The regular meeting of the Orleans/Niagara BOCES Board of Education was held on April 5, 2017 at the Orleans/Niagara BOCES, 4124 Saunders Settlement Road, Sanborn, New York. The meeting was called to order by Vice President Swearingen at 7:42 p.m.

Present: Keith A. Bond  
Vincent J. Cancemi, Sr.  
Janice M. Covell  
Edward J. Grabowski  
Thomas J. Klotzbach  
Timothy F. Kropp  
James C. Little, Jr. (left at 8:15 p.m.)  
Colleen M. Osborn  
Marlene Seielstad  
Ruth A. Smith  
Wendy Swearingen  
Joanne E. Woodside

Absent: Maureen K. Kaus

Also present: Dr. Clark J. Godshall, District Superintendent; Mr. Wayne M. Van Vleet, Director of Labor Relations; Mr. Joseph J. Steinmetz, Director of CTE and Adult/Secondary Programs; Mr. Ronald Barstys, Director of Special Programs; Mrs. Melanie Conley, Director of Business Services; Mr. Daniel Connolly, Director of Facilities.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the March 11, 2017 regular meeting minutes be approved. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that budget modifications #126-139 for the 2016-2017 school year be approved. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Treasurer’s Report of General Fund for February 2017 be accepted. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Treasurer’s Report of Special Aids for February 2017 be accepted. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Treasurer’s Report of Capital Fund, Risk Retention Fund, and Trust and Agency Fund for February 2017 be accepted. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Budget Status Report by service program be accepted. Carried unanimously.

Facilities: A facilities update was provided.
Public Relations: Met this evening with Mrs. Bielmeier.
Dr. Godshall spoke about the pump station at Niagara SUPT. Career and Technical Education Center (CTEC); space issue at Royalton-Hartland Learning Center due to growing special education program; tech academy at Niagara CTEC; Wilson CSD superintendent search; BOCES pavilion signage; board of regents meeting he attended this week.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Co/Op Custodial Supplies. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent that the bid for Co/Op Custodial Supplies be awarded to the following low responsible bidder at an estimated cost of:

- **Dobmeier Janitor Supplies Inc.**
  - 354 Englewood Ave.
  - Buffalo NY 14223
  - $604,123.77

- **Veritiv Operating Company**
  - 3344 Walden Ave.
  - Depew NY 14043
  - $114,808.43

- **Pyramid School Products**
  - 6510 N. 54th St.
  - Tampa FL 33610
  - $42,612.56

- **Nickel City Sales**
  - 8060 Wehrle Dr.
  - Buffalo NY 14221
  - $17,332.40

- **Chudy Paper Co.**
  - 2615 Walden Ave.
  - Buffalo NY 14226
  - $81,731.56

- **Hillyard Inc.**
  - 125 Rawson Rd.
  - Victor NY 14613
  - $55,700.12

- **Innovative Municipal Products**
  - 454 River Rd.
  - Glenmont NY 12077
  - $37,268.00

- **OAM Supply Company**
  - Box 81588
  - Cleveland OH 44181
  - $5,169.00

- **Hill & Markes, Inc.**
  - P. O. Box 7
  - Amsterdam NY 12010
  - $5,889.00

- **Niagara Custodial Supply**
  - 6740 Old Beattie Rd.
  - Lockport NY 14094
  - $55,681.21

- **Economy Products & Solutions Inc.**
  - 225 Mushroom Blvd
  - Rochester NY 14623
  - $19,808.46
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Amount</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Distributors, Inc.</td>
<td>$62,726.21</td>
<td>1281 Mt. Read Blvd. Rochester NY 14606</td>
</tr>
<tr>
<td>Site One Landscape Supply LLC</td>
<td>$27,606.95</td>
<td>1385 East 36th St. Rochester NY 14606</td>
</tr>
<tr>
<td>HJS Supply Co., LLC</td>
<td>$83,378.27</td>
<td>2983 Seneca St. West Seneca NY 14224</td>
</tr>
<tr>
<td>Amrex Chemical Co., Inc.</td>
<td>$539.00</td>
<td>117 E. Frederick St. Binghamton NY 13904</td>
</tr>
<tr>
<td>Pioneer Manufacturing Co.</td>
<td>$49,141.00</td>
<td>89 Pearce Ave. Tonawanda NY 14150</td>
</tr>
<tr>
<td>Harpor Paper Co.</td>
<td>$41,636.05</td>
<td>2403 Hyde Park Blvd. Niagara Falls NY 14305</td>
</tr>
<tr>
<td>Metco Supply Inc.</td>
<td>$4,834.51</td>
<td>81 Kiski Ave. Leechburg PA 15656</td>
</tr>
<tr>
<td>Quill Corporation</td>
<td>$38,422.54</td>
<td>100 Schelter Rd. Lincolnshire IL 60069-3621</td>
</tr>
<tr>
<td>CCP Industries, Inc.</td>
<td>$11,757.64</td>
<td>26301 Curtiss-Wright Pkwy Suite 200</td>
</tr>
<tr>
<td>W.B. Mason Co. Inc.</td>
<td>$50,047.70</td>
<td>3910 Niagara Falls Blvd. North Tonawanda NY 14120</td>
</tr>
<tr>
<td>Seedway LLC</td>
<td>$15,279.50</td>
<td>2054 Lamson Rd. Phoenix NY 13135</td>
</tr>
<tr>
<td>Home Depot #1268</td>
<td>$12,044.22</td>
<td>5730 South Transit Rd. Lockport NY 14094</td>
</tr>
<tr>
<td>Interboro Packaging Corp.</td>
<td>$4,958.00</td>
<td>114 Bracken Rd. Montgomery NY 12549</td>
</tr>
<tr>
<td>Cooper Electric Supply Co.</td>
<td>$8,878.75</td>
<td>3477 Rt. 9 North Freehold NJ 07728</td>
</tr>
</tbody>
</table>
Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Nikki Cosmetology Chairs. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, the bid for Nikki Cosmetology Chairs be awarded to the following low responsible bidder at an estimated cost of:

**CosmoProf Beauty**
5883 South Transit Rd.
Lockport NY 14094

**TOTAL**
$7,170.00
Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Co/Op Chlorine and Pool Supplies. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, the bid for Co/Op Chlorine and Pool Supplies be awarded to the following low responsible bidders at an estimated cost of:

**Frey Technologies, Inc.**
2194 Penfield Rd.
Walworth NY 14568

**Chemical Distributors, Inc.**
80 Metcalfe St.
Buffalo NY 14206

**Alden Pools Inc.**
12890 Broadway
Alden NY 14004

**TOTAL**
$34,952.05
Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Manual Dough Divider. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, the bid for Manual Dough Divider be awarded to the following low responsible bidder at an estimated cost of:
Moved by Mr. Klotzbach, seconded by Mrs. Woodside, that the DONATION donation of a 2006 Chevrolet Impala automobile (VIN# 2G1WB58K169422812) be accepted from Orleans/Niagara BOCES, Medina, NY to be used by the Orleans CTEC automotive programs. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Woodside, upon the DONATION recommendation of the District Superintendent, that the donation of a 2004 Chevrolet Cavalier automobile (VIN# 1G1JH52FX47148903) be accepted from Hartway Chevrolet, Medina, NY, to be used by the Orleans CTEC automotive mechanics program. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon WORK the recommendation of the District Superintendent, that CHANGE the Board of Education approves the following change ORDERS orders as follows:

Niagara Building #1
459000007-027-001
GC-001 $10,000.00
Labor and materials to modify foundation per CB-010 to provide more uplift protection against high winds. Contractor shall excavate an additional 5 foot X 5 foot X 18 inch concrete base to foundation piers. Provide all necessary rebar and materials.

Note: This cost will be offset by a credit from the architect, LaBella.
No net cost to Orleans/Niagara BOCES.

Niagara Building #3
459000001-007-004
EW-002 $ 496.24
Seven additional smoke detectors, original detectors to remain were not salvageable. All work to include all accessories including wiring, conduit, fire alarm panel connection. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the RESOLUTION recommendation of the board audit committee, that the TO APPOINT Orleans/Niagara BOCES hereby appoints an External EXTERNAL Auditor for the BOCES for a five-year period, to be AUDITOR renewed annually, and does hereby authorize the District Superintendent and/or his designee to sign the contract. Carried unanimously.
Moved by Mr. Klotzbach, seconded by Mr. Little, that the Orleans/Niagara BOCES hereby approves the AIA Document B101-2007 with LaBella Architects, P.C., as submitted, for architect services pertaining to the Orleans Career and Technical Center during the Summer of 2018, and the Board authorizes the District Superintendent and/or his designee to sign the agreement upon approval of the BOCES’ school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Seielstad, that having determined that it is in the best financial interest of the Orleans/Niagara BOCES, to enter into a lease agreement with 7170 Group, LLC, estimated at 12,587 net usable square feet, for a term of ten years, with such determination having been based upon an evaluation of the BOCES’ programmatic and facilities requirements, the Board of Education does hereby approve and authorize the Board President and/or the District Superintendent to execute the lease, dated March 27, 2017, as submitted, or with revisions as approved by the BOCES’ attorney. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Seielstad, that the Orleans/Niagara BOCES approves the contract with AMN Healthcare, Inc., dated March 3, 2016, as submitted, and authorizes the Board President, the District Superintendent and/or his designee to sign the contract upon approval by the school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

Moved by Mrs. Smith, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resign of Kathleen Pflaumer-Bush, part-time as-needed Health Occupations Clinical Instructor, be accepted, effective March 29, 2017. Carried unanimously.

Moved by Mrs. Smith, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of Ryan Howes, Cleaner, be accepted, effective at the end of the day on April 23, 2017. Carried unanimously.

Moved by Mrs. Smith, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that Wende Nicosia, General Special Education Teacher, be granted up to 14.5 days of extended sick leave, effective March 27, 2017, contingent upon the submission of required documentation. Such days of extended sick leave shall not remain accrued after the employee’s return to work. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Bond, upon the recommendation of the District Superintendent, that the following individual(s) be appointed to serve on a part-time basis in the adult/continuing education program, at the hourly salary listed, with no fringe benefits, except as required by law, effective as indicated below through June 30, 2017, unless terminated sooner. The
employment of the individuals shall be at-will and at
the pleasure of the Board of Education.
Additionally, services of the individuals shall be
utilized solely on an as-needed basis at the discretion
of the District Superintendent.

Industrial Electricity ($21.00 per hour)
Frederick Braun
Youngstown, NY
Effective Date: 4/3/17
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Bond, upon the
recommendation of the District Superintendent, that the
following individual(s) be appointed without benefits,
except as required by law, to the part-time position of
Home/Hospital Teacher at an hourly salary of $26.42 for
instructional time and an hourly salary of $11.80 per
hour for planning time effective as indicated below.
The employment of the individuals shall be at-will and
at the pleasure of the Board of Education. The
employment of the individual(s) shall be utilized solely
on an as-needed basis at the discretion of the District
Superintendent. Employment shall be automatically
discontinued effective June 30, 2017, unless terminated
sooner.

Megan Dewey Joshua Grant
Lockport, NY Kenmore, NY
Effective Date: 3/24/17 Effective Date: 3/21/17
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the
recommendation of the District Superintendent, that the
attached list of individuals be appointed for the 2017
extended school year program, July 5, 2017 through
August 16, 2017, unless terminated sooner, without
benefits, except as provided by law, at the salary and
position indicated on the attached list. Services of
these individuals shall be at-will and at the pleasure of
the Board of Education. The appointments are subject to
the completion of paperwork as required by the District
Superintendent. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the
recommendation of the District Superintendent, that
Kayley Wakefield, Lockport, NY, be appointed to the
position of Teacher Aide (Special Education), to serve a
52-week probationary period, effective March 27, 2017, at
an annual salary of $13,200.00 to be pro-rated. This
appointment supersedes and replaces her appointment at
the March 11, 2017 board meeting. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the
recommendation of the District Superintendent, that
Debra Sammarco, Lockport, NY, be appointed, without
fringe benefits, except as required by law or contract,
to the position of Temporary Teacher Aide (Special
Education), at a rate of $11.00 per hour, effective
March 20, 2017 through March 22, 2017, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Anthony O’Hara, School Nurse**, having successfully completed his probationary period (5/18/16-5/17/17), be appointed to permanent status in the job classification of **School Nurse**, effective May 17, 2017. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Daniel Connolly, Director of Facilities III**, having successfully completed his probationary period (11/28/16-5/29/17), be appointed to permanent status in the job classification of **Director of Facilities III**, effective May 29, 2017. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the following individual(s) be appointed without benefits, except as required by law, to the position of **Substitute Teacher (Certified)**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a daily rate of $90.00. Employment shall automatically be discontinued effective June 30, 2017, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

Lisa Verratti  
Amherst, NY  
Effective Date: 3/7/17  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Denise Fleming, North Tonawanda, NY**, be appointed, with continuation of benefits from her prior substitute assignments, to the position of **Substitute Teacher (Certified)**, at a rate of $202.50 per full day, effective March 22, 2017 through June 30, 2017, unless employment is terminated sooner, while she continuously remains in her current assignment, which began on March 22, 2017, substituting for a special education teacher. Employment shall automatically be discontinued effective June 30, 2017, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the following individuals be appointed without benefits, except as required by law, to the position of **Substitute Teacher (Non-Certified)**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a daily rate of $85.00. Employment shall automatically be discontinued effective June 30, 2017, unless employment is terminated
sooner. Service shall be at-will and at the pleasure of the Board of Education.

**Alyssa Berkholder**  
**Orchard Park, NY**  
**Effective Date: 3/10/17**  
Carried unanimously.

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individual(s) be appointed without benefits, except as required by law, to the position of **Substitute Teacher Aide (Certified)**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a daily rate of $70.00. Employment shall automatically be discontinued effective June 30, 2017, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

**Lisa Verratti**  
**Amherst, NY**  
**Effective Date: 3/7/17**  
Carried unanimously.

Moved by Mrs. Woodside, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individuals be appointed, without benefits, except as required by law, to the position of **Substitute Clerical**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a rate of $10.50 per hour. Employment shall automatically be discontinued effective June 30, 2017, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

**Caroline Smith**  
**Medina, NY**  
**Effective Date: 2/28/17**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the following conference requests be approved:


2) **Marilyn Fleischman**, **NCLEX Item Writing Panel**, Chicago, IL, April 24-27, 2017. Est. cost: $700.00. Funded through adult LPN.


Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that two students and one adult from the Orleans CTEC be approved to travel to the Canada Nail Cup Competition in Toronto, Canada, on May 1, 2017 at a cost of $110.00. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, that the Orleans/Niagara BOCES hereby approve the Stipulation of Settlement, dated March 13, 2017, as submitted, between and among the BOCES, the District Superintendent, the Teacher Aide Unit of CSEA, Inc., and a particular employee. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that salaries for the following categories of per diem substitute employees are hereby revised, as follows, effective April 6, 2017 (prospectively only, without retroactivity):

<table>
<thead>
<tr>
<th>Category</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substitute Teacher with Teaching Certificate</td>
<td>$95.00/day</td>
</tr>
<tr>
<td>Retired as Teacher from Orleans/Niagara BOCES</td>
<td>$110.00/day</td>
</tr>
<tr>
<td>Substitute Teacher Aide:</td>
<td></td>
</tr>
<tr>
<td>Not teacher certified</td>
<td>$66.00/day</td>
</tr>
<tr>
<td>Teacher certified</td>
<td>$71.00/day</td>
</tr>
<tr>
<td>Substitute School Nurse</td>
<td>$120.00/day</td>
</tr>
<tr>
<td>Substitute Health Assistant</td>
<td>$110.00/day</td>
</tr>
<tr>
<td>Substitute Clerical Staff</td>
<td>$11.00/hour</td>
</tr>
<tr>
<td>Substitute Maintenance Staff</td>
<td>$11.00/hour</td>
</tr>
<tr>
<td>Substitute Motor Vehicle Operator</td>
<td>$11.00/hour</td>
</tr>
</tbody>
</table>

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Bond, upon the recommendation of the District Superintendent, that the donation of seven evaporator coils, two gas furnaces, seven condensing units, and one ductless air conditioner unit be accepted from Upstate Systems, Buffalo, NY, to be used by the Niagara CTEC HVAC program. Carried unanimously.
Moved by Mr. Klotzbach, seconded by Mr. Bond, upon the recommendation of the District Superintendent, that a cash donation of $10,000.00 be accepted from the Gene Haas Foundation, Oxnard, CA, to be used for the Gene Haas Scholarship. Carried unanimously.

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the resignation of Hannah Glaser, Teacher Aide (Special Education), be accepted, effective at the end of the day on April 17, 2017. Carried unanimously.

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the resignation of Rebecca Williams, Teacher Aide (Special Education), be accepted, effective at the end of the day on April 17, 2017. Carried unanimously.

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the resignation of Shaun O’Leary, Teacher Aide (Special Education), be accepted, effective at the end of the day on April 11, 2017. Carried unanimously.

Moved by Mr. Kropp, seconded by Mr. Little, upon the recommendation of the District Superintendent, that Jennifer Dunham, Medina, NY, be appointed to the position of Teacher Aide (Non-Special Education), in accordance with the terms and conditions of employment for the non-special education teacher aides, to serve a 52-week probationary period, effective April 18, 2017, at an annual salary of $13,600.00 to be pro-rated. Ms. Dunham shall be permitted to carryover 8.5 days of accrued sick leave. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the following conference requests be approved:

8) Cheryl Herman, NYS Teacher Center Steering Committee Meeting, Rochester, NY, May 8-9, 2017. Est. cost: $75.00. Funded through teacher center.


Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Seielstad, upon the recommendation of the District Superintendent, that the resignation of Jennifer Dunham, Teacher Aide (Personal Care), be accepted, effective at the end of the day on April 17, 2017. Carried unanimously.

Mrs. Osborn said that North Tonawanda has decided not to charge residents a utilization tax. Mr. Kropp said the Wilson CSD superintendent search has been interesting. Mr. Klotzbach thanked Lyndonville for nominating him for another three years to the BOCES board of education. Mr. Little said Newfane has only one candidate running for the school board and they have three vacancies.
Mr. Cancemi said the Niagara Falls board of education was impressed with the recent BOCES Niagara CTEC building tour. Niagara Falls is working with Lewiston-Porter on a Jr. ROTC program. Mr. Grabowski said Medina hired Marc Graff as school business official. Mrs. Seielstad is running for another term on the Albion school board. Mrs. Covell said Starpoint had extensive damage during the winter storms last month. Mrs. Swearingen said the Lewiston-Porter board are having their final budget work session this evening.

Moved by Mrs. Covell, seconded by Mr. Grabowski, to enter executive session at 8:25 p.m. to discuss the employment history of particular individuals and collective bargaining with the Teacher Aide Unit of CSEA, Inc. Carried unanimously.

Moved by Mrs. Woodside, seconded by Mrs. Covell, to reconvene at 8:41 p.m. Carried unanimously.

Moved by Mrs. Seielstad, seconded by Mrs. Covell, that the District Superintendent is authorized to increase minimum/entry level salaries as follows, for the employee groups listed below, effective April 6, 2017 (prospectively only, without retroactivity):

<table>
<thead>
<tr>
<th>New Salary Rates</th>
<th>Effective April 6, 2017:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education (CSEA, Inc.) Teacher Aides:</td>
<td>$14,100 per year</td>
</tr>
<tr>
<td>Career/Technical (Non-special Education) Teacher Aides:</td>
<td>$14,100 per year</td>
</tr>
<tr>
<td>Personal Care Aides:</td>
<td>$11.00 per hour</td>
</tr>
</tbody>
</table>

Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Covell, to adjourn the meeting at 8:42 p.m. Carried unanimously.

Respectfully submitted,

Cynthia P. Hurt
District Clerk