	Coopers Education Center
Education:	Bachelor of Art, Adolescence Education: English, Elmira College
Tenure Area:	English 7-12
Certification:	Initial, English Language Arts, February 23, 2019 through August 31, 2024
Probationary Period:	September 3, 2019 through September 2, 2023
Experience:	no related work experience
Salary:	\$43,693.00 per year (step 1)
Reason for Appt:	due to an internal transfer

3. Corina Forsythe

Position: **Culturally Responsive Educator**, full-time (1.0 FTE), 11 month position, **Probationary** appointment
Effective: October 2, 2019
Location: Bath CSD
Education: Master of Science, Education, Elmira College
Tenure Area: Instructional Support Services in Special Education
Certification: Professional, Childhood Education Grades 1-6, January 26, 2012
Probationary Period: October 2, 2019 through October 1, 2023
Experience: 11 years' related work experience
Salary: \$67,633.00 per year, prorated (step 12 + 11 month salary + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to a resignation

4. Daniel Copp

Position: **Teacher**, Social Studies, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: October 4, 2019
Location: Bush Education Center
Education: Master of Science, Special Education, Grand Canyon University
Tenure Area: Social Studies
Certification: Professional, Social Studies, June 5, 2015
Probationary Period: October 4, 2019 through October 3, 2022, previously tenured with GST BOCES, Education of Children with Handicapping Conditions – General Special Education, September 2, 2017
Experience: 6 years' related work experience
Salary: \$52,423.00 per year, prorated (step 7 + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to a resignation

5. Sarah Dickson

Position: **Instructional Support Teacher**, full-time (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: October 28, 2019
Location: Science Center
Education: Master of Science, Education, Walden University
Tenure Area: Instructional Support Services in Professional Development
Certification: Childhood Education Grades 1-6, Professional; January 31, 2017
Probationary Period: October 28, 2019 through October 27, 2023
Experience: 7 years' related work experience
Salary: \$52,558.00 per year, prorated (step 8 + Credit Hours Stipend + Degree Stipend)
Reason for Appt: due to a resignation

6. Larry Switzer, Jr.

Position: **Teaching Assistant**, Special Education (1.0 FTE), 10 month, school calendar position, **Probationary** appointment
Effective: September 3, 2019
Location: Horseheads CSD

Education:	High School Diploma, Bath CSD
Tenure Area:	Teaching Assistant
Certification:	Level 1, Teaching Assistant, July 28, 2017 through August 31, 2020
Probationary Period:	September 3, 2019 through September 2, 2023
Experience:	2 years' related work experience
Salary:	\$27,296.00 per year (step 3)
Reason for Appt:	due to a resignation
7. Jeanette Plummer	
Position:	Teacher Aide , part-time (.5 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 3, 2019
Location:	Thomas A. Edison, Elmira CSD
Education:	High School Diploma, Crooms High School, Sanford, Florida
Probationary Period:	September 3, 2019 through November 10, 2020
Experience:	35 years' related work experience
Salary:	\$13.00 per hour (retired GST BOCES Teacher Aide)
Reason for Appt:	due to the increase in districts' requests for services
8. Courtney Comfort	
Position:	Teacher Aide , full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 3, 2019
Location:	Phoenix Academy, Bush Education Center
Education:	High School Diploma, Elmira CSD
Probationary Period:	September 3, 2019 through November 10, 2020
Experience:	no related work experience
Salary:	\$11.80 per hour
Reason for Appt:	due to an internal transfer
9. Fawn Pavlina	
Position:	Teacher Aide , full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 3, 2019
Location:	Phoenix Academy, Bush Education Center
Education:	High School Diploma, Horseheads CSD
Probationary Period:	September 3, 2019 through November 10, 2020
Experience:	1 year of related work experience
Salary:	\$11.80 per hour
Reason for Appt:	due to an internal transfer
10. Delia Erhard	
Position:	Teacher Aide , full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 9, 2019
Location:	Thomas A. Edison High School, Elmira Heights, CSD
Education:	High School Diploma, Meadowbrook Christian School
Probationary Period:	September 9, 2019 through November 16, 2020

Experience: no related work experience
Salary: \$11.80 per hour
Reason for Appt: due to an internal transfer

11. Kimberly Smith

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: Broadway Academy, Elmira CSD
Education: Associate in Applied Science, Nursing, Corning Community College
License: Registration Certificate, Registered Professional Nurse, October 18, 2005
Probationary Period: September 3, 2019 through November 10, 2020
Experience: 15 years' related work experience
Salary: \$22.99 per hour (Grade 8, Step 4)
Reason for Appt: due to the increase in districts' requests for services

12. Kathleen McKenzie

Position: **Career Education Resource Specialist**, part-time, hourly, timesheet basis, 10 month, school calendar position, Non-Competitive Civil Service, **Probationary** appointment
Effective: September 23, 2019
Location: Bush Education Center
Education: High School Diploma, Elmira CSD
Probationary Period: September 23, 2019 through November 30, 2020
Experience: 39 years' related work experience
Salary: \$17.00 per hour
Reason for Appt: due to a resignation

13. Randy Long

Position: **Network Technology Specialist**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Provisional** appointment, pending Civil Service exam
Effective: September 16, 2019
Location: Addison CSD
Education: High School Diploma, Addison CSD
Experience: 21 years' related work experience
Salary: \$40,000.00 per year, prorated
Reason for Appt: due to a resignation

14. Julian Cliteur

Position: **Network Technology Specialist**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Provisional** appointment, pending Civil Service exam
Effective: September 30, 2019
Location: Campbell-Savona CSD
Education: High School Diploma, Horseheads CSD
Experience: 3 years' related work experience
Salary: \$33,000.00 per year, prorated
Reason for Appt: due to an internal transfer

15. Donald Loomis

Position: **Network Technology Specialist**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Provisional** appointment, pending Civil Service exam

Effective: September 24, 2019

Location: Bush Education Center

Education: High School Diploma, Elmira CSD

Experience: 7 years' related work experience

Salary: \$36,500.00 per year, prorated

Reason for Appt: due to an internal transfer

16. Ian Loomis

Position: **Network Technology Specialist**, full-time (1.0 FTE), 12 month position, Competitive Civil Service, **Provisional** appointment, pending Civil Service exam

Effective: September 30, 2019

Location: Horseheads and Bradford CSD; Bush Education Center

Education: Bachelor of Fine Arts, New Media Design, Rochester Institute of Technology

Experience: 1 year of related work experience

Salary: \$35,000.00 per year, prorated

Reason for Appt: due to an internal transfer (.4 FTE) **Anthony Caviness** and due to the increase in districts' requests for services (.6 FTE)

17. Lisa Fossaceca

Position: **Senior Account Clerk**, full-time, (1.0 FTE), 12 month position, Competitive Civil Service, **Provisional** appointment, pending Civil Service exam

Effective: September 25, 2019

Location: Bush Education Center

Education: Bachelor of Science, Business Administration and Marketing, Rochester Institute of Technology

Experience: 5 years' related work experience

Salary: \$16.89 per hour (step 3, grade 9)

Reason for Appt: due to a retirement

18. Duane Saxton

Position: **Courier**, part-time (.2 FTE), 12 month position, Non-Competitive Civil Service, **Probationary** appointment

Effective: September 24, 2019

Location: Bush Education Center

Education: Associate in Applied Science, Tool Design Technology, Williamsport Area Community College

Probationary Period: September 24, 2019 through September 23, 2020

Experience: substitute

Salary: \$14.78 per hour (step 1, grade 2)

Reason for Appt: due to a resignation

19. Bridget Henshaw

Position: **Teacher**, Integrated Science, full-time (1.0 FTE), 10

	month, school calendar position, Probationary appointment
Effective:	October 21, 2019
Location:	Bush and Coopers Education Centers
Education:	Master of Science, Education, Mansfield University
Tenure Area:	Science
Certification:	Permanent, General Science 7-12 Extension
Probationary Period:	October 21, 2019 through October 20, 2023*
Experience:	14 years' related work experience
Salary:	\$59,062.00 per year (step 12 + Credit Hours Stipend + Degree Stipend)
Reason for Appt:	due to a retirement

20. Derek O'Brian

Position:	Cook Manager , full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	October 7, 2019
Location:	Corning-Painted Post CSD and Horseheads CSD
Education:	High School Diploma, Corning-Painted Post CSD
Probationary Period:	October 7, 2019 through December 14, 2020
Experience:	4 years' related experience
Salary:	\$32,000.00 per year, prorated
Reason for Appt:	due to the increase in districts' requests for services

21. Kaila Albert

Position:	Printing Clerk , full-time (1.0 FTE), 12 month position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 30, 2019
Location:	Print Shop
Education:	Associate in Science, Criminal Justice, Corning Community College
Probationary Period:	September 30, 2019 through September 29, 2020
Experience:	no related work experience
Salary:	\$14.78 per hour (step 1, grade 2)
Reason for Appt:	due to a resignation

22. Etta Wilson

Position:	Teacher Aide , full-time (1.0 FTE), 10 month, school calendar position, Non-Competitive Civil Service, Probationary appointment
Effective:	September 30, 2019
Location:	Bush Education Center
Education:	Associate in Science, General Studies, Corning Community College
Probationary Period:	September 30, 2019 through December 7, 2020
Experience:	no related work experience
Salary:	\$11.80 per hour
Reason for Appt:	due to the increase in districts' requests for services

R. Temporary Appointments

1. Samuel Christiansen

Position:

Teacher, English to Speakers of Other Languages, 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
September 3, 2019 through June 25, 2020
Elmira CSD, Watkins Glen, CSD, Campbell-Savona CSD and Addison CSD

Effective:

Location:

Education:

Certification:

Bachelor of Art, Political Science, SUNY Oswego

Not certified, English to Speakers of Other Languages required

Experience:

no related work experience

Salary:

\$43,693.00 per year (step 1)

Reason for Appt:

due to the increase in districts' requests for services

2. Mark Schaffhauser

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: October 1, 2019 through June 25, 2020

Location: Parley Coburn Elementary School, Elmira CSD

Education: Bachelor of Art, Childhood Education, SUNY Cortland

Certification: Not certified, Students with Disabilities (Grades 1-6) required

Experience: 2 years' related work experience

Salary: \$43,693.00 per year, prorated (step 1)

Reason for Appt:

due to a retirement

3. Raymond Harndon

Position:

Teaching Assistant, Career & Technical Education, full-time (1.0 FTE), 10 month, school calendar position, **Temporary** appointment, pending completion of certification requirements

Effective: September 3, 2019 through June 25, 2020

Location: Bush Education Center

Education: Auto Body Collision Repair, Associate in Occupational Studies, Corning Community College

Certification: Not certified, Teaching Assistant, Level 1 required

Experience: 3 years' related work experience

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

Reason for Appt:

due to an internal transfer

4. Staci Starkweather

Position:

Teaching Assistant, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Temporary** appointment, pending completion of certification requirements

Effective: September 5, 2019 through June 25, 2020

Location: Center Street Elementary School, Horseheads CSD

Education: High School Diploma, Odessa-Montour CSD

Certification: Not certified, Teaching Assistant, Level 1 required

Experience: no related work experience
Salary: \$26,216.00 per year, prorated (step 1)
Reason for Appt: due to the increase in districts' requests for services

5. Breana Losey

Position: **Teaching Assistant**, Career & Technical Education/Alternative Education, full-time (1.0 FTE), 10 month, school calendar position, **Temporary** appointment
Effective: September 18, 2019 through June 25, 2020
Location: Bush Education Center
Education: Master of Science, Student Affairs and Higher Education, Indiana State University
Tenure Area: Teaching Assistant
Certification: Not certified, Teaching Assistant, Level 1 required
Experience: no related work experience
Salary: \$26,216.00 per year, prorated (step 1)
Reason for Appt: due to the increase in districts' requests for services

6. Julianne Caruso

Position: **Teaching Assistant**, Special Education, full-time (1.0 FTE), 10 month, school calendar position, **Temporary** appointment, pending completion of certification requirements
Effective: October 1, 2019 through June 25, 2020
Location: Bush Education Center
Education: High School Diploma, Horseheads CSD
Certification: Not certified, Teaching Assistant, Level 1 required
Experience: no related work experience
Salary: \$26,216.00 per year, prorated (step 1)
Reason for Appt: due to an internal transfer

7. Matthew Specchio

Position: **Teaching Assistant, Diesel Program**, Career & Technical Education (1.0 FTE), 10 month, school calendar position **Temporary** appointment, pending completion of certification requirements
Effective: October 7, 2019 through June 25, 2020
Location: Bush Education Center
Education: High School Diploma, Watkins Glen CSD
Certification: Not certified, Teaching Assistant, Level 1 required
Experience: 13 years' related work experience
Salary: \$26,216.00 per year, prorated (step 1)
Reason for Appt: due to the increase in districts' requests for services

S. Mentoring Stipend, first year, Stipend of \$1,092 per year, effective September 3, 2019 through June 25, 2020, except where noted

1. **Amy Cicora** mentoring **Jessica Houghtaling**
2. **Beverly Croston** mentoring **Elizabeth Baxter**
3. **Katherine Karam** mentoring **Regan Lattin**
4. **Caitlin Keller** mentoring **Aimee Badger-Navin**, September 3, 2019 through January 31, 2020, stipend prorated

5. **Robert Lemay** mentoring **Jennifer Hakes**
6. **Kathy Morris** mentoring **Wendy Para**
7. **Crystal Watson** mentoring **Kaylena Bowerman**
8. **Carolyn Connelly** mentoring **Maria Torres**

T. Mentoring Stipend, second year, Stipend of \$874 per year, effective September 3, 2019 through June 25, 2020, except where noted

1. **Stacey Burden** mentoring **Laura O'Dell**
2. **Tammy Divens** mentoring **Amy Rigby**
3. **Jessica Harris** mentoring **Olivia Wicks**
4. **Caitlin Keller** mentoring **Aimee Badger-Navin**, February 1, 2020 through June 25, 2020, stipend prorated
5. **Mary Murphy** mentoring **Carrie Tierney**
6. **Kaitlyn Schultz** mentoring **Melissa McArthur**

U. Medicaid Oversight Stipends, Stipend of \$874 per year, effective September 3, 2019 through June 25, 2020

1. **Kristie Haberstroh**, School Social Worker
2. **Jessica Harris**, Teacher, Speech and Hearing Handicapped
3. **Debra Hyde**, School Social Worker
4. **Jennifer Lazarou**, Teacher, Speech and Hearing Handicapped
5. **Carly Meacham**, Occupational Therapist
6. **Jolene O'Brien**, Physical Therapist
7. **Charlene Robinson**, School Social Worker
8. **Kaitlyn Schultz**, Teacher, Speech and Hearing Handicapped
9. **Antoinette Shields**, Registered Professional Nurse
10. **Bobbi Southard**, Occupational Therapist
11. **Veronica Spangenberg**, Registered Professional Nurse, September 16, 2019 through June 25, 2020, stipend prorated
12. **Patrick Thomas**, Physical Therapist
13. **Melissa Wichtowski**, Physical Therapist

V. Annual ILT Stipends, Stipend of \$1,311.00 per year, effective September 3, 2019 through June 25, 2020

1. **Kimberly Austin**, Bush Education Center
2. **Matthew Bryant**, Bush Education Center
3. **William Hansell**, Bush Education Center
4. **Julie Patros**, Bush Education Center
5. **Barbara Sweet**, Bush Education Center
6. **Elizabeth Woodard**, Bush Education Center
7. **Leonard DeBolt**, Coopers Education Center
8. **Tammy Divens**, Coopers Education Center
9. **William Paggio**, Coopers Education Center
10. **Melissa Houck**, STEM Academy
11. **Gary Acker**, Wildwood Education Center
12. **Robert Lemay**, Wildwood Education Center
13. **Mary (Molly) Murphy**, Wildwood Education Center
14. **Cynthia Watson**, Wildwood Education Center

W. Annual Advisor Stipends, effective September 3, 2019 through June 25, 2020

1. **Family, Career, and Community Leaders of America**, Stipend of \$1,311
 - a. **Kelly Smith**, Bush Education Center
2. **Future Farmers of America**, Stipend of \$1,311 each
 - a. **Matthew Bryant**, Bush Education Center
 - b. **Valerie Heywood**, Bush Education Center
3. **Greenhouse**, Stipend of \$1,311 each
 - a. **Valerie Kimmerly**, Bush Education Center
 - b. **Todd Swimelar**, Coopers Education Center
4. **Health Occupations Students of America Advisor**, Stipend of \$1,311 each
 - a. **Julie Patros**, Bush Education Center
 - b. **Elizabeth Woodard**, Bush Education Center
 - c. **Kimberly Jones**, Wildwood Education Center
 - d. **JoAnn Phillips**, Wildwood Education Center
5. **National Technical Honor Society**, Stipend of \$437
 - a. **Elizabeth Woodard**, Bush Education Center, Advisor
 - b. **Janice Swett**, Coopers Education Center, Co-Advisor, stipend prorated
 - c. **Stephanie Welch**, Coopers Education Center, Co-Advisor, stipend prorated
 - d. **Jennifer Hakes**, Wildwood Education Center
6. **Newsletter Advisor**, Stipend of \$874 each
 - a. **Elizabeth Woodard**, Bush Education Center
 - b. **Gary Acker**, Wildwood Education Center
7. **Student Council Advisor**, Stipend of \$874 each
 - a. **Emily Mehlenbacher**, STEM Academy
8. **Yearbook Advisor**, Stipend of \$874 each
 - a. **Tammy Lotocky**, Bush Education Center
 - b. **Dale Robie**, Coopers Education Center
 - c. **Gary Acker**, Wildwood Education Center
 - d. **Emily Mehlenbacher**, STEM Academy
- X. **Administrative Mentoring Stipend, first year**, Stipend of \$1,100 per year, effective September 3, 2019 through June 25, 2020
 1. **Deidre Burchett** mentoring **Patricia Rhinehart**
 2. **Jessica Carpenter** mentoring **Myia Smith**
 3. **Jason Oliver** mentoring **Ryan Wassink**
- Y. **Amend Education Law Probationary Appointment**, from the August 6, 2019 Board Minutes, amending the Probationary Period **from four years to three years**, due to verification of effective, or highly effective, composite scores from previous employer.
 1. **Crystal Pearson**

Position:	Teacher
Tenure Area:	Education of Children with Handicapping Conditions – General Special Education

Probationary Period:

from September 3, 2019 through September 2, 2023*
to September 3, 2019 through September 2, 2022

Z. Salary Changes

1. Sean Thompson

Position:

Network Technology Specialist

Salary:

increased from \$40,325.00 per year to **\$47,000.00**
per year

Effective:

October 14, 2019

Reason:

due to additional responsibilities within the
department

*"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."

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

CARRIED UNANIMOUSLY

7. PROGRAM

20-040

Upon the recommendation of the Superintendent, and on the motion of O'Donnell, seconded by Dlugos, it was resolved to approve the following field trips:

A. Bush Education Center, Audio Media, Fashion, and Criminal Justice Programs,
as attached

B. Bush Education Center, Phoenix Academy, as attached

C. Bush Education Center, Conservation Program, as attached

CARRIED UNANIMOUSLY

8. OTHER BUSINESS

20-041

Upon the recommendation of the Superintendent, and on the motion of Bulkley, seconded by Wheeler, it was resolved to approve the following:

A. 2019-2020 Greater Southern Tier BOCES Professional Development Plan

CARRIED UNANIMOUSLY

9. BOARD PRESIDENT'S REPORT

A. Preferred Educational Future

Board President Keddell asked about SED's Blue Ribbon Commission and how they are gaining input. Linda Perry, Director of Instructional Support, explained that

multiple formats of a survey will be sent out to community, teachers, school leaders, etc. Board President Keddell said that this may be a good format to submit ideas as a whole and asked if we could garner ideas from area boards and superintendents. Board Member Phillips agreed that gathering ideas from component district leaders and presenting the information as a whole region would be beneficial. It was agreed the Board would wait for the survey to be sent out and then discuss further action.

10. SUPERINTENDENT'S REPORT

District Superintendent Frame shared the following:

- He and Assistant Superintendent Sarah Vakkas attended opening day meetings for faculty and staff. They addressed all staff members and asked for feedback, ideas, constructive criticism on any BOCES related issue. Jim received over 100 emails on various topics. He has shared most of this feedback with Cabinet Members.
- Goals for 2019-2020: (1) Create a complete onboarding experience for all staff and obtain feedback when staff exit the organization; (2) Create, plan, and receive approval on first ever GST Capital Project (water, gas, fiber on all three campuses, add a large multi-purpose room on Coopers and Wildwood campuses). This will require Board approval from component districts; (3) Grow current leadership and tap new leaders.
- In regards to questions asked by Board Members:
 - NYSSBA training is usually tailored to school districts. If we are interested in pursuing board training, we need to be specific about what we want.
 - How can Board Members be more engaged and supportive? Jim said the Board already is and Cabinet agrees. More participation at year-end events would show support and would give members a better perspective of programs.
 - All Day BOCES – there is not a lot of interest with component superintendents and we are at capacity in all of our buildings.

EXECUTIVE SESSION

20-042

Upon the motion of Bulkley, seconded by Wheeler, it was resolved to move to Executive Session at 6:49 p.m. to discuss 17 employment histories of particular person(s).

CARRIED UNANIMOUSLY

OPEN SESSION

20-043

Upon the motion of Learn, seconded by Dlugos, it was resolved to move to Open Session at 6:55 p.m.

CARRIED UNANIMOUSLY

11. ADJOURNMENT

20-044

Upon the motion of O'Donnell, seconded by Bulkley, it was resolved to adjourn the meeting at 6:55 p.m.

CARRIED UNANIMOUSLY

Respectfully Submitted,

ket
October 7, 2019

Kathleen E. Taylor
Board Clerk
