

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on September 14, 2016 at the Orleans/Niagara BOCES, 4232 Shelby Basin Road, Medina, New York. The meeting was called to order by President Kaus at 7:40 p.m.

Present: Keith A. Bond
Vincent J. Cancemi, Sr.
Janice M. Covell
Edward J. Grabowski
Maureen K. Kaus
Thomas J. Klotzbach (arrived at 8:53 p.m.)
Timothy F. Kropp
James C. Little, Jr.
Colleen M. Osborn
Marlene Seielstad
Ruth A. Smith
Wendy Swearingen
Joanne E. Woodside

Also present: Dr. Clark J. Godshall, District Superintendent; Mrs. Patricia A. Hartigan, Director of Business Services; Mr. Wayne M. Van Vleet, Director of Labor Relations; Mr. Joseph J. Steinmetz, Director of CTE and Adult/Secondary Programs; Mr. Michael Johannes, Director of Facilities; Mr. Ronald Barstys, Director of Special Programs; Mrs. Cassandra Barnes and Mrs. Krista Macomber, Coordinators.

Mr. Steinmetz, Mr. Barstys, Mrs. Barnes and Mrs. Macomber presented information regarding the extended school year and regional summer school programs. PRESENTA-TION

Mrs. Rebecca Tharp, Lockport, NY, told a story about a student who is succeeding at BOCES. PUBLIC COMMENT

Moved by Mr. Bond, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the August 10, 2016 regular meeting minutes be approved. Carried unanimously. APPROVAL OF MINUTES

Moved by Mr. Bond, seconded by Mr. Little, upon the recommendation of the District Superintendent, that budget modifications #258-260 for the 2015-2016 school year and budget modifications #11-28 for the 2016-2017 school year be approved. Carried unanimously. BUDGET MODS.

Moved by Mr. Bond, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the Treasurer's Report of General Fund for July 2016 be accepted. Carried unanimously. TREASURER'S REPORT GENERAL FUND

Moved by Mr. Bond, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the Treasurer's Report of Special Aids for July 2016 be accepted. Carried unanimously. TREASURER'S REPORT SPECIAL AIDS

Moved by Mr. Bond, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the Treasurer's Report of Capital Fund, Risk Retention Fund, and Trust and Agency Fund for July 2016 be accepted. Carried unanimously. TREASURER'S REPORT ADD'L FUNDS

Moved by Mr. Grabowski, seconded by Mr. Little, that the Orleans/Niagara BOCES hereby gives approval for FMC Corporation and its representatives, as well as agency representatives, permission to access Orleans/Niagara BOCES property for purposes described on the access permission form that is submitted herewith. The Board hereby authorizes the Board President and/or the District Superintendent to execute the permission form. Carried unanimously.

AGREEMENT
WITH FMC
CORP.
(PREMISES
ACCESS
PERMISSION)

Moved by Mrs. Covell, seconded by Mrs. Seielstad, that the Orleans/Niagara BOCES hereby approves the influenza vaccine administration agreement with Rite Aid Headquarters Corporation (through April 30, 2017), as submitted, and the Board authorizes the Board President and/or the District Superintendent to execute the agreement. Carried unanimously.

AGREEMENT
WITH
RITE AID
CORP.
INFLUENZA
VACCINE
AGREEMENT

Moved by Mrs. Covell, seconded by Mrs. Seielstad, that the Orleans/Niagara BOCES hereby approves the dual enrollment program contract with Monroe Community College for the 2016-2017 school year, as submitted, and the Board authorizes the Board President and/or the District Superintendent to execute the agreement. Carried unanimously.

AGREEMENT
WITH
MONROE
COMMUNITY
COLLEGE

Moved by Mrs. Swearingen, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Patricia A. Hartigan, Director of Business Services**, be accepted effective at the end of the day on December 31, 2016. The board of education recognized Mrs. Hartigan for her many years of service to Orleans/Niagara BOCES. Carried unanimously.

RESIGNATION
P. HARTIGAN

Moved by Mrs. Covell, seconded by Mrs. Swearingen, upon the recommendation of the District Superintendent, that the resignation of **Crystal Frazier, Continuing Education Instructor**, be accepted effective September 6, 2016. Carried unanimously.

RESIGNATION
C. FRAZIER

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the resignation of **Dara House, Custodian**, be accepted effective August 26, 2016. Carried unanimously.

RESIGNATION
D. HOUSE

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Darlene Berube, Teacher Aide (Special Education)**, be accepted effective August 31, 2016. Carried unanimously.

RESIGNATION
D. BERUBE

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the resignation of **Deborah Terranova, Teacher Aide (Special Education)**, be accepted effective August 30, 2016. Carried unanimously.

RESIGNATION
D.TERRANOVA

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the resignation of **Gail Urtel, Teacher Aide (Non-Special Education)**, be accepted effective at the end of the day on September 9, 2016. Carried unanimously.

RESIGNATION
G. URTEL

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the resignation of Hope E. Washburn, Teacher Aide (Personal Care) , be accepted effective at the end of the day on September 16, 2016. Carried unanimously.	RESIGNATION H. WASHBURN
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that Christine Gerwitz, Health Occupations Teacher , is hereby granted an unpaid leave of absence effective August 31, 2016 through June 30, 2017. Carried unanimously.	LEAVE OF ABSENCE C. GERWITZ
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the tenure area of Agriculture Education be increased by 1.0 FTE, effective August 25, 2016. Carried unanimously.	POSITION INCREASE
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the tenure area of School Social Worker be increased by .2 FTE, effective August 31, 2016. Carried unanimously.	POSITION INCREASE
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the tenure area of Plant Science be increased by .5 FTE, effective August 30, 2016. Carried unanimously.	POSITION INCREASE
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the tenure area of Personal Trainer Teacher be increased by .5 FTE, effective August 30, 2016. Carried unanimously.	POSITION INCREASE
Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the job classification of Teacher Aide (Special Education) be increased by 4.0 FTE, effective August 31, 2016. Carried unanimously.	POSITION INCREASE
Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the employment of Cynthia McLaughlin, Sanborn, NY , be increased from .6 FTE to .8 FTE Physical Therapist Assistant , effective September 6, 2016. This resolution abolishes the previous .6 FTE Physical Therapist Assistant position and changes the position to .8 FTE. Carried unanimously.	INCREASE IN FTE
Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that Leanna Kabat, Buffalo, NY , having permanent certification in the area of School Counselor, is hereby appointed to probationary status in the tenure area of School Counselor , in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 2 (\$45,653) plus master's degree (\$1,200) plus 30 graduate hours (\$2,100). Carried unanimously.	APPOINTMENT CERT. PROB. L. KABAT

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Elizabeth DiCanio, Buffalo, NY**, having provisional certification in the area of School Counselor, is hereby appointed to probationary status in the tenure area of **School Counselor**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 2 (\$40,252) plus master's degree (\$1,200). Carried unanimously.

APPOINTMENT
CERT. PROB.
E. DICANIO

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Courtney Graziano, Buffalo, NY**, having permanent certification in the area of School Social Worker, is hereby appointed to probationary status in the tenure area of **School Social Worker**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 26, 2016 through September 25, 2020, at a salary of PC 2 (\$45,653) plus master's degree (\$1,200) and 30 graduate hours (\$2,100) to be pro-rated. Carried unanimously.

APPOINTMENT
CERT. PROB.
C. GRAZIANO

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Sara Arcese, Lockport, NY**, having professional certification in the area of Speech and Language Disabilities, is hereby appointed to probationary status in the tenure area of **Speech and Hearing Handicapped**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 7, 2016 through September 6, 2020, at a salary of PC 2 (\$45,653) plus master's degree (\$1,200) to be pro-rated. Carried unanimously.

APPOINTMENT
CERT. PROB.
S. ARCESE

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Colleen Brown, Niagara Falls, NY**, having professional certification in the area of Students with Disabilities Social Studies Grades 7-12, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 3 (\$46,366) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
C. BROWN

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Casey Reiford, Hamburg, NY**, having initial certification in the areas of Students with Disabilities Generalist Grades 7-12 and English 7-12, is hereby appointed to probationary status in the tenure area of **General Special Education**, in

APPOINTMENT
CERT. PROB.
C. REIFORD

accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 1 (\$39,742). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **John Collins, Amherst, NY**, having permanent certification in the area of Special Education, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 3 (\$46,366) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
J. COLLINS

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Elizabeth Matisz, Amherst, NY**, having applied for professional certification in the area of Students with Disabilities Birth-Grade 2 and having professional certification in the area of Students with Disabilities Grades 1-6, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 3 (\$46,366) and master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
E. MATISZ

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Stephanie Lee, Lockport, NY**, having initial certification in the areas of Students with Disabilities 1-6 and Students with Disabilities Birth to Grade 2, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES

APPOINTMENT
CERT. PROB.
S. LEE

Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 1 (\$39,742) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Jessica MacClaren, Holley, NY**, having professional certification in the area of Students with Disabilities 1-6 and having applied for supplementary certification in the area of Students with Disabilities Grades 7-12 Generalist, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 2 (\$45,653) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
J.MACCLAREN

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Kimberly Shields, Tonawanda, NY**, having initial certification in the area of Students with Disabilities Math Grades 7-12, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 2 (\$40,252) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
K. SHIELDS

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Kyle Hinchcliffe, Brockport, NY**, having professional certification in the area of Physical Education, is hereby appointed to probationary status in the tenure area of **Physical Education**, in accordance with the agreement

APPOINTMENT
CERT. PROB.
HINCHCLIFFE

between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through September 30, 2019, at a salary of PC 2 (\$45,653) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Jeffrey A. Hart, Lockport, NY**, having initial certification in the areas of Physical Education and Health Education, is hereby appointed to probationary status in the tenure area of **Physical Education**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 1 (\$39,742). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
J. HART

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Katherine Giansante, Clarence Center, NY**, having permanent certification in the areas of Spanish Grades 7-12 and Spanish Grades 1-6 Extension, is hereby appointed to probationary status in the tenure area of **Foreign Languages**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of PC 3 (\$46,366) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
K.GIANSANTE

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Matthew Sweeney, Appleton, NY**, having initial certification in the area of Agriculture, is hereby appointed to probationary status in the tenure area of **Agriculture**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 1 (\$39,742).

APPOINTMENT
CERT. PROB.
M. SWEENEY

Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Rebecca Mahar, Gasport, NY**, having applied for Transitional A certification in the area of Practical Nursing, is hereby appointed to probationary status in the tenure area of **Practical Nursing**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 1, 2016 through August 31, 2020, at a salary of NPC 1 (\$39,742). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then she shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
R. MAHAR

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Joseph Wilkie, Tonawanda, NY**, having Transitional A certification in the area of Personal Trainer Assisting, is hereby appointed to probationary status in the tenure area of **Personal Trainer Assisting**, in accordance with the agreement between Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 31, 2016 through August 30, 2020, at a salary of NPC 2 (\$40,252) plus master's degree (\$1,200). Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of a composite or overall Annual Professional Performance Review (APPR) rating of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or overall annual APPR rating of "ineffective" in the final year of the probationary period, then he shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
J. WILKIE

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that **Emily Hogle, Batavia, NY**, having applied for Transitional A certification in practical nursing, be appointed as a full-time **Long-term Substitute Teacher in the tenure area of Practical Nursing**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 16, 2016 through June 30, 2017, unless terminated sooner, at an annual salary of NPC 1 (\$39,742) to be pro-rated. Carried unanimously.

APPOINTMENT
CERTIFIED
E. HOGLE

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that **Sandra Johnson, Niagara Falls, NY**, be appointed to the temporary part-time position of **Health Occupations Instructor**, effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$33.33, with no fringe benefits, except as required by law. Ms. Johnson will apply for a clinical instructor permit. Carried unanimously.

APPOINTMENT
CERTIFIED
S. JOHNSON

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the following individuals be appointed as Substitute Nurse for the 2016 regional summer school program, effective July 12, 2016 through August 18, 2016, unless terminated sooner, at an hourly rate of \$30.00. Services of these individuals shall be at-will and at the pleasure of the Board of Education. The appointments are subject to completion of paperwork as required by the District Superintendent.

APPOINTMENT
REGIONAL
SUMMER
SCHOOL

Sharon Farrugia
Carried unanimously.

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the attached list of individuals be appointed as Proctors/Graders on an as-needed basis in the 2016 regional summer school program without benefits. Services of these individuals shall be at-will and at the pleasure of the Board of Education. Carried unanimously.

APPOINTMENT
REGIONAL
SUMMER
SCHOOL

Moved by Mrs. Covell, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the following individual(s) be appointed, without benefits, except as provided by law, to work during the Summer of 2016 at the daily rate indicated:

APPOINTMENT
SUMMER

Jennifer Braun **\$439.40/day** **Maximum 1 day**
Scheduling of Tech Centers That Work initiatives for 2016-2017
Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that **Rhonda Bivins-Talley, Niagara Falls, NY**, be appointed to serve on a full-time basis in the continuing education program as **Case Manager**, at the hourly salary of \$27.00, effective September 1, 2016 through June 30, 2017, unless terminated sooner. The individual shall receive 15 vacation days and three days of sick leave with pay per fiscal year (to be pro-rated for actual time worked) and holiday pay corresponding to the administrative calendar. Vacation leave may not be taken without prior approval from the Director of CTE and Secondary/Adult Programs. The individual may be permitted to enroll in single-person health insurance coverage, two-person health insurance coverage, or family health insurance coverage, at their own expense (by remitting to the BOCES the full-time premium payable for such coverage), provided that the eligibility requirements of the health insurance plan are satisfied and fulfilled. The District Superintendent shall be authorized

APPOINTMENT
ADULT/
CONTINUING
EDUCATION

to administer the terms and provisions of this resolution.
Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that 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.

APPOINTMENT
ADULT/
CONTINUING
EDUCATION

Electricity 1 Instructor (\$21.00 per hour)

**Harold Hawley
Barker, NY
Effective Date: 9/1/16**

ESOL Instructor (\$24.50 per hour)

**Jeffrey Kipp
Brockport, NY
Effective Date: 9/1/16**
Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, 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.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

**Casey Reiford
Hamburg, NY
Effective Date: 9/7/16**

**Edward Kladke
Niagara Falls, NY
Effective Date: 7/1/16**

**Cherie Bureau
Youngstown, NY
Effective Date: 9/7/16**
Carried unanimously.

Moved by Mrs. Woodside, seconded by Mr. Little, upon the recommendation of the District Superintendent, that pursuant to the Orleans/Niagara BOCES mentoring program plan and regulations of the Commissioner of Education (8 NYCCR Sections 80.34-(b)(2) and 100.2(dd)), that the following individuals be appointed to serve as a **Mentor**, effective as indicated below, unless terminated sooner, at a stipend of \$500 for the school year (to be pro-rated if an individual's service as a Mentor commences after August 31, 2016 or is discontinued prior to June 30, 2017). The appointment of the individual(s) is contingent upon

APPOINTMENT
MENTOR

their participation in any required training as scheduled by the BOCES.

<u>Name</u>	<u>Effective Dates</u>
Scott Brauer	8/31/16-6/30/17
Laura Koeppel	8/31/16-6/30/17
Anthony Molinaro	8/31/16-6/30/17
Julie Smith	8/31/16-2/28/17

Carried unanimously.

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Sarah Kilmer, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,964. Ms. Kilmer shall be permitted to carryover .5 days of accrued sick leave. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
S. KILMER

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Jill Flanders, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. Ms. Flanders shall be permitted to carryover 1 day of accrued sick leave. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. FLANDERS

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Shae Owens, Middleport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
S. OWENS

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Sarah Pabon, Lockport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
S. PABON

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Jenelle Kuntz, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. Ms. Kuntz shall be permitted to carryover 3 days of accrued sick leave. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. KUNTZ

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Dawn James, Lockport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$12,169. This resolution supersedes and replaces the resolution approved at the June 8, 2016

APPOINTMENT
NON-CERT.
PROB.
D. JAMES

meeting. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Mary Grandolfo, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$13,704. Ms. Grandolfo shall be permitted to carryover 32 days of accrued sick leave. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
M.GRANDOLFO

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Elizabeth Wagner, Lockport, NY**, be appointed to the Position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,696. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
E. WAGNER

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Kelly Davey, Lewiston, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,696. Ms. Davey shall be permitted to carryover 29.5 days of accrued sick leave. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
K. DAVEY

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Rebecca Palmer, Lockport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. Ms. Palmer shall be permitted to carryover 7.5 days of accrued sick leave. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
R. PALMER

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Darleen Platt, Appleton, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
D. PLATT

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Deborah Freeman, Barker, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,262. Ms. Freeman shall be permitted to carryover 4 days of accrued sick leave. This resolution supersedes and replaces the resolution approved at the June 8, 2016 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
D. FREEMAN

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Rebecca Canfield, North Tonawanda, NY , be appointed to the position of Teacher Aide (Special Education) , to serve a 52-week probationary period, effective August 31, 2016, at an annual salary of \$11,022. Carried unanimously.	APPOINTMENT NON-CERT. PROB. R. CANFIELD
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Amy Walck, Sanborn, NY , be appointed to the position of Teacher Aide (Special Education) , to serve a 52-week probationary period, effective September 14, 2016, at an annual salary of \$11,022 to be pro-rated. Carried unanimously.	APPOINTMENT NON-CERT. PROB. A. WALCK
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Jolene Barcena, Lockport, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.60. Carried unanimously.	APPOINTMENT NON-CERT. J. BARCENA
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Stephanie Brandt, Medina, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.	APPOINTMENT NON-CERT. S. BRANDT
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Tammy Reeson, Gasport, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.97. Carried unanimously.	APPOINTMENT NON-CERT. T. REESON
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Hope Washburn, Medina, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.60. Carried unanimously.	APPOINTMENT NON-CERT. H. WASHBURN
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Heather Schmitt, North Tonawanda, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.	APPOINTMENT NON-CERT. H. SCHMITT
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Lynne Pachla, North Tonawanda, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.	APPOINTMENT NON-CERT. L. PACHLA
Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that Gary Withey, Medina, NY , be appointed to the position of Teacher Aide (Personal Care) , effective August 31,	APPOINTMENT NON-CERT. G. WITHEY

2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Tammy McAvoy, Barker, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.

APPOINTMENT
NON-CERT.
T. MCAVOY

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Mikayla Jackson, Medina, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 31, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.

APPOINTMENT
NON-CERT.
M. JACKSON

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Judy Bennett, Medina, NY**, be appointed to contingent permanent status in the civil service job classification of **Account Clerk Typist**, to serve a 26-week probationary period, effective August 15, 2016, at an annual full-time salary of \$28,467.00 to be pro-rated. Ms. Bennett shall have a leave of absence in the job classification of Keyboard Specialist unless and until she receives permanent status in the position of Account Clerk Typist. This resolution supersedes and replaces the August 10, 2016 appointment resolution for Ms. Bennett. Carried unanimously.

APPOINTMENT
NON-CERT.
CONTINGENT
PERMANENT
J. BENNETT

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Gregory Klopfer, Lockport, NY**, be appointed to contingent permanent status in the civil service job classification of **Motor Vehicle Operator**, to serve an eight-week probationary period, effective August 1, 2016, at an hourly rate of \$15.10. Mr. Klopfer shall have a leave of absence in the job classification of Cleaner unless and until he receives permanent status in the position of Motor Vehicle Operator. This resolution supersedes and replaces the August 10, 2016 appointment resolution for Mr. Klopfer. Carried unanimously.

APPOINTMENT
NON-CERT.
CONTINGENT
PERMANENT
G. KLOPFER

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Gregory Klopfer, Lockport, NY**, having successfully completed his probationary period (8/1/16-9/26/16), be appointed to permanent status in the position of **Motor Vehicle Operator**, effective September 26, 2016. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
G. KLOPFER

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Jocelyn Brehm, Niagara Falls, NY**, having successfully completed her probationary period (10/13/15-10/11/16), be appointed to permanent status in the position of **Teacher Aide (Special Education)**, effective October 11, 2016. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT

Moved by Mrs. Osborn, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Susan Parker, Lockport, NY**, having successfully completed her probationary period (10/15/15-10/13/16), be appointed to permanent status in the position of **Certified Occupational Therapy Assistant**, effective October 13, 2016. Carried unanimously.

APPOINTMENT
NON-CERT.
S. PARKER

Moved by Mrs. Seielstad, 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 (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.

APPOINTMENT
SUBSTITUTE
TEACHER
(CERTIFIED)

Amanda Mills
Cheektowaga, NY
Effective Date: 8/5/16
Carried unanimously.

Samuel Ziebel
Amherst, NY
Effective Date: 8/15/16

Moved by Mrs. Seielstad, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Kimberly Mitchell, Lockport, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Teacher (Certified)**, at a rate of \$125.00 per full day, effective August 31, 2016 through June 30, 2017, unless employment is terminated sooner, while she continuously remains in her current assignment substituting in a vacant special education teacher position. 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.

APPOINTMENT
SUBSTITUTE
TEACHER
(CERTIFIED)
K. MITCHELL

Moved by Mrs. Seielstad, 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 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 \$80.00. 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.

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)

Alexandra Tillman
Appleton, NY
Effective Date: 8/19/16

Anita Muzzi
Niagara Falls, NY
Effective Date: 9/1/16

Tracey Dahlhaus
Medina, NY
Effective Date: 9/1/16
Carried unanimously.

Moved by Mrs. Seielstad, 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 (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 \$60.00. 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.

APPOINTMENT
SUBSTITUTE
TEACHER
AIDE
(NON-
CERTIFIED)

Alexandra Tillman
Appleton, NY
Effective Date: 8/19/16

Anita Muzzi
Niagara Falls, NY
Effective Date: 9/1/16

Virginia Zuccari
Sanborn, NY
Effective Date: 9/1/16
Carried unanimously.

Moved by Mrs. Seielstad, 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 Teacher Aide (Non-Certified)**, effective upon hire as a Personal Care Aide, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a daily rate of \$60.00. 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.

APPOINTMENT
SUBSTITUTE

First Name	Last Name	City
Cynthia	Barber	Gasport
Jolene	Barcena	Lockport
Stephanie	Brandt	Medina
Michelle	Bruning	Gasport
Eileen	Butski	North Tonawanda
Janelle	Dengate	Newfane
Jennifer	Dunham	Medina
Laurie	Grimm	North Tonawanda
Jay	Kaplewicz	Medina
Susan	Kowalski	Lockport
Chelsie	Latchford	Gasport
Carol	Mahler	Lockport
Georgina	Meisenburg	North Tonawanda
Stacey	Mueller	Niagara Falls
Joyce	Munn	Medina
Cheryl	Orlikowski	Lockport
Heather	Parsell	Medina
Lori	Penman	Sanborn

First Name	Last Name	City
Tammy	Reeson	Gasport
Amy	Ritchie	Newfane
Sally	Smist	Newfane
Phoebe Mae	Standish	Albion
Mary	Stayzer	Lockport
Nancy	Stewart	North Tonawanda
Brandi	Sutter	Lockport
Kathy	Vanderwalker	Barker
Joseph	Vullo	Lockport
Gina	Walsh	Niagara Falls
Mary-Ellen	White	Lewiston

Carried unanimously.

Moved by Mrs. Smith, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following conference requests be approved:

CONFERENCE
REQUESTS

- 1) **Clark Godshall, ASBO International Annual Meeting and Expo**, Phoenix, AZ, September 23-26, 2016. Est. cost: \$460.96. Funded through administrative budget.
- 2) **Penny Aikin, Susan Diemert, NYACCE Annual Student of the Year Awards**, Latham, NY, October 24-26, 2016. Est. cost: \$722.00. Funded through EPE.
- 3) **Stephanie Bevacqua, Maria Castaneda, Erica Kopp, Cheryl Lieberman, Nicole Sarratori, Linda Shakoor, Joseph Steinmetz and Walter Stewart, NYACCE Annual Student of the Year Awards**, Latham, NY, October 25-26, 2016. Est. cost: \$1,290.00. Funded through EPE.
- 4) **Michael Fisher and Jessi Toepfer, Staff and Curriculum Development Network Quarterly Meeting**, Albany, NY, November 30-December 2, 2016. Est. cost: \$1,057.50. Funded through school improvement.
- 5) **Michael Fisher and Jessi Toepfer, Staff and Curriculum Development Network Quarterly Meeting**, Albany, NY, March 1-3, 2017. Est. cost: \$1,057.50. Funded through school improvement.
- 6) **Michael Fisher and Jessi Toepfer, Staff and Curriculum Development Network Quarterly Meeting**, Albany, NY, May 31-June 2, 2017. Est. cost: \$1,057.50. Funded through school improvement.

Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Osborn, that the probationary period of **Gina Oldani**, in the tenure area of **General Special Education**, be revised from a four-year period to a three-year period (September 1, 2015 through August 31, 2018), due to Ms. Oldani's previous tenure appointment in a school district in New York State. Carried unanimously.

CHANGE IN
PROB.
PERIOD
CERTIFIED
G. OLDANI

Moved by Mrs. Covell, seconded by Mrs. Osborn, that **Nancy Cohen** is removed from the preferred eligible list (PEL) in the tenure area of **Blind and Visually Impaired**, due to her retirement with the New York State Teachers' Retirement System. Carried unanimously.

REMOVAL
FROM
PEL
N. COHEN

Moved by Mr. Grabowski, seconded by Mr. Little, that the following individuals receive a \$800.00 stipend as 2015-2016 recipients of the Employee of the Year award:

EMPLOYEE
OF THE
YEAR
STIPEND
2015-2016

Shirley Campbell - Clerical
Thomas Wright - Maintenance
Michael Weyrauch - Administrator
Rene Becht - Teacher Aide
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the following individual receive a \$300.00 stipend as the 2015-2016 recipient of the Substitute Employee of the Year award:

SUBSTITUTE
EMPLOYEE
OF THE
YEAR
STIPEND
2015-2016

Robin Quinones
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the following resolutions be accepted:

EMPLOYEE
AND
SUBSTITUTE
EMPLOYEE
OF THE
YEAR
2015-2016

a) WHEREAS, Thomas Wright has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since August 9, 2010; and

WHEREAS, he has diligently performed the many, varied, and complex responsibilities which have been assigned to him throughout his employment; and

WHEREAS, his co-workers have selected him as the 2015-2016 recipient of the technical, maintenance, and custodial services' employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing his devotion and commitment to the BOCES organization, congratulates Thomas Wright on his selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

b) WHEREAS, Theresa Clause has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since September 24, 1997; and

WHEREAS, she has diligently performed the many, varied, and complex responsibilities which have been assigned to her throughout her employment; and

WHEREAS, her co-workers have selected her as the 2015-2016 recipient of the teachers' employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing her devotion and commitment to the BOCES organization, congratulates Theresa Clause on her selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

- c) WHEREAS, Rene Becht has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since December 16, 1994; and

WHEREAS, she has diligently performed the many, varied, and complex responsibilities which have been assigned to her throughout her employment; and

WHEREAS, her co-workers have selected her as the 2015-2016 recipient of the teacher aide employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing her devotion and commitment to the BOCES organization, congratulates Rene Becht on her selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

- d) WHEREAS, Shirley Campbell has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since September 9, 2002; and

WHEREAS, she has diligently performed the many, varied, and complex responsibilities which have been assigned to her throughout her employment; and

WHEREAS, her co-workers have selected her as the 2015-2016 recipient of the secretaries' employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing her devotion and commitment to the BOCES organization, congratulates Shirley Campbell on her selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

- e) WHEREAS, Michael Weyrauch has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since March 12, 2012; and

WHEREAS, he has diligently performed the many, varied, and complex responsibilities which have been assigned to him throughout his employment; and

WHEREAS, his co-workers have selected him as the 2015-2016 recipient of the administrators' employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing his devotion and commitment to the BOCES organization, congratulates Michael Weyrauch on his selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

- f) WHEREAS, Leon Szczerbinski has served with distinction as an employee of the Orleans/Niagara Board of Cooperative Educational Services since January 7, 2008; and

WHEREAS, he has diligently performed the many, varied, and complex responsibilities which have been assigned to him throughout his employment; and

WHEREAS, his co-workers have selected him as the 2015-2016 recipient of the staff specialists' employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing his devotion and commitment to the BOCES organization, congratulates Leon Szczerbinski on his selection for the employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

- g) WHEREAS, Robin Quinones has served with distinction as a substitute employee of the Orleans/Niagara Board of Cooperative Educational Services since February of 2009; and

WHEREAS, she has diligently performed the many, varied, and complex responsibilities which have been assigned to her throughout her employment; and

WHEREAS, her co-workers have selected her as the 2015-2016 recipient of the substitute employee recognition award;

NOW, THEREFORE, BE IT RESOLVED, that the Orleans/Niagara BOCES, recognizing her devotion and commitment to the BOCES organization, congratulates Robin Quinones on her selection for the substitute employee recognition award; and

BE IT FURTHER RESOLVED, that this resolution be placed within the minutes to become a permanent part of the record of the board of education.

Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the following individuals receive a \$800.00 stipend for perfect attendance for the 2015-2016 school year:

PERFECT
ATTENDANCE
STIPEND
2015-2016

Marla Adams	Linda Larson
Janet Bayles	John Levanduski
Rene Becht	Krista Macomber
Judy Bennett	John Martin
Nicole Bensley	Allen McAvoy
Davie Bentley	Donna Meahl-Manchester
Lori Bernabei	Robin Moll
Scott Bindemann	Paul Nawotka
Anthony Botticello	Julie Nelson
Colleen Bronschidle	Cheryl Orlikowski
Steven Browning	David Perry
Anne Carnahan	Amanda Pluff
Virginia Clark	Lynn Poler
Deborah Costello	Sandra Reed
Susan Diemert	Christine Salvisburg
Kathleen Fleming	Julia Sargent
Bernadette George	Jessica Smith
Robert Glaser	Mary Stayzer
Patricia Hartigan	Joseph Steinmetz
Robert Heschke	Anedda Trautman
Dianne Hosmer	Wayne Van Vleet
James Jamieson	Jerry Velesko
John Jeckovich	Diane Vigrass
Michael Johannes	Laurie Ward
Terry Josker	Jane Weber
Gregory Klopfer	Joseph Wilkie (to be pro-rated)
Daniel Koneski	Dawn Winkelmann
Carol Kopp	Thomas Wright
Gary Kudla	

Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement with the BOCES Teachers' Association (BOCESTA), dated August 30, 2016, as submitted. Carried unanimously.

MEMORANDUM
OF AGREE-
MENT WITH
BOCESTA

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Robert Robinson, Tonawanda, NY**, having initial certification in the area of school building leader, be appointed to probationary status in the tenure area of **Coordinator**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Administrators and Supervisors Association (ONBASA), effective October 3, 2016 until the end of the day on October 2, 2020, unless terminated sooner, at a full-time 12-month salary of \$77,000.00 to be pro-rated. Carried unanimously.

APPOINTMENT
CERT. PROB.
R. ROBINSON

Moved by Mrs. Covell, seconded by Mrs. Swearingen, upon the recommendation of the District Superintendent, that **Tracey Dahlhaus, Medina, NY**, who will apply for Transitional A certification in the area of plant science, be appointed to the position as a **.5 FTE Landscaping and Grounds Teacher (Plant Science)**, in accordance with the agreement between

APPOINTMENT
CERTIFIED
T. DAHLHAUS

the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 9, 2016 through June 30, 2017, unless terminated sooner, at an annual full-time salary of NPC 2 (\$40,252) to be pro-rated. Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Swearingen, 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. This appointment is subject to a satisfactory background check.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

Angel Back
North Tonawanda, NY
Effective Date: 9/8/16
Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Swearingen, upon the recommendation of the District Superintendent, that pursuant to the Orleans/Niagara BOCES mentoring program plan and regulations of the Commissioner of Education (8 NYCCR Sections 80.34-(b)(2) and 100.2(dd)), that the following individuals be appointed to serve as a **Mentor**, effective as indicated below, unless terminated sooner, at a stipend of \$500 for the school year (to be pro-rated if an individual's service as a Mentor commences after August 31, 2016 or is discontinued prior to June 30, 2017). The appointment of the individual(s) is contingent upon their participation in any required training as scheduled by the BOCES.

APPOINTMENT
MENTOR

<u>Name</u>	<u>Effective Dates</u>
Anne Carnahan	8/31/16-6/30/17
Jennifer Jourdain	8/31/16-6/30/17
Lisa MacEvoy	8/31/16-6/30/17
William Rakonczy	8/31/16-6/30/17
Michael Schultz	8/31/16-6/30/17
Rebecca Starkey	8/31/16-6/30/17

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Molly Milioto, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective September 26, 2016, at an annual salary of \$11,022 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
M. MILIOTO

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Jeanette Howell, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective September 12, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.

APPOINTMENT
NON-CERT.
J. HOWELL

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Paula Stilwell, Medina, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective September 27, 2016 through June 30, 2017, unless terminated sooner, at an hourly rate of \$9.25. Carried unanimously.

APPOINTMENT
NON-CERT.
P. STILWELL

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

CONFERENCE
REQUESTS

- 7) **Vicki Augugliaro, Julie Roloff, Caitlin Siresi, Anedda Trautman, SkillsUSA Worldskills Leaders Forum: Future Skills**, Niagara Falls, Canada, October 4, 2016. Est. cost: \$1,210.00 Funded through career and technical education.
 - 8) **Stephanie Bevacqua and Rachael Rossi, Grasp Training**, Albany, NY, October 13-14, 2016. Est. cost: \$500.00. Funded through EPE.
 - 9) **Lindsay Delaney, New York Library Association Annual Conference**, Saratoga Springs, NY, November 1-4, 2016. Est. cost: \$572.00. Funded through school library.
 - 10) **Kathleen Donner, Intensive Coaching Seminar Institute**, Syracuse, NY, November 15-17, 2016. Est. cost: \$426.00. Funded through RSE-TASC.
 - 11) **Kathleen Donner, Intensive Coaching Seminar Institute**, Syracuse, NY, January 24-26, 2017. Est. cost: \$426.00. Funded through RSE-TASC.
- Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the following individuals receive a \$800.00 stipend for perfect attendance for the 2015-2016 school year:

PERFECT
ATTENDANCE
STIPEND
2015-2016

Kristine Browning
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Sara Sperrazza, General Special Education Teacher**, be granted up to 33 days of extended sick leave, effective when her accumulated paid sick leave has been exhausted, 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.

EXTENDED
SICK
LEAVE
S.SPERRAZZA

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that six students and two adults from the Orleans CTEC be approved to travel to the SkillsUSA Fall Leadership Conference on November 6-8, 2016 in Albany, NY, at a cost of \$2,400.00. Carried unanimously.

FIELD
TRIP

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the following individuals are hereby appointed to serve as **Volunteer** with no compensation, on an as-needed basis, as determined by the District Superintendent, to perform services including assisting students with individual and group lessons, observing students during academic activities and other related services and activities, and/or to promote and aid BOCES programs.

APPOINTMENT
VOLUNTEER

Emily Woodworth
Lockport, NY
Effective Dates: 9/6/16-10/21/16
Student at Niagara University
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, to enter into executive session at 8:37 p.m. to discuss specific individuals, teacher negotiations, teacher aide negotiations, and proposed litigation. Carried unanimously.

EXECUTIVE
SESSION

Moved by Mr. Little, seconded by Mr. Klotzbach, to reconvene at 9:08 p.m. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Little, that the District Superintendent is authorized to establish substitute rates as follows, effective on or after September 15, 2016:

ESTABLISH
SUBSTITUTE
PAY RATES

Substitute Teacher:	
Non-certified	\$ 85.00 per day
Certified	\$ 90.00 per day
Retired as Teacher from Orleans/Niagara BOCES	\$105.00 per day
Substitute Clinical Teacher	\$ 65.00 per half day
Substitute Teacher Aide:	
Not teacher certified	\$ 65.00 per day
Teacher certified	\$ 70.00 per day
Substitute School Nurse	\$115.00 per day
Substitute Health Assistant	\$105.00 per day
Substitute Clerical	\$ 10.50 per hour
Substitute Maintenance	\$ 10.50 per hour
Substitute Motor Vehicle Operator	\$ 10.50 per hour

Carried unanimously.

Moved by Mrs. Seielstad, seconded by Mr. Klotzbach, that the Orleans/Niagara BOCES hereby authorizes the District Superintendent to enter into a settlement agreement/general release as approved by the BOCES' attorney and remit, as a component of the agreement/release, the sum of eight thousand five hundred dollars (\$8,500.00), in connection with the Marine Shale Processors Site (at Louisiana Highway 182 East, St. Mary Parish, Louisiana (Superfund Site)). The Board approves the General Release form, as submitted, and the Board authorizes

AUTHORIZA-
TION TO
ENTER INTO
STIPULATION
OF
SETTLEMENT
AND PAY
SETTLEMENT
AMOUNT

the revisions to the General Release as approved by the BOCES' attorney. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Little, upon the recommendation of the District Superintendent, that the employment of **John Zagmester, Custodian**, is hereby terminated, pursuant to Section 71 of the Civil Service Law, effective at the end of the day on September 14, 2016. Carried unanimously.

TERMINATION
J.ZAGMESTER

Moved by Mr. Bond, seconded by Mr. Grabowski, that the District Superintendent is authorized to increase entry Level salaries as follows, effective on or after September 15, 2016:

INCREASE
OF ENTRY
LEVEL
SALARIES

Teacher Aides:

Special Education (CSEA, Inc.) \$13,200 per year
Career/Technical (Non-special Education) \$13,200 per year
Personal Care Aides \$10.50 per hour
Carried unanimously.

Mrs. Covell said the NYSSBA resolutions for the annual meeting are available. Mrs. Osborn said the \$35 million capital project for North Tonawanda CSD is awaiting approval by the State Education Department. Mr. Kropp said that John Montesanti retired and has been replaced by Carolyn Oliveri as business manager. He added that Dr. Michael Wendt, superintendent, plans to retire. Mr. Bond spoke about the Department of Environmental Conservation activity in Middleport. Mr. Cancemi said the Niagara Falls CSD staff has received their new superintendent, Mr. Mark Laurie, well. He said they need bus drivers.

BOARD
MEMBER
COMMENTS

Moved by Mrs. Smith, seconded by Mrs. Woodside, to adjourn the meeting at 9:15 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt
District Clerk