

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on January 12, 2022 at Orleans/Niagara BOCES, 4124 Saunders Settlement Road, Sanborn, NY. The meeting was called to order by President Grabowski at 7:03 p.m.

Present: Vincent J. Cancemi, Sr.
Anthony Casinelli
Carol Feltz
Edward J. Grabowski
Timothy F. Kropp
Robert McDermott
Wendy Swearingen
Wayne Wadhams

Absent: Keith A. Bond (Excused)
Janice M. Covell (Excused)
Thomas J. Klotzbach (Excused)
Colleen M. Osborn (Excused)
Joanne Woodside (Excused)

Also present: Dr. Clark J. Godshall, District Superintendent; Mr. Wayne M. Van Vleet, Director of Labor Relations; Mrs. Melanie A. Conley, Director of Business Services; Dr. Ronald J. Barstys, Director of Special Programs; Dr. Michael G. Weyrauch, Director of CTE, Instructional Services and Adult Education; Ms. Melissa Kathan, Labor Relations Specialist.

Terry Fiedler (Sanborn, NY) presented to the board advocating for reinstatement of the nursing program at the high school level for juniors and seniors that New York State eliminated.

PRESENTATION

Moved by Mrs. Swearingen, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the December 8, 2021 regular meeting minutes be approved. Carried unanimously.

APPROVAL
OF
MINUTES

Moved by Mrs. Swearingen, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that budget modifications #108-132 for the 2021-2022 school year be approved. Carried unanimously.

BUDGET
MODS.

Moved by Mrs. Swearingen, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the Treasurer's Report of General Fund for November 2021 be accepted. Carried unanimously.

TREASURER'S
REPORT
GENERAL
FUND

Moved by Mrs. Swearingen, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the Treasurer's Report of Special Aids for November 2021 be accepted. Carried unanimously.

TREASURER'S
REPORT
SPECIAL
AIDS

Moved by Mrs. Swearingen, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the Treasurer's Report of Capital Fund, Risk Retention Fund, and Trust and Agency Fund for November 2021 be accepted. Carried unanimously.

TREASURER'S
REPORT
ADDITIONAL
FUNDS

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

BUDGET
STATUS
REPORT

Career Education: Career and technical education is working hard every day to cover classes (because of COVID absences). Adult education is registering for spring session skilled trades programs. There are 14 adult students starting the Licensed Practical Nurse (LPN) program. A Certified Nursing Assistant (CNA) program is starting in Niagara Falls.

Facilities: A written report was provided.

Public Relations: A written report was provided.

Legislation: January 29, 2022 is the NOSBA Legislative Breakfast.

Audit: Internal audit is being conducted.

BOARD
COMMITTEE
REPORTS

Dr. Godshall reviewed his suggested changes to the Code of Conduct and proposed Board Policy No. 3410 (Recording and Listening Devices). He suggested that the February 5, 2022 board training session be postponed and that the February 9, 2022 board meeting be conducted virtually only. The board agreed. Dr. Godshall stated that the New York State School Boards Association (NYSSBA) Capital Conference (February 2, 2022) and Lobby Day (February 9, 2022) have been changed to virtual. Registration is still required for those who wish to attend.

SUPERIN-
TENDENT'S
COMMENTS

Mrs. Conley reviewed the 2022-2023 special education and related services budgets.

BUDGET
REVIEW

Moved by Mrs. Swearingen, seconded by Mrs. Feltz, upon the recommendation of the District Superintendent, that the 2022-2023 administrative calendar and the Western New York regional school calendar be approved, as submitted. Carried unanimously.

2022-2023
ADMIN. AND
SCHOOL
CALENDARS

Moved by Mrs. Swearingen, seconded by Mrs. Feltz, that the Board of Education hereby designates April 26, 2022, for the component district boards of education to meet and vote on the Orleans/Niagara BOCES administrative budget and election of BOCES board members. Carried unanimously.

ANNUAL
MEETING
DATE
2022

Moved by Mrs. Swearingen, seconded by Mrs. Feltz, upon the recommendation of the District Superintendent, that the Board of Education hold a special meeting to conduct board member training at a date and time to be determined. Carried unanimously.

SPECIAL
BOARD
MEETING

Moved by Mrs. Swearingen, seconded by Mrs. Feltz, upon the recommendation of the District Superintendent, that the donation of a Haas CNC super mini CNC mill and a mill vice from Performance Manufacturing, Middleport, NY, be accepted, to be used by the Orleans CTEC advanced manufacturing and engineering program. Carried unanimously.

DONATION

Moved by Mrs. Swearingen, seconded by Mrs. Feltz, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES hereby acknowledges receipt of the Single Audit Report for the year ended June 30, 2021 and the auditor's findings and evaluations. Carried unanimously.

FINANCIAL
REPORT
SINGLE AUDIT
ENDED 6/30/21

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Aimee Nicholas, Special Education Teacher**, be accepted (due to retirement) effective June 30, 2022. Carried unanimously.

RESIGNATION
A. NICHOLAS

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Bryan Whitley-Grassi, Instructional Support Services in Professional Development**, be accepted effective January 21, 2022. Carried unanimously.

RESIGNATION
B. WHITLEY-
GRASSI

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Rachel Cunningham, Teacher Aide (Special Education)**, be accepted effective December 24, 2021. Carried unanimously.

RESIGNATION
CUNNINGHAM

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Spencer Fry, Teacher Aide (Personal Care)**, be accepted effective December 29, 2021. Carried unanimously.

RESIGNATION
S. FRY

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Mark Vivian, Building Maintenance Worker**, be accepted effective at the end of the day on October 7, 2022. Carried unanimously.

RESIGNATION
M. VIVIAN

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Stacy Smith, Speech and Hearing Teacher**, be granted up to 22.5 days of extended sick leave, effective the afternoon of January 18, 2022, 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. SMITH

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the appointment of **Vanessa Patterson-Bancroft, Instructional Support Services in Special Education**, approved at the December 8, 2021 board meeting, be rescinded. Carried unanimously.

RESCISSION
OF
APPOINTMENT
V. PATTERSON-
BANCROFT

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Kelsey Kwandrans, Sanborn, NY**, be appointed to serve on a full-time basis in the adult/continuing education program as **Literacy Instructor**, at the hourly salary of \$29.62, effective January 12, 2022 through June 30, 2022, unless terminated sooner. The individual shall receive sixteen (16) vacation days per fiscal year (to be pro-rated for actual time worked), bereavement leave for immediate family as approved by the District Superintendent or his designee, and holiday pay corresponding to the administrative calendar. Vacation leave may only be taken with approval from the Director of Adult Education Programs. If at the time of separation from employment an individual has used more vacation than accrued, the BOCES will be entitled to reimbursement for those days. The individual shall receive seven (7) sick days per fiscal year (to be pro-rated for actual time worked). The individual may carry over sick days into the next fiscal year (if re-appointed), up to a maximum of 120 days. Sick leave may be used for personal illness or immediate family illness (parent, spouse, or child). The District Superintendent is authorized to approve non-bereavement emergency leave. If approved, such paid leave shall be deducted from the employee's sick leave accrual. The individual shall be eligible for enrollment in health insurance coverage (single person, two-person or family coverage, as applicable), with BOCES premium contributions capped at fifty percent (50%) of the applicable premium in effect for the single-person managed care (Point of Service) plan or High Deductible Health Plan (HDHP), provided that the eligibility requirements of the health insurance plan are satisfied and fulfilled. The District Superintendent shall be authorized to administer the terms and provisions of this resolution. Terms and conditions of employment are subject to change. Carried unanimously.

APPOINTMENT
ADULT/
CONTINUING
EDUCATION

Moved by Mr. Cancemi, seconded by Mr. Wadhams, 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 \$30.00 per hour for instructional time and an hourly salary of \$15.00 per hour for planning time, effective as indicated below through June 30, 2022, unless terminated sooner. The employment of the individual(s) shall be at-will and at the pleasure of the Board of Education. The employment of the individual(s) 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, 2022, unless terminated sooner. This appointment shall be conditional pending the results of a criminal history records check, to the extent required by law. This appointment is made on an emergency conditional basis.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

Kelly DiChristopher
Lockport, NY
Effective Date: 1/3/22

Margaret Herrington
Burt, NY
Effective Date: 12/8/21

Jay Kaplewicz
Clarence, NY
Effective Date: 12/8/21
Carried unanimously.

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Amanda Lukasik, Lockport, NY**, be appointed to the position of **Account Clerk Typist**, effective January 13, 2022, to serve a 52-week probationary period, with salary and benefits per her initial appointment. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
A. LUKASIK

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Carrie Harris, Albion, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective January 5, 2022, to serve a 52-week probationary period, at an annual salary of \$18,720.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
C. HARRIS

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Christina Tarbox, Gasport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective January 10, 2022, to serve a 52-week probationary period, at an annual salary of \$18,300.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
C. TARBOX

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Julie Quesnell, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Special Education)**, with an effective date to be determined, to serve a 52-week probationary period, at an annual salary of \$18,300.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. QUESNELL

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Brittney Robinson, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective December 20, 2021 through June 30, 2022, unless terminated sooner, at an hourly salary of \$14.50. Carried unanimously.

APPOINTMENT
NON-CERT.
B. ROBINSON

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Isabella Annecharico, Medina, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective January 3, 2022 through June 30, 2022, unless terminated sooner, at an hourly salary of \$14.50. Carried unanimously.

APPOINTMENT
NON-CERT.
ANNECHARICO

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Jenna VanWycke, Teacher Aide (Special Education)**, having successfully completed her probationary period, be appointed to permanent status, effective February 7, 2022. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
J. VANWYCKE

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Judith Czapla, Cleaner**, having successfully completed her probationary period, be appointed to permanent status, effective February 18, 2022. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
J. CZAPLA

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Doreen Schafer, Teacher Aide (Special Education)**, having successfully completed her probationary period, be appointed to permanent status, effective February 21, 2022. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
D. SCHAFER

Moved by Mrs. Swearingen, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Lydia Bilotta, Teacher Aide (Special Education)**, having successfully completed her probationary period, be appointed to permanent status, effective February 28, 2022. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
L. BILOTTA

Moved by Mr. Kropp, seconded by Mr. Wadhams, 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

Sheana Eckard
Buffalo, NY
Effective Dates: 1/3/22-5/31/22
Student at Niagara County Community College
Carried unanimously.

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Bridget Galus, North Tonawanda, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Building Based Substitute Teacher (Non-Certified)**, at a rate of \$150.00 per full day, effective December 13, 2021 while she works in a scheduled building continuously. Employment shall automatically be discontinued effective June 30, 2022, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. This resolution shall be administered by the District Superintendent. Carried unanimously.

APPOINTMENT
BUILDING
BASED
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)
B. GALUS

Moved by Mr. Kropp, seconded by Mr. Wadhams, 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 (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 \$105.00. Employment shall automatically be discontinued effective June 30, 2022, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)

**Heather MacDonald
Medina, NY
Effective Date: 11/30/21**
Carried unanimously.

**Renee Haase
Tonawanda, NY
Effective Date: 12/10/21**

Moved by Mr. Kropp, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Daniela Ball, Lewiston, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Per Diem Substitute Teacher (Non-Certified)**, at a rate of \$175.00 per full day, effective January 3, 2022 while she works in a scheduled assignment in English as a New Language continuously. Upon completion of thirty (30) cumulative days of work, the rate will be \$207.50 per full day. The assignment is anticipated to be through April 8, 2022. Upon completion of the assignment, Ms. Ball will revert to Building Based Substitute at a rate of \$150.00 per full day. Employment shall automatically be discontinued effective June 30, 2022, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. This resolution shall be administered by the District Superintendent. Carried unanimously.

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)
D. BALL

Moved by Mr. Cancemi, 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 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 \$84.00. Employment shall automatically be discontinued effective June 30, 2022, 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)

**Harold Gross
Medina, NY
Effective Date: 11/29/21**
Carried unanimously.

Moved by Mr. Cancemi, 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 Clerical**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at an hourly rate of \$14.00. Employment shall automatically be discontinued effective June 30, 2022, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
CLERICAL

Haley Strassburg
North Tonawanda, NY
Effective Date: 12/16/21

Carried unanimously.

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

CONFERENCE
REQUESTS

- a) **Melanie Conley**, Leadership Niagara Conference, Niagara Falls, NY, January 14-15, 2022. No cost to BOCES.
 - b) **Michael Mann**, ACTEA Zone 1 Winter Advancement Conference, Amherst, NY, February 3-4, 2022. Est. cost: \$99.00.
 - c) **Melanie Conley**, Leadership Niagara Conference, Niagara Falls, NY, June 9-10, 2022. No cost to BOCES.
- Carried unanimously.

Moved by Mr. Cancemi, seconded by Mr. Kropp, that the Orleans/Niagara BOCES authorizes the District Superintendent to continue health insurance coverage with BOCES contributions during the months of July and August 2022 for full-time Personal Care Aides who served through the end of the 2021-2022 school year and then work full-time in the BOCES 2022 extended school year program. For such employees who work at least fifty percent (50%) of a regular full-time employee's schedule but less than seventy-five percent (75%) of such a schedule during the extended school year program, the BOCES will make one-half of the premium contribution that the BOCES would make on behalf of a regular full-time employee, if the part-time employee applies for such coverage. A part-time employee who works less than fifty percent (50%) of a regular full-time employee's schedule is not eligible to be covered in this health insurance program. Carried unanimously.

CONTINUA-
TION OF
HEALTH
INSURANCE
FOR
PERSONAL
CARE
AIDES

Moved by Mr. Wadhams, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES Board of Education hereby acknowledges receipt of the Extra Classroom Activity Fund Audit Report for the year ended June 30, 2021 and the Auditor's Findings and Evaluations. Carried unanimously.

FINANCIAL
REPORT EXTRA
CLASSROOM
ACTIVITY FUND
ENDED 6/30/21

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Stephanie Bevacqua, Adult/Continuing Education Instructor**, be accepted effective at the end of the day on January 21, 2022. Carried unanimously.

RESIGNATION
S. BEVACQUA

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that the resignation of **Rebecca Rinker, Teacher Aide (Special Education)**, be accepted effective at the end of the day on January 21, 2022. Carried unanimously.

RESIGNATION
R. RINKER

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Alicia Deck, General Special Education Teacher**, be granted up to 66 days of extended sick leave, effective January 25, 2022, 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
A. DECK

Moved by Mr. Cancemi, seconded by Mr. Wadhams, upon the recommendation of the District Superintendent, that **Maureen Bartlett, Lockport, NY**, who has applied for initial certification in the area of school building leader, is hereby appointed to probationary status in the tenure area of **Coordinator-Assistant Principal**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Administrators and Supervisors Association, effective January 13, 2022 through January 12, 2026, at an annual twelve-month salary of \$86,000, to be pro-rated. The District Superintendent is authorized to credit the employee with up to 29 days of unused sick leave from her current position. The resignation of Mrs. Bartlett from the position of Academic Integration Specialist shall be accepted, effective at the end of the day on January 12, 2022. Carried unanimously.

APPOINTMENT
CERT. PROB.
M. BARTLETT

Mr. Cancemi said Niagara Falls CSD acquired two more buildings for universal pre-kindergarten program. Niagara Falls CSD has had their 14th student graduate from high school and Niagara County Community College at the same time. Niagara Falls CSD has new bus drivers. Mr. Wadhams said a capital project for Albion CSD was approved last month. Multiple board members said their component district is struggling to keep school in person.

BOARD
MEMBER
COMMENTS

Moved by Mr. Wadhams, seconded by Mrs. Swearingen, to enter into executive session at 8:06 p.m. to discuss the employment history of particular individuals and matters leading to the discipline of particular individuals. Carried unanimously.

EXECUTIVE
SESSION

Moved by Mrs. Swearingen, seconded by Mr. Kropp, to reconvene the meeting at 8:16 p.m. Carried unanimously.

Moved by Mr. Wadhams, seconded by Mrs. Swearingen, that the District Superintendent is authorized, in his discretion, to continue the involuntary leave with pay that commenced on January 12, 2022 for a particular employee. Carried unanimously.

CONTINUATION
OF
INVOLUNTARY
LEAVE

Moved by Mr. Wadhams, seconded by Mrs. Swearingen, to adjourn the meeting at 8:17 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt
District Clerk