BOARD OF EDUCATION

PERSONNEL ACTION ITEMS

AND RECOMMENDATIONS

November 9, 2016
BOCES BOARD OF EDUCATION - SUMMARY

November 9, 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Month</th>
<th>YTD</th>
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<tbody>
<tr>
<td>1</td>
<td>Resignations / Retirements</td>
<td>7</td>
<td>53</td>
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<tr>
<td>2</td>
<td>Leaves of Absence</td>
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<td>3</td>
<td>Adjunct Appointments</td>
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<td>4</td>
<td>Professional Appointments</td>
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<td>Civil Service Appointments</td>
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<td>6</td>
<td>Tenure</td>
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<tr>
<td>7</td>
<td>Increase / Decrease / Takeover / PEL / Reduction</td>
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<td>9</td>
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<td>8</td>
<td>Substitutes and Per Diem Appointments</td>
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<td>9</td>
<td>Terminations</td>
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<td>Summer School</td>
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<td>11</td>
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<tr>
<td>12</td>
<td>Volunteers</td>
<td>5</td>
<td>24</td>
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</table>

**TOTALS:** 61 578
1. RESIGNATION / RETIREMENT

Resignation

(1) BUCHWALD, JENNIFER A.  TEACHER AIDE  11/18/2016
(2) JACKSON, LOIS C.  ENGLISH TEACHER  11/27/2016
(3) QUERNS, CRAIG S.  TEACHER AIDE  11/04/2016
(4) TAYLOR, LAURIE K.  TEACHER AIDE-PT >20 HRS,<30 HRS  10/07/2016
(5) TRODE, DANIELLE N.  SCHOOL PSYCHOLOGIST  11/27/2016

Retirement

(6) EAGAN, KEVIN C.  SCHOOL PSYCHOLOGIST  02/26/2017
(7) INMAN, MICHELLE M.  CLEANER  11/15/2016

2. LEAVES OF ABSENCE

(1) Name: BALL, MICHELE A.
Position: TEACHER AIDE - SUMMER
Effective: 10/24/2016 - 10/30/2016
Paid: 10/24/2016 - 10/30/2016
Reason: Medical

(2) Name: BLISS, SANDRA M.
Position: TEACHER AIDE
Effective: 10/20/2016 - 12/05/2016
Paid: 10/20/2016 - 12/05/2016
Reason: Medical

(3) Name: DRY, LENORA E.
Position: SCHOOL COUNSELOR
Effective: 11/02/2016 - 11/06/2016
Paid: 11/02/2016 - 11/06/2016
Reason: Extension of medical leave

(4) Name: HARDING, SHIRLEY J.
Position: TEACHER AIDE
Effective: 09/23/2016 - 10/03/2016
Paid: 09/23/2016 - 10/03/2016
Reason: Medical
2. LEAVES OF ABSENCE - cont'd

(5) Name: HEWITT, BARBARA A.
Position: MATHEMATICS TEACHER
Effective: 09/06/2016 - 11/21/2016
Paid: 09/06/2016 - 11/21/2016
Reason: Medical

(6) Name: MILNE, JENNY D.
Position: TEACHER AIDE
Effective: 10/27/2016 - 01/02/2017
Paid: 10/27/2016 - 01/02/2017
Reason: Medical

(7) Name: RINKO SMITH, SHANE E.
Position: SPECIAL ED TEACHER
Effective: 10/20/2016 - 04/19/2017
Unpaid: 10/20/2016 - 04/19/2017
Reason: Extension of medical leave
Comment: Seniority adjusted for unpaid days

(8) Name: SCURR, BETSY A.
Position: KEYBOARD SPECIALIST PT PRORATED BENEFITS
Reason: Medical

3. ADJUNCT APPOINTMENTS - 2016-2017 School Year (unless otherwise noted)

Chairperson of Special Education

(1) HERZING, ANNE MARIE
Stipend $1,000

Curriculum Development (Mentor/Mentee Meeting up to # Days Rate/hour

(2) ORTON, LYNN A.
1 $22

Energy Technician Rate/hour

(3) WALSH, WILLIAM A.$15.00

Extra Curricular Duties-Occupational Therapist Rate/hour

Additional Hours per District Request (up to 2 hrs/day)

(4) SHATTUCK, JULIE M.$43.30
3. **ADJUNCT APPOINTMENTS - 2016-2017 School Year** *(unless otherwise noted)- cont’d*

### Home Instructor

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Rate/hour</th>
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<tbody>
<tr>
<td>5</td>
<td>BALL, ANN M.</td>
<td>$22</td>
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<tr>
<td>6</td>
<td>CLENDENING, JULIE A.</td>
<td>$22</td>
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<td>7</td>
<td>COOTS, GAYLE</td>
<td>$22</td>
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<tr>
<td>8</td>
<td>CROWELL, LYNETTE B.</td>
<td>$22</td>
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<tr>
<td>9</td>
<td>EARLEY, HEATHER D.</td>
<td>$22</td>
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<tr>
<td>10</td>
<td>FORNEY, MICHAEL J.</td>
<td>$22</td>
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<tr>
<td>11</td>
<td>HUNTER, FRANK L.</td>
<td>$22</td>
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<tr>
<td>12</td>
<td>NEELY VanBRUNT, SUSAN</td>
<td>$22</td>
</tr>
<tr>
<td>13</td>
<td>TACKENTIEN, LOGAN C.</td>
<td>$22</td>
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<tr>
<td>14</td>
<td>WATERMAN, CHARLES A.</td>
<td>$22</td>
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### Team Leader

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Stipend</th>
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<tbody>
<tr>
<td>15</td>
<td>MALICK, NATHAN J.</td>
<td>Distance Learning $3,000</td>
</tr>
<tr>
<td>16</td>
<td>TORREY, MICHAEL A.</td>
<td>Technology Solutions $3,000</td>
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</table>

### Workshop

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>IEP Direct</th>
<th>Days</th>
<th>Rate</th>
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<tbody>
<tr>
<td>17</td>
<td>CORNELL, DENISE A.</td>
<td></td>
<td>1</td>
<td>$90/day</td>
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4. **PROFESSIONAL APPOINTMENT**

**Probationary Appointment - Administrative**

<table>
<thead>
<tr>
<th>Name:</th>
<th>MILLER, ROBERT K.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>PROF DEVELOPMENT/CURR COORDINATOR</td>
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<tr>
<td>FTE:</td>
<td>100%</td>
</tr>
<tr>
<td>Tenure:</td>
<td>PROF DEVELOPMENT/CURR COORDINATOR</td>
</tr>
<tr>
<td>Certified:</td>
<td>PERMANENT - BUSINESS &amp; DISTRIBUTIVE EDUCATION</td>
</tr>
<tr>
<td>Mentor:</td>
<td>Tim Clarke</td>
</tr>
<tr>
<td>Effective:</td>
<td>12/01/2016</td>
</tr>
<tr>
<td>Probation:</td>
<td>12/01/2016 - 11/30/2020</td>
</tr>
<tr>
<td>Salary:</td>
<td>$62,000</td>
</tr>
<tr>
<td>Comment:</td>
<td>Vacancy due to resignation</td>
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4. **PROFESSIONAL APPOINTMENT** – cont’d

**Probationary Appointment - Classroom Teacher** - Eligibility for tenure at the end of the probationary period is dependent on employee receiving APPR ratings of Effective or Highly Effective in 3 of 4 preceding years and no Ineffective composite or overall rating in the final year.

(2) Name: NORTON, ANDREA J.
Position: SPECIAL ED TEACHER
FTE: 100%
Tenure: GENERAL SPECIAL EDUCATION
Certified: EXTENSION - SWD - GRADES 1-6
Mentor: Leanora Tolsma
Effective: 11/10/2016
Probation: 11/10/2016 - 11/09/2020
Salary: Column C, Step 02
Comment: Vacancy due to resignation

(3) Name: OURS, JENNIFER S.
Position: SPECIAL ED TEACHER
FTE: 100%
Tenure: GENERAL SPECIAL EDUCATION
Certified: INITIAL - SWD - GRADES 1-6
Mentor: Leanora Tolsma
Effective: 10/17/2016
Probation: 10/17/2016 - 10/16/2020
Salary: Column C, Step 03
Comment: Vacancy due to resignation

**Probationary Appointment - Non-Classroom Teacher**

(4) Name: HERZING, ANNE MARIE
Position: SCHOOL PSYCHOLOGIST
FTE: 100%
Tenure: SCHOOL PSYCHOLOGIST
Certified: PROVISIONAL - SCHOOL PSYCHOLOGIST
Mentor: Mollie Lapi
Effective: 12/05/2016
Probation: 12/05/2016 - 12/04/2020
Salary: Column C, Step 02
Comment: Vacancy due to resignation
4. PROFESSIONAL APPOINTMENT – cont’d

Probationary Appointment - Non-Classroom Teacher – cont’d

(5) Name: POMEROY, TOMMIE L.
Position: SPEECH & HEARING TEACHER
FTE: 100%
Tenure: SPEECH & HEARING HANDICAPPED
Certified: INITIAL - SPEECH & LANGUAGE DISABILITIES
Mentor: Beth Sanders
Effective: 12/12/2016
Probation: 12/12/2016 - 12/11/2020
Salary: Column C, Step 02
Comment: New position per district request

(6) Name: WESEMAN, RYCHELLE L.
Position: HOME SCHOOL LIAISON
FTE: 100%
Tenure: SCHOOL SOCIAL WORKER
Certified: PERMANENT - SCHOOL COUNSELOR
Mentor: Patrina VanSickle
Effective: 09/01/2016
Probation: 09/01/2016 - 08/31/2019 (Amended)
Salary: Column C, Step 12
Comment: New position per district request

Part-Time Non-Probationary Appointment

(7) Name: DE JOY, ARLENE B.
Position: ESOL TEACHER
FTE: 50%
Tenure: ENGLISH AS A SECOND LANGUAGE
Certified: INITIAL - ENGLISH TO SPEAKERS OF OTHER LANG
Mentor: Mary Morris
Effective: 11/01/2016
Salary: Column C, Step 15
Comment: New position per district request

(8) Name: GRABOWSKI, KAREN A.
Position: ART TEACHER
FTE: 20%
Tenure: ART
Certified: PERMANENT - ART
Effective: 11/01/2016
Salary: Column C, Step 23
Comment: New position per district request
4. **PROFESSIONAL APPOINTMENT** – cont’d

**Term Substitute Appointment**

<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Position</th>
<th>FTE</th>
<th>Certified</th>
<th>Effective</th>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>9</td>
<td>BAGLEY, ELLEN E.</td>
<td>TEACHER - SUB &lt;90 DAYS ST - TRS</td>
<td>100%</td>
<td>INITIAL-PHYSICAL EDUCATION</td>
<td>10/31/2016 - 12/31/16 or upon the return of staff member</td>
<td>Column C, Step 01</td>
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<tr>
<td>10</td>
<td>CAHILL, MELISSA A.</td>
<td>TEACHER - SUB &gt;90 DAYS LT - TRS</td>
<td>100%</td>
<td>PERMANENT-PRE K-6</td>
<td>10/20/2016 - 06/30/2017 or upon the return of Shane Rinko-Smith</td>
<td>Column C, Step 11</td>
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<tr>
<td>11</td>
<td>MUTH, COURTNEY J.</td>
<td>TEACHER - SUB &lt;90 DAYS ST - TRS</td>
<td>100%</td>
<td>PROFESSIONAL-SWD - BIRTH-GRADE 2</td>
<td>10/31/2016 - 12/31/2016 or upon the return of Laura Pfeiffer</td>
<td>Column C, Step 01</td>
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<tr>
<td>12</td>
<td>SCHARF, SANDRA K.</td>
<td>TEACHER - SUB &lt;90 DAYS ST - TRS</td>
<td>100%</td>
<td>PERMANENT-SPEECH &amp; HEARING HANDICAPPED</td>
<td>10/11/2016 - 12/31/2016 or until a permanent replacement can be found</td>
<td>Column C, Step 23</td>
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5. **CIVIL SERVICE APPOINTMENT**

**Full-Time Appointment**

<table>
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<tr>
<th></th>
<th>Name</th>
<th>Position</th>
<th>Effective</th>
<th>Probation</th>
<th>Salary</th>
<th>Comment</th>
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<tbody>
<tr>
<td>1</td>
<td>LAWRENCE, JUNE A.</td>
<td>TEACHER AIDE</td>
<td>11/10/2016</td>
<td>11/10/2016 - 11/09/2017</td>
<td>$9.48/hour</td>
<td>New position per district request</td>
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<tr>
<td>2</td>
<td>THOMPSON, MANDY L.</td>
<td>TEACHER AIDE</td>
<td>11/10/2016</td>
<td>11/10/2016 - 11/09/2017</td>
<td>$9.48/hour</td>
<td>New position per district request</td>
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</table>
5. CIVIL SERVICE APPOINTMENT – cont’d

Part Time Probationary Appointment - (>20 hours, <30 hours per week - Prorated Benefits)
(3) Name: MORGAN, TIFFANY T.
Position: TEACHER AIDE - PT >20 HOURS, <30 HOURS
Effective: 11/10/2016
Probation: 11/10/2016 - 11/09/2017
Salary: $9.48/hour
Comment: New position per district request

7. INCREASE/DECREASE IN APPOINTMENT, TAKEOVERS, RECALL FROM PEL, ETC.

Decrease In Appointment
(1) Name: ELLING, KAYLA M.
Position: TEACHER AIDE - PT >20 HOURS, <30 HOURS
Decrease: From 100% to PT >20 HOURS, <30 HOURS
Effective: 9/27/16
Probation: 9/27/16 to 8/28/2017 continuation of probation
Comment: Decrease per district request

Increase in Appointment
(2) Name: CORNELL, DENISE A.
Position: PHYSICAL THERAPIST
Increase: From 60% to 100%
Effective: 11/14/2016
Comment: Increase per district request

8. SUBS / PER DIEM APPOINTMENT - 2016-17 School Year (unless otherwise noted)
(Rates per Adjunct Pay Schedule where applicable)

Clerical Sub
(1) ARTLIP, GLORIA J.

Teacher Sub Uncertified
(2) ARTLIP, GLORIA J.
(3) VICTOR, THOMAS C.

Teacher Aide Sub
(4) COLE, PATRICIA
(5) FARRAND, JOHANNA
(6) FILIPS, DANIEL W.
8. **SUBS / PER DIEM APPOINTMENT - 2016-17 School Year** *(unless otherwise noted)*

*(Rates per Adjunct Pay Schedule where applicable) – cont’d*

**Teacher Aide Sub** – cont’d

(7) SCOINS, ELAINE A.
12. VOLUNTEERS, STUDENT TEACHERS & INTERNS: Unpaid

12.1 Name: ARRANCE, JILL
   College/Agency: Sasi Claddagh Commission – Medicaid coordinator
   Position/Duties: Meet with students/staff regarding services provided by this agency
   Date(s) of Service: Periodically from 11/10/16-06/30/2017

12.2 Name: BUTTON, BRITTANY
   College/Agency: Bolivar-Richburg High School
   Position/Duties: Observe occupational therapist
   Date(s) of Service: Up to 1 day per week for the 2016/17 school year
   Comments: To determine career path

12.3 Name: TEDESCO, MARISSA
         ZABINSKI, SAMANTHA
   College/Agency: Saint Bonaventure University
   Position/Duties: Field Experience
   Date(s) of Service: Up to 25 hours form 11/10/16-12/31/16
   Comments: To meet course requirements for degrees related to Special Education

12.4 Name: YOUNG, TIFFANY
   College/Agency: Catholic Charities
   Position/Duties: Meeting with the students regarding available services and supports
   Date(s) of Service: 11/10/16-06/30/17