

The regular meeting of the Orleans/Niagara BOCES Board of Education was held on November 13, 2019 at the Orleans/Niagara BOCES, 4455 Porter Road, Niagara Falls, NY. The meeting was called to order by President Swearingen at 4:55 p.m.

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

**Absent:** Carol Feltz (Excused)  
Wayne Wadhams (Excused)

Also present: Dr. Clark J. Godshall, District Superintendent; Mr. Wayne M. Van Vleet, Director of Labor Relations; Dr. Michael G. Weyrauch, Director of CTE and Instructional Services; Dr. Ronald J. Barstys, Director of Special Programs; Mr. Daniel Connolly, Director of Facilities.

Ms. Brenda Good and Mrs. Cassandra Barnes gave a presentation on special and alternative education. PRESENTATION

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the October 9, 2019 regular meeting minutes be approved. APPROVAL OF MINUTES  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that budget modifications #36-60 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 September 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 September 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 September 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:** Adult/continuing education classes have started at Harrison Place, Lockport.

BOARD  
COMMITTEE  
REPORTS

**Legislation:** Mr. Klotzbach spoke about the two resolutions that need to be done.

Dr. Godshall spoke about: The November 12, 2019 union presidents meeting; the recent threat at Albion CSD; how great the two National Technical Honor Society induction ceremonies were. He also thanked Wendy Swearingen and Jodee Riordan from Lewiston-Porter for assisting him with his session at the New York State School Boards Association convention on October 26, 2019.

SUPT.  
COMMENTS

Dr. Godshall provided a review of the 2020-2021 administrative, capital, and operations and maintenance budgets.

BUDGET  
REVIEW

Moved by Mrs. Covell, seconded by Mr. Grabowski, that the Board of Education hereby approves the lease agreement for lease of space to Danielewicz Brothers, term of December 1, 2019 through November 30, 2020, as submitted, and authorizes the Board President to sign the agreement. Carried unanimously.

LEASE  
AGREEMENT  
WITH  
DANIELEWICZ  
BROTHERS

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the application for use of school facilities of the Royalton-Hartland Central School District, as submitted, and the BOCES authorizes the Board President, the District Superintendent, or his designee to sign the agreement upon the approval of the BOCES school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

FACILITY  
USE  
AGREEMENT  
WITH  
ROYALTON-  
HARTLAND  
CSD

Moved by Mr. Klotzbach, seconded by Mrs. Covell, that the Orleans/Niagara BOCES hereby approves the application for use of school facilities of the Niagara Falls City School District, as submitted, and the BOCES authorizes the Board President, the District Superintendent, or his designee to sign the agreement upon the approval of the BOCES school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

FACILITY  
USE  
AGREEMENT  
WITH  
NIAGARA  
FALLS  
CSD

Moved by Mr. Klotzbach, seconded by Mr. Kropp, that the Orleans/Niagara BOCES hereby approves the "School Staffing Services Agreement" with Supplemental Health Care Services, Inc., as submitted, and the BOCES authorizes the Board President, the District Superintendent, or his designee to sign the agreement upon the approval of the BOCES school attorney and containing any revisions as approved by the school attorney. Carried unanimously.

STAFFING  
AGREEMENT  
WITH  
SUPPLE-  
MENTAL  
HEALTH  
CARE  
SERVICES,  
INC.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the Board of Education hereby approve the following items be disposed of or sold at auction:

DISPOSAL  
OF  
ITEMS

1 2015 Ford Transit Van (VIN# 1FTSW2ZM1FKB31928)  
1 DoAll Bandsaw Model 3013-20  
10 Miller Welders  
Carried unanimously.

Moved by Mr. Cancemi, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the donation of a display case be accepted from Kwandrans Tae Kwon Do, Medina, NY, to be used by BOCES at the 50 Main Street, Lockport, NY, site. Carried unanimously.	DONATION
Moved by Mr. Cancemi, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the donation of 17 large pumpkins be accepted from Russell's Tree and Shrub Farm, East Amherst, NY, to be used by the special education program at Roy-Hart Learning Center. Carried unanimously.	DONATION
Moved by Mr. Cancemi, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the donation of a 2006 International semi-truck (VIN# 2HSCNAPR26C263975) be accepted from Speed Transportation, Buffalo, NY, to be used by the Niagara CTEC diesel technology program. Carried unanimously.	DONATION
Moved by Mr. Cancemi, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the donation of a Detroit diesel engine (series 60 #06R077812) be accepted from Speed Transportation, Buffalo, NY, to be used by the Niagara CTEC diesel technology program. Carried unanimously.	DONATION
Moved by Mr. Cancemi, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the quarterly extra classroom activity fund report for the period of July 1, 2019 through September 30, 2019 be accepted for Orleans CTEC and Niagara CTEC. Carried unanimously.	EXTRA CLASSROOM ACTIVITY FUND REPORT
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation of <b>Bridget Nugent, Teacher Aide (Special Education)</b> , be accepted effective at the end of the day on November 1, 2019. Carried unanimously.	RESIGNATION B. NUGENT
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of <b>Susan Nemeec, Teacher Aide (Special Education)</b> , be accepted effective January 13, 2020. Carried unanimously.	RESIGNATION S. NEMEC
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation of <b>Kayley Wakefield, Keyboard Specialist</b> , be accepted effective at the end of the day on November 12, 2019. Carried unanimously.	RESIGNATION K.WAKEFIELD
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation (due to retirement) of <b>Alicia Ritz-Smith, Secretary II</b> , be accepted effective at the end of the day on January 2, 2020. Carried unanimously.	RESIGNATION A. RITZ- SMITH

Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation of <b>Kelly Schnars, Teacher Aide (Personal Care)</b> , be accepted effective at the end of the day on November 15, 2019. Carried unanimously.	RESIGNATION K. SCHNARS
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation of <b>Jerastaysia Briggs, Teacher Aide (Special Education)</b> , be accepted effective at the end of the day on October 17, 2019. Carried unanimously.	RESIGNATION J. BRIGGS
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that the resignation of <b>Eileen Butski, Teacher Aide (Personal Care)</b> , be accepted effective at the end of the day on November 5, 2019. Carried unanimously.	RESIGNATION E. BUTSKI
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that <b>Adrianna Ammerman, General Special Education Teacher</b> , be granted up to 13.5 days of extended sick leave, effective October 30, 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 A. AMMERMAN
Moved by Mrs. Osborn, seconded by Mrs. Woodside, upon the recommendation of the District Superintendent, that <b>Amber Croff, Security Operations Teacher</b> , be granted up to 30 days of extended sick leave, effective the afternoon of November 19, 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 A. CROFF
Moved by Mr. Klotzbach, seconded by Mrs. Covell, that <b>Walter Cole</b> is removed from the preferred eligible list (PEL) in the tenure area of vehicle mechanical repair, due to his retirement with the New York State Teachers' Retirement System. Carried unanimously.	REMOVAL FROM PREFERRED ELIGIBLE LIST (PEL)
Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that <b>Vincent Piaskowski, Jr., Niagara Falls, NY</b> , having successfully completed his probationary period (8/31/16-1/11/20) and having transitional A certification in the area of heating, ventilation, air conditioning and refrigeration, be granted tenure in the area of heating, ventilation, air conditioning and refrigeration, effective January 11, 2020. Carried unanimously.	APPOINTMENT TENURE PIASKOWSKI
Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that <b>Lauren Pereles, Lewiston, NY</b> , having successfully completed her probationary period (2/1/16-2/1/20) and having permanent certification in the area of speech and hearing handicapped, be granted tenure in the area of speech and hearing handicapped, effective February 1, 2020. Carried unanimously.	APPOINTMENT TENURE L. PERELES

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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 individual 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>
<b>Kristina Miles</b>	<b>10/15/19-6/30/20</b>

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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 individual be appointed to serve as a **Mentor**, with the effective dates indicated below, unless terminated sooner, with no additional compensation. The appointment of the individual is contingent upon their participation in any required training as scheduled by the BOCES.

APPOINTMENT  
MENTOR

<u>Name</u>	<u>Effective Dates</u>
<b>Michael Weyrauch</b>	<b>10/15/19-6/30/20</b>

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that the following individual 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, 2020, unless terminated sooner. The employment of the individual 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.

APPOINTMENT  
ADULT/  
CONTINUING  
EDUCATION

**Mechanical Pump Instructor (\$24.00 per hour)**

**George Denecke, Jr.**  
**Williamsville, NY**  
**Effective Date: 10/16/19**

Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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

**Nicole Goyette**

Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, 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

**Erica Fleming**

**Niagara Falls, NY**

**Effective Date: 10/25/19**

**Stacy Murray**

**North Tonawanda, NY**

**Effective Date: 10/23/19**

Carried unanimously.

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Melissa Hosmer, Appleton, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective October 23, 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.  
M. HOSMER

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Brenda Zimmerman, Lockport, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective November 6, 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.  
B.ZIMMERMAN

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Jerastaysia Briggs, Niagara Falls, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective October 18, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
J. BRIGGS

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Bradley Ames, Lockport, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective October 28, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
B. AMES

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Rukhsana Mahmood, North Tonawanda, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective November 12, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate of \$13.00. Carried unanimously.

APPOINTMENT  
NON-CERT.  
R. MAHMOOD

Moved by Mr. Grabowski, seconded by Mr. Klotzbach, upon the recommendation of the District Superintendent, that **Cynthia Ransom, Niagara Falls, NY**, be appointed to the position of **Keyboard Specialist**, to serve a 52-week probationary period, effective November 14, 2019, at the same salary as her initial appointment. Carried unanimously.

APPOINTMENT  
NON-CERT.  
PERMANENT  
C. RANSOM

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.

APPOINTMENT  
VOLUNTEER

**Miranda Kassman**  
**Tonawanda, NY**  
**Effective Dates: 10/28/19-12/13/19**  
**Student at Daemen College**

**Collin McMahon**  
**Grand Island, NY**  
**Effective Dates: 10/28/19-12/13/19**  
**Student at Daemen College**

**Julia Snitzer**  
**Tonawanda, NY**  
**Effective Dates: 10/28/19-12/13/19**  
**Student at Daemen College**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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 November 6, 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. Klotzbach, seconded by Mr. Kropp, that the District Superintendent is authorized to pay **Richard Feasley, Substitute Teacher (Certified)**, at a salary of \$207.50 per full day (corresponding to 1/200 of the annual salary of Step 1 of the applicable salary schedule), effective on his thirty-first cumulative day of work, while he continuously remains in his current assignment substituting for an auto body repair teacher on leave. This resolution shall be administered by the District Superintendent. Carried unanimously.

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
R. FEASLEY

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Sandra Gorney, Lewiston, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Teacher (Certified)**, at a rate of \$140.00 per full day, effective November 1, 2019 until further notice, while she works in a scheduled assignment as an art teacher continuously. 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. GORNEY

Moved by Mr. Klotzbach, seconded by Mr. Kropp, 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 14, 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 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. This supersedes and replaces the resolution adopted at the October 9, 2019 board meeting. Carried unanimously.

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
G. KOEPPEL

Moved by Mr. Klotzbach, seconded by Mr. Kropp, upon the recommendation of the District Superintendent, that **Kathryn Parcheta, Substitute Teacher (Certified)**, shall receive compensation at a rate of 1/200 of Step 1 of the applicable salary schedule after her first 30 cumulative work days of such employment in her ongoing continuous scheduled assignment and then at the conclusion of that assignment works continuously in a second scheduled assignment. Ms. Parcheta 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. Parcheta will not receive any fringe benefits, except as required by law or contract. Employment shall automatically be discontinued effective

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
K. PARCHETA



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.

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 (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 \$100.00. 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  
(CERTIFIED)

**Michelle Smolinski**  
**Ransomville, NY**  
**Effective Date: 10/4/19**  
Carried unanimously.

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 (Orleans/Niagara BOCES Retired Teacher)**, 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 \$115.00. 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  
(O/N BOCES  
RETIRED  
TEACHER)

**Kathleen McCarthy**  
**Lockport, NY**  
**Effective Date: 10/17/19**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individuals be appointed without benefits, except as required by law, to the position of **Substitute Teacher (Non-Certified)**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at a daily rate of \$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)

**Abigail Bradshaw**  
**Lewiston, NY**  
**Effective Date: 11/4/19**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individuals be appointed, without benefits, except as required by law, to the position of **Substitute Teacher 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)

**Julie Westcott**  
**Holley, NY**  
**Effective Date: 10/18/19**

**Patricia Gross**  
**Medina, NY**  
**Effective Date: 10/22/19**

**Patricia Allen**  
**Medina, NY**  
**Effective Date: 10/31/19**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that the following individuals be appointed without benefits, except as required by law, to the position of **Substitute Clerical**, effective as indicated below, with services to be utilized on an as-needed basis at the discretion of the District Superintendent, at an hourly rate of \$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  
CLERICAL

**Stephanie Stoloski**  
**Appleton, NY**  
**Effective Date: 10/17/19**  
Carried unanimously.

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

CONFERENCE  
REQUESTS

- 1) **Erica Kopp, NYSED/CUNY Math Institute**, Albany, NY, November 7-8, 2019. No cost to BOCES.
- 2) **J'Dale Berner, U.S. Department of Education Federal Student Aid Training Conference**, Reno, NV, December 2-5, 2019. Est. cost: \$500.00. Funded through adult LPN.
- 3) **Stephanie Walker, New York State 3-8 Passage Review**, Troy, NY, December 3-4, 2019. Est. cost: \$190.00. Funded through special education.
- 4) **Melanie Conley and Diane Stamp, Statewide BOCES School Business Officials Meeting**, Albany, NY, December 5-6, 2019. Est. cost: \$920.00. Funded through administrative budget.
- 5) **Daniel Connolly, School Facilities Managers' Academy**, Elmira, NY, December 9-11, 2019. Est. cost: \$550.00. Funded through operations and maintenance.

- 6) **Wayne Van Vleet, Statewide Health Plan Consortium Meeting**, Albany, NY, December 18-19, 2019. Est. cost: \$189.00. Funded through labor relations.
- 7) **Antoinette DiBellonia, 2020 National Reading Recovery and K-6 Literacy Conference**, Worthington, OH, February 8-11, 2020. Est. cost: \$1,835.00. Funded through school improvement.  
Carried unanimously.

Moved by Mr. Grabowski, seconded by Mrs. Osborn, 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 December 31, 2019. Service shall be on an as-needed basis. This appointment shall supersede and replace the resolution adopted at the October 9, 2019 board meeting. Carried unanimously.

APPOINTMENT  
FOR  
ADDITIONAL  
WORK  
C. SLACK

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement, dated October 30, 2019, as submitted, with the Staff Specialists Association. Carried unanimously.

MOA  
WITH  
STAFF  
SPECIALISTS

Moved by Mr. Grabowski, seconded by Mr. Kropp, that the Orleans/Niagara BOCES hereby approves the amendment, as submitted, to the contract with Maxim Healthcare Services, Inc., 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.

CONTRACT  
AMENDMENT  
WITH  
MAXIMUM  
HEALTHCARE  
SERVICES,  
INC.

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that the resignation of **Amber Baumgart, Teacher Aide (Personal Care)**, be accepted effective at the end of the day on November 11, 2019. Carried unanimously.

RESIGNATION  
A. BAUMGART

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Amber Baumgart, Medina, NY**, be appointed to the position of **Teacher Aide (Special Education)**, effective November 12, 2019, to serve a 52-week probationary period, at an annual full-time salary of \$18,513.00 to be pro-rated. Carried unanimously.

APPOINTMENT  
NON-CERT.  
PROB.  
A. BAUMGART

Moved by Mr. Klotzbach, seconded by Mr. McDermott, upon the recommendation of the District Superintendent, that **Melissa Mastantuono, Lewiston, NY**, be appointed to the position of **Teacher Aide (Personal Care)**, effective November 18, 2019 through June 30, 2020, unless terminated sooner, at an hourly rate 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.  
MASTANTUONO

Moved by Mr. Klotzbach, seconded by Mr. McDermott, 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.

APPOINTMENT  
VOLUNTEER

**Sheila Sullivan**  
**Ransomville, NY**  
**Effective Dates: 11/7/19-12/31/19**  
**Student at Niagara University**  
Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Julie Nelson, Eggertsville, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Physical Education Teacher (Certified)**, at a rate of \$140.00 per full day, effective November 20, 2019 through June 30, 2020, unless employment is terminated sooner, while she works in a scheduled assignment in physical education continuously. After the conclusion of the continuous assignment, Ms. Nelson shall remain employed as a Substitute Teacher (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. Carried unanimously.

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
J. NELSON

Moved by Mr. Klotzbach, seconded by Mrs. Covell, upon the recommendation of the District Superintendent, that **Kathleen McCarthy, Lockport, NY**, be appointed, without benefits, except as required by law or contract, to the position of **Substitute Physical Education Teacher (Certified)**, at a rate of \$232.50 per full-day, effective November 18, 2019 through June 30, 2020, unless employment is terminated sooner, while she works in a scheduled assignment in physical education continuously. After the conclusion of the continuous assignment, Ms. McCarthy shall remain employed as a Substitute Teacher (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. Carried unanimously.

APPOINTMENT  
SUBSTITUTE  
TEACHER  
(CERTIFIED)  
K. MCCARTHY

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

CONFERENCE  
REQUESTS

8) **Kristine DiPasquale, NBEA 2020 Annual Convention**, Boston, MA, April 7-11, 2020. Est. cost: \$1,615.00. Funded through alternative and special education. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, upon the recommendation of the District Superintendent, that the resignation of **Stephen Metzger, Instructional Support Services in Professional Development**, be accepted effective December 7, 2019. Carried unanimously.

RESIGNATION  
S. METZGER

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, to enter into executive session at 5:22 p.m. to discuss the employment of one or more particular individuals and collective negotiations with BOCESTA. Carried unanimously.

EXECUTIVE  
SESSION

Moved by Mrs. Osborn, seconded by Mrs. Woodside, to reconvene at 6:10 p.m. Carried unanimously.

Moved by Mr. Klotzbach, seconded by Mr. Kropp, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement dated November 13, 2019 and bearing an identification number of 2019-11-13-1, as submitted, and the Board further authorizes the insertion of revisions with the approval of the BOCES' attorney. Carried unanimously.

APPROVAL OF  
MEMORANDUM  
OF  
AGREEMENT

Moved by Mr. Klotzbach, seconded by Mr. Grabowski, that the Orleans/Niagara BOCES hereby approves the Memorandum of Agreement dated November 13, 2019 and bearing an identification number of 2019-11-13-2, as submitted, and the Board further authorizes the insertion of revisions with the approval of the BOCES' attorney. Carried unanimously.

APPROVAL OF  
MEMORANDUM  
OF  
AGREEMENT

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, that the Orleans/Niagara BOCES hereby approves the Settlement Agreement and Release with a particular individual, dated November 5, 2019, as submitted, and the Board further authorizes the insertion of revisions with the approval of the BOCES' attorney. Carried unanimously.

APPROVAL OF  
SETTLEMENT  
AGREEMENT  
GENERAL  
RELEASE

Moved by Mr. Klotzbach, seconded by Mrs. Osborn, upon the recommendation of the District Superintendent, that **Michael Mann, Buffalo, NY**, who has permanent certification in the area of school district administrators, is hereby appointed to probationary status in the tenure area of **Coordinator**, in accordance with the agreement between the Orleans/Niagara BOCES and the Orleans/Niagara BOCES Administrators and Supervisors Association, effective November 18, 2019, or other date as determined by the District Superintendent, with a probationary period of four years, at an annual twelve-month salary of \$105,000.00 to be pro-rated. The District Superintendent is authorized to credit the employee with up to fifty (50) days of unused sick leave from his previous employer. Eligibility for tenure at the end of the probationary period shall be contingent on the employee's attainment of composite or overall Annual Professional Performance Review (APPR) ratings of either "effective" or "highly effective" in three (3) of the preceding four (4) years. Additionally, if the employee receives a composite or

APPOINTMENT  
CERT. PROB.  
M. MANN

overall annual APPR rating of "ineffective" in the final year of the probationary period, then the employee will not be eligible for tenure at that time. 9 Yes, 1 No (Swearingen), 1 Abstention (McDermott). Motion carried.

Moved by Mr. Klotzbach, seconded by Mrs. Covell, to adjourn the meeting at 6:11 p.m. Carried unanimously.

ADJOURNMENT

Respectfully submitted,

Cynthia P. Hurt  
District Clerk