

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on October 9, 2019 at the Orleans/Niagara BOCES, 4232 Shelby Basin Road, Medina, NY. The meeting was called to order by President Swearingen at 7:00 p.m.

Present: Keith A. Bond
Vincent J. Cancemi, Sr.
Janice M. Covell
Carol Feltz
Edward J. Grabowski
Ann Kennedy
Thomas J. Klotzbach
Timothy F. Kropp
Robert McDermott
Colleen Osborn
Wendy Swearingen
Wayne Wadhams
Joanne Woodside

Absent:

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; Dr. Ronald J. Barstys, Director of Special Programs; Mr. Daniel Connolly, Director of Facilities; Dr. Michael Weyrauch, Coordinator.

A representative from the firm of Raymond F. Wager, CPA, P.C., a division of Mengel Metzger Barr & Co., LLP, provided a summary of the basic financial statement. PRESENTATION

Mr. Joseph Steinmetz, Dr. Michael Weyrauch and Mrs. Maureen Bartlett gave a presentation on career and technical education. PRESENTATION

Ms. Deborah Hillburn and Ms. Sarah Ivory, teachers at Orleans/Niagara BOCES, spoke regarding the hiring of an assistant principal at the Orleans CTEC building and they feel the building needs a school counselor or social worker. PUBLIC COMMENT

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the September 11, 2019 regular meeting minutes be approved. Carried unanimously. APPROVAL OF MINUTES

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that budget modifications #24-35 for the 2019-2020 school year be approved. Carried unanimously. BUDGET MODS.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Treasurer's Report of General Fund for August 2019 be accepted. Carried unanimously. TREASURER'S REPORT GENERAL FUND

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Treasurer's Report of Special Aids for August 2019 be accepted. Carried unanimously. TREASURER'S REPORT SPECIAL AIDS

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Treasurer's Report of Capital Fund, Risk Retention Fund, and Trust and Agency Fund for August 2019 be accepted. Carried unanimously.

TREASURER'S
REPORT
ADD'L.
FUNDS

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

BUDGET
STATUS
REPORT

Facilities: A written report was provided to the board members.

BOARD
COMMITTEE
REPORTS

Public Relations: A written report was provided to the board members.

Dr. Godshall spoke about: Recent meeting with BOCESTA; preparing for winter season; recent LPN graduation; and student enrollment. The Niagara county district attorney will present at the chief school officers meeting on October 11, 2019. Dr. Godshall, Jodee Riordan and Wendy Swearingen are presenting at the NYS School Boards Association annual convention this month. Dr. Godshall asked the board members if they would like to have a board meeting at the Niagara Falls Learning Center.

SUPT.
COMMENTS

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 Co/Op Chlorine and Pool Supplies. Carried unanimously.

BID AWARD
CO/OP
CHLORINE
AND POOL
SUPPLIES

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

DMJ Crystal Waters, LLC \$ 1,050.00
8064 N. Main St.
Eden NY 14057

Chemical Distributors, Inc. \$ 4,452.50
80 Metcalfe Street
Buffalo NY 14206

Amrex Chemical Co. Inc. \$65,978.63
117 E. Frederick St.
Binghamton NY 13904

Leslie's Poolmart, Inc. \$ 1,920.66
2005 E. Indian School Rd.
Phoenix AZ 85016

TOTAL \$73,401.79

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the lease agreement, dated September 18, 2019, between the BOCES and Niagara County Community College (NCCC) (as tenant) for a term beginning on September 16, 2019 through May 8, 2020, and the Board authorizes the Board President and/or the District Superintendent to sign the agreement upon the approval of the BOCES school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

LEASE
AGREEMENT
WITH
NIAGARA
COUNTY
COMMUNITY
COLLEGE

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the software license agreement with Discovery Education, as submitted, and the Board authorizes the Board President and/or the District Superintendent to sign the contract upon approval by the school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

AGREEMENT
WITH
DISCOVERY
EDUCATION

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the addendum, dated September 16, 2019, as submitted, to the previously approved lease agreement with Niagara Falls City School District, and the Board authorizes the Board President and/or the District Superintendent to sign the agreement upon the approval of the BOCES school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

LEASE
AGREEMENT
WITH
NIAGARA
FALLS
CSD

Moved by Mr. Kropp, seconded by Mrs. Osborn, that the Orleans/Niagara BOCES hereby approves the affiliation agreement with Niagara University, as submitted, and the Board authorizes the Board President and/or the District Superintendent to sign the contract upon approval by the school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

AFFILIATION
AGREEMENT
WITH
NIAGARA
UNIVERSITY

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation of **Christopher Josker, Cleaner**, be accepted effective October 10, 2019. Carried unanimously.

RESIGNATION
C. JOSKER

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation of **Alyssa Cinelli, Teacher Aide (Personal Care)**, be accepted effective at the end of the day on October 11, 2019. Carried unanimously.

RESIGNATION
A. CINELLI

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of **Delores Vazquez, Custodial Worker**, be accepted effective at the end of the day on October 30, 2019. The Board hereby waives the resignation deadline (for retirement health insurance purposes) contained in Section 5.6.7 of the collective bargaining agreement, for this particular employee. Carried unanimously.

RESIGNATION
D. VAZQUEZ

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Joanna DiMino, Blind and Visually Impaired Teacher**, be granted up to 13.5 days of extended sick leave, effective October 2, 2019, 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
J. DIMINO

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Karen Knight, Art Teacher**, be granted up to 24 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
K. KNIGHT

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the tenure area of **Education of Blind and Visually Handicapped Children** be increased by .4 FTE, effective October 2, 2019. Carried unanimously.

POSITION
INCREASE

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Stephanie Brandt, Medina, NY**, who has initial certification in the area of students with disabilities grades 7-12 generalist and students with disabilities grades 1-6, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective August 28, 2019 until the end of the day on August 27, 2023, at a salary of NPC 1 (\$41,500) plus annual 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) years 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, than she shall not be eligible for tenure at that time. This resolution supersedes and replaces the resolution adopted at the August 14, 2019 board meeting. Carried unanimously.

APPOINTMENT
CERT. PROB.
S. BRANDT

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Kathleen Bongiovanni, Grand Island, NY**, who has 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 October 15, 2019 until the end of the day on October 14, 2023, at an annual twelve-month salary of \$85,750.00 to be pro-rated. Carried unanimously.

APPOINTMENT
CERT. PROB.
BONGIOVANNI

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Jerry Weber, North Tonawanda, NY**, who has professional certification in the area of students with disabilities grades 1-6, is hereby appointed to probationary status in the tenure area of **General Special Education**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective October 15, 2019 until the end of the day on October 14, 2023, at a salary of PC 5 (\$49,500) plus annual 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) years 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, than he shall not be eligible for tenure at that time. Carried unanimously.

APPOINTMENT
CERT. PROB.
J. WEBER

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Lauren James, Lockport, NY**, who has provisional certification in the area of school counselor, is hereby appointed to probationary status in the tenure area of **School Counselor**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Teachers' Association, effective October 21, 2019 until the end of the day on October 20, 2023, at a salary of NPC 1 (\$41,500) plus annual master's degree (\$1,200) to be pro-rated. Carried unanimously.

APPOINTMENT
CERT. PROB.
L. JAMES

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Michael Dorsey, North Tonawanda, NY**, be appointed to the position of **Temporary Part-time As-needed Health Occupations Clinical Instructor**, effective October 15, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$33.33, with no fringe benefits except as required by law. Mr. Dorsey will apply for a visiting lecturer permit. 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. Orleans/Niagara BOCES will pay the fingerprint fee. Carried unanimously.

APPOINTMENT
PART-TIME
M. DORSEY

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **John Myers, Lewiston, NY**, be appointed to the position of **Temporary Part-time As-needed Health Occupations Clinical Instructor**, effective October 15, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$33.33, with no fringe benefits except as required by law. Mr. Myers will apply for a visiting lecturer permit. 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. Orleans/Niagara BOCES will pay the fingerprint fee. Carried unanimously.

APPOINTMENT
PART-TIME
J. MYERS

Moved by Mr. Klotzbach, seconded by Mr. McDermott, 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**, with the effective dates indicated below, unless terminated sooner, at a stipend of \$500 for the school year (to be pro-rated if an individuals' service as a Mentor commences after August 28, 2019 or is discontinued prior to June 30, 2020). The appointment of the individual(s) is contingent upon their participation in any required training as scheduled by the BOCES.

APPOINTMENT
MENTOR

<u>Name</u>	<u>Effective Dates</u>
Jennifer Manning	9/30/19-6/30/20
Richard Tynan	9/30/19-6/30/20

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Julie Roloff, Mathematics Instructor**, be appointed to the position of SkillsUSA Lead Advisor for the Niagara Career and Technical Education Center, at a stipend of \$750.00, for the 2019-2020 school year (through June 30, 2020) unless terminated sooner. Carried unanimously.

APPOINTMENT
SKILLSUSA
LEAD
ADVISOR

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Sarah Ivory, Mathematics Instructor**, be appointed to the position of SkillsUSA Lead Advisor for the Orleans Career and Technical Education Center, at a stipend of \$750.00, for the 2019-2020 school year (through June 30, 2020) unless terminated sooner. Carried unanimously.

APPOINTMENT
SKILLSUSA
LEAD
ADVISOR

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that the following individuals be appointed to serve as SkillsUSA Advisors at the Orleans Career and Technical Education Center for the 2019-2020 school year (through June 30, 2020) unless terminated sooner:

APPOINTMENT
SKILLSUSA
ADVISOR

Jay Kaplewicz
Carried unanimously.

Moved by Mr. Klotzbach, 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 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, 2020, unless terminated sooner.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

Silvana Bonura*
North Tonawanda, NY
Effective Date: To be determined

Jennifer Lombardi
Ransomville, NY
Effective Date: 9/10/19

Rasheen Wilson
Niagara Falls, NY
Effective Date: 9/23/19

* 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.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Cheryl Olsen, Basom, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective September 12, 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.
C. OLSEN

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Racquel Page, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective September 16, 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.
R. PAGE

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Latika Fountaine, Lockport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective September 20, 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.
L.FOUNTAINE

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Hunter Smith, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective September 26, 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.
H. SMITH

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Chermaine Allen, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective September 16, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT
NON-CERT.
C. ALLEN

<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Daniel Carden, Youngstown, NY, be appointed to the position of Teacher Aide (Personal Care), effective September 23, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. D. CARDEN</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Donna Wilson-Harris, Niagara Falls, NY, be appointed to the position of Teacher Aide (Personal Care), effective September 20, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. D. WILSON-HARRIS</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Jennifer Herbeck, Niagara Falls, NY, be appointed to the position of Teacher Aide (Personal Care), effective October 3, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. J. HERBECK</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Joseph Zelasko, Lockport, NY, be appointed to the position of Cleaner, effective September 27, 2019, to serve a 52-week probationary period, at an hourly rate of \$13.27. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. PROB. J. ZELASKO</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Alyssa Whitfield, Buffalo, NY, be appointed to the position of Physical Therapist, to serve a 52-week probationary period, effective October 10, 2019, at the same salary as her initial appointment. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. PROB. A.WHITFIELD</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Brooke Heine, North Tonawanda, NY, be appointed to the position of Temporary Account Clerk Typist, at a full-time twelve-month salary of \$29,036.00 to be pro-rated, effective September 23, 2019 through June 30, 2020, while she continuously works in this position for the incumbent employee, unless terminated sooner. Ms. Heine shall have a leave of absence in the job classification of Keyboard Specialist while serving as a Temporary Account Clerk Typist. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. TEMPORARY B. HEINE</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Veronica Ramirez, Cleaner, having successfully completed her probationary period, be appointed to permanent status, effective November 8, 2019. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. PERMANENT V. RAMIREZ</p>
<p>Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that Lisa Shoop, Keyboard Specialist, having successfully completed her probationary period, be appointed to permanent status, effective November 14, 2019. Carried unanimously.</p>	<p>APPOINTMENT NON-CERT. PERMANENT L. SHOOP</p>

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the following individuals 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. Carried unanimously.

APPOINTMENT
VOLUNTEER

Brian Clifton
Niagara Falls, NY
Effective Dates: 9/5/19-12/5/19
Student at Niagara County Community College

Betty Soda
Niagara Falls, NY
Effective Dates: 10/1/19-6/1/2020
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Walter Cole, Williamsville, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Vehicle Mechanical Repair Teacher (Certified)**, at a rate of \$232.50 per full-day, effective September 30, 2019, while he works in a scheduled assignment in Vehicle Mechanical Repair continuously. After the conclusion of the continuous assignment, Mr. Cole shall remain employed as a Substitute Teacher (Certified) at a salary of \$100.00 per full day. Employment shall automatically be discontinued effective June 30, 2020, 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
(CERTIFIED)
W. COLE

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Heather Longfritz, Substitute Teacher (Certified)**, shall receive compensation at a rate of \$210.00 per full day effective on her 31st cumulative day of work in her ongoing continuous assignment as a substitute special education teacher. Ms. Longfritz will receive the foregoing per diem salary and continue to accumulate continuous days of service, even though her first 30 days of work were interrupted by an absence. Ms. Longfritz will not receive any fringe benefits, except as required by law or contract. After the conclusion of the ongoing continuous assignment substituting for a teacher who is absent, Ms. Longfritz shall remain employed as a Substitute Teacher (Certified) at a salary of \$100.00 per full day. Employment shall automatically be discontinued effective June 30, 2020, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. The terms of this resolution shall be administered by the District Superintendent. Carried unanimously.

APPOINTMENT
SUBSTITUTE
TEACHER
(CERTIFIED)
H.LONGFRITZ

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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 \$90.00. Employment shall automatically be discontinued effective June 30, 2020, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
TEACHER
(NON-
CERTIFIED)

Angela Bieger
Buffalo, NY
Effective Date: 9/11/19

Deborah Hartman
Tonawanda, NY
Effective Date: 9/5/19

Timothy Deasy
Lockport, NY
Effective Date: 9/10/19

Heather Stagers
Lockport, NY
Effective Date: 9/18/19

Sharon Socie
Sanborn, NY
Effective Date: 9/20/19
Carried unanimously.

Moved by Mr. Klotzbach, 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 \$75.00. Employment shall automatically be discontinued effective June 30, 2020, 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)

Joseph Zelasko
Lockport, NY
Effective Date: 9/6/19
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 Maintenance**, 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 \$12.50. Employment shall automatically be discontinued effective June 30, 2020 unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
MAINTENANCE

Joseph Zelasko
Lockport, NY
Effective Date: 9/6/19
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 Motor Vehicle Operator**, 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 \$12.50. Employment shall automatically be discontinued effective June 30, 2020 unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education.

APPOINTMENT
SUBSTITUTE
MOTOR
VEHICLE
OPERATOR

Joseph Zelasko
Lockport, NY
Effective Date: 9/6/19
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the following individual be appointed, without benefits, except as required by law, to the position of **Substitute School Nurse**, 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 \$120.00. Employment shall automatically be discontinued effective June 30, 2020, 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.

APPOINTMENT
SUBSTITUTE
SCHOOL
NURSE

Deborah Barry
Lockport, NY
Effective Date: 10/1/19
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Ms. Kennedy, upon the recommendation of the District Superintendent, that **Joseph J. Steinmetz, Buffalo, NY**, be appointed to serve on a part-time basis as **Director of Career and Technical Education and Adult/Secondary Programs** at \$68.08 per hour, with no fringe benefits, except as required by law, effective November 1, 2019 through June 30, 2020, unless terminated sooner. Mr. Steinmetz's employment shall be at-will and at the pleasure of the Board of Education. Additionally, services of the individual shall be utilized solely on an as-needed basis at the discretion of the District Superintendent. Carried unanimously.

APPOINTMENT
PART-TIME
DIRECTOR OF
CAREER AND
TECHNICAL
EDUCATION
AND
ADULT/
SECONDARY
PROGRAMS
J.STEINMETZ

Moved by Mr. Klotzbach, seconded by Ms. Kennedy, upon the recommendation of the District Superintendent, that the following conference requests be approved:

CONFERENCE
REQUESTS

- 1) **Jennifer Talarico, Statewide Professional Development Framework Workshop**, Albany, NY, October 21-23, 2019. Est. cost: \$337.00. Funded through school improvement.
- 2) **Daniel Connolly and Paul Nawotka, Fall AESHP Workshop**, Blue Mountain Lake, NY, October 23-25, 2019. Est. cost: \$1,086.00. Funded through operations and maintenance and safety risk.

- 3) **Julie Roloff, NYS SkillsUSA Fall Leadership Conference,** Albany, NY, November 1-5, 2019. Est. cost: \$895.00. Funded through career and technical education.
- 4) **Anne Carnahan, Lisa Cook, Sarah Ivory, Caitlin Kucharski and Ken Polchlopek, NYS SkillsUSA Fall Leadership Conference,** Albany, NY, November 3-5, 2019. Est. cost: \$3,245.00. Funded through career and technical education.
- 5) **Michael Fisher, Statewide Professional Development Framework Workshop,** Albany, NY, November 5-7, 2019. Est. cost: \$337.00. Funded through school improvement.
- 6) **Kelly von Kramer, School Business Management Workshop,** Saratoga Springs, NY, November 5-8, 2019. Est. cost: \$1,029.00. Funded through administration.
- 7) **Heather Cayea, Partners in Deaf Education Annual Conference,** Corning, NY, November 8-9, 2019. Est. cost: \$322.00. Funded through special education.
- 8) **Ronald Barstys, BOCES Director's Statewide Meeting,** Albany, NY, November 11-13, 2019. Est. cost: \$510.00. Funded through special and alternative education.
- 9) **Stephen Metzger, Statewide Professional Development Framework Workshop,** Albany, NY, November 12-14, 2019. Est. cost: \$337.00. Funded through school improvement.
- 10) **Melanie Conley, Utica Steering Committee Meeting,** Verona, NY, November 13-14, 2019. No cost to BOCES.
- 11) **Jeffrey Hart, NYSAHPERD State Conference,** Verona, NY, November 21-23, 2019. Est. cost: \$657.56. Funded through special education.
- 12) **Jennifer Talarico, AMTNYS 2019 Annual Conference,** Rochester, NY, November 14-16, 2019. Est. cost: \$325.00. Funded through school improvement.

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the following individuals be awarded \$600.00 for having rendered exemplary service:

EXEMPLARY
SERVICE
AWARD

Nicole Bensley	Secretary II/Certification (Labor Relations)
Lisa Bielmeier	Public Information Assistant
Bernadette George	Senior Clerk (Labor Relations)
Jeffrey LaFountain	Teacher Aide (Orleans Learning Center)
Jessica Russell	Printing Machine Operator (Niagara Falls)

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the District Superintendent is authorized to increase substitute salaries as listed below, effective October 1, 2019:

SUBSTITUTE
RATE
INCREASE

Substitute School Nurse (RN) \$140.00/day
Substitute Health Assistant (LPN) \$120.00/day
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Courtney Slack, Practical Nursing Teacher**, be approved to complete immunization reporting at an hourly rate of \$29.20, effective October 2, 2019 through November 30, 2019. Service shall be on an as-needed basis. Carried unanimously.

APPOINTMENT
FOR
ADDITIONAL
WORK

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Roof Repairs at 50 Main Street. Carried unanimously.

BID AWARD
ROOF
REPAIRS
AT
50 MAIN ST.
LOCKPORT

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent that the bid for Roof Repairs at 50 Main Street be awarded to the following low responsible bidder at an estimated cost of:

Raymond E. Kelley, Inc. \$ 37,425.00
33 Main St.
Bowmansville NY 14026

TOTAL \$ 37,425.00
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Masonry Repairs at 50 Main Street. Carried unanimously.

BID AWARD
MASONRY
REPAIRS
AT
50 MAIN ST.
LOCKPORT

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent that the bid for Masonry Repairs at 50 Main Street be awarded to the following low responsible bidder at an estimated cost of:

Raymond E. Kelley, Inc. \$ 43,120.00
33 Main St.
Bowmansville NY 14026

TOTAL \$ 43,120.00
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the Board of Education accept the bids received for Asbestos Abatement at 50 Main Street. Carried unanimously.

BID AWARD
ASBESTOS
ABATEMENT
AT
50 MAIN ST.
LOCKPORT

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the bid received from Stohl Remediation Services, Inc. be rejected as it did not include the correct (or enough) required insurance coverage for the price bid for the Asbestos Abatement at 50 Main Street. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent that the bid for Asbestos Abatement at 50 Main Street be awarded to the following low responsible bidder at an estimated cost of:

Raymond E. Kelley, Inc. \$ 43,800.00
33 Main St.
Bowmansville NY 14026

TOTAL \$ 43,800.00
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Feltz, upon the recommendation of the District Superintendent, that the Board of Education acknowledges receipt of the Basic Financial Statement and Management Letter and accepts the Corrective Action Plan for the year ended June 30, 2019, completed by Raymond F. Wager, CPA, P.C., a division of Mengel Metzger Barr & Co., LLP. Carried unanimously.

BASIC
FINANCIAL
STATEMENT
AND
MANAGEMENT
LETTER

Move by Mr. Kropp, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that the district wide safety plan and the school building level emergency response plans are hereby approved for transmittal to the New York State Education Department as required. Carried unanimously.

DISTRICT
WIDE
SAFETY
PLAN AND
BUILDING
EMER. PLAN

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Lauren Kanouff, Physical Education Teacher**, be granted up to 17.5 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
L. KANOUFF

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Stephanie O'Mahony, General Special Education Teacher**, be granted up to 27.5 days of extended sick leave, effective when her accumulated paid sick leave has been exhausted, contingent upon the submission of required documentation. Such days of extended sick leave shall not remain accrued after the employee's return to work. Carried unanimously.

EXTENDED
SICK
LEAVE
S. O'MAHONY

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Nicole Goyette, Medina, NY**, who has 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 October 15, 2019 until the end of the day on October 14, 2023, at an annual twelve-month salary of \$82,000.00 to be pro-rated. Ms. Goyette shall be credited with up to 50 days of accumulated sick leave from her previous employer. Carried unanimously.

APPOINTMENT
CERT. PROB.
N. GOYETTE

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Kayle Schessl, Newfane, NY**, be appointed to the position of **Temporary Part-time As-needed Health Occupations Clinical Instructor**, effective October 15, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$33.33, with no fringe benefits except as required by law. Ms. Schessl will apply for a visiting lecturer permit. Carried unanimously.

APPOINTMENT
PART-TIME
K. SCHESSL

Moved by Mr. Klotzbach, seconded by Mr. McDermott, 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, 2020, unless terminated sooner.

APPOINTMENT
HOME/
HOSPITAL
TEACHER

Stephanie Walker
East Amherst, NY
Effective Date: 10/10/19
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Sharon Farrugia, Lockport, NY**, be appointed, without benefits except as required by law or contract, to the position of **Substitute Health Occupations Teacher (Certified)**, at a rate of \$232.50 per full-day, effective November 19, 2019, while she works in a scheduled assignment in Health Occupations continuously. After the conclusion of the continuous assignment, Ms. Farrugia shall remain employed as a Substitute Teacher (Certified Retiree) at a salary of \$115.00 per full day. Employment shall automatically be discontinued effective June 30, 2020, 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
(CERTIFIED)
S. FARRUGIA

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Glenn Koepfel, Kenmore, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute School Social Worker (Certified)**, at a rate of \$232.50 per full-day, effective November 18, 2019 through June 30, 2020, unless employment is terminated sooner, while he works in a scheduled assignment as a school social worker continuously. This appointment shall be conditional, pending the results of a criminal history records check, to the extent required by law. The appointment is made on an emergency conditional basis. Employment shall automatically be discontinued effective June 30, 2020, unless employment

APPOINTMENT
SUBSTITUTE
SCHOOL
SOCIAL
WORKER
(CERTIFIED)
G. KOEPEL

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.

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Denise Clare, Newfane, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective October 15, 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.
D. CLARE

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Karen Draves, Tonawanda, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, with an effective date to be determined through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT
NON-CERT.
K. DRAVES

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Catherine Snyder, Sanborn, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, with an effective date to be determined through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT
NON-CERT.
C. SNYDER

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

CONFERENCE
REQUESTS

13) **William Rakonczay, Upstate New York HTEC CNC Educators Conference**, Troy, NY, October 17-18, 2019. Est. cost: \$325.00. Funded through career and technical education. Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, that the District Superintendent has authorized to increase substitute salaries as listed below, effective October 10, 2019:

SUBSTITUTE
RATE
INCREASE

Substitute Clinical Instructor \$75.00/half day
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Deborah Barry, Lockport, NY**, be appointed without benefits, except as required by law, to the position of **Substitute Clinical Instructor**, effective October 10, 2019, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a rate of \$75.00 per half day. Employment shall automatically be discontinued effective June 30, 2020, unless employment is terminated sooner. Service shall be at-will and at the pleasure of the Board of Education. Carried unanimously.

APPOINTMENT
SUBSTITUTE
CLINICAL
INSTRUCTOR
D. BARRY

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, to enter into executive session at 8:45 p.m. to discuss the employment history of particular individuals and collective bargaining with the teachers' unit (BOCESTA). Carried unanimously.

EXECUTIVE
SESSION

Moved by Mr. Klotzbach, seconded by Mrs. Covell, to reconvene at 9:24 p.m. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the Orleans/Niagara BOCES hereby gives approval for the District Superintendent, at his discretion, to continue the administrative leave with pay of a particular employee. Carried unanimously.

APPROVAL OF
CONTINUA-
TION OF
LEAVE WITH
PAY

Moved by Mr. Klotzbach, seconded by Mr. Cancemi, upon the recommendation of the District Superintendent, that **Michael Weyrauch, Corfu, NY**, having professional certification in the area of school district leader, be appointed to probationary status in the tenure area of **Director of Career and Technical Education and Instructional Services**, effective November 1, 2019 through October 31, 2023, unless terminated sooner, at a full-time twelve-month salary of \$122,000.00, to be pro-rated. For purposes of vacation leave and retirement health insurance, the effective date of employment will be deemed the date of hire in the Coordinator position. The employee will be permitted to carry over accumulated unused sick leave from the Coordinator position and retain the unused vacation days that were carried over from the 2018-2019 school year. Carried unanimously.

APPOINTMENT
CERT. PROB.
M. WEYRAUCH

Moved by Mr. Klotzbach, seconded by Mr. Cancemi, upon the recommendation of the District Superintendent, that the resignation of **Michael Weyrauch, Coordinator**, be accepted effective at the end of the day on October 31, 2019. Carried unanimously.

RESIGNATION
M. WEYRAUCH

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Mary Jo Fazio, Williamsville, NY**, be appointed to serve in the full-time position of **Nursing Clinical Instructor**, at an annual twelve-month basis salary of \$65,000.00, to be pro-rated, effective on a date at the pleasure of the BOCES. 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 ninety-one (91%) of the applicable premium in effect for the managed care (Point of Service) plan. The individual shall receive up to 20 vacation days per fiscal year, to be pro-rated for a partial year, as approved by the District Superintendent or his designee, bereavement leave as approved by the District Superintendent or his designee, and paid holidays pursuant to the administrative calendar. The individual may carry over up to four (4) vacation days into the next fiscal year (if reappointed). The individual is eligible for non-bereavement emergency leave. If approved, such paid leave shall be deducted from sick leave accruals. The individual shall receive up to seven (7) days of sick leave, to be pro-rated for a partial year. The individual may carry over sick days

APPOINTMENT
NURSING
CLINICAL
INSTRUCTOR
M. FAZIO

into the next fiscal year (if reappointed), to a maximum of 120 days. The employee shall be eligible for tuition reimbursement as determined by the District Superintendent for up to two courses per semester, three semesters per year (Fall, Spring and Summer). The individual shall be eligible for enrollment in a flexible spending plan under Internal Revenue Code Section 125. The District Superintendent is authorized to adjust any of the terms and provisions of this resolution. The terms and conditions of employment, and the terms and provisions of this resolution, shall be administered by the District Superintendent. Terms and conditions of employment are subject to change. The terms and conditions of employment, and the terms and provisions of this resolution, shall be administered by the District Superintendent. Terms and conditions of employment are subject to change. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the draft memorandum of agreement with the BOCES Teachers' Association (BOCESTA), dated October 9, 2019, as submitted, and the Board further authorizes the insertion of revisions with the approval of the BOCES' attorney. Carried unanimously.

MEMORANDUM
OF
AGREEMENT
WITH
BOCESTA

Moved by Mrs. Covell, seconded by Mr. Bond, to adjourn the meeting at 9:26 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt
District Clerk