



ONEIDA-HERKIMER-MADISON BOCES

SERVICE

DIRECTORY

2026 | 2027



A letter from the District Superintendent

Dear Friends and Partners,

It is my pleasure to welcome you to the 2026-27 OHM BOCES Service Directory. As we look ahead, we are energized by the spirit of collaboration and shared purpose that defines our work across the Oneida-Herkimer-Madison BOCES region.

At OHM BOCES, our team of dedicated professionals is committed to being your trusted partner in education. We understand that the future success of every student relies on our ability to not just offer services, but to develop and deploy truly leading-edge educational and support solutions.

This directory highlights the expansive menu of programs and services we provide. From specialized career opportunities that put students on the fast track to success, to essential support services that ensure no student is left behind, our focus remains squarely on increasing opportunity for all.

We believe that the best ideas -- and the best outcomes -- emerge when diverse minds come together. This belief underpins our commitment to working closely with our component districts and the community. Together, we are making a profound difference in the lives of our students. We are better together! We are OHM BOCES.

With gratitude and respect,



Patricia N. Kilburn, Ed.D.
District Superintendent

Board of Cooperative Educational Services
Sole Supervisory District
Oneida, Herkimer and Madison Counties
4747 Middle Settlement Road
New Hartford, NY 13413-0070
www.oneida-boces.org

Information, Programs & Services

General Information

- › Letter from the District Superintendent3
- › Component Districts/Superintendents6
- › Budget Calendar/Administration.....7
- › Cooperative Board.....8
- › District Superintendent’s Services..... 9

Instructional Programs & Professional Learning

ALTERNATIVE EDUCATION

- › Grades 7-12 11
- › MSA/MVCC Pathways Partnership 11

REGIONAL SUMMER SCHOOL 12

CAREER & TECHNICAL EDUCATION

- › Overview13
- › Health Services13
- › Human & Public Services13
- › Natural & Agricultural Sciences15
- › Arts/Humanities15
- › Engineering/Technologies Trade & Technical .. 15-16
- › New Visions 16-18
- › Additional Student Opportunities.....18
- › Alternate Credit Bearing Career & Technical Education Programs19
- › BOCES Consortium of Continuing Education19
- › Adults in Daytime Programs19

P-TECH

- › Overview20
- › High School Preparation, Business, English, Math, Science, Social Studies, STEAM..... 20-21
- › Itinerant Services, Higher Education, Business and Industry.....21

ITINERANT ACADEMIC PROGRAMS

- › Overview22
- › Art Teacher.....22
- › Technology Teacher22
- › Physical Education Teacher22
- › Health Teacher.....22
- › FACS/Home Economics Teacher22
- › Music Teacher.....22
- › Business Teacher23
- › AIS Reading/English Teacher23
- › Social Studies Teacher23
- › AIS Math/Math Teacher.....23
- › Science Teacher.....23
- › Teacher of the Learning Disabled.....23
- › Gifted & Talented23
- › Spanish Teacher23
- › French Teacher23
- › Nurse Practitioner24
- › Director of School Health Services24
- › Guidance Counselor24
- › English as a Second Language24

ITINERANT RELATED SERVICES

- › Overview 25
- › School Psychologist25
- › School Social Worker25
- › Speech25
- › Visually Impaired25
- › Hearing Impaired25
- › Physical Therapy.....25
- › Occupational Therapy25
- › Diagnostic/Prescriptive Assessment.....25

COMMITTEE ON PRESCHOOL SPECIAL EDUCATION

- › Overview 26

SCHOOL-TO-CAREERS

- › Overview27
- › RPE/Colgate Seminar27
- › School & Business Alliance (SABA)29
- › Pre-Employment Transition Services29

SPECIAL EDUCATION PROGRAMS & SERVICES

- › Overview30
- › 8:1:2 Program.....30
- › 8:1:2+1 Program30
- › 12:1:1 School-Based Program30
- › 12:1:3+1 Multiply Disabled Program30
- › 6:1:230
- › 12:1:3+1 Developmental Program31
- › Summer School Programs31
- › Transitional Planning & Implementation Services.....32
- › Transition Planning Service.....32
- › Teaching Assistant for Students in BOCES Programs32

PROFESSIONAL LEARNING

- › Overview33
- › School/Curriculum Improvement.....33
- › Basic Service33
- › Curriculum, Instruction & Assessment Coordination.....34
- › Curriculum Supervisors34
- › Arts-in-Education.....34
- › Data Analyst.....34
- › Regional Assessment Development34
- › Community School Resources34

EDUCATION LEADERSHIP NETWORK

- › Overview35
- › Executive Coaching & Curriculum Supervisors.....35
- › General Supervision & Coordination.....35
- › Lead Evaluator Recertification & Leadership Development35

The Oneida-Herkimer-Madison Board of Cooperative Educational Services was one of the first four BOCES established by the New York State Legislature in 1948. Through the cooperative efforts of component school districts, BOCES offers a wide variety of educational and support services to public education agencies throughout the state.

The Oneida-Herkimer-Madison BOCES, located in New Hartford, New York, celebrated its 75th anniversary in 2023. The BOCES serves as supervisory district of 12 school districts: Brookfield, Clinton, Holland Patent, New Hartford, New York Mills, Oriskany, Remsen, Sauquoit Valley, Utica, Waterville, Westmoreland and Whitesboro. The BOCES provides a focal point for exchanging ideas and cooperative planning between superintendents, board members and other local school districts to improve the educational programs in the area. This service directory provides a listing of programs and services that are a product of this planning.

Information, Programs & Services

Support Services

- › Overview37
- › School Business Administrator.....37
- › Labor Relations & Board Policy Development Program.....37
- › Energy Services Coordination.....37
- › Cooperative Purchasing37

CENTRAL BUSINESS OFFICE (CBO)/HUMAN RESOURCES/RECORDS MANAGEMENT

- › Central Business Office38
- › Employee Assistance Program.....38
- › Employee Benefits Coordination.....38
- › Insurance Consortium38
- › Records Management38
- › Certification38

OPERATIONS & MAINTENANCE

- › Shared Facilities Director.....39
- › Staff Development - Transportation39
- › Facilities Services39
- › Drug and Alcohol Testing Services39

SAFETY SERVICES

- › Safety Coordinator40
- › Child Life Services40
- › Safety Advisor40
- › Asbestos Inspections 40-41
- › Identification and Reporting of Child Abuse and Maltreatment Course41
- › Fire Inspections41

- › Fire Safety Services41
- › Dignity Act/Bullying Prevention41
- › Dignity Act Certification Course41
- › Safety Technician41

SCHOOL FOOD SERVICES

- › School Food Service: Management42
- › School Food Service: Logistics, Operations and Warehousing42

COMPUTER EDUCATION/DISTANCE LEARNING

- › Distance Learning.....43
- › Equipment, Support & Maintenance.....43
- › Advanced Social Studies Courses43
- › Mandarin Chinese Courses43
- › American Sign Language Courses.....43
- › Languages Other Than English (LOTE).....43

INSTRUCTIONAL SUPPORT SERVICES

- › Portable Planetarium44
- › Web-Based Instruction44
- › K-5 Science44
- › Model Schools.....44
- › Substitute Teacher Calling Service45
- › Educational Communications46
- › Media Technology Services.....46
- › Cooperative Music Program46
- › Courier Service - Base Service.....46

- › School Library System46
- › Regional Catalog46
- › Expanded Interlibrary Loan Service.....47
- › Online Resources47
- › Cooperative Collection Development47
- › Virtual Resource Library (VRL)47
- › Library Automation47
- › Regional Library Automation Service47

TECHNICAL REPAIR

- › Technical Repair Center.....48
- › Audiovisual Repair.....48
- › Computer Repair.....48
- › Musical Instrument Repair Service.....48

PRINTING SERVICES/SCHOOL COMMUNICATIONS

- › Printing Services49
- › School Communication Service49

INFORMATION TECHNOLOGY

- › Instructional Technology Service50
- › Telephone Interconnect50
- › Telecommunications Service50

SERVICES FROM OTHER BOCES

- › Model Schools Program & Common Learning Objectives51
- › Regional Information Center.....51

Our Mission

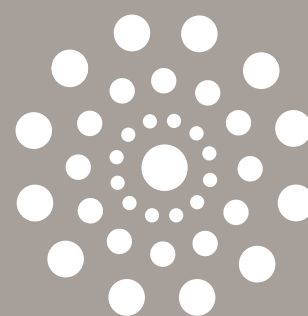
Dedicated professionals collaborating with component districts and the community, developing and deploying leading-edge educational services, career opportunities and support services essential to all students' success.

Our Vision

Renowned as a trusted partner, serving as specialists, providing programs and services, expanding diverse experiential and educational pathways and offering access to needed supports that increase opportunity for all students' success.

Our Motto

We are better together! We are OHM BOCES.



Component Districts

Brookfield Central School District

Mr. Ronald Wheelock

Interim Superintendent of Schools
1910 Fairground Rd., Brookfield, NY 13314
315.899.3323

Clinton Central School District

Mr. Christopher Clancy

Superintendent of Schools
75 Chenango Ave., Clinton, NY 13323
315.557.2253

Holland Patent Central School District

Dr. Cheryl J. Venettozzi

Superintendent of Schools
9601 Main St., Holland Patent, NY 13354
315.865.7244

New Hartford Central School District

Mr. Joe D'Apice

Superintendent of Schools
33 Oxford Rd., New Hartford, NY 13413
315.624.1218

New York Mills Union Free School District

Mrs. Michele D. LaGase

Superintendent of Schools
1 Marauder Blvd., New York Mills, NY 13417
315.768.8127

Oriskany Central School District

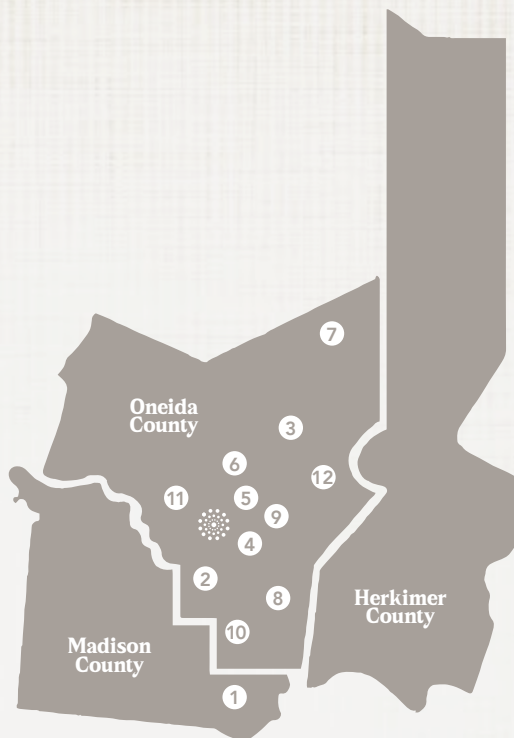
Mr. Gregory Cuthbertson

Superintendent of Schools
1313 Utica St., Oriskany, NY 13424
315.768.2058

Remsen Central School District

Mr. Timothy Jenny

Superintendent of Schools
P.O. Box 406, Remsen, NY 13438
315.205.4300



Sauquoit Valley Central School District

Mr. David Stayton

Superintendent of Schools
2601 Oneida St., Sauquoit, NY 13456
315.839.6311

Utica City School District District

Dr. Christopher Spence

Superintendent of Schools
929 York St., Utica, NY 13502
315.792.2222

Waterville Central School District

Mr. Zachary Abbe

Superintendent of Schools
381 Madison St., Waterville, NY 13480
315.841.3900

Westmoreland Central School District

Mr. Rocco Migliori

Superintendent of Schools
5176 State Route 233, Westmoreland, NY 13490
315.557.2601

Whitesboro Central School District

Dr. Brian K. Bellair

Mr. David J. Russo (Effective September 2026)

Superintendent of Schools
65 Oriskany Blvd. Suite 1, Whitesboro, NY 13492
315.266.3303





OHM BOCES Administration

Scott Morris
Assistant Superintendent
for Support Services
315.793.8559

Christopher Hill
Assistant Superintendent
for Instructional Programs
& Professional Learning
315.793.8643

**Patricia N.
Kilburn, Ed.D.**
District Superintendent
315.793.8560

IMPORTANT DATES

MARCH 27, 2026

Component districts submit nominations
of candidates for BOCES Cooperative Board

APRIL 1, 2026

Annual BOCES meeting
Review of 2026-27 BOCES budget

APRIL 28, 2026

BOCES Election & Budget Vote in component districts

MAY 1, 2026

Return of Request for Services for 2026-2027 service contracts

JULY 1, 2026

Distribution of 2026-2027 service contracts

Cooperative Board of Education

O N E I D A - H E R K I M E R - M A D I S O N B O C E S

PRESIDENT



**Michelle
ANDERSON**

VICE PRESIDENT



**Gary P.
NELSON**



**Steve
BOUCHER**



**Elaine M.
FALVO**



**Michael H.
HEAD**



**Joseph H.
HOBIKA, JR.**



**Kristin
HUBLEY**



**Heather
JOHNSON**



**Anthony J.
NICOTERA**



**Ryan
ROGERS**



**Stephen
STANTON**



**Timothy
THOMAS**



Patricia N. Kilburn, Ed.D.

DISTRICT SUPERINTENDENT

The District Superintendent serves as the field representative for the Commissioner of Education and as the Chief Executive Officer of BOCES.

As the Commissioner's representative, the District Superintendent acts as a consultant for individual districts and serves as a liaison between districts and the State Education Department.

District Superintendent Services

SELECTION OF SUPERINTENDENTS

The District Superintendent assists component boards of education in recruiting, screening and evaluating candidates for the position of Superintendent of Schools. The costs for this service are included in the BOCES administrative budget.

LIAISON

The District Superintendent facilitates communication between districts and the State Education Department. This activity includes the interpretation and clarification of statewide initiatives, Commissioner's Regulations and Regents' rules.

CONSULTATION

The District Superintendent stands ready to consult with local boards of education on a variety of educational issues:

- *Board-administration relationships*
- *School boundaries*
- *Facilitation of non-BOCES and BOCES shared services*
- *School improvement activities*
- *School management and planning*
- *Joint bidding and purchasing*
- *School reorganization*
- *Joint recruiting efforts*
- *Special consultant appointments*
- *Specialized staff development on an as-needed basis*
- *State aid*
- *Transportation sharing/aid*

Instructional Programs & Professional Learning



Christopher **HILL**

ASSISTANT SUPERINTENDENT

chill@oneida-boces.org

315.793.8644

The Instructional Programs and Professional Learning Division provides support for the 12 component school districts by offering programs, services and personnel on a shared basis to assist districts in meeting their educational needs. The division consists of Special Education, Career and Technical Education, Middle Settlement Academy, School-to-Career Programs, P-TECH, Itinerant Academic Programs and Related Services; as well as Professional Learning, Leadership Development and Community School services.



Vincent Tripodi

PRINCIPAL

315.223.6035 | vtripodi@oneida-boces.org

Middle Settlement Academy Alternative Education Program

GRADES 7-12 | COSER 408

The Alternative Education Program is designed to offer specialized educational opportunities for students whose learning interests and unique learning styles differ from those typically found in a traditional school setting. In accordance with the New York State Alternative Education Guidelines, this program is structured to meet the individual needs of each student by offering smaller class sizes, assigned learning communities and individualized learning plans. The program provides a supportive learning environment that takes into account the fundamental need for social and emotional growth to occur in order for the academic objectives to be met. The instructional delivery model is in keeping with the NYS Learning Standards allowing students to work toward obtaining a high school diploma.

The main goal of the Alternative Education Program is to provide a positive school climate that will allow students to focus on improving academics, attendance and attitude. Students are generally referred to this program for additional support to improve their attendance, academic engagement and social-emotional well-being. Based on the complexity of the student’s needs, each student is assigned to a social worker who will monitor their progress in the program and make appropriate referrals and recommendations when necessary.

This program is designed for students in grades seven through 12. The program provides students with a supportive family-like atmosphere that, in turn, allows students the opportunity to succeed in an educational setting. The Alternative Education faculty recognizes the potential of the students being referred for programming and are committed to bringing out the best in each individual. Some defining characteristics of Alternative Education, as defined by the New York State Alternative Education Association, are as follows: an awareness that success in school goes beyond academics; a student-centered environment that is conducive to learning, including smaller classes and a climate that fosters innovation; instructional methods that include not only direct instruction, but also allow for an individually paced curriculum and content that has personal relevance to students; the building of relationships with staff; a model that values and builds on the strengths of each student; and programs and support services that promote a student’s academic and personal development.

Upon entry into the program, students will develop their educational goals with their guidance counselor and their personal goals with their social worker. High school students will earn credits for diploma requirements by taking courses that are in alignment with New York State Standards.

The program also features a behavior modification component that allows students to work collaboratively with faculty to enhance their social skills, their attitude toward school and their overall social and emotional well-being. As a result, many students learn to value education and often plan to pursue post-secondary education after graduating.

High school students also may enroll in a half-day program at the Career and Technical Education Center to pursue vocational training. Job shadowing, counseling and tutoring are other program components that are available to interested students.

Middle Settlement Academy (MSA)/ Mohawk Valley Community College (MVCC) Pathways Partnership

COSER 408

The Middle Settlement Academy/Mohawk Valley Community College Pathways Partnership began in fall 2023. A component of the Alternative Education Program, it is designed specifically for students completing their senior year of high school.

The program, held on the MVCC Campus, allows students to immerse themselves in the community college experience while being supported by the MSA faculty and staff.

Through purposeful engagement with pathways to careers during their final year of high school, students will work to complete high school graduation requirements and engage in post-high school education, training and work opportunities. This program also allows for a soft transition to employers and/or higher education partners post-high school completion.

Students will work collaboratively with their teachers, school counselor and school social worker on the transitional planning that is necessary to ensure the high and sustained level of student support needed for success.

The partnership with MVCC will allow MSA students to complete educational training that can lead to high-tech careers in advanced manufacturing, and to also participate in certificate programs that can lead to employment in the areas of education, healthcare, and the skilled trades.

Students enrolled in this program need to maintain good attendance. All students will be enrolled in the MSA Senior Seminar course in order to enhance and support their social-emotional well-being and adequately prepare them for the opportunities made available to them through this partnership.



Angela Evans

COORDINATOR OF ALTERNATIVE EDUCATION & SUMMER PROGRAMS

315.223.6070 | aevans@oneida-boces.org

Regional Summer School

COSER 428

BOCES Summer School offers an elementary component and middle/senior high programs. Middle/senior high programs include all course offerings, driver education, alternative education, summer school and a Regents tutorial program to assist students in preparation for the August Regents exams. BOCES Summer School lets students:

- Enrich their education through additional secondary school courses;
- Make-up work they did not pass, or were unable to complete during the regular school year;
- Satisfy post-secondary school entrance requirements; and
- Improve their competencies in basic skills.

Course offerings are based on projections from participating schools. Students from participating districts may also take walk-in Regents examinations with school district approval and proper identification.





Michael Hoover

PRINCIPAL

315.793.8647 | mhooover@oneida-boces.org

Career & Technical Education Programs Overview - CoSer 101

Courses are offered for high school juniors and seniors to prepare them for employment, careers or post-secondary education. Students can select one-year and two-year course sequences (see course descriptions that follow). Students attend one half-day at the Career and Technical Education Center or internship sites and one half-day in their home schools. Working with state-of-the-art equipment, students apply theory to a wide range of realistic work assignments in the Center's laboratories. Some programs for 9th and 10th grade students are also available. Positive employment attitudes, job seeking skills and familiarization with related career opportunities are stressed, in addition to skill training.

Health Services

NURSING ASSISTANT

This course teaches students basic skills in the area of personal needs and develops the specialized skills required for patient comfort. After learning applied theory in the classroom, students practice nursing skills in the clinical laboratory in actual role-playing situations. Students then transfer their knowledge to the work environment, where they spend six weeks (100 clinical hours) gaining valuable experience. Once students complete the class, they are eligible to take the written and performance tests offered by New York State Department of Health to become a Certified Nurse Assistant.

Human & Public Services

COSMETOLOGY I & II

This program is designed to provide students with marketable skills to enter the field of cosmetology. Once the skills are acquired, students perform services for customers in a salon setting. With further training and experience, and upon completion of the required 1,000 hours, students are eligible to take the New York State Appearance Enhancement license exam.

CRIMINAL JUSTICE I & II

The two-year Criminal Justice program covers nearly all facets of public safety. The first year includes topics such as New York State penal, vehicle and traffic laws; criminal procedure law; accident investigation and reconstruction; incident command; fire fighting; criminal investigation; police patrol tactics; forensics; ballistics; cyber security; terrorism; firearm safety; and other relevant areas of study. The second year introduces seniors to the popular field of forensic science. Topics include crime scene investigation; anthropology; hair, fiber, soil and blood spatter analysis; and practical, hands-on activities. This program is designed to better educate and prepare students to be successful in an increasingly technical and competitive career.

CULINARY ARTS I & II

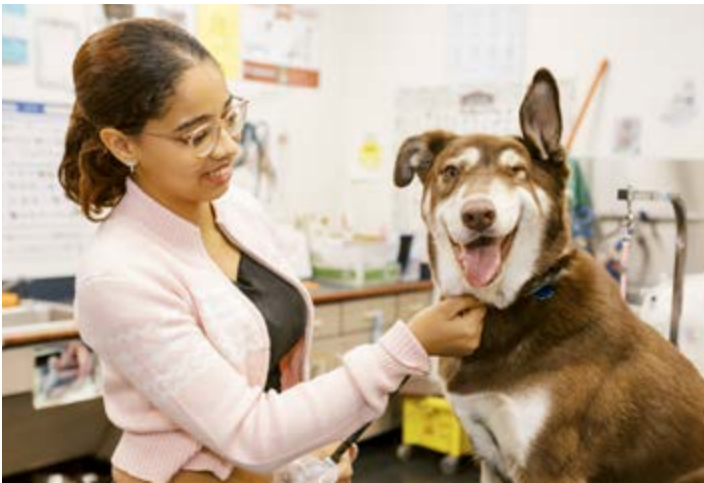
This program is designed for students interested in becoming commercial cooks for restaurants, hotels, hospitals or catering services. Cooking, menu planning, management skills, sanitation and safety practices and table service are covered in this program. Students receive practical experience preparing breakfast, lunches, dinners and banquets for non-profit organizations. Each student also participates in an internship at a local restaurant or college dining facility.

EARLY CHILDHOOD EDUCATION I & II

Early Childhood Education students engage in a variety of learning opportunities, including dual-credit courses through MVCC, that lead to practical experience with daycare, preschool and elementary classrooms. Second year Early Childhood Education students operate a laboratory nursery school under the direction of the program's teacher. The nursery school, located at the Career and Technical Education Center, gives students practical experience working with three- and four-year-old children. Second-year students gain practical experience working in two 10-week internships at local elementary classrooms, day-care centers or special education programs.







Natural & Agricultural Sciences

ANIMAL SCIENCE

Students in the Animal Science program study animal behavior, safe handling and restraint, anatomy and physiology, small animal care and management, health and disease, nomenclature and veterinary terminology. Students will also visit sites to view first-hand how animal science applies to a variety of jobs and occupations.

CONSERVATION I & II

The Conservation program emphasizes the skills and knowledge required for success in the many conservation-related careers. The course is a blend of classroom instruction and hands-on outdoor learning, with the importance of a favorable work ethic stressed. Students acquire skills in forestry, fish and wildlife management, heavy equipment operation, timber harvesting, chain saw operation and maintenance, tree climbing, map and compass, GPS, surveying and more. In our greenhouse, students become skilled in hydroponics, aquaculture and plant propagation.

Art/Humanities

ADVERTISING DESIGN/MULTIMEDIA PRODUCTIONS I & II

This is a two-year course offering an overview of graphic arts fields including advertising, design, illustration, logo and symbol design, computerized graphic design, basic web page design and typography. First year students learn design principles, advertising and marketing theories, basic computer operations and introduction to design software packages. Second year students create independent design projects in areas of interest, including audio production, digital photography and web page design.

Engineering/Technologies Trade & Technical

AUTO BODY REPAIR I & II

The Auto Body Repair program offers students specialized training from an experienced auto body instructor. The course provides students with an overview of all facets of auto body repair. Topics range from small dent repair to custom painting, incorporating automotive welding and collision repair.

AUTOMOTIVE TECHNOLOGY I & II

Students in Automotive Technology learn to diagnose, service and repair many different systems in today's vehicles. Students also learn about computerized engine controls, emission controls, wheel alignment and how to perform New York State vehicle inspections. This NATEF (National Automotive Technician Education Foundation) certified program provides an excellent foundation to enter an automotive college program or the workforce.



CONSTRUCTION TRADES I & II

The Construction Trades program teaches basic skills in residential construction as students gain experience in foundation work, rough framing, roofing, siding, drywall, solar panel installation and our newly expanded modules of plumbing and masonry. Students learn how to use and maintain trade tools properly and safely and receive instruction in building codes, blueprint reading and the application of trade math. A great emphasis is placed on hands-on learning through various projects on and off campus.

ELECTRICITY I & II

Electricians install, maintain and troubleshoot electrical systems and equipment in homes, offices, institutions and industrial plants. Students learn residential, light commercial and industrial wiring through a variety of hands-on activities and projects throughout the OHM BOCES campus. During the second year of the program, students will also receive instruction in solar photovoltaics using state-of-the-art equipment and hands on projects throughout campus.

EMERGING TECHNOLOGIES & CYBER SECURITY I & II

This two-year course teaches computer repair and basic networking fundamentals during the first year. This includes hardware and software installation, PC hardware devices and end user support, problem solving, troubleshooting, telecommunications protocols and network support. Second year students will learn advanced networking technologies and gain exposure to the field of information system security including issues faced by homes and businesses, the types of damage they may cause and prudent security measures to counteract them. Students will learn basic terminology involved in cyber security, describe various threats and identify potential security technologies to combat these threats. With today's emerging technologies, all types of businesses and industries face information system security issues, making knowledge of computer security a high demand area.

OUTDOOR POWER/RECREATIONAL EQUIPMENT TECHNOLOGY I & II

In the Outdoor Power/Recreational Equipment Technology program, students learn to repair, rebuild and tune up several basic types of engines. These engines can be found on equipment such as snow blowers, lawn mowers, rototillers, farm tractors, construction equipment, motorcycles, jet skis and snowmobiles. Students also learn metal skills, including electric arc, MIG and oxyacetylene welding.

WELDING I & II

Welding students learn to construct and repair equipment, machinery, parts and piping by fusing metal parts together. Students follow layouts, blueprints, work orders and verbal directions using oxyacetylene, MIG, TIG or arc welding apparatus. When prepared, students can take a test required for specific welding certifications.

New Visions

COSER 101

The purpose of New Visions is to give students a sense of closure to their high school education and a directed transition to their next level of professional development. All New Visions courses offer the opportunity for students to enroll in a dual-credit offering in collaboration with Mohawk Valley Community College, including Personal Finance, College Foundations and English Composition.

NEW VISIONS: BUSINESS MANAGEMENT

The New Visions Business Management program offers students the opportunity to explore a variety of business professions at local establishments. Students develop competencies useful in a wide range of careers within the business field. This program is designed to integrate English and social studies into the curriculum through a variety of learning experiences.



NEW VISIONS: COMMUNICATIONS

The New Visions Communications program gives students the opportunity to work in a variety of communications settings, which include public relations, marketing, journalism, television and radio. This program is designed to integrate English and social studies into the curriculum through a variety of learning experiences.





NEW VISIONS: EDUCATION

The New Visions Education program provides students the opportunity to explore all aspects of the education profession. Through internships, students will get to see first-hand what professional educators do on a day-to-day basis. Instruction in the history and philosophy of education will be included in the curriculum, in addition to English and social studies.

NEW VISIONS: ENGINEERING TECHNOLOGY

New Visions Engineering Technology is an innovative program that gives high school seniors an in-depth look at the different areas of engineering before they enter college. Working with professionals in the field allows students to experience the daily work routine. This program is designed to integrate English and social studies into the curriculum through a variety of learning experiences.

NEW VISIONS: HEALTH PROFESSIONS

The New Visions Health Professions program is open to seniors who plan to enroll in post-secondary two- or four-year colleges to study in a health-related field. Students in the program explore a variety of health occupations on site at Wynn Hospital and other health facilities. Students develop competencies useful in a wide range of careers within the health field. Through observations within various departments, students learn what is required of a health professional on a daily basis. English and social studies are also integrated into the curriculum. Students also receive dual-credit through MVCC for Medical Terminology.

NEW VISIONS: LEGAL PROFESSIONS

The New Visions Legal Professions program provides an opportunity to explore a variety of legal professions in Oneida County. This program is designed to integrate English and social studies into the curriculum through a variety of learning experiences, as well as introducing students to law in private/public offices, city courts and family courts.

NEW VISIONS: VETERINARY SCIENCE

This is a one-year program for seniors that offers the students the opportunity to explore the various aspects of veterinary science and the possible career options in the field. General areas of instruction include animal behavior, animal handling and restraint, species and breed identification, animal anatomy and physiology, basic lab techniques, animal care, animal welfare, animal health and disease. Students will participate in internship programs at various types of animal care facilities. Students wishing to pursue a college education in animal science will be exposed to the basic knowledge and terminology needed for majoring in animal science or veterinary medicine. High school Regents living environment (biology) and chemistry are highly recommended prerequisites for this course

Additional Student Opportunities

The following opportunities are available to all Career and Technical Education students:

- Academic Support
- College Articulation Agreements
- College Credit Integration
- FFA Membership
- Guidance Activities
- Honor Society
- Integrated Academics
- Internships/Job Placement
- Post-Secondary Scholarships
- SkillsUSA Membership
- Supportive School-to-Work



Alternative Credit Bearing Career & Technical Education Programs

COSER 107

MULTI-OCCUPATIONS

The Multi-Occupations program is designed to provide students with disabilities the opportunity to explore career areas, develop appropriate work habits and attitudes and gain basic job skills through hands-on experience.

To meet students' individual needs, there are three program components that provide flexible progression for students 14 to 21 years of age. Each student selects a career option that meets their needs to become job ready and prepares student for the transition to the world of work. Students participating in the Multi-Occupations program are provided with a variety of support services to assist them in achieving their individual goals. Clusters focus on employability, independent living, and social and safety skills needed to participate within the home and community.

MITECH (MODULES OF INTEGRATED TECHNOLOGIES)

MiTech (Modules of Integrated Technologies) is a career exploration and skills development program for 9th and 10th grade students with academic needs who are preparing to enter traditional career and technical education programs. Students will engage in real life tasks allowing them to apply knowledge and information, develop skills in craftsmanship, build self-esteem, and develop good work habits and work ethic. Students have the opportunity to earn English and math credit, and two career and technical education credits. Program modules may include auto body repair, automotive technology, carpentry, culinary, horticulture, small engine repair and welding. Students will also have the opportunity to visit additional CTE courses to help them identify other courses of potential interest.

TRADES EXPLORATION

This program provides basic instruction in different trades with an emphasis on carpentry for students 16 years of age and older. Students will learn how to use tools, engage in woodworking projects, and learn about various elements of construction. A great emphasis is placed on hands-on learning through various projects that benefit the school community.

FOOD SERVICE OCCUPATIONS

The Food Service program allows students 16 years of age and older to receive basic instruction in the food service industry through select course offerings. Students learn theory and receive practical experience in quantity preparation for large groups and short order cooking.

BOCES Consortium of Continuing Education

COSER 868

This consortium of Adult and Continuing Education provides area residents with many opportunities for success. BOCES offers free and low tuition courses and services (vocational and avocational) that help adults earn their GED or high school diploma, learn new career skills and enhance their existing skills. BOCES works closely with public and private agencies, area employers and economic development groups to provide a comprehensive system of job training services. Component school districts and BOCES share a commitment to providing lifelong learning opportunities to district residents.

Adults in Daytime Career & Technical Education Programs

COSER 868

Adults are enrolled in daytime Career and Technical Education courses as tuition-paying students on a "space available" basis.





Christina Warner

PRINCIPAL OF P-TECH & SCHOOL TO CAREERS
315.793.8648 | cwarn@oneida-boces.org

Pathways in Technology Early College High School (P-TECH) Overview - CoSer 101

Pathways in Technology Early College High School (P-TECH) is an early college high school that integrates high school and college curriculum focusing on science, technology, engineering, art, and mathematics (STEAM), while also providing workplace skills including leadership, communication and problem-solving. Freshmen enter a flexible (four, five, or six-year) program combining academic rigor and career focus with graduates earning a high school diploma and an accredited associates degree. Students will experience internships with P-TECH business and industry partners and, upon graduation, will be regarded as viable candidates for employment with these partnering agencies. Enrollment for this program is conducted through an application process in collaboration with the component districts we serve. Students have the opportunity to fulfill Regents diploma requirements (22 credits, Regents examinations) and earn 64 college credits in one of 12 P-TECH associate degree pathways.

HIGH SCHOOL PREPARATION

Students will earn a Regents diploma by meeting New York State high school requirements. They will also take dual-credit courses affiliated with MVCC at the OHM BOCES taught by teachers at P-TECH OHM. Students will complete the majority of high school requirements at the OHM BOCES by their senior year. P-TECH OHM also offers college preparatory classes that are aligned with the degree pathways at MVCC and integrate professional skills required in the career pathways affiliated with each degree. MVCC instructors act as curriculum consultants to high school instructors to establish curriculum and instruction aligned to the college. Consultant committees have been established for each degree pathway that includes P-TECH staff, MVCC instructors, and industry partners to backwards design a six-year integrated scope and sequence that maps the progression of content and professional skills starting in students' first year of high school that scaffold to college courses and finally business and industry experience (job shadowing, internships, etc.).

BUSINESS

Business courses offered include economics, personal finance, and a professional development and mentoring elective. Dual-credit business courses are also offered, including CF100 College Foundations Seminar, BM101 Survey of Economics and BM108 Personal Finance.

ENGLISH

Students complete English 9,10,11 requirements and a Regents exam that is administered in 10th grade. Students' performance on the Regents exam replaces the college accuplacer exam for students to transition into college English courses. English 11 is an honors course that prepares students for success in MVCC EN101 and EN102 courses, taken at MVCC by students' senior year.

MATH

Students take algebra in 9th grade, which culminates in a New York State Regents exam at the end of the school year. Students then take a non-Regents geometry class in 10th grade, followed by dual

credit MA115 course their junior year. That course replaces the college accuplacer exam for students to transition into math courses offered in the provided degree pathways at MVCC.

SCIENCE

Students begin their high school career taking life science biology in 9th grade, which culminates in a New York State Regents exam at the end of the school year. In 10th grade, students take a non-Regents college preparatory chemistry course followed by a non-Regents college preparatory physics class in 11th grade.

SOCIAL STUDIES

Students complete global I and II in their freshman and sophomore year followed by the global Regents exam. Students complete participation in government and US history in their junior year, which includes the US history Regents exam. Students take economics and participation in government their junior year, as well.



STEAM

The STEAM courses offered to students starting their freshman year include Intro to Coding, STEAM Concepts 9, STEAM Concepts 10 and MT140 Drafting and Design using AutoCAD/DDP, which also earns students their required high school art credit. STEAM concepts are integrated throughout other subjects to create projects and cross-curricular learning opportunities, rooted in inquiry and student voice and choice.

ITINERANT SERVICES

Itinerant services are purchased to provide other high school required courses including PE, health, ENL and world languages.

HIGHER EDUCATION

Students access college courses starting their freshman year of the program. Every student has a college advisor staffed by MVCC. A designated college coach staffed by P-TECH OHM is assigned to students who attend classes at MVCC. Students have assigned weekly meetings with their college coach and receive mentoring to support their needs at the college. The college coach is responsible for collaborating and communicating with the college advisor, college instructors, parents, students, and the P-TECH school counselor. There are currently 12 approved degree pathways students will choose from by the start of the senior year in the program:

- Business Administration
- Civil Engineering Technology
- Computer Aided Drafting: Architectural Mechanical
- Computer Applications Programming
- Computer Science
- Computer Science: Cybersecurity
- Electrical Engineering Technology
- Engineering Science
- Human Services
- Mechanical Engineering Technology
- Remotely Piloted Aircraft Systems
- Semiconductor Manufacturing Technology

BUSINESS AND INDUSTRY

P-TECH OHM works collaboratively with Mohawk Valley EDGE to identify local businesses that align with the degree pathways available to students. The program now has more than 50 business partners who work directly with students in a variety of professional settings including: group mentoring, job site visits, 1:1 mentoring, job shadowing, paid and unpaid internships, and employment through the student workforce development program.





Matt Fagan

ASSISTANT PRINCIPAL OF P-TECH AND SUPERVISOR OF ACADEMIC ITINERANTS
315.223.4756 | mfagan@oneida-boces.org

Itinerant Academic Programs Overview

Many component school districts need academic services on a part-time basis. Through Itinerant Academic Programs, teachers are available in such disciplines as technology, business, health and home economics. Academic center-based programs are possible whenever two or more districts wish to participate in that program. Anytime a school district's anticipated need is for a .6 FTE or less in any instructional support service category, consideration should be given to securing that position through BOCES.

Art Teacher COSER 303

Services of an art teacher are available on an itinerant basis. The art program currently serves both grades K-6 and grades 7-12. This service is generally BOCES aidable.

Technology Teacher COSER 306

Services of a technology teacher are available on an itinerant basis. The technology program can serve students in grades 7-12 through delivery of state-approved curricula. This service is generally BOCES aidable.

Physical Education Teacher COSER 308

Services of a physical education teacher are available on an itinerant basis for regular or adaptive K-12 physical education assignments. This service is generally BOCES aidable.

Health Teacher COSER 309

The services of a health teacher are available on an itinerant basis. The health program can serve students in grades K-12 through delivery of state-approved curricula. This service is generally BOCES aidable.

FACS/Home Economics Teacher COSER 325

Services of a home economics teacher are available on an itinerant basis. Preferred delivery mode is all-day assignments for three days or less per week, but half-day assignments can be accommodated. This service is generally BOCES aidable.

Music Teacher COSER 338

Services of a music teacher are available on an itinerant basis for grades K-12 and can include instrumental and vocal instruction. This service is generally BOCES aidable.



The following academic itinerant programs are available upon request as a shared service between two or more districts. Please contact Matt Fagan for additional information.

Business Teacher

COSER 302

Services of a business teacher are available for secondary grades on an itinerant basis. This service is generally BOCES aidable.

AIS Reading/English Teacher

COSER 307

Services of an English teacher are available on an itinerant basis. The English program can serve students grades K-12 through delivery of state approved curricula. This service is generally BOCES aidable.

Social Studies Teacher

COSER 311

The services of a social studies teacher are available on an itinerant basis. The social studies program can serve students in grades K-12 through delivery of state-approved curricula. This service is generally BOCES aidable.

AIS Math/Math Teacher

COSER 328

The services of a mathematics teacher are available on an itinerant basis. The mathematics program can serve students in grades K-12 through delivery of state-approved curricula. This service is generally BOCES aidable.

Science Teacher

COSER 329

The services of a science teacher are available on an itinerant basis. The science program can serve students in grades K-12 through delivery of state approved curricula. This service is generally BOCES aidable.

Teacher of the Learning Disabled

COSER 335

Services of a teacher of special education are available on an itinerant basis. The delivery mode is usually a half-day, every day. The program must conform to Part 200 regulations. This service is excess cost aidable.

Gifted and Talented

COSER 336

Services of a teacher on an itinerant basis are available to provide programming for gifted and talented elementary students in participating districts. Identification of the students and the curriculum are determined by each participating district. The preferred delivery mode is all-day assignments for three days or less per week. This service is generally BOCES aidable.

Spanish Teacher

COSER 337

Services of a Spanish teacher are available on an itinerant basis for grades K-12. This service is generally BOCES aidable.

French Teacher

COSER 339

Services of a French teacher are available on an itinerant basis for grades K-12. This service is generally BOCES aidable.





Lauren Dunn

ASSISTANT PRINCIPAL OF CAREER AND TECHNICAL EDUCATION AND SUPERVISOR OF ITINERANTS
315.793.8547 | ldunn@oneida-boces.org

Nurse Practitioner COSER 310

The nurse practitioner must work under the supervision of a physician. Preferred delivery mode is all-day assignments for three days or less per week, but half-day assignments can be accommodated. This service is generally BOCES aidable.

Director of School Health Services COSER 312

The Director of School Health Services supervises the work of the nurse practitioner, as well as, directs all health activities within the district. The Director of School Health Services will serve as a member of the Committee on Special Education under the authority of the Superintendent of Schools.

Guidance Counselor COSER 305

Services of an itinerant guidance counselor are available for grades K-12.

English as a Second Language

COSER 326

The services of an English as a Second Language (ESL) teacher are available on an itinerant basis. The program can serve students K-12 through delivery of state-approved curricula.

Additional options are available to component districts that may need professional development or consultation support for English as Second Language students.

Professional Development topics include Part 154 Regulations, ESL/ENL Identification Process, academic resources and support on the use of scaffolding and differentiation within the classroom.

English as a Second Language consultation services are also available to provide resources, support and a network for general education teachers, and special education teachers who may be working with ESL students in core content classes.





Timothy Rowland

COORDINATOR OF SPECIAL EDUCATION & SUPERVISOR OF RELATED SERVICES
315.223.4724 | trowland@oneida-boces.org

Itinerant Related Services Overview

Many component school districts need therapeutic services on a part-time basis. Through Itinerant Related Services, therapists are available in such disciplines as psychology, social work, occupational therapy and speech. In addition, teachers of the deaf and hearing impaired, and teachers of the blind and visually impaired services are offered. Each district is charged on a formula basis for teacher salaries, fringe benefits and some supplemental equipment, supplies, travel and/or related contracted services.

Additional program areas can be added whenever two or more districts share the service. Aid is limited to a maximum of a .6 full-time employee.

School Psychologist

COSER 313

Services of a school psychologist are available on an itinerant basis. Preferred delivery mode is all-day assignments for three days or less per week, but half-day assignments can be accommodated. This service is generally BOCES aidable, except for that portion spent with students with disabilities, which is excess cost aidable. In addition to the normal .60 FTE maximum, a .20 FTE can be secured for services to the Committee on Special Education. This is not BOCES aidable but is excess cost aidable. The BOCES school psychologist cannot be the chairperson of the Committee on Special Education.

School Social Worker

COSER 314

Services of a school social worker are available on an itinerant basis. Preferred delivery mode is all-day assignments for three days or less per week, but half-day assignments can be accommodated. This service is generally BOCES aidable, except for that portion spent on students with disabilities, which is excess cost aidable.

Speech

COSER 315

Services of a teacher of speech and hearing impaired are available on an itinerant basis. Preferred delivery mode is all-day assignments for three days or less per week, but half-day assignments can be accommodated. This service is generally BOCES aidable, except for that portion spent on students with disabilities, which is excess cost aidable.

Visually Impaired

COSER 316

Services of a teacher of the visually impaired or a rehabilitation specialist for the visually impaired are available on an itinerant basis. Preferred delivery mode is all-day assignments for three days or less per week, but assignments can be aligned with a student's IEP recommendation for service. Committee on Special Education referrals should indicate the lowest frequency and maximum duration per week as appropriate to the student's needs. Daily service is possible. This service is excess cost aidable.

Hearing Impaired

COSER 318

Services of a teacher of the deaf and hearing impaired are available on an itinerant basis. The nature of this service generally precludes full-day assignments. Committee on Special Education referrals should indicate the lowest frequency and maximum duration per week as appropriate to the student's needs. Daily service is possible. This service is excess cost aidable.

Physical Therapy

COSER 321

Physical therapy is provided for students with disabilities by licensed personnel who work with individual students. A program of gross motor skill development helps students achieve maximum physical and mental functioning in a school environment. This service is excess cost aidable.

Occupational Therapy

COSER 322

Occupational therapy is provided for students with disabilities by licensed personnel who work with individual students. A program of fine motor skill development helps students achieve maximum physical and mental functioning in a school environment. This service is excess cost aidable.

Diagnostic/Prescriptive Assessment

COSER 323

This service is available on a per assessment basis. It is provided by a registered occupational therapist (OTR) who evaluates non-disabled students to diagnose developmental deficits and to recommend further intervention. This service is BOCES aidable.



Vanessa Vaccaro

COORDINATOR OF SPECIAL PROGRAMS & PROJECTS
315.223.6077 | vvaccaro@oneida-boces.org

Committee on Preschool Special Education - CPSE COSER 560

The Committee on Preschool Special Education meets the requirements of Chapter 243 of the laws of 1989 for participating school districts. A shared coordinator works with parents, school district officials, Oneida, Herkimer and Madison county officials and agencies conducting programs for preschool children, to implement the Commissioner's Regulations for services to three- and four-year-old children with disabilities. The coordinator will schedule meetings, follow through on process/procedures for placement and act as a liaison with parents.





Christina Warner

PRINCIPAL OF P-TECH & SCHOOL TO CAREERS
315.793.8648 | cwarner@oneida-boces.org

School to Career Programs Overview

The mission of the School to Career Programs is to provide career development and work-based learning experiences which inspire and enable students to make informed decisions about post-secondary and career opportunities.

Regional Program for Excellence

COSER 420.01

The Regional Program for Excellence offers a cost-effective educational experience to high school students 16 years or older through professional internships in STEAM, the arts, business, government, science or human services. This program is available to students from Oneida and Herkimer County BOCES component school districts. Students are placed with one to two mentors in the same or different areas of interest, as each student's program plan is established. Students use or are exposed to new technological equipment to gain a realistic view of professions and recognize the application of learned educational theory. As a result of these practical educational experiences that aid in closing the gap between preparation and application, students receive letters of recommendation from professionals for use with college applications.

During the summer session, students usually meet with mentors three hours per day for five weeks, gaining approximately 75 hours of work site contact. Students in the school year session, from October through early April, meet three hours per week for 24 weeks, for a total of 72 hours of participation.

Colgate Seminar Program

COSER 420.02

The program is taught by Colgate University professors on the college's campus. It provides a series of 12 seminars to academically motivated junior and senior students who are eager to explore advanced academic topics. The sessions are developed from a list of about 20-25 subjects and are held once a week during the months of September, October, November, January, February and March. Each cycle consists of three to five sessions and make-up sessions are offered. Students are notified of the subjects in advance and are requested to list their preference or interest.





Career Exploration/Basic Service

COSER 574.01

The School and Business Alliance (SABA) program helps schools implement college, career and citizen ready initiatives by providing an opportunity for students to interact with the business community. SABA services are delivered directly to students (grades K-12) in the home school.

The basic School and Business Alliance programs is a career development continuum designed to help students make informed career decisions. Students participate in carefully planned career exploration activities, including interest inventories, personality assessments and learning style reviews. These career activities assist students in developing career goals and motivating them to do better in school. All business connection activities have pre- and post-exercises. The business activities include college tours, career speakers, career days, career tours and shadowing.

The work site visits, career speakers, and career shadowing experiences available through the School and Business Alliance help students gather information to make informed career decisions.

As well as direct contact with local employers, the SABA provides career awareness and exploration activities to help students investigate their futures. SABA Career Exploration Specialists guide students in the development of individualized career plans and portfolios as outlined in the CDOS Learning Standards. NY Inspires & PoG.

Expanded School & Business Alliance Services

CAREER SPECIALIST

COSER 574.09

School and Business Alliance career exploration specialists are available on an itinerant basis. This service supports district activity by integrating career development into the curriculum. Career specialists provide career exploration activities, job readiness and curriculum enhancement.



Pre-Employment Transition Services

The Career Transition Program provides Pre-Employment Transition Services (Pre-ETS) to help students age 14-21 with disabilities prepare for success in the workplace. Funded through an ACCES-VR grand partnership between OHM BOCES and Mohawk Valley Community College, career exploration specialists can expand their SABA services at no additional cost to districts. They will work with students to identify career interests, develop employment related skills, explore post-secondary education options and obtain professional experiences.



Ellen Mahanna

PRINCIPAL

315.793.8605 | emahanna@oneida-boces.org

Special Education Program & Services Overview

Special education programs are provided for children with disabilities in the least restrictive environment possible. Eight different school-age programs are offered to component school districts. Related services of speech therapy, physical therapy, occupational therapy, visually-impaired training, hearing-impaired training and counseling are charged separately.

8:1:2

Up to 8 students with 1 teacher and 2 teacher assistants
COSER 201

SPECIAL EDUCATION CENTER (GRADES K-12) WATERVILLE CSD (GRADES K-12)

Designed for students with behavior management needs who cannot be maintained in a 12:1:1 setting. IEP related services must include a minimum counseling service of 1 x 30. Emphasis is on developing a student's emotional control and appropriate behavior in social and individual situations. Instructional programs are provided within a structured behavior modification program utilizing positive behavioral intervention strategies. Reflection rooms are available for support as part of the behavior modification program. Therapeutic Crisis Intervention for Schools (TCIS) developed by Cornell University is utilized within the program. The educational curriculum is rigorous and prepares students to participate fully in the New York State Assessments. Pre-Vocational and Career and Technical Education is available. This program is designed for access to General Education when appropriate.

CENTER-BASED MENTAL HEALTH PROGRAM

Designed for students who participate in community-based mental health services while enrolled in an educational program. The student being linked to treatment providers, psychiatrists and therapists is integral to their success. IEP services include a minimum counseling of 1 x 30. Reflection rooms and Time Out rooms are available for support as part of the therapeutic program. This program is based on TCIS (Therapeutic Crisis Intervention for Schools) developed by Cornell University. The educational curriculum is rigorous and prepares students fully in the New York State Assessments. Pre-Vocational and Career and Technical Education training is available in the program. This program is designed to be an intensive therapeutic educational program for students with a mental health diagnosis.

8:1:2+1 Program

Up to 8 students with 1 teacher, 2 teacher assistants and 1 student manager
COSER 201

SPECIAL EDUCATION CENTER (GRADES K-2)

Designed for students with developmental disabilities, including autism spectrum, who require behavioral support. Students who are in the program demonstrate needs that are more intense than the 8:1:2+1 classrooms. In addition to a teacher, and two teaching assistants,

a student behavior manager is assigned to the class to assist with behavior modification. Students benefit from structured teaching and a rich curriculum designed to meet students academic, therapeutic, social/emotional and behavioral needs.

12:1:1 School-Based Program

Up to 12 students with 1 teacher and 1 teacher assistant
COSER 204

SAUQUOIT VALLEY CSD (GRADES K-12)

The 12:1:1 Mild Program meets the diversified needs of students with disabilities. Students require specialized instruction in the areas of social-emotional skills, academic development and career and technical education. The program utilizes career and technical programs and other outside agency programs to provide transition support services. Students participate in the state testing program and the Alternate Assessment program.

12:1:3+1 Multiply Disabled Program

Up to 12 students with 1 teacher and 1 teacher assistant to three students
COSER 209

SPECIAL EDUCATION CENTER (GRADES K-12)

The 12:1:3+1 program meets the needs of children with profound and multiple disabilities. Essential elements of the curriculum include gross and fine motor skills, self-help skills, language development and socialization skills. Related services of speech therapy, physical therapy, occupational therapy, visually-impaired training and hearing-impaired training are charged separately.

6:1:2

Up to 6 students with 1 teacher and 2 teacher assistants
COSER 216

SPECIAL EDUCATION CENTER (GRADES 3-12)

The 6:1:2 program is designed for students who require the most restrictive learning environment. The student's management needs may be determined to be highly intensive, requiring a high degree of individualized attention and intervention. Behavioral supports include individual counseling provided by a certified school social worker. Reflection rooms are available for support as part of the behavior modification program. Therapeutic Crisis Intervention for Schools (TCIS) developed by Cornell University is utilized within the program. The instructional program focuses on meeting the emotional/behavioral needs of the student while addressing academic skills.

Academics/ instruction are aligned with the NYS Learning Standards allowing students to work toward obtaining a high school diploma. This program provides students with smaller class sizes, curricular modifications and support, intensive adult support and a structured program with consistent routines, career and life skills training, as well as behavior management, crisis support and intervention.



12:1:3+1 Developmental Program

Up to 12 students with 1 teacher and 1 teacher assistant to three students
COSER 209

RALPH PERRY JR. HIGH (GRADES 7 - 9)
NEW HARTFORD SR. HIGH (GRADES 10-12)
SPECIAL EDUCATION CENTER (GRADES K -12)

This program is designed for students with a classification of autism. The program consists of staff who are trained in structured teaching provided by the TIM Academy. The core of the curriculum is based in Treatment and Education of Autistic and related Communications Handicapped Children (TEACCH), developed at the University of North Carolina, Chapel Hill. This is a research model for structured teaching that encourages professionals to understand and assess the characteristics of autism for each child and then develop instructional curriculum based on that assessment. The instructional curriculum is functionally based. It has academic, speech, language, occupational therapy, physical therapy, vocational and social work services available based on individual needs. The programs are located in the public school setting to accommodate integration into the general education classes when appropriate.

Summer School Programs - 12-month Programming

COSER 831-834

OHM BOCES provides summer school programs for school-age children. Summer school programs are a continuation of the school year program for eligible students and are mandated by Part 200 of the Commissioner's Regulations. This extension is intended to prevent regression of skills. The summer school programs are six weeks during the months of July and August.



Transitional Planning & Implementation Services

COSER 206

COSER206 is a Transitional Planning and Implementation Service option designed to meet the mandate of the Part 200 Commissioner's Regulations on the provision of transitional services to students with disabilities. Services available include:

1. Direct delivery of individualized student transition services, including but not limited to:
 - Career exploration, including shadowing, internships and work tryouts;
 - Individualized job readiness skill building;
 - Post-secondary education exploration;
 - Travel training; and
 - Referral linkage for residential support, case management, family support and benefits counseling.
2. STRIDE (Self development, Time management, Resolution of conflicts, Interest exploration, Decision making, Ethics of employment) is a 15-hour, classroom-based workshop typically targeting 8th, 9th, and 10th graders. It is designed to facilitate active student involvement in their transition planning.

3. Technical Assistance is a staff development support service designed to assist districts with local level transition planning issues.

Most services are subcontracted with staff from the ARC of Oneida-Lewis County. COSER 206 is purchased by school districts.

Transition Planning Services

COSER 707

All students age 15 and above in BOCES contract classes receive transition implementation services under COSER 707. Services may include but are not limited to:

1. Individualized guidance planning focused on exit goals.
2. Coordination of career exploration and development may include:
 - Pre-vocational training;
 - Shadowing, internships, guest speakers and occupationally related field trips;
 - Internships;
 - Skilled technical training;
 - Post-secondary exploration;
 - Work try-outs;
 - Community-based training/apprenticeships; and
 - Community-based competitive supported employment.
3. Referral to adult services providers needed to support students' transition to adult living. These service providers are recommended based on identified barriers to employment and residential goals and may include:
 - ACCESS VR
 - DDSO
 - ARC
 - HTC
 - RCIL
 - Case management through consumer-chosen agency
 - Post-secondary support services (campus based)
 - Residential support providers
 - Medicaid eligible supports

Teaching Assistant for Students in BOCES Programs

COSER 708

A teaching assistant is provided for students in BOCES special education programs, when requested by school districts, in accordance with a student's Individual Education Plan (IEP).



Kevin Healy

DIRECTOR OF EDUCATIONAL SERVICES
315.223.4711 | khealy@oneida-boces.org

Program & Professional Learning Services

School districts today face challenges on every front - revisions to the NYS Next Generation Learning Standards, compliance with the APPR, student assessments and the need to meet these challenges within a severely constrained fiscal environment.

Professional Learning provides programs that help raise student learning and achievement that are grounded in research. They are continuously benchmarked against best practices in education. All division services are delivered by professional staff with varied expertise working toward a common goal: college, career readiness for all students.

The PPL Team provides leadership and learning opportunities to educators in our component districts to ensure success. This division also provides a number of specialized services on a regional level, as well as works with individual educators on customized projects.

Examples include:

- Executive Coaching for School Leaders
- Monthly Principal Meetings, Assistant Superintendent Meetings, Assistant Principal Meetings
- NYS Standards and Curriculum Work
- Regional Superintendent Conference Day(s)
- Regional Assessment Project
- Curriculum Specialties (days can be contracted individually or in blocks)
- School Based Inquiry Team Protocols
- Targeted Instructional Strategies for Classroom Teachers
- Teacher and Principal Evaluations

For an up-to-date listing of our workshops, please visit My Learning Plan at www.oneida-boces.org/ppd/ppd.htm.

School/Curriculum Improvement Service

COSER 521.01

The work of this service aligns with the NYS Education Department’s Agenda, which includes Standards and Assessments, Data Systems and Turning Around Low Achieving Schools.

The goal is to prepare our students to be college and career ready. This multifaceted plan will close the achievement gap by implementation of the NYS Next Generation Learning Standards, implementing the Data Driven Inquiry Model, and a teacher and principal evaluation system that supports education effectiveness.

Basic Service

COSER 521.010

Per SED COSER guidelines, general staff development services to districts required that BOCES establish a base-fee structure and that a district subscribe to the base service before a district can receive aid on staff development services. The fee is determined by the number of students in the district. Activities and benefits included in the base service are as follows:

- Aid for district staff attendance in shared district workshops
- Aid for in-district staff training/consultation by BOCES employees
- Aid for substitute teachers for participants attending half- or full-day training
- Aid for cooperative curriculum development projects involving at least two districts
- Successive sharing of consultants in district after shared activity
- Aid for Inquiry Based Data Driven Professional Development
- BOCES network teams will also work with district inquiry teams to develop and enhance effective instructional practices that ensure student growth and enhance school climate. The process involves four distinct phases: 1) Self-Study Tool 2) Action Planning 3) Implementation of Intervention 4) Assessment of Results. On-going facilitation by BOCES staff is provided.

Curriculum, Instruction & Assessment Coordination

COSER 332

This service hires professional staff for specialized services and coordinates the sharing of those staff members between two or more districts. These professionals assist participating districts in improving student achievement by providing professional learning opportunities in instructional strategies, curriculum development, assessment techniques, data analysis and leadership.

Each district is charged on a formula basis for professional development services. School districts are responsible for purchasing equipment and supplies that will be retained in their district.

Curriculum Supervisors

COSER 332.01

This in-district service focuses on strengthening instruction, raising standards and improving curriculum and assessment practices.

Consultants are matched to districts based on their staff development needs. Teachers and administrators receive feedback, share best practices and exchange ideas from the curriculum specialists in workshops, one-on-one classroom coaching and small groups.

Arts-in-Education

COSER 405

This Arts-in-Education service provides a highly effective way for schools to provide arts and educational programs within their districts by bringing artists in or by going out to cultural venues. Arts-in-Education helps schools enrich students' lives by providing opportunities to experience the arts. This service is designed to provide resources for schools to integrate the arts throughout the Next Generation Learning Standards.

There must be at least two districts requesting Arts-in-Education services for aid.

Examples of allowable arts integration activities:

- Dance (In-school workshops, assemblies by dance companies, field trips to dance performances)
- Theater (In-school performances, field trips, technical support and equipment for school productions, workshops with actors/technicians)
- Author Visits/Storytelling (In-school workshops and assemblies, field trips to book stores, museums or other venue where author will be available)
- Visual Art (Field trips, residencies workshops/assemblies - sculpture installations, murals, bookmaking, film making, etc.)
- Musicals (Guest conductors, choreographers, professional musicians who are working with students on a school musical and their materials and supplies)
- Writing Workshops (In-school workshops, assemblies, field trips, competitions and festivals)
- Teacher Professional Learning (related to the Arts & Arts Integration)

Provides a cost-effective way for school districts to bring arts programs to their students.

Data Analyst

COSER 521.011

Professional Learning provides assistance to component school districts in data analysis linked to instructional practices. This includes the collection and analysis of school data, and assistance with analyzing and interpreting New York state assessment data, as well as common

local formative and interim assessments. Custom service work consists of district- or school-specific projects and includes state assessment error analyses, predictive studies, survey construction and analysis, and program evaluation. Alignment of formative and interim assessments to the new Next Generation Learning Standards and how they impact instruction can be addressed through this service. A structured approach to data analysis supports districts in their planning, adoption or confirmation of research-based instructional models, as well as develops a sustainable data-driven culture. Professional development opportunities support identified needs in school improvement and growth. This service is offered to component districts in partnership with the Mohawk Regional Information Center (MORIC).

Regional Assessment Development

COSER 521.05

The Regional Assessment Development Project will include districts bringing their teachers together under the consultation of the PPD staff and/or consultants to procure and/or create assessment questions to be used to develop secure regional assessments for the growth and achievement needs of teacher evaluation under the APPR requirements:

- A database of regionally developed assessment questions
- Post-Assessments in the designated content areas/courses and grade levels
- Guidelines for Administration and Scoring
- The creation of interim assessments to compliment the summative measures created and implemented by local districts



Community School Resources

COSER 545

The Oneida-Herkimer-Madison BOCES Community School Resources represent a strategy for districts to organize resources so that academics, social and emotional needs, and medical and dental services and supports are integrated into the fabric of school culture. This strategy helps to remove obstacles to learning and serve the needs of the whole child, allowing teachers to teach and students to learn.

By aligning resources, Community Schools will result in improved student learning, stronger families and healthier neighborhoods. Specifically, the COSER will improve students' social, emotional, physical and intellectual needs through a menu of services.



Christopher Hill

ASSISTANT SUPERINTENDENT

315.793.8644 | chill@oneida-boces.org

Education Leadership Network

Focusing on professional learning, networking, mentorship and coaching, the Education Leadership Network serves superintendents, assistant superintendents, principals, assistant principals, executive coaches, curriculum supervisors and teacher leaders. Examples of offerings include Leadership Research Institutes, Lead Evaluator of Teacher Trainings, Principal Evaluator Trainings, Executive Coaching Trainings and Virtual Meetings/Conversations.

Executive Coaches & Curriculum Supervisors

COSER 332.02

Coaching services provide on-going and job-embedded professional learning for educators. It is available in these strands (and others upon request):

LITERACY COACHING

Coaches work with teams of teachers or individual teachers, providing planning, instructional, data and assessment support. Support is customized, but may consist of facilitated meetings, training, observation and feedback, model lessons or co-teaching.

NYS NEXT GENERATION LEARNING STANDARDS SUPPORT

Instructional coaches will work with teachers implementing NYS Literacy or Math Next Generation Learning Standards. Coaches will support access to materials, scaffolding and pacing instruction, facilitating data discussions to inform adjustments to instruction.

LEADERSHIP COACHING

Coaches work with building principals and assistant principals, helping them do their very demanding jobs more efficiently and effectively. Typically, the coaching is delivered individually, but it can also be provided to small groups of leaders.

TEACHER COACHING

Coaches work with individual teachers or groups of teachers, providing mentorship, guidance and model lessons for individual teachers. Also, they can work with groups of teachers as they plan and deliver NYS Next Generation Learning Standard-aligned lessons and units.

General Supervision & Coordination

COSER 355

This service provides administrative services (supervision/coordination) to districts as a District Administrator with specific responsibilities and a job description/plan developed by the individual school district and the Program and Professional Learning Division. Service must be shared with two districts.

Lead Evaluator Recertification & Leadership Development

COSER 521.012

This service provides districts with up-to-date information from the New York State Education Department regarding regulations, policies and assessments. Lead Evaluator Recertification workshops are held throughout the year.

Our services can assist your district with professional development of educational leaders. Our services include the following:

- BOCES Professional Learning Council - District administrators who are responsible for leading curriculum and instruction come together monthly to discuss issues and best practices related to leadership in these areas, as well as shape regional opportunities for collaboration.
- Principals' Meetings - Our principals come together by level to discuss and learn about issues pertaining to education and educational leadership.
- Leadership Research Institute - Administrators are invited to participate in one or more focused seminars.
- Communication of correct and timely information.
- Assistant Superintendent Meetings - Our Assistant Superintendents come together by level to discuss and learn about issues pertaining to education and educational leadership.

Support Services



Scott **MORRIS**

ASSISTANT SUPERINTENDENT

smorris@oneida-boces.org

315.793.8559

The Support Services Division provides high-quality, cost-effective services for component districts and BOCES. Support Services includes administrative along with information and technology functions.

The Division also coordinates the Oneida-Herkimer-Madison Health Insurance Trust and the Central New York School Employees Workers' Compensation Plan.

SUPPORT SERVICES

OVERVIEW

The Support Services Division provides high quality, cost-effective services for component districts and BOCES. In addition to business, personnel and maintenance operations, this Division also houses the School Safety, Food Services, Records Management and Information & Technology Services.

The Information and Technology Center provides professional direction, staff development, educational media and related information services. These programs are provided to participating school districts in the most effect way, sharing in the development and cost of these services. All programs offer professional leadership, direction and consultation services.

School Business Administrator

COSER 345

A certified school business administrator is shared between two or more school districts to perform business administrative functions as requested by the School Superintendent.

Labor Relations & Board Policy Development Program

COSER 602

The Personnel, Labor Relations and Board Policy Development Program services 20 school districts in a 10-county area. The program provides participating districts with representation and assistance in a variety of personnel and labor-related issues. This service is provided through a cross-contract with Madison-Oneida BOCES.

LABOR RELATIONS - Staff from the Personnel and Labor Relations program negotiate and administer collective bargaining agreements. They also provide in-service programs, research services, grievance representation and day-to-day employee relations consultations. A monthly C.P.I. report and annual instructional, non-instructional, administrative and other wage and benefit surveys are also part of the service. A quarterly negotiations Issues and Answers newsletter is published by the service.

BOARD POLICY DEVELOPMENT - Board Policy Development Program services include consulting services to help districts develop and maintain an effective policy manual. These services include comprehensive policy development, the appraisal, audit and revision of existing policy or an update service to respond to ad hoc requests of individual districts. All projects are individualized to meet the needs and desires of each district.

Energy Services Coordination

COSER 609

A consortium of schools, towns, cities and other BOCES has been formed to purchase natural gas and electricity directly from marketers who then deliver to the local utility. The participants are billed by the consortium, which pays the marketer. This service is provided through a cross-contract with Onondaga-Cortland-Madison BOCES.

Pricing and delivery stability, coupled with many years of experience, provide the municipal customer with worry-free delivery of energy at significant savings.

Cooperative Purchasing

COSER 619

School districts may cooperatively bid items such as custodial supplies, fuel oil, gasoline, bread, milk, ice cream and duplicator paper. Substantial cost savings are realized through bulk purchasing. This service is provided through a cross contract with Madison-Oneida BOCES.



Margherita Maniero

DEPARTMENT SUPERVISOR

315.793.8518 | mmanoiero@oneida-boces.org

Central Business Office

COSER 604

The Central Business Office offers participating school districts and Oneida-Herkimer-Madison BOCES a cost-effective system of recording financial data. The staff is trained in all aspects of business office operations. The Central Business Office provides participating districts and BOCES with bi-weekly payroll accounting, including preparation of payroll checks, trust and agency transfers and federal and state reports. Other financial services include preparation of trial balances, vendor checks, board reports, warrants, financial statements and check reconciliations. Central Business Office staff are trained in WinCap and nVision software applications. The Central Business Office provides districts with segregation of duties, knowledgeable staff, consistency between districts and backup for financial operations.

Employee Assistance Program

COSER 616

This service assists employees with medical and/or other problems that affect job performance by providing information, assessment, referral, planning, evaluation, follow-up and general case management. The program provides confidential, professional assistance to employees in need.

Employee Benefits Coordination

COSER 618

This program offers Health Insurance Coordination services. Health and dental Consortiums are offered to allow school districts to aggregate their insurance risk and take advantage of combined purchasing. Personnel resources are provided to bill school districts for health insurance coverage and to pay insurance bills on behalf of the Consortiums.



Insurance Consortium

COSER 621

BOCES operates a shared service designed to assist participating school districts in developing and/or maintaining liability insurance and risk management programs. Typical activities include the analysis of risk management practices, along with the implementation and development of specifications for individual district or group coverage.

Records Management

COSER 627

Districts in New York State are required by law to identify and maintain records. This service offers a records management program to districts. The program utilizes micrographics and a computer-assisted retrieval (CAR) system for district records that have long-term value. Records Management provides for space savings, time savings, security and fixed file continuity. Consulting services, training workshops and in-district services are also provided.

Certification

COSER 629.01

Serving as an extension of the Teacher Certification Division of the New York State Education Department, this program provides for the evaluation of credentials for individuals seeking certification as an education professional. Assistance, guidance and information are provided to those dealing with coaching, teacher assistant, initial and professional license situations.



Michael Colangelo

DEPARTMENT SUPERVISOR
315.793.8693 | mcolangelo@oneida-boces.org

Shared Facilities Director

COSER 380

This service provides a Facilities Director to be shared between two or more component districts. The Oneida-Herkimer-Madison BOCES will hire and manage staff to perform various duties relating to school buildings and grounds. This service is available to any component district upon application.

The cost will be charged on a per-day service. Cost of salary, fringe benefits, travel, staff development, supplies and materials are pooled and charged proportionately to each district based on the amount of service provided.

Staff Development - Transportation

COSER 607

State certified SBDIs (School Bus Driver Instructors) conduct 30-hour basic and 10-hour advanced classes for school bus drivers. A separate class is provided for School Bus Monitor and Attendant Training. These courses are required for all school bus drivers and/or school bus monitors. People taking these courses qualify for DMV point reductions and insurance cost reduction.

Facilities Services

COSER 613

The Facilities Services program provides the opportunity for all component school districts to share both maintenance equipment and facilities maintenance at the lowest possible cost. Districts gain access to equipment too expensive for many districts to own.

Drug and Alcohol Testing Service

COSER 640.229

According to federal regulations, drug and alcohol testing had to be initiated by all districts by Jan. 1, 1996. The Drug and Alcohol Testing Service provides on-site, random testing for alcohol and drugs to participating districts. The service, which is provided by a cross-contract with Jefferson-Lewis BOCES, also provides policy development, staff training, record keeping, contract administration and an employee assistance program.





Patricia Cerio

DEPARTMENT SUPERVISOR

315.793.8693 | pcerio@oneida-boces.org

Safety Coordinator

COSER 620.01

COMPONENT SCHOOL DISTRICTS

This service provides to School Districts and BOCES assistance with the compliance with local, state and federal safety and health regulations promulgated by the NYS Departments of Environmental Conservation (DEC), Labor (DOL), Health (DOH), and Education (SED) and at the Federal level - the Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration (OSHA). A representative from the Safety Service will be made available to a school district in the event of an inspection by any of the agencies listed above.

These activities of the service are provided to meet the requirements of the regulations as well as the individual needs of the districts.

This service also provides district-specific, consultative assistance to ensure compliance for subscribing districts and BOCES on specific health and safety issues/initiatives. Assistance is provided for the development, update, or implementation of written plans and program requirements for various state and federal agencies. An audit of records is completed to ensure that required record retentions schedules are met. With assistance from the district/BOCES, the Safety Service can ensure compliance with local, state and federal mandates.

All activities of the Safety Advisor COSER will be included in this service in addition to the activities of the service outlined in the Description of Services document.

Additional activities of the service include:

- Attend (if requested) safety committee meetings;
- Coordinate and/or deliver various safety trainings;
- Conduct evaluations of existing plans, policies, processes and protocols;
- Create reports and summaries of items completed;
- Conduct various inspections, evaluations or walkthroughs;
- Create audits to ensure compliance with various regulatory agencies;
- Provide coordination for additional safety resources with outside agencies, as requested
- Provide a file system to store safety related documents.

Consultative services regarding emergency management are also available, as requested. Activities include:

- Review of plans, policies, procedures and practices;
- Coordinate and/or deliver trainings;
- Assist with drills and tabletops; and
- Provide coordination for additional emergency management resources with outside agencies, as requested.

Requests from School District and BOCES that require external support or an enhanced level of service can be requested and are subject to an additional cost.

Child Life Services

COSER 620.011

NON-AIDABLE

Crisis assistance is available to school districts and BOCES in the event of a crisis situation involving the death of a student or staff member by experts in the Child Life and Mental Health fields.

Child Life Services provides supportive counseling and education to reduce stress and anxiety for children going through a medical/surgical procedure, those who have parents that are suffering from a life-threatening condition or any array of services to children surrounding a myriad of issues. Certified Child Life Specialists can be coordinated by the Safety Service for the following activities:

- Medical play therapy;
- Coping techniques for anxiety and stress;
- Grief and bereavement counseling; and
- Nutrition/wellness education.

Safety Advisor

COSER 620.012

BASE SERVICE - NON-COMPONENT SCHOOL DISTRICTS

This service provides assistance, in an advisory capacity, to School Districts and BOCES to assist in the compliance with local, state and federal safety and health regulations promulgated by the NYS Departments of Environmental Conservation (DEC), Labor (DOL), Health (DOH), and Education (SED) and at the Federal level - the Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration (OSHA). A representative from the Safety Service will be made available to a school district in the event of an inspection by any of the agencies listed above.

The Safety Service provides guidance, coordination and recommendations to School Districts and BOCES in various safety areas that also include:

- Access to various safety plans;
- Access to training (in-person) and online;
- Notifications about training opportunities;
- Notifications about regulatory changes;
- Access to SDS database/inventory;
- Access to services for fit testing, evaluations & exams and CPR/AED certification; and
- Access to various newsletters.

These activities of the service are provided to meet the requirements of the regulations as well as the individual needs of the districts. Services that require external support or an enhanced level of service, not covered by the base, will be subject to an additional cost.

Asbestos Inspections

COSER 620.02

The asbestos program provides inspection services and training in accordance with the Federal Asbestos Hazard Emergency Response

Act (AHERA). This service includes:

- Six month surveillances;
- Triennial inspections (as required); and
- Training/coordination of training for district staff and asbestos designees.

All activities offered in this service are conducted by certified asbestos inspectors and management planners.

Identification and Reporting of Child Abuse and Maltreatment Course

COSER 620.06

This two-hour course is intended for school professionals that are seeking licensure, certification or re-certification. It is approved by the State Education Department and is conducted by Safety Services personnel, either in-person or virtually.

Topics covered include:

- Background of the Child Protective Services System;
- Mandated Reporters;
- Legal Framework;
- What is Child Abuse and Maltreatment/Neglect?; and
- Case Scenarios - Exercises.

This course is offered as a separate service for the COSER and individuals who attend are responsible for self-registration and payment. Cost: \$25 per participant.

Fire Inspections

COSER 620.040

Certified code enforcement officials conduct annual fire inspections and assist school districts and BOCES with fire safety compliance and staff training. The Safety Service supplies districts and BOCES with fire inspection reports and maintains copies of the inspection.

Fire Safety Services

COSER 620.041

In accordance with the New York State Fire Code, National Fire Protection Association (NFPA) standards, and New York State Education Department, the fire safety services program offers the following to school districts and BOCES:

- Inspection of identified fire extinguisher equipment;
- Servicing and tagging of all fire extinguishers;
- Creation and update to reports for identified fire extinguisher equipment; and
- Service reports for fire extinguisher equipment at district and BOCES buildings.

Dignity Act/Bullying Prevention

COSER 620.06

This service will provide consultative assistance, training and district specific programming that is designed to foster a positive culture and climate. The role of the DASA Specialist/PBIS Coordinator is to:

- Assist the Dignity Act Coordinator in their role;
- Conduct an audit for school districts and BOCES;
- Assist the district and BOCES in maintaining compliance;
- Provide newsletters (Dignity Dispatch) with relevant and timely information;
- Provide training on a wide variety of topics;
- Provide and develop training programs specific to district and BOCES needs; and
- Assist districts and BOCES with providing various techniques to provide a supportive environment for both students and staff that is free from discrimination, intimidation, taunting, harassment, bullying and cyberbullying (Dignity for All Students Act).

Dignity Act Certification Course

COSER 620.06

This course is intended for school professionals that are seeking licensure, certification or re-certification. It is a six hour course (three hours online and three in person) that is approved by the State Education Department and is conducted by Safety Service personnel and legal professionals. Topics that are covered in this course include:

- Legislation history;
- Policy and code of conduct;
- Staff training requirements;
- Student instruction;
- Reporting and response;
- Risk and protective factors;
- General awareness of population
- Alternatives to progressive discipline; and
- Techniques to create culture and climate reform.

This course is offered as a separate service from the COSER and individuals who attend are responsible for self-registration and payment. Cost: \$100.00 per participant.

Safety Technician

COSER 620.017

The Safety Technician Service provides Districts and BOCES compliance with Local, State and Federal safety and health regulations promulgated by the NYS Departments of Environmental Conservation (DEC), Labor (DOL), Health (DOH), and Education (SED) and at the Federal level, Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration (OSHA).

The Safety Technician service provides an enhanced level of service to the District or BOCES through the efforts of the combined Safety Services team. Districts or BOCES who subscribe to this service will have technical assistance from the Safety Services team in order to meet the various LEA responsibilities. Support can be provided for further development and/or implementation of written plans and programs.

All activities of the Safety Coordinator and Safety Advisor COSER will be included in this service in addition to specific goals, initiatives and tasks outlined by the District or BOCES.

Activities of this service can include:

- Initiate, organize and/or conduct safety committee meetings;
- Initiate, coordinate and/or conduct various safety trainings;
- Initiate, coordinate and/or conduct evaluations of existing plans, policies, programs, processes and protocols;
- Initiate, coordinate and/or conduct various building safety inspections, evaluations or walk-throughs;
- Initiate, coordinate and/or conduct surveys and audits to ensure compliance with various regulatory agencies, plans and programs;
- Create and provide reports summaries of items completed; and
- Initiate and/or coordinate additional safety resources with outside agencies, as requested.

Technical assistance regarding emergency management will also be conducted. Activities can include:

- Evaluate, recommend and update plans, policies, procedures and practices;
- Create reports and recommendations on existing procedures, policies and practices;
- Initiate, coordinate and/or conduct evaluations on building and/or response protocols;
- Coordinate and/or deliver trainings;
- Initiate, coordinate and/or conduct drills and tabletops; and
- Coordinate additional emergency management resources with outside agencies, as requested.



Kate Dorr

DEPARTMENT SUPERVISOR
315.223.6068 | kdorr@oneida-boces.org

School Food Service: Management

COSER 626.012

The OHM BOCES Food Service Management Service offers shared, regional expertise in management, leadership, and support for school based federal Child Nutrition Programs. This Coser section offers full service management as well as customizable services including recipe development, nutrition analysis, menu planning, education, short or long term consultation and administrative review assistance for independently operated child nutrition programs.

This service allows districts to benefit from the shared resources while maintaining their status as a self operated School Food Authority (SFA).

School Food Service: Logistics, Operations and Warehousing

COSER 626.00

The service provides full-service execution and regulatory responsibility of a district's food service program; it is designed to remove as much of the challenge of school meals as possible for the participating district. OHM BOCES will fully administer the program including:

- hiring, training, supervision of all warehouse and kitchen staff level staff
- the purchase, storage of food and supplies
- maintenance of equipment, preparation of nutritionally compliant and appealing, high quality food served in school kitchens
- budgeting, accounts payable, submission of claims to NYSED
- maintenance of student and staffing accounts
- the processing of Free and Reduced Applications and/or Income Collection Forms.

This shared service offers schools the opportunity to join the OHM BOCES School Food Authority as Recipient Agencies (RAs). Schools that wish to participate must also concurrently participate in the Management CoSer.





Greg M. Smith

DEPARTMENT SUPERVISOR

315.223.4793 | gsmith@oneida-boces.org

Distance Learning

COSER 438

The OHM BOCES Distance Learning Service is a cornerstone for the future development of expanded educational opportunities in our region. The service exists upon a fiber-optic telecommunication network with the capacity to link all our component school districts, the BOCES complex and area colleges. Linkages with regional networks, other states and even other countries allow us to make possible enhanced educational opportunities while promoting interconnectedness and teamwork among students and teachers alike.

Equipment, Support & Maintenance

COSER 438.01

OHM BOCES provides customized solutions for a variety of distance learning implementations, ranging from classrooms to conference rooms to lecture halls and in sizes that vary from small huddle rooms to the most adaptive future-ready classrooms. Once equipped, the rooms that have transformed are programmed to connect to other sites easily and efficiently. As needed, our BOCES technicians provide responsive support to diagnose and solve any technical issues or requests that arise.

Advanced Social Studies Courses

COSER 438.02

Interactive Video Courses in psychology and sociology bring opportunities for students to earn tuition-free, dual-credit from Mohawk Valley Community College (MVCC). Teachers are based at the OHM BOCES, while the students receive instruction from classrooms in their home district equipped with professional video conferencing technology. Each course runs for one semester and is offered both in the fall and spring every year. Synchronous video classes meet on Mondays, Wednesdays and Fridays at scheduled times. Class times are built around the bell schedules of participating schools and are oftentimes able to combine students from two schools together into a single class section. Both dual-credit courses meet both New York State requirements for .5 high school course credits, as well as collegiate requirements to earn three credit hours.

Mandarin Chinese Courses

COSER 438.03

Daily, synchronous instruction is provided to students in participating school districts via the Interactive Video Courses Service. Chinese Language and Culture courses provide students,

from across New York State, with the opportunity to learn Mandarin Chinese while also being introduced to Chinese history and culture. The Mandarin Chinese program has two distinct pathways for students:

- The High School Elective courses in Mandarin Chinese afford students the opportunity to study Mandarin Chinese as elective courses for up to two years. Mandarin Chinese elective courses are dual-credit courses with Mohawk Valley Community College (MVCC) offering up to 12 credits, and can be completed either independently of their study in other language(s) OR to meet the minimum requirement of one credit in a World Languages course to earn a New York State Diploma.
- The Mandarin Chinese Course Sequence provides up to seven years of New York State and national, standards-based instruction in Mandarin Chinese. Students begin their language sequence in grade 6 or 7. Level 3 and 4 Mandarin Chinese courses are dual-credit courses with Mohawk Valley Community College offering students as many as 12 college credits.



American Sign Language Courses

COSER 438.04

Students across New York State are afforded the opportunity to study American Sign Language for up to four years via OHM's American Sign Language (ASL) program. As part of our Interactive Video Course program, students in our ASL program receive synchronous, daily instruction. Each course level includes introduction to new vocabulary, lessons in grammar, Deaf history and lessons in the culture of Deaf people. Students who advance to ASL Level 3 and 4 will earn dual credit for successful completion of their coursework.

Languages Other Than English (LOTE)

COSER 502.04

The LOTE Curriculum Program serves to produce Checkpoint examinations for World Language teachers in our region and around New York State. Since the June 2018 examinations, the OHM Checkpoint B examinations have been approved by NYSED for use in the Multiple Pathways to Graduation. Checkpoint B examinations in French, Italian and Spanish are created each January. Checkpoint A and B examinations in ASL, Chinese, French, Italian and Spanish are created and administered in participating schools around the state each June. The creation of each examination is BOCES-facilitated and teacher led. Professional development in support of these examinations is offered via monthly World Languages Network meetings.



Jennifer Parzych

DEPARTMENT SUPERVISOR

315.793.4758 | jparzych@oneida-boces.org

Portable Planetarium Service

COSER 415

Bring the universe to your school with the OHM Portable Planetarium—now featuring a brand-new dome, upgraded projection system, and enhanced software that immerses students and adults alike in the wonders of astronomy. Aligned to New York State Science Learning Standards, presentations span more than 18 topics designed for elementary through secondary learners. The planetarium accommodates 25–30 participants per session, offering up to six 45–50 minute presentations per day. Districts may also rent the previous dome for local use with a trained Planetarium Turn-Key Trainer. Learn more at www.oneida-boces.org/planet

Web-Based Instruction

COSER 438.015

Our web-based instruction services support blended and online learning environments by providing flexible, high-quality options for student success. Through the OHM Learning Network, districts have access to the Buzz Learning Management System, credit recovery and accrual opportunities, and a wide range of vendor-provided courses for grades K–12.

This year, we've partnered with Agilix Labs, the parent company of Buzz LMS, to integrate artificial intelligence features that enhance teaching, learning, and data insights within the platform. We continue to collaborate with curriculum vendors to bring engaging middle and high school electives to districts—partners who also help schools align instruction with New York Inspires and the Portrait of a Graduate framework, preparing students with the essential skills needed for future success.

Our regionally developed curriculum includes K–6 Social Studies, aligned to the New York State Social Studies Framework, which continues to be expanded and refined. All courses and content are delivered through Education Law 2-d compliant systems to ensure secure, seamless access.

The Web Instruction team remains committed to helping districts provide equitable, flexible and future-ready learning experiences for every student.

K-5 Science Program

COSER 518

The OHM BOCES Science Center is where curiosity meets innovation. Through hands-on, inquiry-based K–5 curriculum aligned to the New York State Science Learning Standards, we help students explore, question, and discover the world around them. Our newly revamped K–2 units and updated 2–5 literacy-aligned materials strengthen early science and reading connections, while our new engineering design challenge, "How to Catch a Snowman," brings creative problem-solving to life.

Beyond curriculum, we're expanding opportunities for collaboration

and growth. This year, we welcomed four new partner schools and strengthened community ties through projects with the Onondaga Environmental Institute, Utica Children's Museum, Utica University's Girls STEM Day and Stride Coffee Roasters. The OHM Science team presented at STANYS on using technology-enhanced formative assessments to boost student engagement and performance.

From new K–8 curriculum supports to dynamic professional development, the OHM Science Center continues to empower educators and ignite students' passion for science, engineering, and innovation.

Model Schools

COSER 538

The OHM BOCES Model Schools Program supports districts in effectively integrating instructional technology to enhance teaching, learning, and student achievement. Our team of instructional specialists and professional developers collaborates with schools to build sustainable models for technology-rich instruction through thoughtful planning, implementation and ongoing evaluation.

This year, the program expands its focus to include artificial intelligence in education, offering professional development centered on AI literacy, ethics, bias and classroom applications. We also continue to support schools in identifying and implementing instructional technologies that create seamless, connected classroom environments where digital tools enhance both engagement and accessibility.

With flexible professional learning options (onsite, virtual, or self-paced) the Model Schools Program helps schools harness technology as a powerful tool for innovation and growth.





Substitute Teacher Calling Service

COSER 625

The Substitute Teacher Calling Service provides a comprehensive solution for managing absences and substitute placement through the Frontline Absence and Management System. This service allows district staff to report absences 24/7 using an automated phone system, smartphone app, or online platform, with qualified substitutes automatically assigned from district-approved lists.

In addition to maintaining system operations, our team offers training for new district employees to ensure consistent and confident use of the platform. We also continue to support and provide training in Frontline Central, helping districts achieve seamless integration between Frontline Central and Frontline Absence Management for improved data accuracy and workflow efficiency.

Districts receive daily and customized reports to track absences, substitute assignments, and usage trends, allowing for effective planning and resource management.





Janice Murray

DEPARTMENT SUPERVISOR

315.793.8505 | jmurray@oneida-boces.org

Educational Communications

COSER 502

The Educational Communications Center is comprised of three services: Media Technology Services, Cooperative Music and Courier. The center offers curriculum resources, professional leadership and direction to school districts for the integration of instructional technologies into the total educational program. Educational Communications promotes the blending of technology with access to instructional resources to achieve the highest quality instruction to maximize the teaching/learning process.

Media Technology Services

COSER 502.01

BOCES Media Technology Services provides school districts with Ed Law 2-d and copyright compliant, standards-aligned analog and digital media resources covering all curricular areas in grade levels pre-K-12. Through this service, teachers and students have access to more than 500,000 of the latest print and digital resources from streaming media to classroom book sets. The Media Technology Service is a strategic partner with participating school districts in providing vetted content, curriculum support and copyright compliance. The robust offering includes digital content, streaming media, e-books, audio books, and SWANK Motion Pictures and Movie Licensing for each campus, in addition to multiple copy classroom book sets, large print titles and STEAM kits. Examples of products included in the service are Clickview, Streamable Learning virtual field trip platform, Learn 360, BrainPop and BrainPop Jr., World Almanac for Kids Online and the Sora e-book platform. Professional development to support access, curricular integration and best instructional practices for all products is included in the service. Examples of trainings have included finding digital content for hybrid learning, copyright compliance, information and media literacy and using digital resources to support standards and differentiated instruction.

Cooperative Music Program

COSER 502.02

The Cooperative Music Program enables participating school districts to cooperatively purchase sheet music for chorus, band and orchestra ensembles in addition to song books, solos and music accompaniment CDs. This service gives music teachers access to one of the largest sheet music libraries in New York and provides districts with a variety of music selections at a minimal cost. Benefits to school districts include a central location, maintenance and cataloging of collection by the media technology services staff, online catalog access, delivery by courier service, combined buying power from districts in six different BOCES and compliance with music copyright laws. In addition, the Herkimer County Music Educators Association (HCMEA) and the Oneida County Music Educators Association (OCMEA) sheet music collections are housed and distributed by Media Technology Services. A music advisory council, made up of member district music teachers, works with the media staff to streamline services and organize professional development events. These events are at no additional cost to the districts.

Courier Service - Base Service

COSER 502.03

The Courier Service provides daily delivery and pickup for BOCES programs and component school districts in the OHM BOCES and Herkimer BOCES. The service also connects to MO BOCES and JL BOCES via a stop at the MORIC. This service facilitates the transportation of curriculum resources (books, DVDs, CDs, etc.), sheet music, interlibrary loan of books, intra- and inter-school mail, distance learning course materials, equipment repaired by Technical Repair Service, Science Center materials and school district printing from BOCES Printing Services.

School Library System

COSER 576

Numerous library services are provided in the COSER including Regional Catalog, Expanded Interlibrary Loan, Online Resource Access, Virtual Resource Library and Cooperative Collection Development. The School Library System provides additional resources for all districts as part of the base service.

Regional Catalog

COSER 576.01

This service provides maintenance and development of the regional union catalog for the Oneida-Herkimer-Madison, Madison-Oneida and Jefferson-Lewis County BOCES School Library Systems. The web-based catalog is continuously updated so patrons have access to reliable data from the combined resources of 165 schools. Staff and students use the regional catalog in their school's library for instruction and to borrow resources in area schools through interlibrary loan.

Expanded Interlibrary Loan Service

COSER 576.02

The expanded interlibrary loan service includes researching and requesting books and articles from sites outside the Oneida/Herkimer School Library System's component school districts by utilizing library resources nationwide. Customized research is also conducted on any topic to meet the educational and informational needs of staff and students. In addition, large print books, audio books and books written in languages other than English can be borrowed to support student learning. The School Library System staff have access to online databases and institutions across the United States that are part of interlibrary loan consortia, virtually creating libraries without walls.

Online Resources

COSER 576.03

This service provides consortium pricing and procurement for the purchase of NYS Education Law 2-d compliant online electronic information and instructional resources. These resources supplement curricula and research as well as provide online resources to students and teachers for use in hybrid learning environments. The School Library System provides a single sign-on online platform for access, technical support, as well as professional development in on line search strategies and training of the online resources for library staff and teachers. Example subscriptions may include Culturegrams, Discovery Education, RAZ Kids, Facts on File, Scholastic and SIRS Researcher. Databases and electronic resources not currently on the renewal list may be requested for inclusion. Training on the use of digital resources is available for library staff, teachers and students.



Cooperative Collection Development

COSER 576.04

This service coordinates the acquisition of additional library materials such as books and e-books selected by a school's librarian and housed in individual school libraries. Resources are shared with component districts through the Regional Union Catalog (CIDER) and interlibrary loan. The function of the school library collection is to support instruction and meet the informational needs of staff and students. This service allows schools in the region to build exemplary library collections, increasing the variety and availability of books available for interlibrary loan. Virtual Resource Library (VRL) COSER 576.05 This service provides opportunity for districts to belong to a digital resource library built through the collective purchasing power of all members. This web-based digital collection is selected by a committee of librarians and teachers and is accessible by all students and staff from any computer with internet access. Multi-use, simultaneous-use e-books and reference material allows for whole class usage. Many titles are more expensive than any library would be able to afford without belonging to the service. Examples of titles include Facts on File Companion to Shakespeare, Compact Research: Teen Well-Being, Teen Mental Health, Civic Participation and Gale Research Novels for Students. Rosen Interactive e-books and multi-user additions to the regional Sora Collection are also provided via this service.

Virtual Resource Library (VRL)

COSER 576.05

This service provides opportunity for districts to belong to a digital resource library built through the collective purchasing power of all members. This web-based digital collection is selected by a committee of librarians and teachers and is accessible by all students and staff from any computer with internet access. Multi-use, simultaneous-use e-books and reference material allows for whole class usage. Many titles are more expensive than any library would be able to afford without belonging to the service. Examples of titles include Facts on File Companion to Shakespeare, Compact Research: Teen Well-Being, Teen Mental Health, Civic Participation and Gale Research Novels for Students. Rosen Interactive e-books and multi-user additions to the regional Sora Collection are also provided via this service.

Library Automation

COSER 578

The Library Automation Service is comprised of two programs: Data entry for the Regional Union Catalog and Regional Library Automation Service. Bibliographic data entry is provided by the Oneida/Herkimer School Library System. Regional Library Automation Service is provided by the Mohawk Regional Information Center (RIC).

Regional Library Automation Service

COSER 578.210

The Regional Library Automation Service is provided through a cross-contract with the Mohawk Regional Information Center. This service provides for local area network installation, maintenance, updates, software installation and training, access to the regional library database for resource sharing and on-going related support services.



Kamil Rahme

DEPARTMENT SUPERVISOR

315.793.8507 | krahme@oneida-boces.org

Technical Repair Center

COSER 504

The Technical Repair Center is comprised of three programs: Audiovisual Equipment Repair, Computer Repair and Musical Instrument Repair. School districts have the option of participating in one or all of these programs, but to receive aid on these services, the school district must participate in the Educational Communication Center's Courier Service.

Audiovisual Repair

COSER 504.01

This program provides repair service for participating school districts' audio visual smart classrooms and video equipment. The service can take place either at the BOCES repair center or at the school site. School districts also have access to the repair technician for consultant services. Schools are billed separately for any replacement parts used to repair or maintain their equipment. Replacement parts are not aidable. The service provides for the pickup and delivery of equipment on a daily basis through the Educational Communication Center's Courier Service.

Computer Repair

COSER 504.02

This program provides professional repair for district-owned instructional computer and associated peripheral equipment. As with audiovisual repair, services can take place either at the repair center or at the school site. Since replacement parts used in the repair of district-owned equipment are not aidable, districts will be billed separately for these items. Pickup and delivery of equipment is facilitated by the Educational Communication Center's Courier Service.

Musical Instrument Repair Service

COSER 504.03

The Musical Instrument Repair Service provides repair service for all brass, woodwind, string and percussion instruments owned by a school district. Repair work is done either on-site or at the BOCES repair center, whichever is appropriate. The BOCES repair center also provides a cleaning and shining service for all brass instruments using an ultrasonic machine. Pickup and delivery of equipment are also provided on a daily basis through the Educational Communication Center's Courier Service. Replacement parts used in the repair of instruments are not aidable. In order to receive aid on this service, school districts must participate in the Educational Communications Center's Courier Service.





Jean Palmer

DEPARTMENT SUPERVISOR

315.793.8510 | jpalmer@oneida-boces.org

Printing Services

COSER 505

Printing Services offers a full range of high-quality digital printing and copying solutions to meet all of your needs. Our capabilities include newsletters, yearbooks, programs, stationery, envelopes, labels, posters, forms, agendas and so much more.

With the upcoming launch of our upgraded WebCRD online ordering system, districts will soon enjoy an easier, more efficient way to submit print requests — though we will continue to accept traditional hard-copy orders as well.

Need help with design? Our School Communications Services (CoSer 603) team can assist with layout and design to ensure your materials are print-ready and professionally produced.

We print on a wide variety of paper types, colors, and sizes — including NCR forms, vinyl, and specialty stocks. We work in collaboration with the OHM BOCES Courier Service (CoSer 502) to ensure a timely delivery of your finished products. Our pricing structure considers factors such as materials, the number of impressions, required bindery services and any specialized handling or shipping requirements.

Please note that while most printing requests are eligible for financial assistance, paper and supplies are generally excluded. The non-aided portion is typically calculated at 22% of the total cost. Participation in the Educational Communication Center's Base Service is a prerequisite for receiving aid on our printing services.



School Communication Service

COSER 603

Establishing an effective communication system between schools, families and the community helps districts create higher academic standards and stronger partnerships. Beyond the day-to-day informational needs of school districts, the challenge is to develop a strategic communication program that reinforces the district's mission and the value of public education to society. In particular, parents, guardians and caregivers need to understand the school's academic expectations for their children, know what resources are available to help their children be successful in school and understand the value of public education to society.

The School Communication Service provides expert staff in media relations, graphic/visual arts, photography, publication design and layout, branding, social media and website development. Print documents are created and sent to Printing Services (COSER 505) for high-quality printing or copying.

The School Communication Service also provides school districts with the expertise to plan and develop a comprehensive, strategic public relations and communications program that begins with students, parents/guardians and district staff, and reaches out to include the wider community. A professional and consistent approach to public information builds more active support from parents/guardians and community partners. This service offers strategic communication planning services for capital projects, budgets and other initiatives.

The School Communication Service also offers website hosting, support and more for districts through Finalsité. The School Communication Service has a full-time webmaster on staff who assists participating districts with their individual training needs. Districts receive assistance during initial website set-up and continued support as they further develop their websites.



CJ Amarosa

DEPARTMENT SUPERVISOR

315.793.8688 | cjamarosa@oneida-boces.org

Instructional Technology Service

COSER 510

This COSER provides computer-based services for instructional activities within the context of the New York State Long Range Technology Plan, offering component districts consultation, design and implementation of hardware, software and data network configuration. It also allows districts to participate in a shared data technician program and provides training and staff development to support the instructional technology service, in line with the Model Schools COSER (6368).

Telephone Interconnect

COSER 610

The BOCES coordinated Telephone Interconnect Service provides school districts with the ability to link telephone service through a virtual telephone network. As a result, schools have the ability to direct inward dial (DID) the Oneida-Herkimer-Madison BOCES and their counterparts in the service with either four- or five-digit dialing. The financial benefits of this service for school districts include reduced line costs and the elimination of message unit costs within the network.

Telecommunications Service

COSER 628

This COSER provides component districts with assistance in the identification, installation, evaluation and dissemination of technological tools (both hardware and software) that support the educational process at all levels. This service monitors and maintains the Wide Area Network connections within Oneida-Herkimer-Madison BOCES and is leveraged to analyze, design and implement strategies to deliver new services and technologies to our component districts efficiently.



Services from Other BOCES

Model Schools Program & Common Learning Objectives

COSER 514.21 & COSER 515.21

This group of COSER services falls under the general category of Computer Services and is provided by a cross-contract with the Madison-Oneida BOCES Regional Information Center. The Model Schools Program includes training to facilitate “tool software” integration and turnkey training. Common Learning Objectives focuses on finding solutions for effective methods of technology integration to address common learning objectives.

Regional Information Center

The Mohawk Regional Information Center’s mission is “to effectively support technology solutions for all learners” within four BOCES regions: Herkimer, Jefferson-Lewis, Madison-Oneida and Oneida-Herkimer-Madison. Services are available for 52 school districts and four BOCES. For full descriptions, refer to a current Mohawk Regional Information Center Service Directory or www.moric.org. Some of the services available to local school districts include:

Instructional Technology Integration Services

- Microcomputer Instructional Support (A507.501)
- Guidance Systems (A502)

General Technology Support Systems & Services

- WinSNAP (Cafeteria Management (A603.416)
- Document Retention
- Inventory Management and Work Order Systems
- Technology Planning
- MORIC Help Desk

Student Information Systems

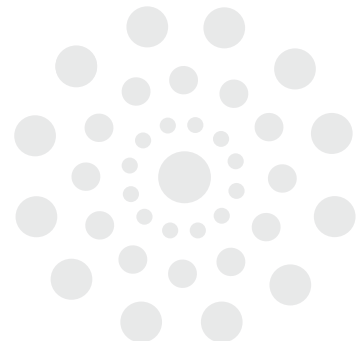
- SchoolTool, WinSchool/SMS and SASIxp, eSchool Data, PowerSchool
- Classroom Grade Books & Attendance
- Teacher/Parent Home Access
- Discipline Tracking
- Mark Reporting (A603.040)
- Master Scheduling (A603.064)
- Transcript Data
- Student System Teacher Training Sessions
- Census (A603.030)
- ClearTrack200 & IEP Direct
- AIS Edge
- RTIm Direct
- Medicaid Data Entry
- NY State & NRT Test Scoring/Regents Scanning
- Data Warehousing for Statewide Data Collection (A603.090)
- Data Analysis
- Data Management Services

Financial Services

- Finance Manager & WinCap (A603)
- Payroll (A603.124)
- Accounting
- Human Resources
- Benefits (WinCap)
- Schedule/Salary Projections
- Accounts Receivable
- Purchasing/Accounts Payable (A603.113)
- Personnel (A603.130)
- General Ledger/Revenue (A603.140)
- Employee Attendance (A603.133)
- Budget Development & Maintenance (A603)
- Negotiations/Budget Projections
- Bidding
- GASB34

Technical Support Services

- SYSOP Training & Certification (A603.605)
- Novell Groupwise Setup and Training
- Extranet Services
- Citrix/Thin-Client Support Services
- Internet Access & Filtering
- Web Design & Hosting Services
- Remote Backup Service
- Laptop Encryption





Proudly serving the following component school districts:

Brookfield | Clinton | Holland Patent | New Hartford | New York Mills | Oriskany | Remsen | Sauquoit Valley | Utica | Waterville | Westmoreland | Whitesboro

Notice of Compliance The Board of Cooperative Educational Services, Sole Supervisory District of Oneida, Herkimer and Madison Counties, hereby gives notice that it does not discriminate on the basis of an individual's race, color, creed, religion, national origin (regardless of English language skills), age, sex, sexual orientation, marital status, military or veteran status, disability, predisposing genetic characteristics, arrest record, or prior criminal convictions, except when sex or age are a bona fide occupational qualification, when a criminal conviction is related to job duties, and when an individual's religion or disability warrants reasonable accommodation in the recruitment and appointment of employees; employment pay and benefits; counseling services for students; access by students to educational programs; course offerings; and student activities. This policy is in compliance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, and the New York State Civil Rights Law 40-a-c. Any alleged grievances should be reported to the School Business Administrator, Human Resources, at 315.793.8518, Oneida Herkimer Madison BOCES, Box 70, 4747 Middle Settlement Road, New Hartford, New York 13413-0070.



Box 70 | 4747 Middle Settlement Road | New Hartford, NY 13413-0700 | 315.793.8500 | www.oneida-boces.org