

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on August 30, 2018 at the Orleans/Niagara BOCES, 50 Main Street, Lockport, New York. The meeting was called to order by President Swearingen at 6:06 p.m.

Present: Keith A. Bond
Vincent J. Cancemi, Sr.
Janice M. Covell
Carol J. Feltz
Edward J. Grabowski
Maureen K. Kaus
Thomas J. Klotzbach
Timothy F. Kropp
Wendy Swearingen
Wayne Wadhams
Joanne E. Woodside

Absent: Colleen M. Osborn (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; Mr. Daniel Connolly, Director of Facilities.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the Board of Education appoint Melanie Conley to serve as Clerk Pro Tem for the August 30, 2018 board meeting. Carried unanimously.

APPOINTMENT
CLERK
PRO TEM

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Amy Green, Emergency Medical Services Teacher**, be accepted effective at the end of the day on August 29, 2018. Carried unanimously.

RESIGNATION
A. GREEN

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Mary Bonerb, .4 FTE Speech and Hearing Handicapped Teacher**, be accepted effective August 24, 2018. Ms. Bonerb's appointment approved at the August 8, 2018 board meeting is hereby rescinded. Carried unanimously.

RESIGNATION
M. BONERB

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Karen Kwandrans, Adult/Continuing Education Health Occupations Coordinator**, be accepted effective at the end of the day on September 20, 2018. Carried unanimously.

RESIGNATION
K. KWANDRANS

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Delores Vazquez, Cleaner**, be accepted effective August 17, 2018. Carried unanimously.

RESIGNATION
D. VAZQUEZ

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Molly Milioto, Teacher Aide (Special Education)**, be accepted effective August 20, 2018. Carried unanimously.

RESIGNATION
M. MILIOTO

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Gary Kudla, Head Custodian**, be accepted effective at the end of the day on September 12, 2018. Carried unanimously.

RESIGNATION
G. KUDLA

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **John Deuil, Cleaner**, be accepted effective at the end of the day on August 29, 2018. Carried unanimously.

RESIGNATION
J. DEUIL

Moved by Mr. Klotzbach, seconded by Mr. Cancemi, upon the recommendation of the District Superintendent, that the tenure area of **Physical Education** be increased by .6 FTE, effective August 30, 2018. Carried unanimously.

POSITION
INCREASE

Moved by Mr. Klotzbach, seconded by Mr. Cancemi, upon the recommendation of the District Superintendent, that **Amanda Boyer, General Special Education Teacher**, be granted up to 25 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

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Laura Keller, Newfane, NY**, having professional certification in the area of students with disabilities (grades 1-6) and will apply for professional certification in the area of students with disabilities (birth-grade 2), hereby be appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 30, 2018 until the end of the day on August 29, 2022, at a salary of PC 2 (\$47,000) plus master's degree (\$1,200). Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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.
L. KELLER

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Amanda Pankow, Lancaster, NY**, having professional certification in the area of students with disabilities (grades 1-6), hereby be appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 30, 2018 until the end of the day on August 29, 2022, at a salary of PC 2 (\$47,000) plus

APPOINTMENT
CERT. PROB.
A. PANKOW

master's degree (\$1,200). Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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 Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Grant Scime, Wheatfield, NY**, having applied for supplementary certification in the area of earth science 7-12 and 5-9, hereby be appointed to probationary status in the tenure area of **Science**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 30, 2018 until the end of the day on August 29, 2022, at a salary of NPC 3 (\$42,800) plus master's degree (\$1,200). Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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.
G. SCIME

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Robert Winters, Lockport, NY**, who will apply for transitional A certification in the area of vehicle mechanical repair (including heavy equipment repairs), hereby be appointed to probationary status in the tenure area of **Vehicle Mechanical Repair (including Heavy Equipment and Repair)**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 30, 2018 until the end of the day on August 29, 2022, at a salary of NPC 3 (\$42,800). Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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. 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. Carried unanimously.

APPOINTMENT
CERT. PROB.
R. WINTERS

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Holly Fortier, Lockport, NY**, having applied for provisional certification in the area of school counselor, hereby be appointed to probationary status in the tenure area of **School Counselor**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective September 10, 2018 until the end of the day on September 9, 2022, at a salary of NPC 1 (\$41,200) plus master's degree (\$1,200) to be pro-rated. 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. Carried unanimously.

APPOINTMENT
CERT. PROB.
H. FORTIER

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Courtney Slack, Medina, NY**, who will apply for transitional A certification in the area of practical nursing, hereby be appointed to probationary status 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 August 30, 2018 until the end of the day on August 29, 2022, at a salary of NPC 3 (\$42,800). Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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. 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. Carried unanimously.

APPOINTMENT
CERT. PROB.
C. SLACK

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Morgan Meheran, Buffalo, NY**, having initial certification in the area of visual arts, be appointed as a **.2 FTE Art Teacher**, in accordance with the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an annual full-time salary of NPC 1 (\$41,200) to be pro-rated. Carried unanimously.

APPOINTMENT
CERTIFIED
M. MEHERAN

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Courtney Burch, Albion, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,340.00. Ms. Burch shall be permitted to carryover three days of accrued sick leave. This appointment supersedes and replaces Ms. Burch's appointed adopted at the June 13, 2018 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
C. BURCH

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Genie Trombley, Gasport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,100.00. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
G. TROMBLEY

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Julia Rowles, Newfane, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,340.00. Ms. Rowles shall be permitted to carryover 1.5 days of accrued sick leave. This appointment supersedes and replaces Ms. Rowles' appointment adopted at the June 13, 2018 meeting. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. ROWLES

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Patricia Allen, Medina, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective September 4, 2018, at an annual salary of \$14,100.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
P. ALLEN

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Julie Kay Taylor, Medina, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,100.00. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. TAYLOR

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Kristine Burns, Lockport, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
K. BURNS

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Tammy Herman, Barker, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
T. HERMAN

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Malika Hill, Waterport, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
M. HILL

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Yvonne Sims, Medina, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
Y. SIMS

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **John Deuil, Lockport, NY**, be appointed to the position of **Teacher Aide (Non-Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,705.00. Mr. Deuil shall be permitted to carryover 81.5 days of accrued sick leave. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
J. DEUIL

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Andrew Zuccari, Sanborn, NY**, be appointed to the part-time position of **.5 FTE Teacher Aide (Personal Care)**, effective August 30, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
A. ZUCCARI

Moved by Mrs. Kaus, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Emily Good, Lockport, NY**, be appointed to provisional status in the position of **Occupational Therapist**, effective August 30, 2018, at an annual full-time basis salary of \$48,000.00. Carried unanimously.

APPOINTMENT
NON-CERT.
PROV.
E. GOOD

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Julie Shaffer, Middleport, NY**, who is regularly employed as a Teacher Aide (Personal Care), be appointed as **Substitute Clerical**, with services to be utilized on an as-needed basis, at the same salary and economic fringe benefits she receives as a Teacher Aide (Personal Care), effective August 24, 2018 through June 30, 2019, unless employment is terminated sooner. Ms. Shaffer will be on a leave of absence from the position of Teacher Aide (Personal Care) while she serves as a substitute clerical employee. Carried unanimously.

APPOINTMENT
SUBSTITUTE
CLERICAL
J. SHAFFER

Moved by Mr. Klotzbach, 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 \$85.00. Employment shall automatically be discontinued effective June 30, 2019, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-CERT.)
S. LYONS

Sarah Lyons
Buffalo, NY
Effective Date: 8/13/18
Carried unanimously.

Moved by Mr. Klotzbach, 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 \$70.00. Employment shall automatically be discontinued effective June 30, 2019, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
TEACHER
AIDE
(NON-CERT.)
S. LYONS

Sarah Lyons
Buffalo, NY
Effective Date: 8/13/18
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that Orleans/Niagara BOCES hereby approves the Memorandum of Agreement with the BOCES Teachers' Association (BOCESTA), dated August 13, 2018 and signed by the Association on August 20, 2018, as submitted. Carried unanimously.

MEMORANDUM
OF
AGREEMENT
WITH
BOCESTA

Moved by Mr. Cancemi, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Melissa Loiacano, Lockport, NY**, who will apply for transitional A certification in the area of practical nursing, hereby be appointed to probationary status in the tenure area of **Practical Nursing**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, with her effective date to be determined, to serve a four year probationary period, at a salary of NPC 4 (\$43,400) to be pro-rated. Eligibility for consideration for tenure at the end of the probationary period shall be contingent upon 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. The appointment is subject to and conditioned upon a complete and satisfactory background check. Carried unanimously.

APPOINTMENT
CERT. PROB.
M. LOIACANO

Moved by Mr. Grabowski, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that **Carrie McCourt, Albion, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective August 30, 2018, at an annual salary of \$14,100.00. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
C. MCCOURT

Moved by Mr. Grabowski, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that **Roberta Wasikowski, Alexander, NY**, be appointed to the provisional part-time position of **.5 FTE Physical Therapist**, effective September 17, 2018, at an annual full-time basis salary of \$75,000.00 to be pro-rated. 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. Carried unanimously.

APPOINTMENT
NON-CERT.
PROV.
WASIKOWSKI

Moved by Mr. Grabowski, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that **Amanda Graban, Sanborn, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective September 4, 2018 through June 30, 2019, unless terminated sooner, at an hourly rate of \$11.00. Carried unanimously.

APPOINTMENT
NON-CERT.
A. GRABAN

Moved by Mrs. Kaus, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that the position of Adult/Continuing Education Health Occupations Coordinator be increased from a ten-month and twenty days position to a twelve-month position, effective September 21, 2018. Carried unanimously.

POSITION
INCREASE

Moved by Mr. Klotzbach, seconded by Mr. Kropp, to enter into executive session at 6:22 p.m. to discuss collective negotiations with the Teacher Aide Unit of CSEA, Inc., collective negotiations with the Administrators and Supervisors Association (ONBASA), the discipline of a particular individual and the employment history of individuals. Carried unanimously.

EXECUTIVE
SESSION

Moved by Mr. Kropp, seconded by Mr. Grabowski, to reconvene the meeting at 6:50 p.m. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Cancemi, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES hereby ratifies and approves funds to implement the settlement agreement with the Orleans/Niagara BOCES Administrators and Supervisors Association (ONBASA), for a successor collective bargaining agreement with a term of July 1, 2018 through June 30, 2021, dated August 27, 2018, as submitted. Carried unanimously.

APPROVAL
AND
RATIFICA-
TION OF
SUCCESSOR
AGREEMENT
WITH
ONBASA

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES hereby approves the Stipulation of Settlement between and among the BOCES, the Teacher Aide Unit of CSEA, Inc., and a particular employee, dated August 27, 2018, as submitted, and the Board authorizes the District Superintendent to execute the agreement. Carried unanimously.

APPROVAL
OF
STIPULATION
OF
SETTLEMENT

Moved by Mr. Bond, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES hereby ratifies and approves funds to implement the settlement agreement with the Teacher Aide Unit of CSEA, Inc., for a successor collective bargaining agreement with the term of July 1, 2016 through June 30, 2021, dated August 10, 2018, as submitted. Carried unanimously.

APPROVAL
AND
RATIFICA-
TION OF
SUCCESSOR
AGREEMENT
WITH TCHR.
AIDES (CSEA)

Moved by Mr. Grabowski, seconded by Mr. Cancemi, that the District Superintendent is authorized to increase minimum/entry level salaries as follows, for the employee groups listed below:

SALARY
INCREASES
TEACHER
AIDES

**New Salary Rates
(Effective 9/1/18)**

Special Education
(CSEA, Inc.)

Teacher Aides: \$15,300 per year

Career/Technical
(Non-Special Ed.)

Teacher Aides: \$15,300 per year

**New Salary Rates
(Effective 8/30/18)**

Personal Care Aides \$12.00 per hour
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Woodside to adjourn the meeting at 6:59 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Melanie A. Conley
Clerk Pro Tem