

FOR DISCUSSION AND APPROVAL

Minutes of the Kenmore-Town of Tonawanda Union Free School District Board of Education Meeting, conducted on Tuesday, January 10, 2017. The meeting was held in the Community Room at the Philip Sheridan Building, 3200 Elmwood Avenue, Buffalo, NY.

PUBLIC SESSION

1. Opening Ceremony

President O'Malley called the meeting to order at 5:34 pm Prevailing Time.

a. Roll Call

PRESENT: Board:

Christine Cavarello	Trustee
Andrew Gianni	Vice President
Jill O'Malley	President
Christopher Pashler	Trustee
Thomas Reigstad	Trustee

Others:

Gina Santa Maria	District Clerk
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ABSENT:

Dawn Mirand	Superintendent of Schools
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2. Executive Session – 5:30 – 6:30 pm

At the request of President O'Malley, a motion was made by Vice President Gianni, seconded by Trustee Cavarello, to enter into Executive Session at 5:35 pm, for the purpose of discussing personnel matters.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

MOTION CARRIED 5-0

At the request of President O'Malley, a motion was made by Trustee Reigstad, seconded by Vice President Gianni to end Executive Session at 6:15 pm and return to public session.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

MOTION CARRIED 5-0

3. Return to Public Session – 6:30 pm

President O'Malley called the meeting to order at 6:30 pm Prevailing Time.

a. Roll Call

PRESENT: Board:

Christine Cavarello	Trustee
Andrew Gianni	Vice President

Jill O'Malley	President
Christopher Pashler	Trustee
Thomas Reigstad	Trustee

**Others:** Robin Zymroz      Assistant Superintendent – Instruction & Student Services

John Brucato      Assistant Superintendent – Finance

Margaret Puzio      Acting Assistant Superintendent – Human Resources

Gina Santa Maria      District Clerk

**ABSENT:** Dawn Mirand      Superintendent of Schools

**b. Pledge of Allegiance**

**c. Star Spangled Banner Performed by the Hoover Elementary School 4<sup>th</sup> Grade Chorus**

**4. Approval of Agenda**

President O'Malley requested that the Hoover Elementary School Presentation, item #8a be moved to immediately follow item #6d.

At the request of President O'Malley, a motion was made by Trustee Cavarello, seconded by Vice President Gianni to approve the amended agenda.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**5. Approval of Minutes**

At the request of President O'Malley, a motion was made by Trustee Reigstad, seconded by Vice President Gianni to approve the minutes of the December 13, 2016 Regular Board of Education Meeting, and the January 3, 2017 Special Meeting.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**6. Recognition**

**a. Charlotte Brach – 4<sup>th</sup> Grade Student, Hoover Elementary School**

Charlotte Brach, 4<sup>th</sup> Grade Student, was presented with a certificate by President O'Malley and Assistant Superintendent Zymroz, in recognition of her "heart of gold", eagerness to learn and pride in her work.

**b. Michelle Gorman – Special Education Teacher, Hoover Elementary School**

President O'Malley and Assistant Superintendent Zymroz recognized Michelle Gorman, Special Education Teacher, with a certificate for her dedication and service to the Hoover Elementary School students, teachers and community.

**c. Rosanne Urbanski – School Nurse, Hoover Elementary School**

Rosanne Urbanski, School Nurse, was recognized with a certificate from President O'Malley and Assistant Superintendent Zymroz for her dedication and service to the Hoover Elementary School students, teachers, and community.

**d. Michael Gailie – Auto Mechanic, Transportation Department**

Michael Gailie, Auto Mechanic, received a certificate from President O'Malley and Assistant Superintendent Zymroz in recognition of his dedication and service to the Ken-Ton School District.

**7. Personnel Actions****a. Resolution to Amend the KTUFSD 403(b) Retirement Plan [Action Item]**

At the request of President O'Malley, a motion was made by Vice President Gianni, seconded by Trustee Cavarello to amend the KTUFSD 403(b) Retirement Plan.

WHEREAS, the Kenmore-Tonawanda UFSD ("District") maintains the Kenmore-Tonawanda UFSD 403(b) Retirement Plan ("Plan"); and

WHEREAS, the Plan was duly adopted on the 8<sup>th</sup> day of December, 2009 by the District's Board of Education ("Board"); and

WHEREAS, the Board desires to restate and amend the Plan as regards section 2.7 Nonelective Employer Contributions;

NOW, THEREFORE, BE IT RESOLVED that section 2.7 Nonelective Employer Contributions of the Plan is hereby restated and amended to read as follows:

**2.7 Nonelective Employer Contributions**

Employer Non-Elective Contributions shall be permitted under the Plan at the discretion of the Employer to certain class(es) of Employee(s), as specified or referenced in the Plan Adoption Agreement and/or consistent with terms and conditions of the Employer's collective bargaining agreement(s), memorandum(s) of agreement, or similar written arrangement.

The Employer shall be solely responsible for determining that a contribution is Non-Elective. Neither The OMNI Group, Inc., nor any recordkeeper, nor any Participating Service Provider, shall have any right or duty to inquire into the amount or appropriateness of any Non-Elective Employer Contribution made by the Employer, the method used in determining the amount of any such contribution, or to collect the same.

BE IT FURTHER RESOLVED that the Plan, as restated and amended is hereby approved and adopted.

IN WITNESS WHEREOF, the District has caused this Resolution and Amendment to be adopted this 10<sup>th</sup> day of January, 2017.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**b. Resolution to Accept the Resignation of Dawn Mirand for the Purposes of Retirement [Action Item]**

At the request of President O'Malley, a motion was made by Trustee Reigstad, seconded by Trustee Cavarello to accept the resignation of Dawn Mirand for the purposes of retirement.

RESOLVED, that the Board of Education of the Kenmore-Tonawanda Union Free School District hereby accepts the resignation for purposes of retirement of Superintendent of Schools Dawn F. Mirand effective at the close of business on January 10, 2017, pursuant to the separation agreement, as presented, which is also hereby approved.

President O'Malley read a statement from Ms. Mirand as well as a statement from the Board of Education. A roll call vote was conducted as follows:

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**c. Resolution to Appoint the Interim Superintendent [Action Item]**

At the request of President O'Malley, a motion was made by Vice President Gianni, seconded by Trustee Reigstad to appoint Stephen Bovino as the Interim Superintendent of Schools.

RESOLVED, that the Board of Education of the Kenmore-Town of Tonawanda Union Free School District hereby appoints Stephen Bovino as Interim Superintendent of Schools effective January 11, 2017, pursuant to the employment agreement, as presented, which is hereby approved.

President O'Malley commented on the Board's selection of Mr. Bovino. A roll call vote was conducted as follows:

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**8. Presentations**

**a. Hoover Elementary School – Flexible/Active Seating in the Classroom – M. Huff, T. Brown, K. Smith, M. Mercer, L. Chiavaroli**

(This presentation took place immediately following item 6d) Hoover Elementary Principal, Michael Huff, School Support Specialist Trevor Brown, and teachers Kerry Smith, Maryann Mercer and Lisa Chiavaroli presented on flexible/active seating in the classroom. The team explained how flexible/active seating began at Hoover Elementary School,

the steps that have been taken to secure donations to acquire the seating, and how flexible/active seating promotes student engagement. Methods to measure the impact on students were also addressed. While the team was presenting, three Hoover Elementary students demonstrated the use of different types of flexible/active seating while reading.

**b. Revised Comprehensive School Counseling Plan – Members of the Advisory Council**

School Counselor Bettymarie Sullivan along with members of the Advisory Council presented the revised District Comprehensive School Counseling Plan to the Board. The District's 2010 Counseling Plan was a State-recognized, award-winning plan. It was noted that a Board member does not sit on the Advisory Council. Trustee Cavarello will serve on this committee.

**9. Board of Education**

**a. Board Reports**

Trustee Reigstad reported on the Turf Sub Committee. After reviewing the EPA Study that was released at the end of December, and finding nothing definitive linking recycled crumb rubber infill to health issues, the committee proposed that the Board of Education proceed with the original plan at Kenmore West and Crosby Field. The Board accepted this recommendation. Trustee Reigstad thanked the members of the sub-committee for their time and due diligence. All committee information, as well as the EPA Study, is posted on the District's website.

Vice President Gianni reported on the Technology Committee.

President O'Malley reported on the Elementary Focus Committee, the School Start and End Time Committee, as well as Board members' informal walkthroughs at various buildings.

**b. Comments**

**• Policy 8360**

Trustee Pashler recommended tabling the conversation regarding Policy 8360 until the February Board meeting so that Board members have time to review recently received information regarding the policy.

**• Sanctuary District**

The District received legal guidance on this issue. Trustee Pashler will work with Director Battaglia and Superintendent Bovino to put a plan in place so the District is prepared to help support students and their families who may face deportation, and to handle any disruptions as a result.

**• Special Work Session**

President O'Malley announced that the Board will be holding a special work session on Thursday, January 19, 2017 to discuss the superintendent search. It will be held in the Board Room at the Administration Building, with an Executive Session at 5:30 p.m. and the Public Session beginning at 6:30 p.m. It will be an open meeting to the public and all are encouraged to attend.

**c. Student Representative Report**

Student Representative to the Board, Brett Wilkinson, inquired about the District's Gifted and Talented Program and Colin Lynch asked about use of the fields for the spring athletic teams.

**10. Public Comments**

Erin Griffin, 238 Knowlton Ave., commented on home instruction.

Edward Dudek, 28 Kenwood Rd., spoke about the Veteran’s Property Tax Exemption.

Terri Dash, 304 Newell Ave., spoke about the Veteran’s Property Tax Exemption.

Courtney Bryniarski, 77 Charleston Ave., commented on Board communication.

Amy Reilly, 62 Byron Ave., spoke about the fields at Kenmore West and Crosby Field.

Ashley Witt, 103 Pickford Ave., commented on Board communication.

Bob Dana, 346 Warren Ave., commented on the interim superintendent and the turf fields.

**11. Superintendent’s Report**

**a. Instruction & Student Services – R. Zymroz**

**• Curriculum Update**

Assistant Superintendent Zymroz updated the Board on curriculum development and the establishment of the vertical teams.

**• Master Teacher Update**

Assistant Superintendent Zymroz informed the Board that the District has garnered much interest in the WNY STEM Master Teacher Program. Principals will be supporting interested teachers through the application process.

**• PSAT Update – P. Heyden, D. Johnson**

Principals Heyden and Johnson reviewed the District’s current practices for preparing students for the PSAT and SAT assessments. The National Merit Scholarship selection process, the requirements for becoming a National Merit Scholarship finalist, and Ken-Ton’s initiatives to increase academic achievement and students’ scores on the PSAT/SAT were also addressed. Several recommendations for consideration for the 2017-2018 school year were discussed.

**• Comprehensive School Counseling Plan [Action Item]**

At the recommendation of Assistant Superintendent Zymroz, a motion was made by Trustee Cavarello, seconded by Vice President Gianni to approve the Revised Comprehensive School Counseling Plan.

Cavarello	Aye
Gianni	Aye
O’Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**b. Financial Report – J. Brucato**

**• Cost Summary to Test Non-Student Occupied Buildings for Lead**

Assistant Superintendent Brucato reviewed the costs associated with testing non-student occupied buildings for lead in the water. The Sheridan Building has already been tested and Assistant Superintendent Brucato recommended testing the Roosevelt building as well. Other buildings will be considered as they are repurposed.

• **Updated Report on Veteran’s Tax Exemption**

Assistant Superintendent Brucato updated the Board on the Veteran’s Tax Exemption. The various levels of exemption were reviewed as well as the number of eligible veterans in Ken-Ton. Also discussed was the cost to residents for each level and what the savings would be for Veterans. Board members asked several questions. President O’Malley recommended the Board vote on the Veteran’s Tax Exemption at their regular meeting in February.

• **Budget Development Update**

Assistant Superintendent Brucato gave a brief update on the budget development process. Building budgets are complete. Building aid and possible tax caps for 17/18 were discussed.

• **Technology Report**

This report was included in the Board’s packet for their review.

• **Transportation Report**

This report was included in the Board’s packet for their review.

• **Food Service Report**

This report was included in the Board’s packet for their review.

• **Buildings & Grounds Report**

This report was included in the Board’s packet for their review.

**c. Human Resources – M. Puzio**

• **Staffing Projections & Guidelines Draft**

Acting Assistant Superintendent Puzio updated the Board on several items including staffing projections for 17/18, and the hiring process for the Assistant Superintendent for Human Resources and the Transportation Supervisor.

**12. Consensus**

- a. Request to withdraw a specific item(s) from consensus

Trustee Cavarello requested that item 12j1, the A+ Educators Contract, be removed from the consensus agenda.

At the recommendation of Assistant Superintendent Zymroz, a motion was made by Vice President Gianni, seconded by Trustee Cavarello, to approve items 12b – 12i, and items 12j2 – 12k of the Consensus Agenda.

Cavarello	Aye
Gianni	Aye
O’Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

At the recommendation of Assistant Superintendent Zymroz, a motion was made by Vice President Gianni, seconded by Trustee Pashler, to approve item 12j1, the A+ Educators Contract, of the Consensus Agenda.

Trustee Cavarello asked several clarifying questions regarding the A+ Educators Contract.

Cavarello	Nay
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 4-1**

b. Personnel Actions

See attached

c. Committee on Special Education Minutes

d. Committee on Pre-School Special Education Minutes

e. Surplus List – January 2017

f. Treasurer’s Report – November 2016

g. Internal Claims Audit Report – November 2016

h. Bid(s)

- Ford Transit Connect XLT Cargo Van

i. Textbook(s) – **First Read**

- Social Studies, *Discovering Our Past: A History of the World Early Ages*, Grade 6, Jackson Spielvogel

j. Contract(s)

- A+ Educators
- Infinite Campus
- WORKTERRA

k. Resolution(s)

- To Appoint Excess Workers' Compensation Insurance Broker

The Kenmore-Town of Tonawanda Union Free School District Board of Education hereby approves the following action:

**RESOLVED**, that the Board of Education of the Kenmore-Town of Tonawanda Union Free School District appoints Lawley Services, Inc. as the District's Insurance Broker for the Excess Workers' Compensation Insurance for the period of January 1, 2017 through January 1, 2018.

**13. Other Matters**

There were none.



**14. Proposed Executive Session**

There was none.

**15. Adjournment**

At the request of President O'Malley, a motion was made by Vice President Gianni, seconded by Trustee Reigstad, to adjourn at 9:11 pm prevailing time.

Cavarello	Aye
Gianni	Aye
O'Malley	Aye
Pashler	Aye
Reigstad	Aye

**MOTION CARRIED 5-0**

**Respectfully submitted,**

*Gina Santa Maria*

Gina Santa Maria

District Clerk

## PERSONNEL CONSENSUS

January 10, 2017

**DISCONTINUANCE*****INSTRUCTIONAL DISCONTINUANCE*****NO RECENT EMPLOYMENT HISTORY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE DISCONTINUANCE OF THE FOLLOWING PER DIEM SUBSTITUTES DUE TO EMPLOYMENT INACTIVITY:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE DATE</u></b>
GREGORY CANNON	PER DIEM SUBSTITUTE TEACHER	01/11/2017
JANET J. COWLES	PER DIEM SUBSTITUTE TEACHER	01/11/2017
ANNA E. DEBALSKI	PER DIEM SUBSTITUTE TEACHER	01/11/2017
MICHAEL DRENNAN	PER DIEM SUBSTITUTE TEACHER	01/11/2017
SARAH E. FLEMING	PER DIEM SUBSTITUTE TEACHER	01/11/2017
THOMAS GOMINIAC	PER DIEM SUBSTITUTE TEACHER	01/11/2017
JOHN GRABOWSKI	PER DIEM SUBSTITUTE TEACHER	01/11/2017
GREGORY GROSSKOPF	PER DIEM SUBSTITUTE TEACHER	01/11/2017
DANIEL F. HANNON	PER DIEM SUBSTITUTE TEACHER	01/11/2017
LISA HENNING	PER DIEM SUBSTITUTE TEACHER	01/11/2017
CHANDLER HENNINGHAM	PER DIEM SUBSTITUTE TEACHER	01/11/2017
JULIA JURON	PER DIEM SUBSTITUTE TEACHER	01/11/2017
KATELYN KAISER	PER DIEM SUBSTITUTE TEACHER	01/11/2017
YVONNE M. KALICK	PER DIEM SUBSTITUTE TEACHER	01/11/2017
ANDREAS M. KUNZ	PER DIEM SUBSTITUTE TEACHER	01/11/2017
MICHAEL LAUDICO	PER DIEM SUBSTITUTE TEACHER	01/11/2017
GISELLE LEWANDOWSKI	PER DIEM SUBSTITUTE TEACHER	01/11/2017
THOMAS MARTINELLI	PER DIEM SUBSTITUTE TEACHER	01/11/2017
KATIE M. MCKINNON	PER DIEM SUBSTITUTE TEACHER	01/11/2017
CHRISTOPHER MORROW	PER DIEM SUBSTITUTE TEACHER	01/11/2017
JENNIFER NAPIER	PER DIEM SUBSTITUTE TEACHER	01/11/2017
DREW OVERHOLT	PER DIEM SUBSTITUTE TEACHER	01/11/2017
MARIA SEEWALDT	PER DIEM SUBSTITUTE TEACHER	01/11/2017

***EXTRA-CURRICULAR DISCONTINUANCE*****NO RECENT EMPLOYMENT HISTORY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE DISCONTINUANCE OF THE FOLLOWING INDIVIDUALS DUE TO EMPLOYMENT INACTIVITY:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE DATE</u></b>
KAREN R. GRABOWSKI	CONTINUING EDUCATION	01/11/2017
BRIAN J. STONE SR	COACH	12/21/2016

**APPOINTMENTS*****INSTRUCTIONAL APPOINTMENTS*****PROBATIONARY**

RECOMMEND THAT MARCUS MOSES BE APPOINTED IN THE TENURE AREA OF HOME EC. (SPECIAL SUBJECT) AT KENMORE EAST HIGH SCHOOL 0.6/FRANKLIN MIDDLE SCHOOL 0.4 FOR A PROBATIONARY PERIOD COMMENCING 01/18/2017 AND ENDING 01/18/2021 AT AN ANNUAL SALARY MASTERS, STEP 1 (PRO-RATED). THIS EXPIRATION DATE IS TENTATIVE AND CONDITIONAL ONLY. EXCEPT TO THE EXTENT REQUIRED BY THE APPLICABLE PROVISIONS OF SECTION 3012 OF THE EDUCATION LAW, IN ORDER TO BE GRANTED TENURE THE TEACHER MUST RECEIVE COMPOSITE OR OVERALL ANNUAL PROFESSIONAL PERFORMANCE REVIEW RATINGS PURSUANT TO SECTION 3012-C AND/OR 3012-D OF THE EDUCATION LAW OF EITHER EFFECTIVE OR HIGHLY EFFECTIVE IN AT LEAST THREE (3) OF THE FOUR (4) PRECEDING YEARS, AND IF THE TEACHER RECEIVES AN INEFFECTIVE COMPOSITE OR OVERALL RATING IN THE FINAL YEAR OF THE PROBATIONARY PERIOD THE TEACHER SHALL NOT BE ELIGIBLE FOR TENURE AT THAT TIME.

**APPOINTMENTS**

**INSTRUCTIONAL APPOINTMENTS**

**TERM SUBSTITUTE**

RECOMMEND THAT MATTHEW HARRIS, PHYS.EDUCATION (SPECIAL SUBJ) BE APPOINTED AS A TERM SUBSTITUTE FOR (R. HARRIS) FROM 12/14/2016 TO 02/16/2017 AT A PRO-RATED SALARY OF BACHELORS, STEP 2 AT KENMORE WEST HIGH SCHOOL.

**SUBSTITUTE LIST**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS PER DIEM SUBSTITUTES EFFECTIVE AS OF THE DATE LISTED AT THE APPROPRIATE APPROVED SUBSTITUTE RATES. PENDING FINGERPRINT CLEARANCE.

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE DATE</u></b>
BRUCKHEIMER, SUSAN	PER DIEM SUBSTITUTE TEACHER	01/11/2017
EICHINGER, AMANDA	PER DIEM SUBSTITUTE TEACHER	01/11/2017

**SUMMER SERVICES**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUAL IN THE SUMMER PROGRAM BEGINNING JULY 1, 2017. HOURLY RATE IS LISTED.

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>LOCATION</u></b>	<b><u>RATE</u></b>
HOWSE, LAURA J.	SUMMER HRS FOR 2017, NOT TO EXCEED 10 DAYS	KENMORE WEST HIGH SCHOOL	\$30.74/HR

**EXTRA-CURRICULAR APPOINTMENTS**

**CLUBS**

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS CLUB ADVISORS FOR THE CURRENT SCHOOL YEAR AT THE STIPEND STATED BELOW:

<b><u>NAME</u></b>	<b><u>CLUB TITLE</u></b>	<b><u>LOCATION</u></b>	<b><u>STIPEND</u></b>
NICOLE C. HOOVER	WE ARE MALALA	KENMORE EAST HIGH SCHOOL	\$207.00
JEFFREY T. LISS	ANNOUNCEMENT CLUB	KENMORE EAST HIGH SCHOOL	\$414.00
HANNAH M. OWCZARZAK	WE ARE MALALA	KENMORE EAST HIGH SCHOOL	\$207.00

**HOME INSTRUCTION**

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS HOME INSTRUCTORS EFFECTIVE THE DATE AFTER THIS BOARD MEETING - DISTRICT WIDE

<b><u>NAME</u></b>	<b><u>CERTIFICATION AREA</u></b>
RENEE COOPERMAN	LITERACY (B-6)
MICHELLE L. PHILLIPS	SWD 1-6

**CHANGE OF STATUS**

**INSTRUCTIONAL CHANGE OF STATUS**

**CHANGE ASSIGNMENT**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE IN TITLE OF ASSIGNMENT FOR EMILY BRADLEY, COMMUNITY EDUCATION TO CONTINUING EDUCATION - SHERIDAN BUILDING.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF BUILDING ASSIGNMENT FOR TRACY CARUANA, BUILDING LITERACY FACILITATOR HOOVER ELEMENTARY TO HOLMES ELEMENTARY.

**EXTEND ASSIGNMENT**

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF TERM SUBSTITUTE ASSIGNMENT FOR LISA A. ABRAMO, MATHEMATICS (SECONDARY) FROM 11/21/2016 TO 1/20/2017 - HOOVER MIDDLE SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF TERM SUBSTITUTE ASSIGNMENT FOR MICHELLE L. PHILLIPS, SPECIAL EDUC.(SPECIAL SUBJECT) FROM 01/30/2017 TO 01/31/2017 - HOOVER ELEMENTARY SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF TERM SUBSTITUTE ASSIGNMENT FOR MELISSA TAHIRAK, TEACHING ASSISTANT FROM 1/31/2017 TO 2/1/2017 - HOLMES ELEMENTARY SCHOOL.

**LEAVES**

***INSTRUCTIONAL LEAVE***

**CHILD CARE LEAVE - WITHOUT PAY**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE CHILD CARE LEAVE WITHOUT PAY FOR MIRANDA L. DELBELLO. MUSIC (SPECIAL SUBJECT) FROM 12/09/2016 TO 01/27/2017 - LINDBERGH/EDISON ELEMENTARY SCHOOL

RECOMMEND THE BOARD OF EDUCATION APPROVE THE CHILD CARE LEAVE WITHOUT PAY FOR AILEEN L. KULPA. SPECIAL EDUC.(SPECIAL SUBJECT) FROM 01/03/2017 TO 02/02/2017 - HOOVER MIDDLE SCHOOL

## PERSONNEL CONSENSUS

January 10, 2017

**DISCONTINUANCE*****NON-INSTRUCTIONAL DISCONTINUANCE*****REMOVE FROM RECALL**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE REMOVAL FROM THE NON-INSTRUCTIONAL RECALL LIST OF THE FOLLOWING EMPLOYEES EFFECTIVE ON DATE LISTED:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>	<b><u>EFFECTIVE DATE</u></b>
MICHELLE COUGHLIN	TEACHER AIDE RPT	UNAVAILABLE FOR POSITION	12/19/2016
ERIN JOHNSON	TEACHER AIDE RPT	REFUSED RECALL	12/19/2016

**RESIGNATION**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RESIGNATION OF THE FOLLOWING EMPLOYEES EFFECTIVE ON DATE LISTED:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>LOCATION</u></b>	<b><u>EFFECTIVE DATE</u></b>
MICHAEL CHLUDZINSKI	LABORER RPT	BUILDING & GROUNDS	01/10/2017

**RETIREMENT**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF KEN MORTON FROM THE POSITION OF PURCHASING MANAGER EFFECTIVE 10/22/2017 - ADMINISTRATION- BUSINESS OFFICE

**DISCONTINUANCE**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE TERMINATION (IN ACCORDANCE WITH SECTION 71 OF CIVIL SERVICE LAW) FOR MICHAEL TRACY FROM THE POSITION OF CLEANER EFFECTIVE 12/14/2016

**NO RECENT EMPLOYMENT HISTORY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE DISCONTINUANCE OF THE FOLLOWING SUBSTITUTES DUE TO EMPLOYMENT INACTIVITY:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE DATE</u></b>
AIMEE CARPENTER	TEACHER AIDE PT (SUB)	01/11/2017
AIMEE CARPENTER	SCHOOL MONITOR PT (SUB)	01/11/2017
SARA CATALANO	TEACHER AIDE PT (SUB)	01/11/2017
MARILYN E. KELLY	TEACHER AIDE PT (SUB)	01/11/2017
THOMAS PERRYMAN	TEACHER AIDE PT (SUB)	01/11/2017
DONNA D. ROBSON	TEACHER AIDE PT (SUB)	01/11/2017
SANDRA ROORAND	TEACHER AIDE PT (SUB)	01/11/2017
SANDRA ROORAND	CLERK TYPIST PT (SUB)	01/11/2017
JENNIFER RUMSCHIK	TEACHER AIDE PT (SUB)	01/11/2017
MICHELE SCARANO	SCHOOL MONITOR PT (SUB)	01/11/2017
JANET M. WARD	SCHOOL MONITOR PT (SUB)	01/11/2017
JANET M. WARD	TEACHER AIDE PT (SUB)	01/11/2017

**APPOINTMENTS*****NON-INSTRUCTIONAL APPOINTMENTS*****PROBATIONARY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF MICHAEL CHLUDZINSKI TO THE POSITION OF CLEANER EFFECTIVE 01/11/2017 AT \$19.27/HR. - PROBATIONARY PERIOD CONCLUDES 7/11/2017 - FRANKLIN COMPLEX

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF JEANNIE FANCHER TO THE POSITION OF REGISTERED PROFESSIONAL NURSE EFFECTIVE 01/11/2017 AT \$25.05/HR. - PROBATIONARY PERIOD CONCLUDES 9/11/2017 - FRANKLIN ELEMENTARY SCHOOL

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF CARRIE GENNUSO TO THE POSITION OF REGISTERED PROFESSIONAL NURSE EFFECTIVE 01/11/2017 AT \$30.32/HR. - PROBATIONARY PERIOD ENDS 9/11/2017 - DISTRICT WIDE

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF HEATHER NEUSS TO THE POSITION OF CLERK TYPIST, 12 MONTH EFFECTIVE 01/11/2017 AT \$14.46/HR. - PROBATIONARY PERIOD CONCLUDES 7/11/2017 HOOVER MIDDLE SCHOOL

## PERSONNEL CONSENSUS

January 10, 2017

**APPOINTMENTS****NON-INSTRUCTIONAL APPOINTMENTS****PROBATIONARY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF CHERYL NICOTERA TO THE POSITION OF FOOD SERVICE HELPER RPT EFFECTIVE 01/11/2017 AT \$10.66/HR. - PROBATIONARY PERIOD CONCLUDES 9/11/2017 - LINDBERGH ELEMENTARY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF JANICE STUEBCHEN TO THE POSITION OF SCHOOL MONITOR PT EFFECTIVE 01/11/2017 AT \$11.67/HR. - PROBATIONARY PERIOD ENDS 9/11/2017 - KENMORE WEST HIGH SCHOOL

**PERMANENT**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF ANGELA ADAMS, SCHOOL MONITOR PT EFFECTIVE 1/11/2017 - PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF ANGELA AMOROSO, TEACHER AIDE RPT EFFECTIVE 1/19/2016 - PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF MARY BURKE, BUS DRIVER RPT EFFECTIVE 1/11/2017- PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF FREDERICKA EDMOND, BUS DRIVER RPT EFFECTIVE 1/11/2017 - PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF DANIEL GLOGOZA, BUS ATTENDANT RPT EFFECTIVE 12/29/2016 - PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF IANN A. MILLER, MICRO COMPUTER TECH SUPPORT SPECIALIST EFFECTIVE 1/5/2017 - PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF LINDA WEAVER, SCHOOL MONITOR PT AT FRANKLIN ELEMENTARY SCHOOL EFFECTIVE 1/11/2017 - PROBATION SATISFACTORY

**SUBSTITUTE LIST**

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS SUPPORT STAFF SUBSTITUTES EFFECTIVE AS PER THE DATES AND RATES STATED BELOW - CONDITIONAL APPOINTMENT PENDING FINGERPRINT CLEARANCE:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>RATE</u></b>	<b><u>EFFECTIVE DATE</u></b>
EMLER, LEESHA	TEACHER AIDE PT (SUB)	\$9.70 PER HOUR	01/11/2017
EMLER, LEESHA	CLERK TYPIST PT (SUB)	\$9.70 PER HOUR	01/11/2017
EMLER, LEESHA	SCHOOL MONITOR PT (SUB)	\$9.70 PER HOUR	01/11/2017
VOLLE, JULIA	TEACHER AIDE PT (SUB)	\$9.70 PER HOUR	01/11/2017

**STUDENT ASSISTANT**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS A STUDENT ASSISTANT AT THE RATE AND DATE INDICATED.

<b><u>NAME</u></b>	<b><u>RATE</u></b>	<b><u>EFFECTIVE DATE</u></b>
ARLENE FRANKLIN	\$9.70 PER HOUR	09/01/2016
ELIZABETH HERNANDEZ	\$9.70 PER HOUR	09/01/2016

**CHANGE OF STATUS****NON-INSTRUCTIONAL CHANGE OF STATUS****CHANGE IN DATE**

RECOMMEND THAT THE BOARD OF EDUCATION CHANGE THE END DATE FOR TAMMY SEMPET IN THE POSITION OF CLERK TYPIST TEMP. FROM 9/30/16 TO 12/23/2016. - WILL RETURN TO CLERK TYPIST PT EFFECTIVE 1/3/2017 AT \$16.25/HR.

RECOMMEND THAT THE BOARD OF EDUCATION CHANGE THE END DATE FOR LISA ZACHER IN THE TEMPORARY APPOINTMENT OF TRANSPORTATION PHONE BANK FROM 9/23/2016 TO 12/16/2016.

**LAYOFF RECALL**

RECOMMEND THAT THE BOARD OF EDUCATION RECALL ANGELA AMOROSO FROM THE PREFERRED ELIGIBILITY LIST FOR THE POSITION OF TEACHER AIDE RPT AT \$12.43/HR. - EFFECTIVE 12/19/2016 - LINDBERGH ELEMENTARY

RECOMMEND THAT THE BOARD OF EDUCATION RECALL LISA ZACHER FROM THE PREFERRED ELIGIBILITY LIST FOR THE POSITION OF TEACHER AIDE RPT AT \$14.58/HR. EFFECTIVE 12/19/2016 - EDISON ELEMENTARY SCHOOL.

**RESCIND ACTION**

RECOMMEND THAT THE BOARD OF EDUCATION RESCIND THE ACTION TAKEN AT THE 12/13/2016 MEETING APPOINTING NICCI MOORE TO THE POSITION OF SCHOOL MONITOR RPT - KENMORE WEST HIGH SCHOOL.

**CHANGE OF STATUS**

***NON-INSTRUCTIONAL CHANGE OF STATUS***

**RESCIND ACTION**

RECOMMEND THAT THE BOARD OF EDUCATION RESCIND THE ACTION TAKEN AT THE 11/15/2016 MEETING APPOINTING LISA ZACHER IN THE POSITION OF BUS ATTENDANT PT (SUB) - TRANSPORTATION DEPARTMENT.

DRAFT

**OTHER PERSONNEL MATTERS**

RESOLVED that the Board of Education hereby approves the terms of the Agreement between the District, the Kenmore Teachers Association and a particular employee.

DRAFT



**DISCONTINUANCE**

***ADMINISTRATIVE DISCONTINUANCE***

**RETIREMENT**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF DAWN MIRAND, SUPERINTENDENT OF SCHOOLS EFFECTIVE 1/10/2017, AND THE TERMS & CONDITIONS OUTLINED IN THE AGREEMENT BETWEEN MS. MIRAND AND THE DISTRICT. EMPLOYED WITH DISTRICT SINCE 08/01/2014 - SUPERINTENDENT.

***EXTRA-CURRICULAR DISCONTINUANCE***

**NO RECENT EMPLOYMENT HISTORY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE DISCONTINUANCE OF THE FOLLOWING INDIVIDUALS DUE TO EMPLOYMENT INACTIVITY:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE DATE</u></b>
AMY A. OLSON	COACH	01/10/2017

**APPOINTMENTS**

***INSTRUCTIONAL APPOINTMENTS***

**TERM SUBSTITUTE**

RECOMMEND THAT COLLEEN MALECK, SPECIAL EDUC.(SPECIAL SUBJECT) BE APPOINTED AS A TERM SUBSTITUTE FOR (TICCO) FROM 01/23/2017 TO 4/24/2017 AT A PRO-RATED SALARY OF MASTERS, STEP 1 AT KENMORE EAST HIGH SCHOOL.

RECOMMEND THAT CHRISTINE E. METZGER, PSYCHOLOGIST BE APPOINTED AS A TERM SUBSTITUTE FOR (MACDONALD) FROM 02/13/2017 TO 6/22/2017 AT A PRO-RATED SALARY OF MASTERS, STEP 2 AT STUDENT SERVICES.

***EXTRA-CURRICULAR APPOINTMENTS***

**HOME INSTRUCTION**

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS HOME INSTRUCTORS EFFECTIVE THE DATE AFTER THIS BOARD MEETING - DISTRICT WIDE

<b><u>NAME</u></b>	<b><u>CERTIFICATION AREA</u></b>
DANA J. GIGLIA	ENGL LANG ARTS 7-12

**LEAVES**

***INSTRUCTIONAL LEAVE***

**LEAVES**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE NO PAY STATUS FOR APRIL A. KRESS, EDUC.OF BLIND & VISUALLY IMPRD - STUDENT SERVICES EFFECTIVE 01/24/2017 TO 02/10/2017.

RECOMMEND THE BOARD OF EDUCATION APPROVE THE NO PAY STATUS FOR PAUL A. LOVULLO, SCIENCE (SECONDARY) - HOOVER MIDDLE SCHOOL EFFECTIVE 10/26/2016 TO RETURN TO POSITION.

RECOMMEND THE BOARD OF EDUCATION APPROVE THE NO PAY STATUS FOR JILL CUMBO, MUSIC (SPECIAL SUBJECT) - HOOVER ELEMENTARY SCHOOL EFFECTIVE 01/01/2017 TO 02/16/2017.

**DISCONTINUANCE**

***NON-INSTRUCTIONAL DISCONTINUANCE***

**RESIGNATION**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RESIGNATION OF THE FOLLOWING EMPLOYEES EFFECTIVE ON DATE LISTED:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>LOCATION</u></b>	<b><u>EFFECTIVE DATE</u></b>
ALFIO VENEZIANO	BUS ATTENDANT PT (SUB)	TRANSPORTATION DEPARTMENT	01/03/2017
WENDY DURKIN	BUS ATTENDANT PT (SUB)	TRANSPORTATION DEPARTMENT	01/03/2017
MARK CHRISTIANO	BUS DRIVER PT (SUB)	TRANSPORTATION DEPARTMENT	01/03/2017
TREVOR MCMAYO	BUS DRIVER PT (SUB)	TRANSPORTATION DEPARTMENT	01/03/2017

**APPOINTMENTS**

***NON-INSTRUCTIONAL APPOINTMENTS***

**PROBATIONARY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF ROSANNE HUTTEN TO THE POSITION OF BUS DRIVER RPT EFFECTIVE 01/11/2017 AT \$17.26/HR. - PROBATIONARY PERIOD CONCLUDES 9/11/2017 - TRANSPORTATION DEPARTMENT

**TEMPORARY POSITION**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE TEMPORARY APPOINTMENT OF GAIL F. BALSDON TO THE POSITION OF CLERK TYPIST PT TEMP EFFECTIVE 01/09/2017 AT \$12.43/HR CONCLUDES 03/17/2017 - EDISON ELEMENTARY SCHOOL.

**SUBSTITUTE BUS DRIVER**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS SUBSTITUTE BUS DRIVERS PENDING LICENSURE.

**NAME**

TROUTMAN, DAVID

**SUBSTITUTE LIST**

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS SUPPORT STAFF SUBSTITUTES EFFECTIVE AS PER THE DATES AND RATES STATED BELOW - CONDITIONAL APPOINTMENT PENDING FINGERPRINT CLEARANCE:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>RATE</u></b>	<b><u>EFFECTIVE DATE</u></b>
PEEHLER, KAREN	TEACHER AIDE PT (SUB)	\$9.00 PER HOUR	01/11/2017
PEEHLER, KAREN	CLERK TYPIST PT (SUB)	\$9.00 PER HOUR	01/11/2017

**OTHER PERSONNEL MATTERS**

**POSITION INVENTORY - ADMINISTRATIVE**

**NEW POSITION**

ASSISTANT PRINCIPAL - 1.0 FTE  
KENMORE WEST HIGH SCHOOL

**EFFECTIVE DATE**

01/31/2017