

PERSONNEL CONSENSUS

January 12, 2016

APPOINTMENTS

INSTRUCTIONAL APPOINTMENTS

TERM SUBSTITUTE

RECOMMEND THAT ELENA R. PUCCIO, SPECIAL EDUC.(SPECIAL SUBJECT) TERM SUBSTITUTE FOR (BRUNNER) FROM 12/18/2015 TO 03/01/2016 AT A PRO-RATED SALARY OF B+15, M1 AT FRANKLIN MIDDLE SCHOOL.

PART-TIME

RECOMMEND DIANE G. ATALLAH BE APPOINTED AS A PART-TIME 0.4 FTE ESOL (SPECIAL SUBJECT) TEACHER FROM 01/04/2016 TO 06/30/2016 AT THE PRO-RATED SALARY OF M, S1 AT FRANKLIN ELEMENTARY SCHOOL.

RECOMMEND MELISSA J. FEICKERT BE APPOINTED AS A PART-TIME 0.5 TEACHING ASSISTANT TEACHER FROM 01/08/2016 TO 04/19/2016 AT THE PRO-RATED SALARY OF TA, S3 AT LINDBERGH ELEMENTARY SCHOOL.

RECOMMEND ANDREA REINHART BE APPOINTED AS A PART-TIME 0.5 TEACHING ASSISTANT TEACHER FROM 01/08/2016 TO 04/19/2016 AT THE PRO-RATED SALARY OF TA, S1 AT HAMILTON ELEMENTARY SCHOOL.

SUBSTITUTE LIST

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

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE DATE</u>
BARTKOWSKI, MICHAEL T.	PER DIEM SUBSTITUTE TEACHER	12/10/2015
OVERHOLT, DREW	PER DIEM SUBSTITUTE TEACHER	01/13/2016

EXTRA-CURRICULAR APPOINTMENTS

BUILDING DEPARTMENT CHAIRS

RECOMMEND THE BOARD OF EDUCATION APPROVE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS BUILDING DEPARTMENT CHAIRS FOR THE CURRENT SCHOOL YEAR EFFECTIVE AS PER THE DATES AND RATES STATED BELOW:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>RATE</u>	<u>EFF DATE</u>
HEATHER ZIELINSKI	TECH LIASON	ROOSEVELT ELEMENTARY SCHOOL	\$624.50	9/1/2015

COMMUNITY EDUCATION

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS COMMUNITY EDUCATION INSTRUCTORS EFFECTIVE AS PER THE DATES AND RATES STATED BELOW - PENDING FINGERPRINT CLEARANCE.

<u>NAME</u>	<u>COURSE</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
ELIZABETH RANDELL	COMMUNITY EDUCATION TEACHER	\$14.00 PER HR	01/13/2016
BONNIE WHITNEY	COMMUNITY EDUCATION INSTRUCTR	\$10.00 PER HR	01/13/2016

CLUBS

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

<u>NAME</u>	<u>CLUB TITLE</u>	<u>LOCATION</u>	<u>RATE</u>
PHIL AGUGLIA	BAND COUNCIL/JAZZ BAND/PEP BAND/TALENT SHOW	KENMORE EAST HIGH SCHOOL	\$3,864.00
RALPH J. CRITELLI	CONCESSIONS CLUB	KENMORE EAST HIGH SCHOOL	\$511.00
RICHARD S. SCADUTO	IB VISUAL ARTS CLUB	KENMORE EAST HIGH SCHOOL	\$400.00
AMY E. SKORUPA	SPANISH CLUB	KENMORE EAST HIGH SCHOOL	\$400.00

APPOINTMENT COACH & ASSISTANT COACH

RECOMMEND THE BOARD OF EDUCATION APPROVE THE APPOINTMENT OF THE FOLLOWING INDIVIDUALS AS COACH OR ASSISTANT COACH EFFECTIVE THE DAY AFTER THIS BOARD MEETING AS PER THE RATES STATED BELOW:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>RATE</u>
JAY NAPIERLSKI	PARAMEDIC	DISTRICT WIDE	\$75.00

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

<u>NAME</u>	<u>CERTIFICATION AREA</u>
SUSAN M. AITKEN	SPEECH & HEARING HAND
MARISSA L. FELSER	ENG TO SPKRS OTH LANGS
JOSEPH HACHERL	SPANISH
LAUREN B. HAGER	ENGLISH 7-12
PETER HAZZAN	SOCIAL STUDIES 7-12
LORI MILLER	SPECIAL EDUCATION

PERSONNEL CONSENSUS

January 12, 2016

CHANGE OF STATUS***INSTRUCTIONAL CHANGE OF STATUS*****CHANGE ASSIGNMENT**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF ASSIGNMENT FOR KATHLEEN STRUCKMANN, SPECIAL EDUCATION FROM TERM SUBSTITUTE TO PROBATIONARY EFFECTIVE 1/4/2016, PROBATION ENDING 9/1/2019 (PRIOR TS EXPERIENCE) - KENMORE MIDDLE SCHOOL. 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.

CHANGE IN DATE

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF LEAVE WITHOUT PAY ENDING DATE FOR JENNIFER TRACEY, SPECIAL EDUC.(SPECIAL SUBJECT) FROM 12/9/2015 TO 12/15/2015 - HAMILTON ELEMENTARY SCHOOL.

EXTEND ASSIGNMENT

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF ASSIGNMENT FOR GISELLE LEWANDOWSKI, ENGLISH (SECONDARY) FROM 2/1/2016 TO 6/23/2016 - KENMORE WEST HIGH SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF ASSIGNMENT FOR DANIEL PAWLOWSKI, SCIENCE (SECONDARY) FROM 12/23/2015 TO 1/22/2016 - KENMORE MIDDLE SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE DATE OF ASSIGNMENT FOR MICHELLE L. PHILLIPS, SPECIAL EDUC.(SPECIAL SUBJECT) FROM 12/10/2015 TO 12/16/2015 - HAMILTON ELEMENTARY SCHOOL.

GRADUATE CREDIT

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE JENNIFER CONWAY, ESOL (SPECIAL SUBJECT), TO RECEIVE GRADUATE CREDIT FROM B+15, S8 TO M, S8 EFFECTIVE 9/1/2015 - HOLMES ELEMENTARY SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE HEATHER GARDNER, REMEDIAL READ. (SPECIAL SUBJ), TO RECEIVE GRADUATE CREDIT FROM M, S13 TO CAREER, S13 EFFECTIVE 12/10/2015 NATIONAL BOARD CERTIFICATION - HAMILTON ELEMENTARY SCHOOL.

PREFERRED ELIGIBLE LIST RECALL

RECOMMEND THAT THE BOARD OF EDUCATION RECALL PATRICIA C. HUPKOWICZ, ELEMENTARY TENURE AREA FROM THE PREFERRED ELIGIBILITY LIST AS A TERM SUBSTITUTE (KINNEY) EFFECTIVE 12/22/2015 TO 4/1/2016 - HOOVER ELEMENTARY SCHOOL.

EXTRA-CURRICULAR CHANGE OF STATUS**CHANGE IN SALARY**

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF SALARY FOR PATRICIA G. ENSMINGER FROM \$1,249.00 TO \$625.50 EFFECTIVE 9/1/2015 IN THE POSITION OF TECH LIASON - ROOSEVELT ELEMENTARY SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF SALARY FOR ALEXANDER J. SOWYRDA FROM \$1,533.00 TO \$511.00 EFFECTIVE 9/1/2015 IN THE POSITION OF CLUB PAY - KENMORE EAST HIGH SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE CHANGE OF SALARY FOR JENNIFER STANTON FROM \$4,611.00 TO \$3,745.00 EFFECTIVE 12/1/2015 IN THE POSITION OF ASSISTANT COACH INDOOR TRACK - KENMORE WEST HIGH SCHOOL.

RESCIND ACTION

RECOMMEND THAT THE BOARD OF EDUCATION RESCIND THE ACTION TAKEN AT THE SEPTEMBER 9, 2015 BOARD MEETING FOR CHAD BEVIER, CLUB PAY - KENMORE WEST HIGH SCHOOL.

LEAVES***INSTRUCTIONAL LEAVE*****LEAVES**

RECOMMEND THE BOARD OF EDUCATION APPROVE THE NO PAY STATUS FOR ROLFE A. FREIDENBERG JR, SCIENCE (SECONDARY) - KENMORE EAST HIGH SCHOOL FOR HALF-DAY 12/16/2015.

CHILD CARE LEAVE - WITHOUT PAY

RECOMMEND THE BOARD OF EDUCATION APPROVE THE CHILD CARE LEAVE WITHOUT PAY FOR KATHRYN F. CAVE. ENGLISH (SECONDARY) FROM 01/30/2016 TO 06/30/2016 - KENMORE WEST HIGH SCHOOL

PERSONNEL CONSENSUS

January 12, 2016

TERMINATION

INSTRUCTIONAL TERMINATION

RESIGNATION

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RESIGNATION OF THE FOLLOWING INSTRUCTIONAL EMPLOYEES EFFECTIVE THE DATE LISTED.

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
SCOTT ALLEN	HOME INSTRUCTION	STUDENT SERVICES	01/13/2016

RESIGNATION

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RESIGNATION OF THE FOLLOWING PER DIEM SUBSTITUTE TEACHERS:

<u>NAME</u>	<u>EFFECTIVE DATE</u>
BEITER, RONALD J.	09/01/2015
SILVIS, AMANDA L.	12/23/2015

RETIREMENT

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF KATHERINE R. KLIMEK, SCIENCE (SECONDARY) EFFECTIVE 7/1/2016 . EMPLOYED WITH DISTRICT SINCE 09/01/1998 - KENMORE WEST HIGH SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF DONNA M. LOMBARDO, FOREIGN LANGUAGE (SECONDARY) EFFECTIVE 7/1/2016. EMPLOYED WITH DISTRICT SINCE 09/01/1990 - FRANKLIN MIDDLE SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF ROSE ANN UTZIG, ELEMENTARY TENURE AREA EFFECTIVE 7/1/2016. EMPLOYED WITH DISTRICT SINCE 09/01/1995 - HAMILTON ELEMENTARY SCHOOL.

NO RECENT EMPLOYMENT HISTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE TERMINATION OF THE FOLLOWING INDIVIDUALS FROM POSITION STATED BELOW:

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE DATE</u>
JOANNA BEERS	PER DIEM SUBSTITUTE TEACHER	12/30/2015
MATTHEW LAMB	PER DIEM SUBSTITUTE TEACHER	01/13/2016

APPOINTMENTS

NON-INSTRUCTIONAL APPOINTMENTS

PROBATIONARY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF ANGELA AMOROSO TO THE POSITION OF TEACHER AIDE RPT EFFECTIVE 01/13/2016 AT \$12.25/HR. - KENMORE WEST HIGH SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF ROBERT H. BORTZ TO THE POSITION OF MAINTENANCE MECHANIC HELPER EFFECTIVE 01/04/2016 AT \$24.07 /HR. - BUILDING & GROUNDS

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF MICHELLE COUGHLIN TO THE POSITION OF TEACHER AIDE RPT EFFECTIVE 01/13/2016 AT \$12.25/HR. - HAMILTON ELEMENTARY SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF ERIN JOHNSON TO THE POSITION OF TEACHER AIDE RPT EFFECTIVE 01/13/2016 AT \$12.25/HR. - KENMORE WEST HIGH SCHOOL.

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PROBATIONARY APPOINTMENT OF SUSAN SPERRAZZA TO THE POSITION OF SCHOOL MONITOR PT EFFECTIVE 01/13/2016 AT \$11.50/HR. - HOOVER ELEMENTARY SCHOOL.

TEMPORARY POSITION

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE TEMPORARY APPOINTMENT OF MICHELLE COUGHLIN TO THE POSITION OF TEACHER AIDE RPT TEMP EFFECTIVE 11/04/2015 AT \$12.25/HR CONCLUDES 1/12/2016 - HAMILTON ELEMENTARY SCHOOL.

PERMANENT

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF JESSICA BRUMBAUGH, SCHOOL MONITOR PT, EFFECTIVE 11/11/2015- PROBATION SATISFACTORY - FRANKLIN ELEMENTARY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF MICHAEL CAMPAGNA, BUS DRIVER RPT,EFFECTIVE 12/13/2015- PROBATION SATISFACTORY

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE PERMANENT APPOINTMENT OF JUDITH A. EIMER, CLERK TYPIST RPT, EFFECTIVE 11/11/2015- PROBATION SATISFACTORY - OFFICE OF ACCOUNTABILITY

APPOINTMENTS

NON-INSTRUCTIONAL APPOINTMENTS

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:

<u>NAME</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
BALAWEJDER, MARIA A.	BUS DRIVER PT (SUB)	\$12.25 PER HOUR	11/17/2015
FANCHER, JEANNIE	REG PROF NURSE SCHOOL PT (SUB)	\$15.00 PER HOUR	01/13/2016
FENCZIK, MARY	CLERK TYPIST PT (SUB)	\$8.75 PER HOUR	01/04/2016
HANLEY, LINDA	REG PROF NURSE SCHOOL PT (SUB)	\$15.00 PER HOUR	01/13/2016
LUCIA, JULIE	CLERK TYPIST PT (SUB)	\$8.75 PER HOUR	01/13/2016
PROEFROCK, CHRISTINA	REG PROF NURSE SCHOOL PT (SUB)	\$15.00 PER HOUR	01/13/2016
SCARANO, MICHELE	SCHOOL MONITOR PT (SUB)	\$8.75 PER HOUR	01/01/2016

STUDENT ASSISTANT

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

<u>NAME</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
LAWRENCE CHAPLIN	\$8.75 PER HOUR	09/01/2015
ROBERT ELLIS	\$8.75 PER HOUR	09/01/2015
JENNA PISCITELLO	\$8.75 PER HOUR	09/01/2015

CHANGE OF STATUS

NON-INSTRUCTIONAL CHANGE OF STATUS

CHANGE IN CLASSIFICATION

RECOMMEND THAT THE BOARD OF EDUCATION CHANGE THE APPOINTMENT OF JAMES C. GOFF JR FROM MAINTENANCE MECHANIC (B) TO MAINTENANCE MECHANIC (A) EFFECTIVE 01/04/2016 AT \$26.29/HR- BUILDING & GROUNDS

RECOMMEND THAT THE BOARD OF EDUCATION CHANGE THE APPOINTMENT OF ROBERT J. LOGALBO FROM SENIOR CUSTODIAN (B) TO SENIOR CUSTODIAN (A) @ \$26.71/HR. - EFFECTIVE 1/13/2016 - EDISON ELEMENTARY SCHOOL

CHANGE IN DATE

RECOMMEND THAT THE BOARD OF EDUCATION EXTEND THE EMPLOYMENT DATE FOR JAMES CIULIS IN THE POSITION OF HEAD BUS DRIVER TEMP. FROM 1/4/16 TO 6/30/16 - TRANSPORTATION.

LAYOFF RECALL

RECOMMEND THAT THE BOARD OF EDUCATION RECALL KRISTOPHER HULBERT FROM THE PREFERRED ELIGIBILITY LIST FOR THE POSITION OF LABORER FT EFFECTIVE 1/4/2016 @ \$20.96/HR. BUILDINGS & GROUNDS.

RECOMMEND THAT THE BOARD OF EDUCATION RECALL JEFFERY D. JUMPER FROM THE PREFERRED ELIGIBILITY LIST FOR THE POSITION OF HEAD CUSTODIAN EFFECTIVE 1/4/2016 @ \$29.59/HR. - FRANKLIN MIDDLE SCHOOL.

RESCIND ACTION

RECOMMEND THAT THE BOARD OF EDUCATION RESCIND THE ACTION TAKEN AT THE DECEMBER 8, 2015 MEETING APPOINTING MICHELE SCARANO TO THE POSITION OF TEACHER AIDE SUBSTITUTE.

TERMINATIONS

NON-INSTRUCTIONAL TERMINATION

RESIGNATION

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

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
LISA FIERAMUSCA	CLERK TYPIST PT, 12 MONTH	HOOVER ELEMENTARY SCHOOL	12/24/2015
MARISSA FONTANEZ	REG PROF NURSE SCHOOL PT (SUB)	NON-INSTRUCTIONAL SUBSTITUTES	12/22/2015
SARAH HALPIN	TEACHER AIDE PT (SUB)	NON-INSTRUCTIONAL SUBSTITUTES	12/21/2015
SARAH HALPIN	CLERK TYPIST PT (SUB)	NON-INSTRUCTIONAL SUBSTITUTES	12/21/2015
MICHELLE RYMARCZYK	TEACHER AIDE RPT	FRANKLIN MIDDLE SCHOOL	01/06/2016

TERMINATIONS

NON-INSTRUCTIONAL TERMINATION

RETIREMENT

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF FLORENCE PILAT FROM THE POSITION OF BUS ATTENDANT RPT EFFECTIVE 12/24/2015 - TRANSPORTATION DEPARTMENT

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE RETIREMENT OF BARBARA S. SOBOCINSKI FROM THE POSITION OF ACCOUNT CLERK TYPIST EFFECTIVE 02/22/2016 - KENMORE WEST HIGH SCHOOL

TERMINATION

RECOMMEND THAT THE BOARD OF EDUCATION APPROVE THE TERMINATION OF MICHELE L. AUGUGLIARO IN ACCORDANCE WITH SECTION 73 OF CIVIL SERVICE LAW FROM THE POSITION OF TEACHER AIDE RPT EFFECTIVE 12/8/2015 - KENMORE WEST HIGH SCHOOL.

OTHER PERSONNEL MATTERS

Ashanti Haynes - Administrative Intern
Hamilton Elementary School

Laura Anderson - Administrative Intern
Kenmore East High School

Please appoint the following volunteer/contractual community education instructors:

Eileen Canning-DiPasquale, 82 Wabsh Avenue, Kenmore NY 14217
course to be taught: Growing Up Irish

Mark Giacomazza, 129 LaSalle Ave., Kenmore NY 14217
course to be taught: First Tim Homebuyer Class

Sanford Seide, 559 Riverwalk, Youngstown NY 14174
course to be taught: Financial Planning for Widows & Widowers

Les Robinson, 8810 Main Street, Williamsville NY 14221
course to be taught: Increase Your Wealth

POSITION INVENTORY - CERTIFIED

ADD POSITION

TEACHING ASSISTANT 1.0 FTE
HAMILTON ELEMENTARY

EFFECTIVE DATE

12/17/2015

ENL 0.4 FTE
FRANKLIN ELEMENTARY SCHOOL

1/4/2016

POSITION INVENTORY - CLASSIFIED

ADD POSITION

MAINTENANCE MECHANIC HELPER
TRANSPORTATION DEPARTMENT

EFFECTIVE DATE

1/4/2016

ABOLISH POSITION

MAINTENANCE MECHANIC - B
TRANSPORTATION DEPARTMENT

EFFECTIVE DATE

1/4/2016