

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on January 9, 2019 at the Orleans/Niagara BOCES, 4232 Shelby Basin Road, Medina, NY. The meeting was called to order by Vice President Grabowski at 7:04 p.m.

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

Absent: Ann Kennedy (excused)
Wendy Swearingen (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. Joseph J. Steinmetz, Director of CTE and Adult/Secondary Programs; Mr. Ronald J. Barstys, Director of Special Programs; Mr. Daniel Connolly, Director of Facilities.

Vice President Grabowski stated that President Swearingen has announced the Orleans/Niagara BOCES Annual Meeting will be held at 7:00 p.m. on April 10, 2019 at 4124 Saunders Settlement Road, Sanborn, New York.

ANNUAL
MEETING
ANNOUNCE-
MENT 2019

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the December 12, 2018 regular meeting minutes be approved. Carried unanimously.

APPROVAL
OF
MINUTES

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that budget modifications #84-101 for the 2018-2019 school year be approved. Carried unanimously.

BUDGET
MODS.

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the Treasurer's Report of General Fund for November 2018 be accepted. Carried unanimously.

TREASURER'S
REPORT
GENERAL
FUND

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the Treasurer's Report of Special Aids for November 2018 be accepted. Carried unanimously.

TREASURER'S
REPORT
SPECIAL
AIDS

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, 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 2018 be accepted. Carried unanimously.

TREASURER'S
REPORT
ADD'L.
FUNDS

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

BUDGET
STATUS
REPORT

Facilities: Mrs. Woodside said the Orleans CTEC secured building entrance has not yet be completed. The literacy zone program has moved into the Community Education Center at 50 Main Street, Lockport. Orleans CTEC students sealed a wall at that site. Maintenance replaced five doors at Niagara CTEC. Mr. Connolly and the safety risk staff have been certified in CPR, AED and First Aid.

BOARD
COMMITTEE
REPORTS

Legislation: Mr. Klotzbach spoke about Governor Cuomo’s agenda.

Audit: Will meet before the February 13, 2019 meeting.

Dr. Godshall spoke about: Lt. Governor Hochul awarding \$1.3 million to Orleans/Niagara BOCES at the Workforce Training Center; planning for staff development day on March 15, 2019; considering adding firefighting to the security and law program; couple districts interested in shared human resource service; looking for a new site for the 2019 regional summer school program as Medina and Niagara Falls have capital projects planned; NYS Commissioner of Education Elia asked the district superintendent’s to come up with ten items for mandate relief. Dr. Godshall and Mrs. Osborn met with the North Tonawanda CSD board of education last week.

SUPT.
COMMENTS

Mrs. Conley provided a review of the 2019-2020 special education and related services budgets.

BUDGET
REVIEW

Moved by Mr. Klotzach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Metals Supplies. Carried unanimously.

BID AWARD
METALS
SUPPLIES

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the bid for Metals Supplies be awarded to the following low responsible bidder at an estimated cost of:

Klein Steel Service **\$9,023.00**
1050 Military Road
Buffalo NY 14217

TOTAL **\$9,023.00**

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Custom Office Reception Desk. Carried unanimously.

BID AWARD
CUSTOM
OFFICE
RECEPTION
DESK

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent that the bid for Custom Office Reception Desk be awarded to the following low responsible bidder at an estimated cost of:

A & A Beauty Supply **\$14,695.00**
5589 Davison Rd.
Lockport NY 14094

TOTAL \$14,695.00

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District the Board of Education accept the bids received for Solvent Parts Cleaning Service. Carried unanimously.

BID AWARD
SOLVENT
PARTS
CLEANING
SERVICE

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the bid for Solvent Parts Cleaning Service be awarded to the following low responsible bidder at an estimated annual cost of:

Safety-Kleen Systems, Inc. \$ 7,158.00
1525 W. Henrietta Rd.
Avon NY 14216

TOTAL \$ 7,158.00

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the Board of Education approve the change orders as follows under Project No. 459000000011-012 at the Orleans Career and Technical Center:

WORK
CHANGE
ORDERS

Change Order Number GC-012 \$2,020.00
GC-012 Error/Omission
Labor, material and equipment to create the bulkhead for the storefront system in the lobby as there is nothing overhead to support the new system.

Total Change Orders \$2,020.00
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, that the Orleans/Niagara BOCES hereby approves the agreement with Frontline Technology, LLC, as submitted, for software licensure and services for the 2019-2020 school year, and the Board authorizes the Board President and/or the District Superintendent to sign the agreement with any revisions that are approved by the BOCES' attorney. Carried unanimously.

AGREEMENT
WITH
FRONTLINE
TECHNOLOGY

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation of **Tammy Bentley, Practical Nursing Instructor**, be accepted effective at the end of the day on January 18, 2019. Carried unanimously.

RESIGNATION
T. BENTLEY

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Josephine Paananen, Music Teacher**, be accepted effective June 30, 2019. Carried unanimously.

RESIGNATION
J. PAANANEN

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Donna J. Quinn, General Special Education Teacher**, be accepted effective August 12, 2019. Carried unanimously.

RESIGNATION
D. QUINN

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Paula Scheffer, General Special Education Teacher**, be accepted effective August 31, 2019. Carried unanimously.

RESIGNATION
P. SCHEFFER

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Ashlee Scalzo, Niagara Falls, NY**, having professional certification in the areas of students with disabilities 7-12 generalist and 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 February 4, 2019 until the end of the day on February 3, 2023, at a salary of PC 2 (\$47,000) plus master's degree (\$1,200) 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. Carried unanimously.

APPOINTMENT
CERT. PROB.
A. SCALZO

Moved by Mr. Klotzbach, seconded by Mrs. Kaus, 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 \$30.00 per hour for instructional time and \$14.00 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, 2019, unless terminated sooner.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

Randall Broeker
Sanborn, NY
Effective Date: 12/14/18
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Katherine Finch, Middleport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective January 3, 2019, to serve a 52-week probationary period, at an annual full-time salary of \$15,300.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
K. FINCH

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Annette Anderson, Lockport, NY**, be appointed to the position of **Teacher Aide (Non-Special Education)**, effective January 22, 2019, to serve a 52-week probationary period, at an annual full-time salary of \$15,300.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
A. ANDERSON

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Debra Sammarco, Lockport, NY**, be appointed to the position of **Keyboard Specialist**, effective December 26, 2018, to serve a 26-week probationary period, at an annual full-time salary of \$27,536.00 to be pro-rated. Ms. Sammarco shall have a leave of absence in the job classification of Teacher Aide (Special Education) unless and until she is appointed on permanent status in the job classification of Keyboard Specialist. Ms. Sammarco shall be permitted to carryover 15.5 days of accrued sick leave. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
D. SAMMARCO

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Brooke Heine, North Tonawanda, NY**, be appointed to the position of **Keyboard Specialist**, effective January 8, 2019, to serve a 52-week probationary period, at an annual full-time salary of \$27,536.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
B. HEINE

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Phoebe Mae Standish, Albion, NY**, having successfully completed her probationary period, be appointed to permanent status as **Teacher Aide (Special Education)**, effective February 5, 2019. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
P. STANDISH

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Deborah Freeman, Barker, NY**, having successfully completed her probationary period, be appointed to permanent status as **Cleaner**, effective February 11, 2019. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
D. FREEMAN

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Gail Marinaccio, Lockport, NY**, having successfully completed her probationary period, be appointed to permanent status as **Physical Therapist**, effective February 11, 2019. Carried unanimously.

APPOINTMENT
NON-CERT.
PERMANENT
MARINACCIO

Moved by Mrs. Kaus, 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

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)

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.

Aaron Mohr
North Tonawanda, NY
Effective Date: 12/5/18

David Tolejko
Grand Island, NY
Effective Date: 12/13/18

Maura Anson
Getzville, NY
Effective Date: 12/17/18
Carried unanimously.

Moved by Mrs. Kaus, 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-
CERTIFIED)

Katherine Finch
Middleport, NY
Effective Date: 12/7/18

Kathryn Anderson
Lockport, NY
Effective Date: 1/19/19

Rebekah VerHague
North Tonawanda, NY
Effective Date: 12/18/18
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 Clinical Instructor**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a rate of \$65.00 per half day. 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
CLINICAL
INSTRUCTOR

Aaron Mohr
North Tonawanda, NY
Effective Date: 12/5/18
Carried unanimously.

David Tolejko
Grand Island, NY
Effective Date: 12/13/18

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

CONFERENCE
REQUESTS

- 1) **Robert Robinson, Leadership Niagara Conference**, Niagara Falls, NY, January 11-12, 2019. No cost to BOCES.

- 2) **Stephen Metzger, Statewide Professional Development Framework Workshop**, Albany, NY, January 15-17, 2019. Est. cost: \$335.00. Funded through school improvement.
- 3) **Julie Roloff, New York State SkillsUSA Officer Screening**, Syracuse, NY, February 1-2, 2019. Est. cost: \$195.00. Funded through career and technical education.
- 4) **Janice Covell and Joanne Woodside, 2019 Capital Conference**, Albany, NY, February 9-11, 2019. Est. cost: \$1,575.84. Funded through administrative budget.
- 5) **Michael Fisher, ASCD Empower 19 Conference**, Chicago, IL, March 15-18, 2019. No cost to BOCES.
- 6) **Lisa Bielmeier and Susan Diemert, BOCES Well Day**, Albany, NY, March 12-13, 2019. Est. cost: \$479.00. Funded through administration and continuing education. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that effective February 1, 2019, full-time Adult/Continuing Education Literacy Assessment/Transition Counselors, Literacy Case Managers, English to Speakers of Other Languages Instructors, Literacy Instructors and TABE/TASC Readiness Practice Test Administrators shall be eligible for BOCES health insurance premium contributions capped at fifty percent (50%) of the applicable premium in effect for the single-person managed care (Point of Service) plan. Carried unanimously.

HEALTH
INSURANCE
FOR
FULL-TIME
ADULT/
CONTINUING
EDUCATION

Moved by Mr. Klotzbach, seconded by Mr. Kropp, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement with the BOCES Teachers' Association (BOCESTA), dated January 2, 2019, as submitted, regarding work calendar for a particular employee. The BOCES further authorizes the District Superintendent to enter into similar or comparable agreements regarding work calendar for other employees during the current school year. Carried unanimously.

MEMORANDUM
OF
AGREEMENT
WITH
BOCESTA

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Kathleen McCarthy, Physical Education Teacher**, be accepted effective June 30, 2019. Carried unanimously.

RESIGNATION
K. MCCARTHY

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Jason Moynihan, Sanborn, NY**, be appointed to contingent-permanent status in the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, effective January 7, 2019, at an annual full-time salary of \$15,300.00 to be pro-rated. Carried unanimously.

APPOINTMENT
NON-CERT.
CONTINGENT-
PERMANENT
J. MOYNIHAN

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Coty Hallows, Middleport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, to serve a 52-week probationary period, with an effective date to be determined, at an annual salary of \$15,300.00 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.
PROB.
C. HALLOWS

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Anginette Culverwell, Lockport, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective January 14, 2019 through June 30, 2019, unless terminated sooner, at an hourly salary of \$12.00. Carried unanimously.

APPOINTMENT
NON-CERT.
CULVERWELL

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Louis Chraston, Medina, NY**, be appointed to the position of **.5 FTE Custodian**, to serve a 52-week probationary period, effective January 14, 2019, at an hourly salary of \$15.75. Carried unanimously.

APPOINTMENT
NON-CERT.
PROB.
L. CHRASTON

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

CONFERENCE
REQUESTS

- 7) **Michael Weyrauch, ACTEA Zone 1 Winter Retreat**, Buffalo, NY, January 17-18, 2019. Est. cost: \$143.30. Funded through career and technical education.
- 8) **Kristine DiPasquale, NYS Work Experience Coordinator Association Conference**, Albany, NY, April 4-5, 2019. Est. cost: \$510.00. Funded through career and technical education.
- 9) **Elyse Hulse, Playmaker Training**, Boston, MA, August 17-18, 2019. Est. cost: \$160.00. Funded through special education.

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Marie Cosgrove, Teacher Aide (Special Education)**, be accepted effective at the end of the day on June 27, 2019. Carried unanimously.

RESIGNATION
M. COSGROVE

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individual(s) be appointed to serve on a part-time basis in the adult/continuing education program, at the hourly salary listed, with no fringe benefits, except as required by law, effective as indicated below through June 30, 2019, unless terminated sooner. The employment of the individuals shall be at-will and at the pleasure of the Board of

APPOINTMENT
ADULT/
CONTINUING
EDUCATION

Education. Additionally, services of the individuals shall be utilized solely on an as-needed basis at the discretion of the District Superintendent.

LPN Clinical/Theory Instructor (\$26.00 per hour)

Marilyn Fleischman

Lockport, NY

Effective Date: 1/2/19

Home Health Aide/CNA Instructor (\$26.00 per hour)

Ann Testman

Sanborn, NY

Effective Date: 12/27/18

10 Yes, 1 Abstention (Osborn). Motion carried.

Moved by Mrs. Kaus, 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 (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 \$95.00. 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
(CERTIFIED)

Philip Russell

Wilson, NY

Effective date: 12/14/18

Carried unanimously.

Mr. Cancemi said it was nice to see Lt. Governor Kathy Hochul in Niagara Falls. Mrs. Feltz spoke about programs through Roberts Wesleyan College that the Barker Superintendent Jacob Reimer is promoting. Mr. Wadhams said that over a period of time there have been 22 cases of breast cancer in the Albion elementary school. Mrs. Osborn said North Tonawanda CSD is discussing peace officer training. Mr. Kropp said Wilson CSD has leased Stevenson elementary school for one year to a company that provides defense training and tactics as well as personal self-defense.

BOARD
MEMBER
COMMENTS

Moved by Mrs. Kaus, seconded by Mr. Klotzbach, to enter into executive session at 8:01 p.m. to discuss matters pertaining to collective negotiations with the Teacher Aide Unit of CSEA, Inc., and the employment history of particular individuals. Carried unanimously.

EXECUTIVE
SESSION

Moved by Mrs. Kaus, seconded by Mrs. Covell, to reconvene the meeting at 8:20 p.m. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Bond, that the District Superintendent is authorized to increase minimum-entry level salaries as follows, for the following employee groups:

SALARY
INCREASES

New Salary Rates
Effective 1/10/19:

Special Education
(CSEA, Inc.) \$16,500 per year
Teacher Aides:

Career/Technical
(Non-special Education) \$16,500 per year
Teacher Aides:

Personal Care Aides: \$13.00 per hour
Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Woodside, to adjourn the meeting at 8:21 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt
District Clerk