

APPROVED

Item VII. A. 1
Motion by: Michael H. Head
Seconded by: Kristin Hubley
Motion carried 9-0



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

Cooperative Board 2025-2026
T: 315.793.8558
F: 315.223.4704

**UNAPPROVED
MINUTES OF THE REGULAR
MEETING OF NOVEMBER 12, 2025**

The Regular meeting of the Board of Cooperative Educational Services was held on Wednesday, November 12, 2025 at 4:30 p.m. in the Howard D. Mettelman Learning Center, 4747 Middle Settlement Road, New Hartford, New York.

MEMBERS PRESENT

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

Juan Camacho, Ex-Officio Member

MEMBERS EXCUSED

- Joseph H. Hobika, Jr.
- Timothy Thomas

Jeffrey M. Reppel, Ex-Officio Member

OTHERS PRESENT

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

**VII A. 1.
Approval of Minutes of the
Regular Meeting of November 12,
2025
December 16, 2025**

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

Dedicated professionals collaborating with component districts and the community, developing and deploying leading-edge educational services, career opportunities and support services, essential to all students' success.

ITEM I. CALL THE REGULAR MEETING TO ORDER

A quorum was noted and Michelle Anderson called the Regular Meeting to order at 4:30 p.m.

ITEM II. PLEDGE OF ALLEGIANCE

Anthony J. Nicotera led the Board with the Pledge of Allegiance.

ITEM III. RECOGNITION OF VISITORS

Cheri Derdzinski, Graphic Services Supervisor
Rebecca Neary, Senior Public Relations Specialist
Jean Palmer, Senior Public Relations Specialist
Stacey Grucza, Special Education Teacher
Kevin Healy, Director of Educational Services
Ellen Mahanna, Principal of Special Education
Lisa Rizzo, Coordinator of Special Education
Timothy Rowland, Coordinator of Special Education
Jessica Teha, Coordinator of Special Education
Heather Williams, Assistant Principal of Special Education
Isabella Bangs and Family, Holland Patent Central School District
Jadyn Hanmer and Family, Whitesboro Central School District

ITEM IV. RECOGNITION

Jadyn Hanmer from the Whitesboro Central School District was introduced and recognized.

Jadyn Hanmer was presented with an Award for his positive accomplishments and outstanding achievements in the Bridges Program.

Isabella Bangs from Clinton Central School District was introduced and recognized.

Isabella Bangs was presented with an Award for her positive accomplishments and outstanding achievements in the Bridges Program.

RECESS

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

Moved, that the Cooperative Board take a short recess at 4:30 p.m.

Michelle Anderson called the meeting back to order at 4:52 p.m.

Director of Educational Services Kevin Healy provided a Program and Professional Learning presentation which included discussion regarding Arts in education and exploratory enrichment; community school resources, reimagining education (NY Inspires); NY Inspires initiative support; excellence in instructional coaching; educator retention; and strategic partnerships driving growth.

The presentation was followed by a question and answer session.

Senior Public Relations Specialist Jean Palmer, Senior Public Relations Specialist Rebecca Neary, and Graphic Services Supervisor Cheri Derdzinski provided a presentation that included the evolution of how a leading-edge educational service and career opportunities supporting the OHM BOCES mission was developed and deployed. The history of the School Communications service was presented as well as the impact of COVID-19, employee retention, strategic restructuring, strategic roles and technology adaptation, the creation of a leading-edge communication service, the team, what public relations is doing now, what graphics is doing now, the team-approach model, and awards and recognition received.

The presentation was followed by a question and answer session.

ITEM VI. REPORTS

The annual New York State School Boards Association Convention was held from October 22, 2025 through October 25, 2025. Patricia N. Kilburn, Ed.D., Scott Morris, Kristin Hubley, Heather Johnson attended. Ryan P. Rogers attended virtually. Each attendee commented on the convention and their experience.

ITEM V. COMMUNICATIONS

Gary P. Nelson noted that the two (2) presentations this evening were incredibly well presented.

Anthony J. Nicotera noted that District Superintendent Patricia N. Kilburn, Ed.D. and Mohawk Valley Community College President Randall VanWagoner provided a presentation for the Genesis Group. Mr. Nicotera expressed his gratitude for this presentation.

Steve Boucher commented that a sign up sheet was circulated for the upcoming National School Board Association Convention in SanAntonio, Texas and encourage Cooperative Board Members participation.

Michelle Anderson asked Student Board Member Juan Camacho if he had anything to report. Mr. Camacho stated not at this time.

ITEM VII. A. 1. MOTION TO APPROVE THE MINUTES OF THE REGULAR MEETING OF OCTOBER 8, 2025

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

Moved, that the minutes of the Regular Meeting of October 8, 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>
Gary P. Nelson		Joseph H. Hobika, Jr.	Michelle Anderson
Steve Boucher		Timothy Thomas	
Elaine M. Falvo			
Michael H. Head			
Kristin Hubley			
Heather Johnson			
Anthony J. Nicotera			
Ryan P. Rogers			
Stephen Stanton			

Motion carried 9-0

ITEM VIII. EXECUTIVE SESSION

Motion by: Anthony J. Nicotera
 Seconded by: Ryan P. Rogers

Moved, that the Cooperative Board enter into Executive Session at 6:05 p.m.

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

Motion carried 10-0

Executive Session Items:

	discussing the employment history of particular persons
	discussing matters that may lead to the appointment of a particular person (or alternatively, a particular corporation)
x	discussing collective negotiations pertaining to the BAA 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
	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 6:15 p.m.

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

Motion carried 10-0

**MOTION TO APPROVE THE CONSENT AGENDA (B., C., D), TO INCLUDE ACTION ITEM IX.D. 6
MEMORANDUM OF AGREEMENT WITH BOCES ADMINISTRATOR'S ASSOCIATION/REMOTE WORK**

Motion by: Elaine M. Falvo
Seconded by: Ryan P. Rogers

Moved, that the Cooperative Board approves the amendment of the Consent Agenda to include Action Item IX. D. 6 Memorandum of Agreement with BOCES Administrator's Association/Remote Work.

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

Motion carried 10-0

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

Motion by: Elaine M. Falvo
Seconded by: Steve Boucher

Moved, that the Cooperative Board accepts the Treasurer's Report for September 2025 (Item IX. B. 1), the Budget Adjustment Report for September 2025 (Item IX. B. 2), Contracts (IX.B. 3), the Personnel Report (Item IX. C), and Action Items (Item IX.D.1, IX.D.2, IX.D.3, IX.D.4, IX.D.5, and IX.D.6).

FINANCIAL REPORT

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

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

Report of the Treasurer for September 2025

Capital	\$ 8,431.87
General	\$ 8,922,215.50
School Lunch	\$ 2,171,654.94
Special Aid	\$ 681.60
Scholarships	\$ 65,308.05
Extra-Curricular	\$ 24,745.27
Total	\$11,193,037.23

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

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

2025-26 Adopted Budget	\$102,308,508
Commitment Changes	\$ 12,690,277
Net Changes	\$ 679,861
Total	\$115,678,647

ITEM IX. B. 3. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH SCHOOLS 2024-2025 CONTRACTS/FINAL:

Oneida BOCES Contractor (Seller) with Schools

Waterville CSD	\$ 5,174,083.78	Final contract for all BOCES services for 2024-2025
----------------	-----------------	---

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Waterville Central School District or the 2024-2025 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.	ANA GABRIELA DE OLIVEIRA ROSA	TEACHER ASSISTANT	09/08/2025	10/15/2025
2.	ANNETTE LAQUAY	CAREER EXPLORATION SPECIALIST	10/11/2022	10/31/2025
3.	ALIVIA R. PRATT	TEACHER ASSISTANT	04/14/2025	10/24/2025

2. Non-Instructional / Classified Staff

			Hire Date	Resign Date
1.	DEBRA A. BROWN	FOOD SERVICE HELPER	03/07/2023	09/16/2025
2.	SUZANNE M. FLORENZ	FOOD SERVICE HELPER	09/01/2023	10/09/2025
3.	KATY M. JECK	FOOD SERVICE HELPER	09/23/2024	10/06/2025
4.	MICHELLE R. WARD	FOOD SERVICE HELPER	09/01/2020	06/17/2025

b. UNPAID LEAVE(S) OF ABSENCE

1. Teaching/Certified Staff

			Start Date	End Date	Reason
1.	WILLIAM J. KEISER IV	TEACHER ASSISTANT	10/22/2025	12/01/2025	Disability

2. Non-Instructional/Classified Staff

			Start Date	End Date	Reason
1.	LINDSEY L. NIMEY	REGISTERED PROFESSIONAL NURSE	10/10/2025	08/31/2026	Disability

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 **ALEXA R. BATTISTA-MILLER** be appointed as a **TEACHER SPEECH/HEARING** in Instructional Programs & Professional Learning, for a four year probationary appointment in the PROGRAM FOR SPEECH & HEARING HANDICAPPED tenure area, commencing October 06, 2025 and ending October 05, 2029 at an annual salary rate of \$62,690.00, prorated.

Certification:

- * Professional certificate in Speech and Language Disabilities

Education:

- * Graduate of New Hartford High School
- * Bachelors Degree in Communication Disorders from The College of Saint Rose
- * Masters Degree in Communication Disorders from The College of Saint Rose

Work Experience:

- * From November, 2022 through July, 2025 as a speech-language pathologist at Milestones Day School
- * From May, 2024 through June, 2025 as a speech-language pathologist at Children's Speech and Language Services
- * From June, 2022 through November, 2022 as a speech-language pathologist at Total Rehab & Fitness
- * From June, 2020 through June, 2022 as a speech-language pathologist at Wildwood Programs
- * From June, 2019 through August, 2020 as a speech-language pathologist at Language Fundamentals

2. Recommend that **BRIANNA L. BROCCOLI** be appointed as a **TEACHER ASSISTANT** in Instructional Programs and Professional Learning, for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 29, 2025 and ending September 28, 2029 at an annual salary rate of \$18,966.00, prorated.

Certification:

- * Working toward certification

Education:

- * Graduate of Whitesboro High School

Work Experience:

- * From August, 2024 through August, 2025 as a teacher assistant for OHM BOCES
- * From October, 2023 through the present as a bank teller at GPO Federal Credit Union
- * From May, 2023 through September, 2023 as a nanny
- * From January, 2023 through August, 2023 as a decorator at Nothing Bundt Cakes

3. Recommend that **ANDREW T. COOK** be appointed as a **TEACHER ASSISTANT** in Instructional Programs & Professional Learning, for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing November 05, 2025 and ending November 04, 2029 at an annual salary rate of \$21,220.00, prorated.

Certification:

- * Working toward certification

Education:

- * Graduate of Sauquoit
- * Associates Degree in Electrical Service Technician from Mohawk Valley Community College

Work Experience:

- * From August, 2021 through present as a food service helper at OHM BOCES
- * From September, 2017 through April, 2020 as a cleaner at Clean by Sunrise
- * From September, 2007 through September, 2017 as a customer service clerk at Price Chopper

b. RECOMMENDATION FOR A LONG-TERM SUBSTITUTE APPOINTMENT

1. Recommend that **MARI R. SOSNOWSKI** be appointed as a **TEACHER OF MUSIC** in Instructional Programs and Professional Learning, Academic Itinerants, for a part-time (.8 FTE) long-term substitute appointment commencing December 15, 2025 and ending June 30, 2026 at an annual salary rate of \$38,192.80, prorated.

Certification:

- * Working toward certification

Education:

- * Graduate of New Hartford High School
- * BM in Music Therapy from Nazareth University

Work Experience:

- * From June, 2024 through present as a music therapist at The Kelberman Center
- * From September, 2023 through May, 2024 as a music therapy intern at Spectrum Creative Arts
- * From 2022 through 2023 as a preschool aide at The Kelberman Center
- * During 2022 as a tutor at Nazareth University
- * During 2021 music therapy intern at OHM BOCES
- * From 2020 - 2022 as a to go shopper at Hannaford

c. RECOMMENDATION FOR A TEMPORARY APPOINTMENT(S)

1. Recommend that **RICHARD F. AMBRUSO** be appointed as a **CURRICULUM SUPERVISOR** in Instructional Programs & Professional Learning, Instructional Services for a temporary appointment commencing September 09, 2025 and ending June 30, 2026 at an annual hourly salary rate of \$55.00.

d. RECOMMENDATION FOR TENURE APPOINTMENT(S)

The Human Resources Office and the District Superintendent have reviewed the performance evaluations and record of absences for the below named individual(s), who have satisfactorily completed their individual probationary periods and are being recommended for tenure by their immediate supervisors.

		Tenure Date
JACLYN M. BOGDAN	SCHOOL SOCIAL WORKER	02/28/2026
TRACEY A. BURRIS	ATTENDANCE TEACHER	02/14/2026

e. RECOMMENDATION FOR INCREASE IN FTE

		Date	FTE
1.	JEFFREY S. KUHN TEACHER OF SOCIAL STUDIES	09/01/2025 - 01/23/2026	0.8000

f. RECOMMENDATION FOR DECREASE IN FTE

		Date	FTE
1.	KELLY A. COLANTUONI TEACHER OF MATH	11/01/2025	0.8000
2.	JEFFREY S. KUHN TEACHER OF SOCIAL STUDIES	01/24/2026	0.6000

2. Non-Instructional/Classified Staff

a. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)

Recommend that **MALIK B. JOHNSON** be appointed to a probationary appointment as a **CAREER EXPLORATION SPECIALIST** in Instructional Programs and Professional Learning, School to Careers, commencing October 27, 2025 at an annual salary rate of \$42,741.00, prorated.

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

Education:

- * Graduate of James I. O'Neill High School
- * Bachelors Degree in Business Administration from SUNY Polytechnic

Work Experience:

- * From 2023 through 2025 as a education manager at Utica Children's Museum
- * From 2022 through present as an assistant men's basketball coach at SUNY
- * From 2019 through 2023 as a co-teacher for 5th grade at Utica Academy of Science
- * From 2018 through 2019 as a substitute at New York Mills Union Free School District

2. Recommend that **MICHAEL S. RIINA** be appointed to a probationary appointment as a **GRAPHIC DESIGN SPECIALIST** in Support Services, Information Technology, commencing December 01, 2025 at an annual salary rate of \$53,923.00, prorated.

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

Education:

- * Graduate of Horseheads High School
- * BS in Occupational Science from Keuka College
- * BS in Graphic and Media Design from SUNY Alfred State College

Work Experience:

- * From April, 2023 through present as a graphic designer at Alfred University
- * From August, 2022 through present as a part-time graphic designer at LECOM Event Center
- * From May, 2022 through July, 2022 as a graphic design intern at Multi Media Services

b. RECOMMENDATION FOR PART-TIME APPOINTMENT

1. Recommend that **ABIGALE L. DAVIS** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in Support Services, School Food Services, commencing September 23, 2025 at an hourly salary rate of \$15.65, as needed.

ABIGALE L. DAVIS 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 St. Johnsville Central School
- * Associates Degree in General Studies from Herkimer County Community College

Work Experience:

- * From October, 2021 through October, 2023 as a kennel attendant at Freedom Guide Dogs
- * From April, 2017 through November, 2019 as a corporate service representative/ mailroom clerk at Northern Safety, Company, Inc.

2.

Recommend that **JOANNE T. LOCKWOOD** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in Support Services, School Food Services, commencing September 22, 2025 at an hourly salary rate of \$15.65, as needed.

JOANNE T. LOCKWOOD 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 Proctor High School, Utica

Work Experience:

- * Worked in Food Service at Masonic Care Community until retirement age
- * Worked in Food Service at Oriskany Central School District and Poland Central 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.	MICHAEL J. ARMITAGE	SENIOR STORES CLERK	09/30/2025
2.	RYAN M. BAUM	MATERIALS MANAGEMENT COORDINATOR	09/30/2025

d. STIPENDS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR ADDITIONAL STIPENDS

			Date	Stipend
1.	BRIANNA L. BROCCOLI	TEACHER ASSISTANT	09/29/2025 - 06/30/2026	\$3,500.00 (student mgr)

e. TERMINATIONS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR TERMINATION OF PROBATIONARY APPOINTMENT

Based upon the recommendation of the District Superintendent, it is recommended that the employment of KEVIN R. EHLERT, a probationary TEACHER ASSISTANT, is terminated effective 10/09/2025. The District Superintendent shall notify KEVIN R. EHLERT of this decision forthwith.

f. SUMMER SCHOOL

1. RECOMMENDATIONS FOR SUMMER SCHOOL APPOINTMENTS - TEACHING/CERTIFIED

a. 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.	DANIEL CONTE	ADMINISTRATOR		08/20/2025	\$6,750 prorated

ITEM IX. D. 1. APPROVAL OF BOARD POLICIES (SECOND 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.

- 5004 Short-Term Worker Asbestos Notification
- 5201 School Food Service Program and Meal Charge Policy
- 5300 Internet Safety
- 5304 Information Security Breach Policy
- 6503 Rights of Nursing Employees to Express Breast Milk

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 Boards’ current policies, rules and regulations for the Oneida-Herkimer-Madison BOCES.

- 1007 Service Animals
- 1101 Public Complaints (DELETE)
- 4206 Tax Exempt Bonds-Post Issuance Compliance
- 5201 Food Service Program and Meal Charge Policy
- 5301 Purpose, Use and Administration of District Digital Information System
- 5302 Usage of Security Cameras in the OHM BOCES

ITEM IX. D. 3. APPROVAL OF PER DIEM SUBSTITUTE RATES FOR TEACHERS AND TEACHING ASSISTANTS

Moved, that the Oneida-Herkimer-Madison BOCES adopts the following substitute rates effective December 31, 2025:

Certified Substitute Teacher	\$135 per day
Uncertified Substitute Teacher	\$114 per day
Substitute Teaching Assistant	\$114 per day

ITEM IX. D. 4. APPROVAL OF THE ADVISORY COMMITTEE MEMBERSHIP – NEW MEMBERS

Moved, that the Cooperative Board approve participation of Mike Guttman, Program Manager on the Workforce Strategies team at Micron Technology, Inc. on the CTE Advisory Committee.

ITEM IX. D. 5. APPROVAL OF GIFT ACCEPTANCE FROM FORD MOTOR COMPANY

Moved, that the Cooperative Board of the OHM BOCES accept the gift of up to two 2025 Ford Mustang Mach-E vehicles from the Ford Motor Company for use in the Automotive Technology and Auto Body Repair programs.

ITEM IX. D. 6. APPROVAL OF THE MEMORANDUM OF AGREEMENT WITH THE BOCES ADMINISTRATOR’S ASSOCIATION/REMOTE WORK

Resolved, upon recommendation of the District Superintendent, and upon review by the Cooperative Board, the Cooperative Board approves of a Memorandum of Agreement between the BOCES Administrator’s Association relative to remote work opportunities authorized under Article IX, Section J.

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

Motion carried 10-0

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

Michelle Anderson reminded the Cooperative Board, if anyone has any topics of interest for a Board Retreat, please let her know.

ITEM IX. OLD BUSINESS

None.

MOTION TO ADJOURN

Having no further business to come before the meeting, Michael H. Head made a motion to adjourn the meeting at 6:18 p.m.; seconded by Ryan P. Rogers.

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

Motion carried 10-0

Respectfully submitted,



Lori A. Wrobel

Clerk of the Board
November 18, 2025