

APPROVED



Oneida-Herkimer-Madison BOCES

4747 Middle Settlement Road • New Hartford, NY 13413  
www.oneida-boces.org

Cooperative Board 2022-2023  
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**UNAPPROVED**  
**MINUTES OF THE REGULAR**  
**MEETING OF JANUARY 11, 2023**

The Regular meeting of the Board of Cooperative Educational Services was held on January 11, 2023 in The Howard D. Mettelman Learning Center, Middle Settlement Road, New Hartford, New York.

**MEMBERS PRESENT**

- Mr. Anthony J. Nicotera, Vice President
- Mr. Steve Boucher
- Mrs. Doreen Corbin
- Mrs. Elaine M. Falvo
- Mrs. Heather Johnson
- Mr. Gary P. Nelson
- Gary W. Porcelli, Ed.D.
- Mr. John J. Salerno
- Mr. Timothy Thomas

**MEMBERS EXCUSED**

- Mr. Russell Stewart, President
- Mrs. Michelle Anderson
- Mr. Joseph H. Hobika, Jr

**OTHERS PRESENT**

- Patricia N. Kilburn, Ed.D.
- Mr. Christopher Hill
- Mr. Scott Morris
- Mrs. Deborah Kimball

Date

Introduction

Members Present

Members Excused

Others Present

Russell Stewart, *President*, Anthony J. Nicotera, *Vice President*,  
Michelle Anderson, Steve Boucher, Doreen Corbin, Elaine M. Falvo, Joseph H. Hobika, Jr., Heather Johnson,  
Gary P. Nelson, Gary W. Porcelli, Ed.D., John J. Salerno, Timothy Thomas

*We are collaborators, working together and partnering with leaders in education, business, industry, government and the local community to promote inclusive educational and career opportunities and equitable access in order to prepare all of our learners for the dynamic world of today and tomorrow.*

**OTHERS PRESENT**

Diana Giffune, BTA  
Mike Jaquays, Daily Sentinel

**STUDENT PRESENTERS**

Christina Warner, PTECH Assistant Principal  
Tiffany Piatkowski, PTECH STEM Teacher  
Casey Confer, student  
Williams Confer, parent  
Asa Bjarnadottir, parent

**ITEM I. CALL TO ORDER**

A quorum was noted and Cooperative Board Vice President, Mr. Anthony Nicotera called the meeting to order at 4:30 p.m.

**ITEM II. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

Mr. Nicotera recognized the visitors and thanked them for coming.

**ITEM III. RECOGNITION**

PTECH Program

Dr. Kilburn introduced Christina Warner, PTECH Assistant Principal and Tiffany Piatkowski, PTECH STEM teacher. Mr. Hill asked that everyone follow Ms. Warner down to the FAB lab.

PTECH Program – Presentation

Ms. Warner introduced Casey Confer, PTECH freshman who shared a presentation using 3D printing in coding as well as the upcoming industry challenge that will involve visually impaired students from the Bridges program. Casey is involved in the student leadership team and peer tutoring. She was nominated by peers and teachers as the October student ambassador. Casey plans on earning an associate's degree in cyber security and then continuing her education to earn a four year degree at a SUNY school.

#### **ITEM IV. RECOGNITION OF VISITORS**

Dr. Kilburn acknowledged Mike Jaquays from the Daily Sentinel

#### **ITEM V. COMMUNICATIONS**

##### **A. FROM THE FLOOR**

- General questions from board members?
- Commentary from board members?

Mr. Nicotera referenced the newsletter written by Dr. Kilburn that was published in the Daily Sentinel. The Daily Sentinel, in partnership with the Genesis Group, has published articles written by area elected officials and business and community leaders.

Mr. Morris requested the Audit committee schedule a meeting to review the results of the internal audit. The committee selected February 6<sup>th</sup> at 3:00 p.m.

Mr. Nelson requested the Board Handbook committee set up a meeting to review the Board Handbook. The committee selected January 26<sup>th</sup> at 9:15 a.m.

##### **B. CORRESPONDENCE**

#### **ITEM VI. DISTRICT SUPERINTENDENT REPORT**

Dr. Kilburn shared information regarding the 75<sup>th</sup> Anniversary – “Then and Now” theme

She shared an update on Board Priorities

- Meeting with Supervisors
- Employee Survey – February release

Board Policy Update from Madison-Oneida BOCES regarding Diversity, Equity, and Inclusion Policy  
Dr. Kilburn asked the Board to review the policy and a discussion will be initiated at the February Board Meeting

Dr. Kilburn noted that she and Mr. Boucher attended the Remsen Board meeting on January 10<sup>th</sup>.

Dr. Kilburn reviewed the State of the State Address – Governor Hochul’s initiatives.

Dr. Kilburn also noted that Sandra Sherwood, District Superintendent of Herkimer BOCES has submitted her retirement. The New York State Education Department has requested that the adjacent Boards/Districts to the Herkimer BOCES share their thoughts on the following and report back to SED:

- Make no changes to Herkimer BOCES
- Transfer any component districts from our district to Herkimer
- Transfer any Herkimer districts to our district
- Merge Herkimer BOCES with other BOCES

The Board has requested Dr. Kilburn make no changes

**ITEM VII. A. 1. MOTION TO APPROVE THE MINUTES OF THE REGULAR MEETING OF DECEMBER 14, 2022**

Motion by: Mrs. Corbin  
Seconded by: Mr. Nelson

Moved, that, the minutes of the Regular Meeting of December 14, 2022 of the Board of Cooperative Educational Services, Sole Supervisory District of Oneida, Herkimer and Madison Counties, are approved.

| Yes                     | No | Excused               | Abstain |
|-------------------------|----|-----------------------|---------|
| Steve Boucher           |    | Michelle Anderson     |         |
| Doreen Corbin           |    | Joseph H. Hobika, Jr. |         |
| Elaine M. Falvo         |    | Russell Stewart       |         |
| Heather Johnson         |    |                       |         |
| Gary P. Nelson          |    |                       |         |
| Anthony J. Nicotera     |    |                       |         |
| Gary W. Porcelli, Ed.D. |    |                       |         |
| John J. Salerno         |    |                       |         |
| Timothy Thomas          |    |                       |         |

**Motion carried 9-0**

**ITEM VII. APPROVAL OF CONSENT AGENDA (B., C., D.)**

**MOTION TO APPROVE THE CONSENT AGENDA**

Motion by: Mrs. Corbin  
Seconded by: Mr. Nelson

**FINANCIAL REPORTS/AWARDING OF CONTRACTS**

Moved, that the Cooperative Board accepts the Report of the Treasurer for November 2022 and the Budget Adjustment Report for November 2022 (Item VII B-1 and B-2); all as shown below:

**ITEM VII. B. 1. MOTION TO ACCEPT REPORT OF TREASURER FOR NOVEMBER 2022**

**Report of the Treasurer for November 2022**

|                  |                 |
|------------------|-----------------|
| Capital          | 7,921.92        |
| General          | 15,996,148.75   |
| School Lunch     | 29,749.80       |
| Special Aid      | 189.74          |
| Trust/Agency     | 74,754.32       |
| Extra-Curricular | 21,701.64       |
| Total            | \$16,130,466.17 |

and the Treasurer's Report for the Extra-Curricular Fund  
for November 2022 showing a fund balance of \$21,701.64.

**ITEM VII. B. 2. MOTION TO ACCEPT THE 2022-2023 BUDGET ADJUSTMENT REPORT  
FOR NOVEMBER 2022**

**Budget Revisions—2022-23  
November 2022 Report**

|                        |              |
|------------------------|--------------|
| 2022-23 Adopted Budget | \$80,551,736 |
| Commitment Changes     | 7,745,298    |
| Net Changes            | 4,971,678    |
| Total                  | \$93,268,712 |

**ITEM VII. C. PERSONNEL REPORT**

**MOTION TO APPROVE CHANGES ON THE TEACHING/CERTIFIED STAFF AND  
NON-INSTRUCTIONAL/CLASSIFIED STAFF**

Moved, that pursuant to the recommendations of the District Superintendent, the Board approves the following changes on the teaching/certified staff and non-instructional/classified staff.

**C. PERSONNEL REPORT**

**a. RESIGNATIONS**

**1. Teaching/Certified Staff**

|    |                   |                   | Hire Date  | Resign Date |
|----|-------------------|-------------------|------------|-------------|
| 1. | JONNA L. DOWLING  | TEACHER OF ESL    | 09/01/2019 | 01/12/2023  |
| 2. | SHAWNA M. JONES   | TEACHER ASSISTANT | 01/30/2020 | 01/03/2023  |
| 3. | MICHELE KOBIELSKI | TEACHER ASSISTANT | 09/01/2019 | 12/31/2022  |

**2. Non-Instructional / Classified Staff**

|    |                   |                     | Hire Date  | Resign Date         |
|----|-------------------|---------------------|------------|---------------------|
| 1. | DANIA M. DRENNEN  | FOOD SERVICE HELPER | 05/13/2022 | 11/29/2022          |
| 2. | PAMELA L. FLEMING | FOOD SERVICE HELPER | 06/10/2021 | 11/15/2022 (verbal) |
| 3. | AMBER M. SHELDRIK | FOOD SERVICE HELPER | 11/01/2021 | 11/15/2022 (verbal) |

**b. APPOINTMENTS**

**1. Teaching/Certified Staff**

**a. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)**

The expiration dates of the 4 year probationary appointments are tentative and conditional only. Except to the extent required by the applicable provisions of Section 3014 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 3014-c and/or 3014-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.

The expiration dates of the 3 year probationary appointments are tentative and conditional only. In order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3014-c and/or 3014-d of the Education Law of either effective or highly effective to the extent required by the applicable provisions of the Education Law, the Rules of the Board of Regents and the Regulations of the Commissioner of Education, 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.

1. Recommend that **AMANDA M. BUSHEY** be appointed as a **SCHOOL SOCIAL WORKER** in INSTRUCTIONAL PROGRAMS & PROF LEARNING, at Whitesboro Central School District and Middle Settlement Academy for a four year probationary appointment in the School Social Worker tenure area, commencing December 19, 2022 and ending December 18, 2026 at an annual salary rate of \$51,809.00, prorated.

**Certification:**

- \* Working toward certification

**Education:**

- \* Graduate of Notre Dame High School
- \* Bachelor of Science in Psychology from SUNY Brockport
- \* Master of Social Work from University of New England

**Work Experience:**

- \* From 2019 through the present as a licensed social worker at Dr. Gregory Cole Psychological Services
- \* From 2020 through the present as a certified Yoga instructor at In Bloom Yoga Studio
- \* From 2021 through 2022 as a licensed master social worker at The Kelberman Center
- \* 2019 as a licensed social worker at Mohawk Valley Healthcare Services
- \* From 2018 through 2019 as a clinical care coordinator at ICAN-Kids Oneida
- \* From 2016 through 2019 as a licensed social worker/behavior management at Kids Oneida-Revere Youth Services

2. Recommend that **MICHELE KOBIELSKI** be appointed as a **TEACHER OF CHILD CARE** in INSTRUCTIONAL PROGRAMS & PROF LEARNING, Career and Technical Education for a four year probationary appointment in the Child Care tenure area, commencing January 01, 2023 and ending December 31, 2027 at an annual salary rate of \$51,777.00, prorated.

**Certification:**

- \* Working toward certification

**Education:**

- \* Graduate of New Hartford High School
- \* Bachelor of Science in Business Administration & Psychology from Nazareth College
- \* Attending Mercy College for Masters in Education

**Work Experience:**

- \* From September, 2019 through the present as a teaching assistant at Oneida-Herkimer-Madison BOCES
- \* From May, 2018 through September, 2019 as a director at St. John's the Evangelist Afternoon Adventures
- \* From September, 2004 through the present as a director / teacher at St. John's the Evangelist Nursery School
- \* From March, 2000 through November, 2003 as an independent contractor at Pampered Chef
- \* From February, 1999 through June, 2000 as a career exploration specialist at Oneida-Herkimer-Madison BOCES
- \* From June, 1994 through February, 1999 as a residence director at Charles T. Sitrin Health Care Center
- \* From May, 1990 through June, 1992 (summer) as a substitute teacher at Oppenheim Ephratah Central School



3. Recommend that **MARCUS W. WHITE** be appointed as a **TEACHER ASSISTANT** in **INSTRUCTIONAL PROGRAMS & PROF LEARNING**, at the Center for a four year probationary appointment in the Teaching Assistant tenure area, commencing December 21, 2022 and ending December 20, 2026 at an annual salary rate of \$16,751.00, prorated.

**Certification:**

- \* Working toward certification

**Education:**

- \* Graduate of Whitesboro High School
- \* Associate of Applied Science in Human Services from Mohawk Valley Community College

**Work Experience:**

- \* From November, 2021 through the present as a substitute teacher assistant at Oneida-Herkimer-Madison BOCES
- \* From June, 2021 through August, 2021 as a kitchen aide at Beaver Camp, Lowville

**2. Non-Instructional/Classified Staff**

**a. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)**

1. Recommend that **MICHAEL A. GRIFFITHS** be appointed to a probationary appointment as an **OFFSET DUPLICATING OPERATOR** in **SUPPORT SERVICES**, Print Shop, commencing January 17, 2023 at an annual salary rate of \$33,523.00, prorated.

**MICHAEL A. GRIFFITHS** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of an **OFFSET DUPLICATING OPERATOR**. **MICHAEL A. GRIFFITHS** will be required to serve a twenty-six week probationary period.

**Education:**

- \* Graduate of Whitesboro High School

**Work Experience:**

- \* From August, 2021 through the present as a driver at FedEx
- \* From May, 2016 through March, 2020 as a duct cleaner, insulation technician and supervisor at Fred F. Collis and Sons
- \* From November, 2010 through May, 2016 as a crewmate at Dunkin Donuts

2. Recommend that **CLAYTON HUBBARD** be appointed to a probationary appointment as a **CLEANER** in **SUPPORT SERVICES**, Operations & Maintenance, commencing December 19, 2022 at an annual salary rate of \$33,648.00, prorated.

**CLAYTON HUBBARD** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **CLEANER**. **CLAYTON HUBBARD** will be required to serve a twenty-six week probationary period.

**Education:**

- \* Graduate of Remsen Central School District
- \* Associate of Applied Science in Herkimer County Community College

**Work Experience:**

- \* From September, 1992 through the present seasonal work in installation and removal at Hamlin's Boat and Hoist
- \* From July, 2005 through December, 2020 as a warehouse worker at Walmart Distribution Center

**b. RECOMMENDATION FOR PART-TIME APPOINTMENT**

1. Recommend that **JESSICA E. HARRIS** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in **SUPPORT SERVICES**, School Lunch Program, commencing December 05, 2022 at an hourly salary rate of \$15.00, as needed.

**JESSICA E. HARRIS** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **FOOD SERVICE HELPER**.

**Education:**

- \* Graduate of Mount Markham High School

**Work Experience:**

- \* From October, 2019 through the present as a peer counselor at Community Action Agency - WIC
- \* From August, 2011 through September, 2012 as a certified nursing assistant at Presbyterian Homes and Services
- \* 2010 as a food service/prep cook at Lutheran Care
- \* From 2008 through 2010 as a waitress/cook at Patty's Pub

2. Recommend that **SHERRI-LYNN JANCZUK** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in **SUPPORT SERVICES**, School Lunch Program commencing December 05, 2022 at an hourly salary rate of \$15.00, as needed.

**SHERRI-LYNN JANCZUK** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **FOOD SERVICE HELPER**.

**Education:**

- \* Graduate of Oneida Senior High School

**Work Experience:**

- \* From April, 2018 through the present as a cashier at McDonalds
- \* September, 2016 as a cashier at JCPenney

3. Recommend that **JULIE D. MASHTARE** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in **SUPPORT SERVICES**, School Lunch Program, commencing November 30, 2022 at an hourly salary rate of \$15.00, as needed.

**JULIE D. MASHTARE** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **FOOD SERVICE HELPER**.

**Education:**

- \* Graduate of Cicero North Syracuse High School

**Work Experience:**

- \* From May, 2016 through the present as a shift supervisor at Burger King, Herkimer
- \* From November, 2013 through May, 2016 as an assistant manager at McDonalds, Herkimer

4. Recommend that **ERIKA A. SATTERLEE** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in **SUPPORT SERVICES**, School Lunch Program, commencing December 01, 2022 at an hourly salary rate of \$15.00, as needed.

**ERIKA A. SATTERLEE** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **FOOD SERVICE HELPER**.

**Education:**

- \* Graduate of Mount Markham Central High School

**Work Experience:**

- \* From 2018 through 2021 as a school van driver at Grubco Bussing, Hesston, PA
- \* From 2016 through 2018 as a school van driver at Yingling Transportation, Hesston, PA

5. Recommend that **CHERYL L. ZAMELIS** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in **SUPPORT SERVICES**, School Lunch Program, commencing November 28, 2022 at an hourly salary rate of \$15.00, as needed.

**CHERYL L. ZAMELIS** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **FOOD SERVICE HELPER**.

**Education:**

- \* Graduate of Cooperstown Central School District
- \* Associate of Applied Science in Food Service Administration from Onondaga Community College

**Work Experience:**

- \* From June, 2017 through the present as owner of Sunflower Cafe
- \* From August, 2013 through June, 2016 as a cook at Cooperstown Central School
- \* From September, 2002 through August, 2013 as a cook manager at Fayetteville-Manlius School District

**c. RECOMMENDATION FOR PERMANENT APPOINTMENTS FROM CIVIL SERVICE LISTING**

The Human Resources Office, and the District Superintendent have reviewed the performance evaluations and record of absences for the below named individual(s). The below named individual(s) have successfully completed their individual twelve week or twenty-six week probationary period(s) and are being recommended to permanent appointment(s).

|    |                   |                              | Perm. Date |
|----|-------------------|------------------------------|------------|
| 1. | SENAID BAJRAMOVIC | COMPUTER TECHNICAL ASSISTANT | 07/12/2022 |
| 2. | NELSON N. OCHOA   | COMPUTER TECHNICAL ASSISTANT | 07/11/2022 |
| 3. | SUSAN L. ROBERTS  | SENIOR ACCOUNT CLERK         | 06/21/2022 |

**c. STIPENDS**

**1. Teaching/Certified Staff**

**a. RECOMMENDATION FOR ADDITIONAL STIPENDS**

|    |   | Date                       | Stipend                      |
|----|---|----------------------------|------------------------------|
| 1. | KIMBERLY E. PETRONELLA TEACHER OF PRACTICAL NURSING | 01/01/2023 -<br>06/30/2023 | \$1,200.00 (mentor) prorated |

**ITEM VII. D. ACTION ITEMS**

**ITEM VII D. 1. APPROVAL OF CREATION OF SENIOR STORE CLERK POSITIONS**

Moved, that the Cooperative Board approves the creation of two Senior Store Clerk positions for the Oneida-Herkimer-Madison BOCES - UPSEU unit and salary range of \$34,950 - \$42,001.

**ITEM VII D. 2. APPROVAL OF ADOPTION OF BOARD POLICY (*First Reading*)**

Moved, that the Cooperative Board adopt Policy 7302, Use of Time Out Rooms (due to all members not present, this item will be presented for the second time at the February 8, 2023 meeting.)

**ITEM VII. D. 3. APPROVAL OF CONTRACT(S)**

| Yes                     | No | Excused               | Abstain |
|-------------------------|----|-----------------------|---------|
| Steve Boucher           |    | Michelle Anderson     |         |
| Doreen Corbin           |    | Joseph H. Hobika, Jr. |         |
| Elaine M. Falvo         |    | Russell Stewart       |         |
| Heather Johnson         |    |                       |         |
| Gary P. Nelson          |    |                       |         |
| Anthony J. Nicotera     |    |                       |         |
| Gary W. Porcelli, Ed.D. |    |                       |         |
| John J. Salerno         |    |                       |         |
| Timothy Thomas          |    |                       |         |

**Motion carried 9-0**

**ITEM VIII. BOARD TOPIC(S)/DISCUSSION ITEM(S)**

- Cooperative Board Updates for Component Boards of Education

Mr. Boucher thanked Dr. Kilburn for attending the Board meeting at Remsen

Mr. Nicotera asked the Board if a template would be beneficial as a synopsis of what took place at our Board meetings for Board members to report back to their home Boards of Education. The Board agreed that this would be beneficial.

**ITEM IX. OLD BUSINESS**

None

**ITEM X. EXECUTIVE SESSION**

Motion by: Mrs. Falvo  
Seconded by: Mrs. Corbin

Moved, that the Board enter Executive Session at 5:35 p.m.

Executive Session Items:

|   |   |
|---|---|
| X | discussing the employment history of a particular person  |
| X | discussing matters that may lead to the appointment of a particular person (or alternatively, a particular corporation)             |
|   | discussing collective negotiations pertaining to the _____ Union, pursuant to Article 14 of the Civil Service Law                   |
|   | discussing the (purchase) (sale) (lease) of a particular parcel of land, disclosure of which could affect the value of the property |
|   | discussing the (administration) (preparation) (grading) of the _____ exam   |
|   | discussing proposed litigation  |
|   | discussing matters which could imperil public safety if disclosed   |

The Board returned to General Session at 6:36 p.m.

**ITEM XI. ACTION ITEM(S) FOR APPROVAL (CONTINUATION OF VII)**

**ITEM XI. ACTION ITEM(S) FOR APPROVAL (CONTINUATION OF VII.)**

**ITEM VII. D. 3. a. APPROVAL OF EMPLOYMENT OF ERIC SARNER**

Motion by: Mrs. Johnson  
Seconded by: Mrs. Falvo

Moved, that the Cooperative Board approve the recommendation that **ERIC J. SARNER** be appointed to a probationary appointment as an **INFORMATION TECHNOLOGY PROJECT MANAGER** in SUPPORT SERVICES, BOCES Networking, commencing February 6, 2023 at an annual salary rate of \$113,500.00, prorated.

| Yes   | No | Excused   | Abstain |
|---|----|---|---------|
| Steve Boucher<br>Doreen Corbin<br>Elaine M. Falvo<br>Heather Johnson<br>Gary P. Nelson<br>Anthony J. Nicotera<br>Gary W. Porcelli, Ed.D.<br>John J. Salerno<br>Timothy Thomas |    | Michelle Anderson<br>Joseph H. Hobika, Jr.<br>Russell Stewart |         |

Motion carried 9-0

**ITEM VII. D. 3. b. APPROVAL OF ACCRUED SICK LEAVE AS OF DATE OF PREVIOUS SEPARATION FROM ONEIDA-HERKIMER-MADISON BOCES**

Motion by: Mrs. Johnson  
Seconded by: Mrs. Corbin

Moved, that the Cooperative Board approve the recommendation that **ERIC J. SARNER** be granted the accrued sick leave as of his date of previous separation from Oneida-Herkimer-Madison BOCES.

| Yes   | No | Excused   | Abstain |
|---|----|---|---------|
| Steve Boucher<br>Doreen Corbin<br>Elaine M. Falvo<br>Heather Johnson<br>Gary P. Nelson<br>Anthony J. Nicotera<br>Gary W. Porcelli, Ed.D.<br>John J. Salerno<br>Timothy Thomas |    | Michelle Anderson<br>Joseph H. Hobika, Jr.<br>Russell Stewart |         |

Motion carried 9-0

**ITEM VII. D. 3. c. APPROVAL OF AMENDMENT TO EMPLOYMENT AGREEMENT FOR PATRICIA N. KILBURN, ED.D., DISTRICT SUPERINTENDENT**

Motion by: Mr. Thomas  
Seconded by: Mr. Boucher

Moved that the Cooperative Board approve an amended employment agreement for Patricia N. Kilburn, Ed.D., District Superintendent extended to June 30, 2026 with an increase of base salary of \$169,740 + \$10,000 effective July 1, 2022 plus a 3.25% increase retroactive to 7/1/2022 and a 3.25% increase effective 7/1/2023.


| Yes   | No | Excused | Abstain   |
|---|----|---------|---|
| Steve Boucher<br>Doreen Corbin<br>Elaine M. Falvo<br>Heather Johnson<br>Gary P. Nelson<br>Anthony J. Nicotera<br>Gary W. Porcelli, Ed.D.<br>John J. Salerno<br>Timothy Thomas |    |         | Michelle Anderson<br>Joseph H. Hobika, Jr.<br>Russell Stewart |

Motion carried 9-0

**MOTION TO ADJOURN**

Motion by: Mrs. Corbin  
Seconded by: Mr. Salerno

Without further objection, there being no further business to come before the meeting, the meeting adjourned at 6:39 p.m.

  
Deborah Kimball  
Clerk of the Board  
January 11, 2023