

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on February 13, 2019 at the Orleans/Niagara BOCES, 4124 Saunders Settlement Road, Sanborn, NY. The meeting was called to order by President Swearingen at 7:01 p.m.

**Present:** Keith A. Bond  
 Vincent J. Cancemi, Sr.  
 Janice M. Covell  
 Carol Feltz  
 Edward J. Grabowski  
 Maureen Kaus  
 Ann Kennedy  
 Timothy F. Kropp  
 Colleen M. Osborn  
 Wendy Swearingen  
 Joanne Woodside

**Absent:** Thomas J. Klotzbach (excused)  
 Wayne Wadhams (excused)

Also present: 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.

Deborah Hillburn, Lockport, NY, invited the board members to the BOCESTA fundraiser, which raises money for student scholarships. PUBLIC COMMENT

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the January 9, 2019 regular meeting minutes be approved. Carried unanimously. APPROVAL OF MINUTES

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that budget modifications #102-123 for the 2018-2019 school year be approved. Carried unanimously. BUDGET MODS.

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Treasurer's Report of General Fund for December 2018 be accepted. Carried unanimously. TREASURER'S REPORT GENERAL FUND

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Treasurer's Report of Special Aids for December 2018 be accepted. Carried unanimously. TREASURER'S REPORT SPECIAL AIDS

Moved by Mrs. Kaus, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the Treasurer's Report of Capital Fund, Risk Retention Fund, and Trust and Agency Fund for December 2018 be accepted. Carried unanimously. TREASURER'S REPORT ADD'L FUNDS

Moved by Mrs. Kaus, seconded by Mrs. Covell, 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 provided an update of projects.  
**Legislation:** Attended New York State Capital Conference in Albany last weekend and also met with Mike Norris and Steve Hawley.  
**Audit:** Met tonight and received the first draft of the internal audit with the risk assessment and discussed what should be looked at next year.

BOARD  
COMMITTEE  
REPORTS

Mrs. Conley read the following comments from Dr. Godshall: The front entrance at Orleans CTEC is finished and fully secured; planning for summer school at Niagara Wheatfield CSD this summer; March 15, 2019 superintendent's conference day; proposed capital project for Niagara CTEC and Niagara Academy; custodial bid is near \$1,000,000.00, but is for a total of 35 school districts; asked for support of the proposed 2019-2020 calendars on tonight's agenda.

SUPT.  
COMMENTS

Mrs. Conley reviewed the 2019-2020 tuition rates.

BUDGET  
REVIEW

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

BID AWARD  
CO/OP  
CUSTODIAL  
SUPPLIES

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent that the bid for Co/Op Custodial Supplies received from Chudy Paper Co. be disqualified due to: using the wrong forms, the incorrect year and not including the front cover form that contains the company and purchasing information. In addition, Andre and Sons be disqualified for requiring a minimum order amount that exceeds our maximum stipulated on the bid. Carried unanimously.

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

**Dobmeier Janitor Supplies Inc.      \$508,479.67**  
354 Englewood Ave.  
Buffalo NY 14223

**Veritiv Operating Company      \$ 54,373.18**  
3344 Walden Ave.  
Depew NY 14043

**Pyramid School Products      \$ 36,894.13**  
6510 N. 54<sup>th</sup> St.  
Tampa FL 33610

**Nickel City Sales      \$ 26,514.90**  
8060 Wehrle Dr.  
Buffalo NY 14221

**Hillyard Inc.      \$ 14,379.41**  
125 Rawson Rd.  
Victor NY 14613

|   |              |
|---|--------------|
| Eaton Office Supply Co. Inc.<br>180 John Glen Dr.<br>Amherst NY 14228                 | \$ 2,072.51  |
| OAM Supply Company<br>Box 81588<br>Cleveland OH 44181                                 | \$ 14,746.64 |
| Niagara Custodial Supply<br>6740 Old Beattie Rd.<br>Lockport NY 14094                 | \$ 37,830.75 |
| Economy Products & Solutions<br>Inc.<br>225 Mushroom Blvd<br>Rochester NY 14623       | \$ 22,497.08 |
| Site One Landscape Supply LLC<br>1385 East 36 <sup>th</sup> St.<br>Cleveland OH 44114 | \$ 11,104.50 |
| Quill Corporation<br>100 Schelster Rd.<br>Lincolnshire IL 60069-3621                  | \$ 18,566.57 |
| CCP Industries, Inc.<br>26301 Curtiss-Wright Pkwy<br>Richmond Heights OH 44143        | \$ 5,650.50  |
| Seedway LLC<br>2054 Lamson Rd.<br>Phoenix NY 13135                                    | \$ 10,342.50 |
| CooperFriedman Electric<br>Supply Co.<br>1 Matrix Dr<br>Monroe NJ 08831               | \$ 3,367.44  |
| CORR Distributors<br>89 Pearce Ave.<br>Tonawanda NY 14150                             | \$ 79,912.00 |
| Innovative Municipal Products<br>454 River Rd.<br>Glenmont NY 12077                   | \$ 1,102.50  |
| Pioneer Manufacturing Co. Inc.<br>4529 Industrial Pkwy<br>Cleveland OH 44135          | \$ 22,736.00 |
| Regional Distributors, Inc.<br>1281 Mt. Read Blvd<br>Rochester NY 14606               | \$ 19,390.37 |
| United Sales USA<br>185 30 <sup>th</sup> St<br>Brooklyn NY 11232                      | \$ 43,897.55 |
| Zams, Inc.<br>200 N. Main St<br>Freeport NY 11520                                     | \$ 18,639.74 |



market for available space, the Board approves said lease and authorizes the Board President and/or the District Superintendent to execute the lease. Carried unanimously.

Moved by Mr. Kropp, seconded by Mrs. Woodside, that the Orleans/Niagara BOCES hereby approves the agreement with Ruby Bridges, as submitted, and the Board approves said contract and authorizes the Board President, District Superintendent and/or the Director of Business Services to sign the contract with any revisions that are approved by the BOCES' attorney. Carried unanimously.

CONTRACT  
WITH  
RUBY  
BRIDGES

Moved by Mr. Kropp, seconded by Ms. Woodside, that the Orleans/Niagara BOCES hereby approves the agreement with Beamin' Sounds Entertainment, as submitted, and the Board approves said contract and authorizes the Board President and/or the District Superintendent to sign the contract with any revisions that are approved by the BOCES' attorney. Carried unanimously.

CONTRACT  
WITH  
BEAMIN'  
SOUNDS  
ENTER-  
TAINMENT

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Karah Cronkhite, Teacher Aide (Personal Care)**, be accepted effective at the end of the day on January 25, 2019. Carried unanimously.

RESIGNATION  
K.CRONKHITE

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Yvonne Sims, Teacher Aide (Personal Care)**, be accepted effective January 30, 2019. Carried unanimously.

RESIGNATION  
Y. SIMS

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the resignation of **Deborah Freeman, Teacher Aide (Special Education)**, be accepted effective February 11, 2019. Carried unanimously.

RESIGNATION  
D. FREEMAN

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Jessica Krug, Amherst, NY**, having initial certification in English to speakers of other languages, be appointed as a part-time (.4 FTE) English as a Second Language Teacher, in accordance with the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective February 25, 2019 through June 30, 2019, unless terminated sooner, at an annual full-time basis salary of NPC 2 (\$41,800) plus annual master's degree (\$1,200), to be pro-rated. While Ms. Krug works in the regular part-time English as a Second Language Teacher position, her daily rate as a Substitute Teacher is \$150.00, effective February 25, 2019 through June 30, 2019, unless terminated sooner. There would be no fringe benefits, except as required by law or contract. Carried unanimously.

APPOINTMENT  
CERTIFIED  
PART-TIME  
J. KRUG

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that, **James Mihalko, North Tonawanda, NY**, be appointed to the temporary part-time as-needed position of **Health Occupations Clinical Instructor**, effective February 25, 2019 through June 30, 2019, unless terminated sooner, at an hourly rate of \$33.33, with no fringe benefits except as required by law. Mr. Mihalko will apply for a clinical permit. Carried unanimously.

APPOINTMENT  
CERTIFIED  
PART-TIME  
J. MIHALKO

Moved by Mr. Cancemi, seconded by Mrs. Osborn, 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 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

**CNA/HHA Instructor (\$26.00 per hour)**

**Tyann Iveys**  
**Niagara Falls, NY**  
**Effective Date: 1/28/19**  
Carried unanimously.

Moved by Mr. Cancemi, seconded by Mrs. Osborn, 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

**Denise Fleming**  
**Tonawanda, NY**  
**Effective Date: 1/11/19**

**Jessica Guarnieri**  
**West Seneca, NY**  
**Effective Date: 1/11/19**  
Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the following individuals be appointed to serve as a SkillsUSA Advisors at the Niagara Career and Technical Education Center for the 2018-2019 school year (through June 30, 2019) unless terminated sooner:

APPOINTMENT  
SKILLSUSA  
ADVISORS

**Joseph Croff**  
**Sara McCartin**  
**Melissa Loiacano**  
 Carried unanimously.

Moved by Mrs. Covell, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the 2019 extended school year program rates be established as follows:

EXTENDED  
 SCHOOL  
 YEAR  
 SALARY  
 SCHEDULE  
 2019

**BOCES Teachers:** 1/200<sup>th</sup> of the 2018-19 salary provided that the teacher's regular (ten-month) annual salary does not exceed that provided for at Step 15 of the teacher PC schedule. If a teacher's salary is in excess of Step 15, then the teacher will receive 1/200<sup>th</sup> of Step 15. Teachers beyond Step 15 effective Summer 2010 will receive at least the same salary, unless or until the Step 15 cap exceeds that salary. (This does not include long-term substitutes and/or temporary appointments that automatically terminate June 30<sup>th</sup>; such individuals shall be considered non-BOCES employees.)

**Non-BOCES Teachers:** Salary will be as follows unless otherwise determined by the Board of Education:

|  |                   |
|--|-------------------|
| <b>1<sup>st</sup> Year:</b>            | <b>\$5,000.00</b> |
| <b>2<sup>nd</sup> Year:</b>            | <b>\$5,250.00</b> |
| <b>3<sup>rd</sup> Year:</b>            | <b>\$5,500.00</b> |
| <b>4<sup>th</sup> Year:</b>            | <b>\$5,750.00</b> |
| <b>5<sup>th</sup> Year and Higher:</b> | <b>\$6,000.00</b> |

**Teacher Aides (BOCES and Non-BOCES):**

|  |                   |
|--|-------------------|
| <b>1<sup>st</sup> Year:</b>            | <b>\$2,550.00</b> |
| <b>2<sup>nd</sup> Year:</b>            | <b>\$2,600.00</b> |
| <b>3<sup>rd</sup> Year:</b>            | <b>\$2,650.00</b> |
| <b>4<sup>th</sup> Year:</b>            | <b>\$2,700.00</b> |
| <b>5<sup>th</sup> Year and Higher:</b> | <b>\$2,750.00</b> |

**School Nurses/Health Assistants (BOCES and Non-BOCES):**

Salary will be as follows unless otherwise determined by the Board of Education:

**Registered Nurse: \$32.00 per hour**

(Regular school year employees will be paid on a salary calculation of the above rates and time sheets will not be required.)

**OT/PT/PTA/COTA (BOCES and Non-BOCES):**

|  |                         |
|--|-------------------------|
| <b>Occupational Therapist:</b>               | <b>\$45.00 per hour</b> |
| <b>Physical Therapist:</b>                   | <b>\$45.00 per hour</b> |
| <b>Physical Therapy Assistant:</b>           | <b>\$40.00 per hour</b> |
| <b>Certified Occupational Therapy Asst.:</b> | <b>\$40.00 per hour</b> |

(Regular school year employees will be paid on a salary calculation of the above rates and time sheets will not be required.)

**Work Schedule:** 31 total work days for staff (7/2/19-8/16/19). Carried unanimously.

Moved by Mr. Kropp, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the 2019 regional summer school program rates be established as follows:

REGIONAL  
SUMMER  
SCHOOL  
SALARY  
SCHEDULE  
2019

**Principal** \$1,500.00  
February 1, 2019-June 30, 2019 **Maximum**

**Principal** \$6,629.91  
July 1, 2019-August 31, 2019  
Salary will be based on five hours per day. Salary will be pro-rated if Principal works fewer days and hours than indicated above.

**Assistant Principal** \$1,500.00  
February 1, 2019-June 30, 2019 **Maximum**

**Assistant Principal** \$5,720.49  
July 1, 2019-August 31, 2019  
Salary will be based on five hours per day. Salary will be pro-rated if Assistant Principal works fewer days and hours than indicated above.

**Certified Teacher** \$33.27 per hour

**Teacher Aide**  
If served as Teacher Aide for the 2012-2018 RSS programs: \$15.75 per hour  
All other Teacher Aides hired: \$13.75 per hour

**Clerical** \$13.75 per hour  
**Nurse** \$32.00 per hour

**Proctor**  
Certified Teacher: \$33.27 per hour  
Teacher Aide if served as Teacher Aide for 2012-2018 program: \$15.75 per hour  
All other Teacher Aides hired: \$13.75 per hour  
**The Proctor rate is for hours over and above the mandatory eight hours.**

**Scorer**  
(Certified Teachers to grade exams) \$33.27 per hour  
Carried unanimously.

Moved by Mr. Kropp, seconded by Mrs. Covell, 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**,

APPOINTMENT  
MENTOR



with the effective dates 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 30, 2018 or is discontinued prior to June 30, 2019). The appointment of the individual(s) is contingent upon their participation in any required training as scheduled by the BOCES.

**Name**                      **Effective Date**  
**Margaret Hagan**        **2/25/19-6/30/19**

Carried unanimously.

Moved by Mr. Kropp, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Yvonne Sims, Medina, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective January 30, 2019, to serve a 52-week probationary period, at an annual full-time salary of \$16,500.00 to be pro-rated. Carried unanimously.

APPOINTMENT  
NON-CERT.  
PROB.  
Y. SIMS

Moved by Mr. Kropp, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Rebekah VerHague, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective January 22, 2019 through June 30, 2019, unless terminated sooner, at an hourly salary of \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
R. VERHAGUE

Moved by Mr. Kropp, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Renee Haase, Tonawanda, 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 \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
R. HAASE

Moved by Mr. Kropp, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Christopher Josker, Ransomville, NY**, be appointed to provisional status in the position of **Custodian**, effective January 28, 2019, at an hourly salary of \$15.75. Mr. Josker shall have a leave of absence in the job classification of Cleaner unless and until he is appointed on permanent status in the job classification of Custodian. Carried unanimously.

APPOINTMENT  
NON-CERT.  
PROV.  
C. JOSKER

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Stuart Adams, Lockport, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Teacher (O/N BOCES Retired Certified Teacher)**, at a rate of \$230.00 per full day, effective January 17, 2019 through June 30, 2019, unless employment is terminated sooner, while he substitutes as a vehicle mechanical repair teacher. Mr. Adams shall remain employed as a Substitute Teacher (O/N BOCES Retired Certified Teacher) at a salary of \$110.00 per full day for all other substitute assignments. 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. Carried unanimously.

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(O/N BOCES  
TEACHER)  
S. ADAMS

Moved by Mr. Grabowski, seconded by Mrs. Osborn, 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-  
CERTIFIED)

**Catherine Fleischhut**  
**Middleport, NY**  
**Effective Date: 1/4/19**

**Eleanora Zorich**  
**North Tonawanda, NY**  
**Effective Date: 1/4/19**

**Daniel Fuller**  
**Medina, NY**  
**Effective Date: 1/28/19**  
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Osborn, 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)

**Eleanora Zorich**  
**North Tonawanda, NY**  
**Effective Date: 1/4/19**  
Carried unanimously.

**Daniel Fuller**  
**Medina, NY**  
**Effective Date: 1/28/19**

Moved by Mr. Grabowski, seconded by Mrs. Osborn, 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 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 rate of \$70.00 per 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  
TEACHER  
AIDE  
(NON-  
CERTIFIED)

**Renee Haase**  
**Rebekah VerHague**  
Carried unanimously.

**Tonawanda, NY**  
**North Tonawanda, NY**

Moved by Mr. Cancemi, seconded by Mrs. Osborn, 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 Motor Vehicle Operator**, effective as indicated below,

APPOINTMENT  
SUBSTITUTE  
MOTOR  
VEHICLE  
OPERATOR

with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at an hourly rate of \$11.50. 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.

**Clayton Miller**  
**Lyndonville, NY**  
**Effective Date: 1/18/19**  
Carried unanimously.

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

CONFERENCE  
REQUESTS

**Lindsay Delaney, School Library System Association Executive Board Meeting**, Albany, NY, February 25-27, 2019. Est. cost: \$438.00. Funded through school library system.

**Stephen Metzger, Staff and Curriculum Development Network (S/CDN) Quarterly Meeting**, Albany, NY, February 27-March 1, 2019. Est. cost: \$578.75. Funded through school improvement.

**Cheryl Herman, New York State Teacher Center Spring Symposium**, Albany, NY, March 4-6, 2019. Est. cost: \$263.00. Funded through teacher center.

**Daniel Connolly, NYSSFA Advocacy Day and Critical Issues Summit**, Albany, NY, March 5-6, 2019. Est. cost: \$275.00. Funded through operations and maintenance.

**Stephen Metzger, Statewide Professional Development Framework Workshop**, Albany, NY, March 6-8, 2019. Est. cost: \$335.00. Funded through school improvement.

**Lindsay Delaney, 2019 EMTA Spring Conference and Corporate Showcase**, Syracuse, NY, March 18-20, 2019. Est. cost: \$600.00. Funded through school library system.

**Antoinette DiBellonia, Teacher Leader Professional Development**, Columbus, OH, March 20-21, 2019. Est. cost: \$700.00. Funded through school improvement.

**Michael Fisher, Statewide Professional Development Framework Workshop**, Albany, NY, March 20-22, 2019. Est. cost: \$335.00. Funded through school improvement.

**James Atzrott and Sarah Ivory, NYS ProStart Invitational Competition**, Hyde Park, NY, March 21-24, 2019. Est. cost: \$1,650.00. Funded through career and technical education.

**Robert Ihle and Caitlin Kucharski, NYS ProStart Culinary Invitational Competition**, Hyde Park, NY, March 22-23, 2019. Est. cost: \$1,490.00. Funded through career and technical education.

**Antoinette DiBellonia, Teacher Leader Institute, Greenville, SC, June 11-14, 2019. Est. cost: \$1,740.00. Funded through school improvement. Carried unanimously.**

Moved by Mr. Cancemi, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that five students and two adults from Orleans CTEC be approved to travel to the NYS ProStart Invitational Competition in New Hyde, NY, on March 21-24, 2019, at a cost of \$2,200.00. Carried unanimously.

FIELD  
TRIP

Moved by Mr. Grabowski, seconded by Mrs. Kaus, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement with the Staff Specialists' Association, dated February 6, 2019, as submitted. Carried unanimously.

MEMORANDUM  
OF  
AGREEMENT

Moved by Mrs. Osborn, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the resignation of **Christine DuMond, Keyboard Specialist**, be accepted effective at the end of the day on February 22, 2019. Carried unanimously.

RESIGNATION  
C. DUMOND

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Douglas Thiele, Sanborn, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective February 13, 2019 through June 30, 2019, unless terminated sooner, at an hourly salary of \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
D. THIELE

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Alexis Barcena, Lockport, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective February 25, 2019 through June 30, 2019, unless terminated sooner, hourly salary of \$13.00. 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.  
A. BARCENA

Moved by Mrs. Osborn, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Amy Roberts, Barker, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective March 4, 2019 through June 30, 2019, unless terminated sooner, hourly salary of \$13.00. 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.  
A. ROBERTS

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

CONFERENCE  
REQUESTS

**Nicole Bensley, NYSED Regional Certification Officers' Meeting, Albany, NY, May 1-2, 2019. Est. cost: \$286.00. Funded through administrative budget.**

**Melanie Conley, NYS ASBO Education Summit and Expo 2019,**  
Saratoga Springs, NY, June 2-5, 2019. Est. cost:  
\$1,068.00. Funded through administrative budget.  
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the Orleans/Niagara BOCES hereby increase the tenure area of **Welding** by .5 FTE, effective February 13, 2019.  
Carried unanimously.

POSITION  
INCREASE

Moved by Mr. Grabowski, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that **Ronald Jackson, Medina, NY**, who will apply for certification in the area welding, hereby be appointed to probationary status in the tenure area of **Welding**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, with an effective date to be determined, to serve a four year probationary period, at a salary of NPC 3 (\$42,800) 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 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. JACKSON

Moved by Mr. Cancemi, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that the following individual is 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

**Adriana Zafrano**  
**Lockport, NY**  
**Effective Dates: 2/15/19-3/22/19**  
Carried unanimously.

Moved by Mr. Cancemi, seconded by Mrs. Kaus, upon the recommendation of the District Superintendent, that **Heather Longfritz, Newfane, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Teacher (Certified)**, at a rate of \$209.00 per full-day, effective March 4, 2019 through June 30, 2019, unless employment is terminated sooner, while she works in an assignment continuously as a substitute special education teacher. After the

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
H.LONGFRITZ

conclusion of the continuous assignment, Ms. Longfritz shall remain employed as a Substitute Teacher (Certified) at a salary of \$95.00 per full 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. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Cancemi, to enter into executive session at 7:25 p.m. to discuss matters pertaining to the employment history of particular individuals. Carried unanimously.

EXECUTIVE  
SESSION

Moved by Mr. Kropp, seconded by Mrs. Woodside, to reconvene the meeting at 8:02 p.m. Carried unanimously.

Moved by Mrs. Kaus, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby gives approval for the District Superintendent, in his discretion, to continue the temporary reassignment of a particular employee. Carried unanimously.

CONTINUA-  
TION OF  
TEMPORARY  
REASSIGN-  
MENT

Moved by Mrs. Kaus, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Lori Baker, Teacher Aide (Special Education)**, be terminated due to abandonment of position, effective February 13, 2019. Carried unanimously.

TERMINATION  
OF  
EMPLOYMENT

Moved by Mr. Kropp, seconded by Mrs. Covell, to adjourn the meeting at 8:02 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt  
District Clerk