

APPROVED

Item VII. A. 1
Motion by: Michael H. Head
Seconded by: Elaine M. Falvo
Motion carried 9-0



Oneida-Herkimer-Madison BOCES

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

VII A. 1.
Approval of Minutes of the
Regular Meeting of September 10,
2025
October 8, 2025

Cooperative Board 2025-2026

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UNAPPROVED
MINUTES OF THE REGULAR
MEETING OF SEPTEMBER 10, 2025

The Regular meeting of the Board of Cooperative Educational Services was held on Wednesday, September 10, 2025 at 4:30 p.m. in the Howard D. Mettelman Learning Center, 4747 Middle Settlement Road, New Hartford, New York.

MEMBERS PRESENT

Steve Boucher
Elaine M. Falvo
Michael H. Head
Kristin Hubley
Heather Johnson
Anthony J. Nicotera
Ryan P. Rogers

Jeffrey M. Reppel

MEMBERS EXCUSED

Michelle Anderson
Joseph H. Hobika, Jr.
Gary P. Nelson
Stephen Stanton
Timothy Thomas

Juan Camacho

OTHERS PRESENT

Patricia N. Kilburn, Ed.D. District Superintendent
Christopher Hill Assistant Superintendent
Scott Morris Assistant Superintendent
Lori A. Wrobel Clerk of the Board

Date

Introduction

Members Present

Members Excused

Others Present

Michelle Anderson, *President*, Gary P. Nelson, *Vice President*,
Steve Boucher, Elaine M. Falvo, Michael H. Head, Joseph H. Hobika, Jr., Kristin Hubley,
Heather Johnson, Anthony J. Nicotera, Ryan P. Rogers, Stephen Stanton, 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.

ITEM I. CALL THE REGULAR MEETING TO ORDER

A quorum was noted and Elaine M. Falvo called the Regular Meeting to order at 4:30 p.m.

ITEM II. PLEDGE OF ALLEGIANCE

Elaine M. Falvo led the Board with the Pledge of Allegiance.

ITEM III. RECOGNITION OF VISITORS

Elaine M. Falvo introduced Student Board Member Jeffrey M. Reppel. Mr. Reppel introduced himself to the Cooperative Board noting that he is a student at the Whitesboro Senior High School and he attends the Welding Program here at OHM BOCES, Career and Technical Education.

Elaine M. Falvo noted that Juan Camacho was also appointed as a Student Board Member. Mr. Camacho had noted that he may be late to this meeting.

ITEM IV. RECOGNITION

Christina Warner, Principal, P-TECH/School to Career
Shannon Vescera, Business & Education Program Specialist
Emily Gubbins, Westmoreland
Joshua Saxton, Junior/Senior High School Principal, Westmoreland Central School District
Jillian Morris and Family, Westmoreland High School
Edward Waskiewicz, Principal, Clinton High School
Gavin VanSlyke and Family, Clinton High School

Gavin VanSlyke from Clinton High School was introduced and recognized.

Gavin VanSlyke will be presented with an Award for his positive accomplishments and outstanding achievements in the Regional Program for Excellence.

Jillian Morris from Westmoreland High School was introduced and recognized.

Jillian Morris will be presented with an Award for her positive accomplishments and outstanding achievements in the Regional Program for Excellence.

ITEM V. COMMUNICATIONS

Steve Boucher mentioned that he was at a meeting in Oneida County earlier and noted that OHM BOCES works hand in hand with the Mohawk Valley Community College as well as schools in Oneida County. Mr. Boucher wondered if there would be any discussions about the dairy industry since there is a need to support the new Chobani plant that will be constructed.

Elaine M. Falvo noted that all Cooperative Board members have received an OHM BOCES Program Guide for 2025-2026 and encouraged all members to review.

Elaine M. Falvo reminded all Cooperative Board members that Assistant Superintendent of Support Services Scott Morris will host a meeting on September 25, 2025 concerning the budget and the budget process. It was noted that this is an excellent educational opportunity for all.

District Superintendent Patricia N. Kilburn, Ed.D. noted that all Cooperative Members are receiving a packet from the New York State School Boards Association with the 2025 proposed Bylaw Amendments & Resolutions. Michelle Anderson has been named and registered as the Voting Delegate for Oneida-Herkimer-Madison BOCES.

ITEM VI. REPORTS

District Superintendent Patricia N. Kilburn, Ed.D. noted that Opening Day for 2025-2026 consisted of four (4) sessions and included approximately seven hundred and thirty-five (735) employees. During the sessions, the mission, vision, and core values were presented. New staff was also introduced at each session.

Assistant Superintendent of Instructions Programs & Professional Learning Christopher Hill noted that building Principals referred to the first days of the 2025-2026 school year as very smooth. The Bell-to-Bell cell phone ban is in place and there have been no issues brought forward. Assistant Superintendent Christopher Hill noted that in past years when walking through the halls prior to class beginning, you would see students waiting for class and scrolling on their cell phone. Mr. Hill noted that you now see students with no cell phones, and talking to one another.

Student Member Jeffrey Reppel stated that in his Welding Class there have been no issues and that students in his class are not interested in their cell phones, they are there to learn.

Assistant Superintendent of Support Services Scott Morris updated the Cooperative Board concerning the construction project and noted that the site work was completed the Sunday prior to Labor Day. The project included paving, concrete speed bumps, striped parking spots, numbered spots for students, new concrete for the walkways. Mr. Morris continued that the next project, separating the learning space from the instructional space should be done in December 2025.

ITEM VII. A. 1. MOTION TO APPROVE THE MINUTES OF THE PUBLIC HEARING/REGULAR MEETING OF AUGUST 13, 2025

Motion by: Michael H. Head
Seconded by: Steve Boucher

Moved, that the minutes of the Public Hearing/Regular Meeting of August 13, 2025 of the Board of Cooperative Educational Services, Sole Supervisory District of Oneida, Herkimer and Madison Counties, are approved.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

MOTION TO APPROVE CORRECTIONS TO THE MINUTES OF THE REORGANIZATIONAL/REGULAR MEETING OF JULY 9, 2025

Motion by: Ryan P. Rogers
Seconded by: Michael H. Head

The minutes of the July 9, 2025 Cooperative Board Meeting reflect the incorrect date of June 11, 2025 on the header for Action Items IX. D. 2 through IX. D. 9 as well as the header for the motion to adjourn. This was a printing error and does not reflect changes to any Board action taken at the July 9, 2025 meeting. Action Item IX. D. 8 incorrectly notes OHM BOCES Student Member Juan Camacho as an Alternate Student Member to the Cooperative Board.

Moved, that the minutes of the Reorganizational/Regular Meeting of July 9, 2025 of the Board of Cooperative Educational Services, Sole Supervisory District of Oneida, Herkimer and Madison Counties, be corrected as follows:

To correct the date on the header for Action Items IX. D. 2 through IX. D. 9 as well as the adjournment to reflect the correct meeting date of July 9, 2025;

To correct both Jeffrey Reppel of the Whitesboro Central School District and Juan Camacho of the Utica City School District to serve as Ex-Officio Student Members of the Oneida-Herkimer-Madison BOCES Cooperative Board for the 2025-2026 School Year.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

ITEM VIII. EXECUTIVE SESSION

Motion by: Michael H., Head
Seconded by: Kristin Hubley

Moved, that the Cooperative Board enter into Executive Session at 5:05 p.m.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

Executive Session Items:

x	discussing the employment history of particular persons
	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 NYSAA exam
x	discussing proposed litigation
	discussing matters which could imperil public safety if disclosed

Motion by: Steve Boucher
 Seconded by: Kristin Hubley

Moved, that the Cooperative Board exit the Executive Session and return to the General Session at 5:18 p.m.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

ITEM IX. D.4. MOTION TO APPROVE THE APPOINTMENT OF TEACHER ASSISTANT

Motion by: Anthony J. Nicotera
 Seconded by: Michael H. Head

Moved, that the Cooperative Board approve a recommendation to appoint Kevin R. Ehlert as a Teacher Assistant effective September 01, 2025.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

ITEM IX. D. 5 MOTION TO APPROVE THE APPOINTMENT OF COORDINATOR OF SPECIAL EDUCATION

Motion by: Kristin Hubley
Seconded by: Michael H. Head

Moved, that the Cooperative Board approve a recommendation to appoint Danielle M. Mullen as a Coordinator of Special Education effective November 10, 2025.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

ITEM IX. D. 6 MOTION TO APPROVE THE EXTENSION OF THE AGREEMENT BETWEEN ONEIDA-HERKIMER-MADISON BOCES AND THE PAIGE GROUP

Motion by: Ryan P. Rogers
Seconded by: Kristin Hubley

Moved, that the Cooperative Board approve the extension of the agreement between the Oneida-Herkimer-Madison BOCES and the Paige Group for data analysis and educational services through March 31, 2026, not to exceed \$38,455.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

ITEM IX. MOTION TO APPROVE THE CONSENT AGENDA (B., C., D.)

Motion by: Steve Boucher
Seconded by: Michael H. Head

Moved, that the Cooperative Board accepts the Treasurer's Report for June 2025 (Item IX. B. 1), the Budget Adjustment Report for July 2025 (Item IX. B. 2), Contracts (IX.B. 3, IX.B.4, IX.B.5, IX.B.6, IX.B.7, IX.B.8), the Personnel Report (Item IX. C) and all contracts listed below (Items IX. D. 1 – IX.D.3).

FINANCIAL REPORT

Moved, that the Cooperative Board accepts the Report of the Treasurer for July 2025 Item IX B.1 as shown below:

ITEM IX. B. 1. MOTION TO ACCEPT REPORT OF TREASURER FOR JULY 2025

Report of the Treasurer for July 2025

Capital	\$ 8,404.36
General	\$14,759,266.37
School Lunch	\$ 2,164,375.33
Special Aid	\$ 2,219.00
Scholarships	\$ 65,094.96
Extra-Curricular	\$ 20,624.35
Total	\$17,019,984.37

ITEM IX. B. 2. MOTION TO ACCEPT THE 2025-2026 BUDGET ADJUSTMENT REPORT FOR JULY 2025

**Budget Revisions—2025-26
July 2025 Report**

2024-25 Adopted Budget	\$102,308,508
Commitment Changes	\$ 12,690,277
Net Changes	-
Total	\$114,998,785

ITEM IX. B. 3. MOTION TO APPROVE ONEIDA BOCES CONTRACTEE (BUYER) WITH OTHER BOCES 2024-2025 CONTRACTS/FINAL:

Oneida BOCES Contractee (Buyer) with other BOCES

Madison-Oneida BOCES	\$22,004,686.33	Final contract for all BOCES services for 2024-2025
Monroe 2 BOCES	\$ 957,631.00	
Erie 2 BOCES	\$ 158,573.98	
Cayuga-Onondaga BOCES	\$ 112,527.34	
Putnam/N.Westchester BOCES	\$ 53,026.88	
Jefferson-Lewis BOCES	\$ 45,181.72	
DCMO BOCES	\$ 34,252.46	
Clinton-Essex-War-Wash BOCES	\$ 28,211.67	
Erie 1 BOCES	\$ 22,258.84	
WSWHE BOCES	\$ 1,475.00	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison and Madison-Oneida BOCES, Monroe 2 BOCES, Erie 2 BOCES, Cayuga-Onondaga BOCES, Putnam Northern Westchester BOCES, Jefferson-Lewis BOCES, Delaware-Chenango-Madison-Oneida BOCES, Clinton-Essex-Warren-Washington BOCES, Erie 1 BOCES and Washington-Saratoga-Warren-Hamilton-Essex BOCES for the 2024-2025 school year.

ITEM IX. B. 4. MOTION TO APPROVE ONEIDA BOCES CONTRACTEE (BUYER) WITH OTHER BOCES 2025-2026 CONTRACTS

Oneida BOCES Contractee (Buyer) with other BOCES

Clinton-Essex-War-Wash BOCES	\$ 23,639.00	Initial contract for all BOCES services for 2025-2026 BOCES
Questar III BOCES	\$ 172,302.48	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Clinton-Essex-Warren-Washington BOCES and Questar III BOCES for the 2025-2026 school year.

ITEM IX. B. 5. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH OTHER BOCES 2024-2025 CONTRACTS/FINAL

Oneida BOCES Contractor (Seller) With Other BOCES

Broome-Tioga BOCES	\$ 11,347.10	Final contract for all BOCES services for 2024-2025
Cayuga-Onondaga BOCES	\$ 227,022.13	
DCMO BOCES	\$ 9,255.62	
Dutchess BOCES	\$ 12,870.10	
Franklin-Essex-Hamilton BOCES	\$ 163.40	
Hamilton-Ful-Mont BOCES	\$ 26,722.96	
Herkimer-Fult-Ham-Ots BOCES	\$ 3,503,465.38	
Jefferson-Lewis BOCES	\$ 592,928.63	
Monroe 2 BOCES	\$ 250.00	
Nassau BOCES	\$ 510,122.00	
Onondaga-Cort-Madison BOCES	\$ 3,593.38	
Orange-Ulster BOCES	\$ 60,857.76	
Orleans-Niagara BOCES	\$ 228.20	
Oswego (CITI) BOCES	\$ 11,309.00	
Questar III	\$ 1,563.00	
St. Lawrence BOCES	\$ 5,764.00	
Sullivan BOCES	\$ 344.10	
Ulster BOCES	\$ 16,249.20	
WSWHE BOCES	\$ 30,133.22	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Broome-Tioga BOCES, Cayuga-Onondaga BOCES, Delaware-Chenango-Madison-Otsego BOCES, Dutchess BOCES, Franklin-Essex-Hamilton BOCES, Hamilton-Fulton-Montgomery BOCES, Herkimer-Fulton-Hamilton-Otsego BOCES, Jefferson-Lewis BOCES, Monroe 2 BOCES, Nassau BOCES, Onondaga-Cortland-Madison BOCES, Orange-Ulster BOCES, Orleans-Niagara BOCES, Oswego (CITI) BOCES, Questar III BOCES, St. Lawrence BOCES, Ulster BOCES and Washington-Saratoga-Warren-Hamilton-Essex BOCES for the 2024-2025 school year.

ITEM IX. B. 6. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH SCHOOLS 2024-2025 CONTRACTS/FINAL

Oneida BOCES Contractor (Seller) with Schools

Brookfield CSD	\$ 1,727,125.13	Final contract for all BOCES services for 2024-25.
Clinton CSD	\$ 4,951,869.67	
Holland Patent CSD	\$ 8,432,595.93	
New Hartford CSD	\$10,117,372.39	
New York Mills UFSD	\$ 4,454,107.55	
Remsen CSD	\$ 2,225,419.63	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Brookfield Central School District, Clinton Central School District, Holland Patent Central School District, New Hartford Central School District, New York Mills Union Free School District, and Remsen Central School District for the 2024-2025 school year.

ITEM IX. B. 7. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH SCHOOLS 2025-2026 CONTRACTS

Oneida BOCES Contractor (Seller) with Schools

Clinton CSD	\$ 4,733,795.21	Initial contract for all BOCES services for 2025-26 including administration, career & technical education, handicapped services, alternative education.
Holland Patent CSD	\$ 8,958,018.34	
New Hartford CSD	\$ 9,861,980.84	
Oriskany CSD	\$ 3,645,203.67	
Waterville CSD	\$ 4,764,127.98	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Clinton Central School District, Holland Patent Central School District, New Hartford Central School District, Oriskany Central School District and Waterville Central School District for the 2025-2026 school year.

ITEM IX. B. 8. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH OTHER BOCES 2025-2026 CONTRACTS

Oneida BOCES Contractor (Seller) with Other BOCES

Madison-Oneida BOCES	\$ 1,546,559.92	Initial contract for all BOCES services for 2025-26 including coop. music, sub call, science kits, model schools, NP, sch. Physician med.dir., distance learning, ed. Comm., LOTE, AV repair, micro comp repair, interconnect, EA, record retention, telecommunications.
WSWHE BOCES	\$ 32,545.33	
Otsego-Northern Catskill BOCES	\$ 7,395.00	
Sullivan BOCES	\$ 136.50	
Greater Southern Tier BOCES	\$ 0.00	
Orange-Ulster BOCES	\$ 0.00	
Wayne-Finger Lakes BOCES	\$ 0.00	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Madison-Oneida BOCES, Washington-Saratoga-Warren-Hamilton-Essex BOCES, Otsego-Northern Catskill BOCES, Sullivan BOCES, Greater Southern Tier BOCES, Orange-Ulster BOCES and Wayne-Finger Lakes BOCES for the 2025-2026 school year.

ITEM IX. 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.

A. PERSONNEL REPORT

a. RESIGNATIONS

1. Teaching/Certified Staff

			Hire Date	Resign Date
1.	MICHAEL J. AMENDOLARE	TEACHER ASSISTANT	09/01/2025	09/01/2025
2.	BAILEY A. BACH	TEACHER OF SPECIAL EDUCATION	08/31/2022	08/31/2025
3.	BRIANNA L. BROCCOLI	TEACHING ASSISTANT	08/29/2024	08/20/2025
4.	JOHN G. CASTELLO	SUMMER SCHOOL TEACHER ASSISTANT	07/07/2025	08/04/2025
5.	COLIN J. DOUGLASS	COMPUTER NETWORK SECURITY INSTRUCTOR	01/30/2012	08/31/2025
6.	BRENNA P. MACRINA	GUIDANCE COUNSELOR	11/28/2022	09/19/2025
7.	ALYSSA G. MOONEY	SUMMER SCHOOL TEACHING ASSISTANT	07/09/2025	08/06/2025
8.	MEGAN ROBERTS	TEACHER OF SPECIAL EDUCATION	10/22/2020	08/31/2025
9.	RICHARD E. SNYDER	SUMMER SCHOOL SPECIAL ED TEACHER ASSISTANT	02/24/2025	08/15/2025
10.	HOLLY A. SROKA	TEACHER OF LITERACY	11/01/2024	08/30/2025
11.	SAVANNAH L. TRUNZO	TEACHER SPEECH/HEARING	09/01/2025	09/01/2025
12.	MADISON J. USYK	GUIDANCE COUNSELOR	08/29/2024	09/08/2025
13.	MAURICE A. WILLIAMS	TEACHER OF MUSIC	09/23/2024	08/29/2025

2. Non-Instructional / Classified Staff

			Hire Date	Resign Date
1.	ANDREW T. COOK	FOOD SERVICE HELPER	08/30/2021	06/30/2025
2.	BONNIE HAZARD	FOOD SERVICE HELPER	05/06/2021	07/15/2025
3.	SHELLY A. HEIL	FOOD SERVICE HELPER	02/05/2025	08/31/2025
4.	ELIZABETH R. O'NEIL	GRAPHIC DESIGN SPECIALIST	09/03/2024	09/05/2025
5.	ARIANA C. PRATT	CAREER EXPLORATION SPECIALIST	08/26/2024	08/31/2025
6.	SANDRA R. SHAW	OFFICE SPECIALIST I	11/15/2023	09/09/2025

b. UNPAID LEAVE(S) OF ABSENCE

1. Teaching/Certified Staff

			Start Date	End Date	Reason
1.	BIANCA M. CARDILLO	TEACHER ASSISTANT	09/01/2025	06/26/2026	work as long term substitute teacher
2.	JULIANA E. DEE	TEACHER ASSISTANT	09/01/2025	12/14/2025	Education

c. 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 **MCKENNA N. ALLEN** be appointed as a **TEACHER ASSISTANT** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln Ave for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$19,284.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Poland Central School
- * Associates Degree in Criminal Justice from MVCC

Work Experience:

- * From August, 2022 through February, 2024 as a team member at Arby's
- * From June, 2023 through August, 2023 as a member at Tractor Supply Distribution Center
- * From February, 2024 through August, 2025 as a direct support professional at Upstate Cerebral Palsy

2. Recommend that **EILEEN M. BATES** be appointed as a **COORDINATOR OF SPECIAL PROGRAMS & PROJECTS** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, for a four year probationary appointment in the Coordinator of Special Programs & Project tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$100,000.00, prorated.

Certification:

- * Permanent certificate in PRE K-6

Education:

- * Graduate of Camden High School
- * Bachelors Degree in Business Administration from SUNY Poly
- * Bachelors Degree in Childhood Education from SUNY Oneonta
- * MS in Childhood Education/Special Education from Touro College

Work Experience:

- * From 2022 through present as an instructional coach at Holland Patent Central School District
- * From 2003 through 2022 as a teacher, gifted and talent, RTI reading and math at Holland Patent Central School District

3. Recommend that **TIFFANI J. CROSBY** be appointed as a **TEACHER ASSISTANT** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln Ave for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$19,964.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Remsen Junior/Senior High School

Work Experience:

- * From November, 2024 through February, 2025 as a CDPAP at Maxim
- * From August, 2024 through October, 2024 as a sales representative at Spirit Halloween
- * From September, 2016 through 2019 as a Teacher's Assistant at the Utica City School District

4. Recommend that **VALERIE T. GATHERS** be appointed as a **TEACHER ASSISTANT** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln Ave for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$20,686.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Westmorland High School

Work Experience:

- * From December, 2023 through present as an orthopedic nurse at Rome Health - Orthopedics
- * From November, 2016 through June, 2023 as a primary care/pediatric head nurse at Shenandoah Community Health
- * From July, 2011 through September, 2016 as a staff nurse at Lutheran Care

5. Recommend that **WAYNE F. HARTMAN** be appointed as a **TEACHER OF SPECIAL EDUCATION** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln Ave for a four year probationary appointment in the TEACHER OF SPECIAL EDUCATION tenure area, commencing September 11, 2025 and ending September 10, 2029 at an annual salary rate of \$55,745.00.

Certification:

- * Provisional certificate in ATTENDANCE TEACHER
- * Professional Certificate in SWD 1 -6

Education:

- * Graduate of West Canada
- * AAS in Human Services from Herkimer County Community College
- * BS in History from Empire State College
- * MS in Special Education from Grand Canyon University

Work Experience:

- * From August, 2024 through July, 2025 as a special education teacher at Utica Academy of Science
- * From September, 2023 through April, 2024 as a long term substitute teacher for special education at For Plain Central School District
- * From September, 2022 through December, 2022 as a long term substitute teacher for special education at Dolgeville Central School District
- * From September, 2021 through June, 2022 as a long term substitute teacher for special education at Little Falls Central School District
- * From September, 2020 through August, 2021 as a teacher at Central Valley
- * From March, 2016 through June, 2021 as a special education teacher at Herkimer BOCES Pathways
- * From December, 2015 through March, 2016 as a substitute teacher at West Canada Central School District
- * From February, 2012 through March, 2014 as a teaching assistant at United Cerebral Palsy
- * From September, 2007 through January, 2012 as a substitute teacher at Herkimer BOCES

6. Recommend that **QUINN R. LAWLESS** be appointed as a **TEACHER ASSISTANT** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln Ave for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$19,620.00.

Certification:

- * Working toward certification

Education:

- * Graduate of New Hartford Senior High School

Work Experience:

- * From 2023 through present as a deli associate at Hannaford's

7. Recommend that **ARIANA C. PRATT** be appointed as a **SCHOOL SOCIAL WORKER** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges Related Services at Oriskany Central School District for a four year probationary appointment in the School Social Worker tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$52,823.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Rome Free Academy
- * Bachelor of Science in Psychology/Human Services from Cazenovia College
- * Masters Degree in Social Work from Utica University

Work Experience:

- * From 2022 through present as a Career Exploration Specialist at Oneida-Herkimer-Madison BOCES
- * From November, 2021 through the present as a head teacher at Learn as You Grow Childcare Centers
- * From August, 2019 through fall, 2022 as a peer mentor at Cazenovia College

8. Recommend that **MEGAN ROBERTS** be appointed as a **TEACHER OF CHILD CARE** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Career & Technical Education for a three year probationary appointment in the CHILD CARE tenure area, commencing September 01, 2025 and ending August 31, 2028 at an annual salary rate of \$79,179.00.

Certification:

- * Professional certificate in SWD B-2
- * Professional certificate in Early Childhood ED B-2
- * Professional certificate in Early Childhood Development and Learning 7-12

Education:

- * Graduate of Whitesboro High School
- * Bachelors Degree in Communication Science and Disorders from Nazareth College
- * M.S. Ed. in Early Childhood Education from Syracuse University

Work Experience:

- * From September, 2016 through present as a special education teacher at Oneida-Herkimer-Madison BOCES
- * From September, 2009 through September, 2016 as a special education teacher at UCP
- * From August, 2007 through August, 2008 as a speech therapist at Manassas City Public School
- * From September, 2006 through June, 2007 as a 1:1 aide at UCP

9. Recommend that **MELISSA SARNER** be appointed as a **TEACHER OF SPECIAL EDUCATION** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges for a four year probationary appointment in the General Special Education Program tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$60,725.00.

Certification:

- * Teaching Asst Level III certificate in TEACHING ASSISTANT
- * Initial Childhood Education (1-6)

Education:

- * Graduate of Whitesboro High School
- * Associates Degree in General Studies from Mohawk Valley Community College
- * Bachelors Degree in Childhood Education from SUNY Oneonta
- * Master's Degree in Childhood Education/Teaching Students with Disabilities from TOURO University

Work Experience:

- * From 2019 through 2020 as a teaching assistant for Oneida-Herkimer-Madison BOCES
- * From 2014 through 2019 as a behavior specialist for Upstate Cerebral Palsy
- * From 2008 through 2014 as a student manager for Oneida-Herkimer-Madison BOCES

10. Recommend that **MATTHEW F. TOBIN** be appointed as a **TEACHER ASSISTANT** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2025 and ending August 31, 2029 at an annual salary rate of \$20,686.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Whitesboro Central School District
- * Attending Mohawk Valley Community College

Work Experience:

- * From July, 2025 through August, 2025 as a teaching assistant at Oneida-Herkimer-Madison BOCES
- * From November, 2024 through February, 2025 as a JV head coach for Whitesboro Basketball
- * From February, 2025 through June, 2025 as a varsity AAU head coach for Mohawk Valley Elite Basketball

b. RECOMMENDATION FOR PART-TIME APPOINTMENT(S)

1. Recommend that **SUZANNE J. O'BRIEN** be appointed as a **GUIDANCE COUNSELOR** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Alternative Education at Middle Settlement Academy at Lincoln for a part-time appointment commencing September 01, 2025 at an annual salary rate of \$42,267.00.

Certification:

- * Permanent certificate in SCHOOL COUNSELOR

Education:

- * Graduate of Richfield Springs Central School District
- * Bachelor's Degree in Sociology from SUNY Oneonta
- * Master of Science in School Counseling from SUNY Oneonta

Work Experience:

- * From March, 2019 through November, 2024 as a guidance counselor at Oneida-Herkimer-Madison BOCES
- * From February, 2025 through March, 2019 as a guidance counselor at Herkimer Central School District

2. Correction from August 13, 2025 Personnel Report:
Recommend that **JENNIFER E. PEPPER** be appointed as a **TEACHER OF ART** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Academic Itinerants, Myles Elementary School for a part-time appointment commencing September 01, 2025 at an annual salary rate of \$53,257.60.

Certification:

- * Transitional G certificate in VISUAL ARTS

Education:

- * Graduate of Acton District High School
- * Associates Degree in Visual Art and Art History from Munson Williams Proctor Institute
- * BFA in Visual Art and Art History from the Maynard Institute College of Art and Design
- * MFA in Visual Art and Art History from the University of Connecticut at Storrs

Work Experience:

- * From 2024 through 2025 as a visual arts teacher at Myles Elementary for Oneida-Herkimer-Madison BOCES
- * From 2023 through 2024 as a visiting artist, teacher, gallery director at Pratt Munson
- * From 2003 through 2023 as a professor of Art, Design and History at Cazenovia College
- * From 1999 through 2003 as an assistant professor of Art at Alfred University

c. RECOMMENDATION FOR A LONG-TERM SUBSTITUTE APPOINTMENT

1. Recommend that **BIANCA M. CARDILLO** be appointed as a **TEACHER OF SPECIAL EDUCATION** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges, for a long-term substitute appointment commencing September 01, 2025 and ending June 26, 2026 at an annual salary rate of \$45,387.00.

Certification:

- * Teaching Asst Level I certificate in TEACHING ASSISTANT

Education:

- * Graduate of Sauquoit Valley High School
- * Currently attending Grand Canyon University for Early Childhood Education

Work Experience:

- * From 2024 through 2025 as a teaching assistant at Oneida-Herkimer-Madison BOCES Bridges Special Education
- * From July, 2022 through August, 2022 as a substitute teaching assistant at Oneida-Herkimer-Madison BOCES Bridges Special Education
- * From November, 2021 through June, 2022 as a substitute teaching assistant at Sauquoit Valley Central School District
- * From 2020 through 2021 as an intern through Oneida-Herkimer-Madison BOCES New Visions

2. Recommend that **CAITLIN M. CARLO** be appointed as a **TEACHER OF ART** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, OHM BOCES Bridges at Brookfield Central School District for a long-term substitute appointment commencing September 1, 2025 and ending June 30, 2026 at an annual salary rate of \$49,159.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Oriskany Jr./Sr. High School
- * Associates Degree in Liberal Arts & Science from Mohawk Valley Community College
- * Bachelor's Degree in Studio Art from SUNY Plattsburgh
- * Master of Education in Secondary Education from Grand Canyon University

Work Experience:

- * From October 2023 through June 2024 as a teacher of art at Oneida-Herkimer-Madison BOCES
- * From October, 2021 through 2023 as a teaching assistant at Rome City School District
- * From September, 2018 through June, 2020 as a substitute teaching assistant at Oriskany Central School District

3. Recommend that **REBECCA L. DENICOLA** be appointed as a **TEACHER OF PRACTICAL NURSING** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Career & Technical Education, for a long-term substitute appointment commencing September 01, 2025 and ending June 30, 2026 at an annual salary rate of \$61,372.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Proctor Senior High School
- * AAS in Nursing from St. Elizabeth College of Nursing
- * Bachelor's in Nursing from Western Governor University

Work Experience:

- * From August, 2024 through present as an LPN nursing instructor at Madison Oneida BOCES
- * From November, 2022 through present as a charge RN at Innovative Renal Care
- * From February, 2024 through November, 2024 as an RN at Fresenius AKI Unit at St. Joseph's Health
- * From August, 2020 through August, 2023 as a nursing supervisor at MVHS
- * From January, 2021 through July, 2021 as a nursing weekend supervisor at Charles T. Sitrin
- * From September, 2019 through December, 2021 as an RN at St. Elizabeth's Women's Health

4. Recommend that **HOLLIE A. FEDOR** be appointed as a **TEACHER OF MATH** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Middle Settlement Academy at Lincoln Ave for a long-term substitute appointment commencing September 01, 2025 and ending June 30, 2026 at an annual salary rate of \$46,159.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Ilion Junior/Senior High School
- * Bachelors Degree in Cybersecurity from Utica University

Work Experience:

- * From May, 2023 through August, 2023 as an incident response intern at Anjolen, Inc.
- * From November, 2018 through September, 2020 as a city carrier assistant at the United States Postal Service
- * From August, 2017 through October, 2018 as a customer satisfaction representative at Alliance Data
- * From October, 2016 through August, 2017 as a mentor/sales representative at S&P Data

5. Recommend that **MEGAN E. KOVACS** be appointed as a **TEACHER OF SPECIAL EDUCATION** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges, for a long-term substitute appointment commencing September 01, 2025 and ending June 30, 2026 at an annual salary rate of \$45,887.00.

Certification:

- * Initial certificate in CHILDHOOD ED (1-6)

Education:

- * Graduate of New Hartford Senior High School
- * Associates Degree in Childhood Education from Mohawk Valley Community College
- * Bachelors Degree in Childhood Education from SUNY Oneonta

Work Experience:

- * From November, 2021 through present as a teaching assistant at Oneida-Herkimer-Madison BOCES
- * From January, 2025 through June, 2025 as substitute teacher at New Hartford Central School District
- * From March, 2025 through June, 2025 as a substitute teacher at Clinton Central School District
- * From January, 2024 through August, 2024 as a respite care worker at The ARC, Oneida-Lewis Chapter
- * From March, 2018 through September, 2021 as a server at the Ice Cream Factory

6. Recommend that **JONATHAN D. SIMMONS** be appointed as a **TEACHER OF EMERGING TECHNOLOGY & CYBERSECURITY** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Career & Technical Education, for a long-term substitute appointment commencing September 01, 2025 and ending June 30, 2026 at an annual salary rate of \$46,749.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Broadalbin-Perth High School
- * BA in Cybersecurity from Utica University

Work Experience:

- * From October, 2024 through June, 2025 as an operations center analyst at NYEC
- * From September, 2024 through May, 2025 as a professional tutor at Utica University
- * From August, 2023 through May, 2025 as a cybersecurity analyst at Flowers Foods
- * From May, 2023 through August, 2023 as a cybersecurity analyst at Si Group
- * From August, 2020 through July, 2021 as an infrastructure intern at Utica University

7. Recommend that **NORA M. VICK** be appointed as a **TEACHER OF SPECIAL EDUCATION** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges for a long-term substitute appointment commencing September 01, 2025 and ending June 26, 2026 at an annual salary rate of \$45,387.00.

Certification:

- * Working toward certification

Education:

- * Graduate of Whitesboro High School
- * Bachelors Degree in Early Childhood Education from Alfred University

Work Experience:

- * From 2025 through 2025 as a practicum student at Alfred-Almond Elementary
- * From 2024 through 2025 as a teaching assistant/substitute at OHM BOCES Bridges
- * From 2024 through 2024 as a teaching assistant at ESY SS Bridges Program
- * From December, 2023 through June, 2024 as a teaching assistant for the Bridges Program

d. RECOMMENDATION FOR A TEMPORARY APPOINTMENT(S)

1. Recommend that **JANET C. JURY** be appointed as a **PROGRAM SPECIALIST CENTER STATE TEACHER CENTER** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Center State Teacher Center, for a temporary appointment commencing July 01, 2025 and ending June 30, 2026 at an hourly salary rate of \$40.00.
2. Recommend that **RONALD J. WHEELOCK** be appointed as a **CURRICULUM SUPERVISOR** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, for a temporary appointment commencing July 01, 2025 and ending June 30, 2026 at a salary rate of \$75.00/hr. Curriculum Supervisors are provided at district request.

2. Non-Instructional/Classified Staff

a. RECOMMENDATION FOR PROVISIONAL APPOINTMENT - CIVIL SERVICE COMPETITIVE TITLE

1. Recommend that **SEM A. SUMAN** be appointed to a provisional appointment as a **STOCK CLERK** in SUPPORT SERVICES, Information Technology, Science Center commencing August 18, 2025 at an annual salary rate of \$36,151.00, prorated. **SEM A. SUMAN** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **STOCK CLERK**, until the results of the next civil service exam are known.

Education:

- * Graduate of Escuela Virtual de Puerto Rico

Work Experience:

- * From 2022 through 2024 as a warehouse manager at Bargain City
- * During 2018 as a warehouse employee at Rooms To Go

b. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)

1. Recommend that **EMILY A. CRIM** be appointed to a probationary appointment as a **LICENSED PRACTICAL NURSE** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, Bridges, commencing September 01, 2025 at an annual salary rate of \$28,206.00.

EMILY A. CRIM has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **LICENSED PRACTICAL NURSE**. **EMILY A. CRIM** will be required to serve a twenty-six week probationary period.

Education:

* Graduate of Ilion High School

Work Experience:

* From August, 2015 through March, 2025 as n LPN at Sitrin Healthcare

2. Recommend that **ELLEN R. DISKIN** be appointed to a probationary appointment as an **ACCOUNT CLERK** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, commencing August 25, 2025 at an annual salary rate of \$41,775.00, prorated.

ELLEN R. DISKIN has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of an **ACCOUNT CLERK**. **ELLEN R. DISKIN** will be required to serve a twenty-six week probationary period.

Education:

* Graduate of New York Mills

* Bachelors Degree in Business Management from SUNY Poly

Work Experience:

* From 2017 through present as an office specialist in CSE and Guidance for New York Mills Union Free School District

* 2014 as a substitute Teaching Assistant at Oneida County BOCES

* From 2012 through 2015 as a financial secretary at Whitesboro Presbyterian Church

* From 2001 through 2012 as an admission office assistant at Utica College

3. Recommend that **TRACY L. FRANCHELL** be appointed to a probationary appointment as a **GRAPHIC DESIGN SPECIALIST** in SUPPORT SERVICES, School Communications, commencing August 18, 2025 at an annual salary rate of \$54,766.00, prorated.

TRACY L. FRANCHELL has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **GRAPHIC DESIGN SPECIALIST**. **TRACY L. FRANCHELL** will be required to serve a twenty-six week probationary period.

Education:

- * Graduate of Oriskany Central School
- * AAS in Advertising, Design and Production from Mohawk Valley Community College
- * BA in Graphic Design from SUNY Empire State College
- * MFA in Photography from Academy of Art University

Work Experience:

- * From August 2011 through present as an adjunct faculty photographer at SUNY Polytechnic Institute
- * From February, 2008 through present as an art director/photographer at Th Paige Group
- * From May, 1995 through February, 2008 as a special project coordinator at The Observer Dispatch

4. Recommend that **KRISTIN R. FREE** be appointed to a probationary appointment as a **CAREER EXPLORATION SPECIALIST** in INSTRUCTIONAL PROGRAMS & PROFESSIONAL LEARNING, School to Careers, commencing September 02, 2025 at an annual salary rate of \$42,741.00, prorated.

KRISTIN R. FREE has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **CAREER EXPLORATION SPECIALIST**. **KRISTIN R. FREE** will be required to serve a twenty-six week probationary period.

Education:

- * Graduate of Sauquoit Valley High School
- * Bachelors Degree in Psychology from Fisher College

Work Experience:

- * From August, 2022 through May, 2025 as a building substitute at Gahanna-Jefferson Public Schools
- * From September, 2019 through March, 2021 as a universal preschool teacher at Thea Bowman House
- * From November, 2015 through June, 2018 as a secretary and payroll clerk at Mohawk Valley Health Systems, St. Luke's

5. Recommend that **SHELLY A. HEIL** be appointed to a probationary appointment as a **COOK MANAGER** in SUPPORT SERVICES, School Food Services, commencing September 01, 2025 at an annual hourly salary rate of \$19.04.

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

Education:

- * Graduate of Saranac Lake Central School
- * AAS in Business from North Country Community College

Work Experience:

- * From January, 2025 through present as a food service helper at OHM BOCES
- * From March, 2019 through November, 2024 as a food service manager/assistant manager at Cliff's Local Market
- * From October, 2018 through November, 2019 as a food prep/server at Compass Food Group at Hamilton College
- * From May, 2004 through present as a baker/deli/food orders/pizza at the Trading Post at Fish Creek
- * From September, 2000 through February, 2007 as a head cook at Saranac Lake Central School District

6. Recommend that **NICOLE M. PHILLIPS** be appointed to a probationary appointment as a **COOK MANAGER** in SUPPORT SERVICES, School Food Services, commencing September 01, 2025 at an hourly rate of \$18.58.

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

Education:

- * Graduate of Broadalbin-Perth High School

Work Experience:

- * From April, 2025 through present as a temporary cook manager at Oneida-Herkimer-Madison BOCES
- * From September, 2024 through April, 2025 as a food service helper at Oneida-Herkimer-Madison BOCES
- * From November, 2020 through January, 2024 as an assistant teacher/receptionist at Andrea's Day Care
- * From November, 2019 through November, 2020 as a head teacher at Building Blocks Childcare
- * From October, 2012 through November, 2019 as an assistant teacher at Many Happy Adventures Day Care
- * From 2011 through 2012 as a cleaner at TA Truck Stop

7. Recommend that **DAMIAN J. PRICE** be appointed to a probationary appointment as a **SCHOOL LUNCH DIRECTOR II** in SUPPORT SERVICES, School Food Services, commencing September 01, 2025 at an annual salary rate of \$72,000.00.

DAMIAN J. PRICE has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **SCHOOL LUNCH DIRECTOR II**. **DAMIAN J. PRICE** will be required to serve a twenty-six week probationary period.

Education:

- * Graduate of Mount Markham
- * AS in Culinary Arts from SUNY Cobleskill
- * BS in Culinary Nutrition from Johnson & Wales University

Work Experience:

- * From June, 2021 through August, 2025 as an executive chef at Sodexo
- * From August, 2020 through June, 2021 as a campus executive chef at Compass Group
- * From May, 2016 through August, 2021 as a store chef at Wegmans
- * From January, 2013 through May, 2016 as an executive chef at Sodexo
- * From January, 2010 through May, 2016 as a chef manager at Sodexo

8. Recommend that **CHRISTINA M. SARDINA** be appointed to a probationary appointment as a **COOK MANAGER** in SUPPORT SERVICES, School Food Services, commencing September 01, 2025 at an annual hourly salary rate of \$18.81.

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

Education:

- * Graduate of New Hartford Senior High School

Work Experience:

- * From February, 2025 through June, 2025 as a sandwich artist/cashier at Lorenzo's New York Pizzeria
- * From November, 2024 through February, 2025 as an office coordinator at Mohawk Valley Health Systems
- * From June, 2022 through June, 2024 as a sous chef at Yahnundasis Golf Club
- * From February, 2019 through June, 2022 as a billing coordinator at Mohawk Valley Health Systems
- * From 2015 through 2022 as a front office check-in patient coordinator at Genesee Orthopedics

c. RECOMMENDATION FOR PART-TIME APPOINTMENT

1. Recommend that **RACHAEL D. GOODENOW** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

RACHAEL D. GOODENOW 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 Frankfort-Schuyler High School

Work Experience:

* From August, 2023 through present as a cook at Franco's Pizza

2. Recommend that **FRED E. HAUCK JR.** continue on a part-time basis as a **FIRE SYSTEMS TECHNICIAN - HOURLY** in SUPPORT SERVICES, Safety Services, commencing July 01, 2025 at an hourly salary rate of \$31.20.
3. Recommend that **KELLY L. MANNER** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

KELLY L. MANNER 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 Brookfield Central

Work Experience:

* From 2019 through present as a customer service representative at MetLife Insurance

* From 2018 through 2019 as a customer service representative at AMP Urology

* From 2018 through 2018 as a team leader at Peraton

* From 2000 through 2017 as an administrative assistant at Frontier Communication

4. Recommend that **DONNA M. OSTERNDORFF** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

DONNA M. OSTERNDORFF 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 Whitesboro Senior High School

Work Experience:

- * From March, 2023 through November, 2024 as a customer service/sales representative at Caldwell Bennett Inc.
- * From May 2020 through March, 2023 as a customer service/sales representative at Mohawk Ltd.
- * From February, 2015 through March, 2020 as a global customer service representative at Digi-Key Electronics
- * From April, 1996 through December, 2014 as a customer service/sales representative at Mohawk Ltd.
- * From May, 1990 through April, 1996 as a receptionist/switchboard operator at Utica Cutlery Company

5. Recommend that **NICOLE SNYDER** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

NICOLE SNYDER 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 Whitesboro Senior High School
- * Associates Degree in Human Services from Mohawk Valley Community College

Work Experience:

- * From August, 2023 through March 2025 as a sales associate at Party City

6. Recommend that **CARRIE A. SWEARINGEN** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 18, 2025 at an hourly salary rate of \$15.65.

CARRIE A. SWEARINGEN 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 Thomas R. Proctor High School
- * Bachelors Degree in Management from SUNY Canton

Work Experience:

- * From 2018 through present as a dispatch supervisor at UPS
- * During 2016 as a store manager at Fastrac
- * From 2013 through 2014 as a location manager at Ryder Truck Rental
- * During 2012 as a call center representative at ACS
- * From 2011 through 2012 as an assistant store manager at Family Dollar

7. Recommend that **JULIE A. VANDERHOOF** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

JULIE A. VANDERHOOF 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 Westmoreland Central School

Work Experience:

- * During 2022 as a delivery service representative at Trinity Services
- * From 2015 through 2022 as a security driver at Securis Security
- * From 2014 through 2015 as a driver for Empire Transportation
- * From 2013 through 2014 as a kitchen worker at Bonita Springs Elementary School

8. Recommend that **MARK ZALOGA** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in SUPPORT SERVICES, School Food Services, commencing August 19, 2025 at an hourly salary rate of \$15.65.

MARK ZALOGA 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 T.R. Proctor High School
- * Associates Degree in Recreation from Mohawk Valley Community College
- * B.S. Ed. in Outdoor Leadership from SUNY Cortland
- * M.S. Ed. in Recreation Administration from SIU

Work Experience:

- * From 2014 through June 30, 2025 as PBIS coordinator at Oneida-Herkimer-Madison BOCES
- * From 2001 through 2014 as a school liaison at Safe Schools MV

d. **RECOMMENDATION FOR TEMPORARY APPOINTMENT(S)**

1. Recommend that **AILEEN J. JUDD** be appointed to a temporary appointment as a **LABORER - HOURLY** in SUPPORT SERVICES, Media Services, commencing July 29, 2025 and ending June 30, 2026 at an hourly salary rate of \$18.50.

AILEEN J. JUDD meets the civil service requirements for the title and has been pre-approved by civil service.

Education:

- * Graduate of Walt Whitman High School, Huntington Station, NY
- * Bachelor of Arts in English/Classical Studies from College of William and Mary
- * Master of Library Science from Queens College

Work Experience:

- * From January, 2024 through June, 2024 as a laborer at Oneida-Herkimer-Madison BOCES
- * From June, 2023 through January, 2024 as a librarian II at Oneida-Herkimer-Madison BOCES
- * From July, 2019 through June 2023 as a librarian I at Oneida-Herkimer-Madison BOCES
- * From August, 2018 through July, 2019 as a library aide at New York Mills Public Library
- * From February, 2017 through the present as a quality/population health coordinator at Mohawk Valley Health System
- * From February, 2014 through June, 2016 as a librarian at South Huntington Public Library
- * From November, 2013 through June, 2016 as a librarian at Cold Spring Harbor Library
- * From June, 2011 through February, 2014 as a library page at South Huntington Public Library

e. 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.	HEATHER M. BOMBACE	SAFETY COORDINATOR (E)	07/16/2025
2.	ABIGAIL K. HAMMOND	OCCUPATIONAL THERAPIST	07/29/2025
3.	STEPHEN O. HRYB	SAFETY COORDINATOR (E)	07/16/2025

f. RECOMMENDATION FOR PERMANENT APPOINTMENT - (NON-COMPETITIVE CIVIL SERVICE TITLE)

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 twenty-six week probationary period(s) and are being recommended to permanent appointment(s).

			Perm. Date
1.	GREGORY M. HUBBARD	CLEANER	07/16/2025

g. RECOMMENDATION FOR REINSTATEMENT OF STAFF MEMBER

1. Recommend that **BONNIE L. MOWER-ELWOOD** be reinstated the position of **FOOD SERVICE HELPER** in **SCHOOL FOOD SERVICES**, commencing July 01, 2025 at an annual hourly salary rate of \$20.91.

BONNIE L. MOWER-ELWOOD was resigned in error. This correction is being made to reinstate Bonnie L. Mower-Elwood to her Food Service Helper position.

d. STIPENDS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR ADDITIONAL STIPENDS

			Date	Stipend
1.	CHRISTINE E. ALLBRIGHT	TEACHER OF MATH	09/01/2025 - 06/30/2026	\$1,200.00 (mentor)
2.	WENDY W. BUNKER	INSTRUCTIONAL SUPPORT SERVICES/ELA	07/01/2025 - 06/30/2026	\$2,500.00 administrative mentor)
3.	THERESA R. CURTACCI	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
4.	ANTHONY CURTACCI	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)

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			Date	Stipend
5.	OSCAR J. GRIMES	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
6.	WILLIAM J. KEISER IV	TEACHER ASSISTANT	09/01/2025 -06/30/2026	\$3,500.00 (student mgr)
7.	JEAN KNAUL	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
8.	KIMBERLY E. PETRONELLA	TEACHER OF PRACTICAL NURSING	09/01/2025 - 06/30/2026	\$1,200.00 (mentor)
9.	ROSALIND SIEGFRIED	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
10.	STEPHANIE A. SMITH	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
11.	ROXANN TESTAMARK	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
12.	HEIDI L. VANDERMEULEN	TEACHER OF VISUALLY HANDICAPPED	09/01/2025	\$1,200.00 (remove stipend)
13.	BOBBI A. WEIBEL	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)
14.	SARAH WHITE	TEACHER ASSISTANT	09/01/2025 - 06/30/2026	\$3,500.00 (student mgr)

e. TERMINATIONS
1. Non-Instructional/Classified Staff

a. Recommendation for Termination

			Hire Date	Resign Date
1.	HOLLY A. OWENS	CAREER EXPLORATION SPECIALIST	03/26/2025	08/15/2025

f. SUMMER SCHOOL

1. RECOMMENDATIONS FOR SUMMER SCHOOL APPOINTMENTS - TEACHING/CERTIFIED

**a. RECOMMENDATIONS FOR SUMMER SCHOOL APPOINTMENTS - CAREER AND TECHNICAL EDUCATION
 Daily rate is 1/200th of salary or hourly**

		Title	Start Date	End Date	Max Days	Salary
1.	KELLY FOOTE	SCHOOL SOCIAL WORKER	07/01/2025	08/31/2025	4	\$30.00/hr (Corrected Start Date)
2.	KIMBERLY E. PETRONELLA	PRACTICAL NURSING	07/28/2025	08/30/2025	5	\$99,386

**b. RECOMMENDATION FOR SPECIAL EDUCATION SUMMER SCHOOL APPOINTMENTS - TEACHING/CERTIFIED
 Daily rate is 1/200th of salary or Teaching Assistant Community rate**

		Title	Start Date	End Date	Max Days	Salary
1.	NOELLE M. WELCH	TEACHING ASSISTANT	07/07/2025	08/15/2025	29	\$2,880

c. RECOMMENDATION FOR ACADEMIC REGIONAL SUMMER SCHOOL APPOINTMENTS - TEACHING/CERTIFIED

The following people are being recommended to teach in the Regional Summer School Program for 2025, for the period indicated. The actual need for any individual will not be determined until July 1, 2025. The decisions will be based upon enrollments at that time. Assignments may be for two blocks (\$3,000) or three blocks (\$4,500), based on enrollment. The Driver Education Instructors will be paid \$75.00/hr for a full class load. Teaching Assistant - \$15.50/hr. Assistant Administrator will be paid \$6,750 and Administrator will be paid \$8,500. Extended School Year (ESY) STEPS -Alternative Education Special Education Teacher/TA and Attendance Teacher Daily rate is 1/200th of salary.

		Title	Start Date	End Date	Salary
1.	LORA G. BORNEMANN	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
2.	DIONNE L. CARPENTER	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
3.	KALYN M. CHAMBRONE	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
4.	JEANIE A. CHAMBRONE	TEACHER	07/14/2025	08/07/2025	\$3,000
5.	JULIE A. DALEY	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
6.	AUDREY E. FOOTE	SUBSTITUTE TEACHER	08/11/2025	08/20/2025	\$30.00/hr

7.	PATRICIA A. JENKS	TUTOR	07/30/2025	08/20/2025	\$30.00/hr
8.	KELLE KIRKLAND	PROGRAMMING	07/01/2025	08/29/2025	\$86,743
9.	DOUGLAS C. REHM	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
10.	STEPHANIE B. SACCO	PROCTOR	08/19/2025	08/20/2025	\$30.00/hr
11.	LISA M. SZOT	TUTOR	07/30/2025	08/20/2025	\$30.00/hr
12.	GIANNA R. VIGNOLA	TEACHING ASSISTANT	07/14/2025	08/20/2025	\$15.50/hr

ITEM IX. D. 1. APPROVAL OF POLICY CODE OF CONDUCT (SECOND READING)

Moved, that the Cooperative Board approves the Code of Conduct for the Oneida-Herkimer-Madison BOCES effective September 1, 2025, with the understanding that this document will be reviewed annually.

ITEM IX. D. 2. APPROVAL OF BOARD POLICIES (FIRST READING)

Moved, that the Cooperative Board approves the following Policies in order to provide a comprehensive written listing of the Cooperative Board’s current policies, rules and regulations for the Oneida-Herkimer-Madison BOCES.

- 2206 Special Meetings of the Board of Cooperative Educational Services
- 2301 Joint Advisory Committees and Councils
- 3002 Administrative Organization and Operation
- 4300 Investments
- 4304 Personal Property of the BOCES
- 4500 General Procurement Standards
- 4501 Competitive Bidding
- 4502 Non Bidding Purchasing
- 4506 Procurement-Uniform Grant Guidance for Federal Awards
- 6201 Drug Free Workplace
- 6204 Alcohol, Drugs and Other Substances (DELETE)
- 7002 Education of Homeless Children
- 7100 Immunizations
- 8302 Controversial Issues

ITEM IX. D. 3. APPROVAL OF 2025-2026 RENTAL AND ANCILLARY AGREEMENTS

Moved, that the Cooperative Board approves the rental agreements, as shown on the attached schedule, in the amount of \$103,921 with ancillary services of \$175,350 for the 2025-2026 school year.

<u>Yes</u>	<u>No</u>	<u>Excused</u>	<u>Abstain</u>
Steve Boucher		Michelle Anderson	
Elaine M. Falvo		Joseph H. Hobika, Jr.	
Michael H. Head		Gary P. Nelson	
Kristin Hubley		Stephen Stanton	
Heather Johnson		Timothy Thomas	
Anthony J. Nicotera			
Ryan P. Rogers			

Motion carried 7-0

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

Discussion concerning a Board Retreat will be tabled.

Ryan Rogers asked if any other members plan on attending the 2025 NYSSBA Convention. Ryan Rogers requested that he be registered for this event.

Anthony J. Nicotera noted that he and Michael Head attended the OMH School Board Institute Executive Committee meeting last week. There are many planned events throughout the year. Mr. Nicotera continued that he hopes members are spreading the word and sharing this information with their fellow board members.

ITEM IX. OLD BUSINESS

None.

MOTION TO ADJOURN

Having no further business to come before the meeting, Elaine M. Falvo adjourned the meeting at 5:25 p.m.



Lori A. Wrobel
Clerk of the Board
September 11, 2025