APPROVED

Item VII. A. 1
Motion by: Gary P. Nelson
Seconded by: Elaine M. Falvo
Motion carried 9-0

VII A. 1.
Approval of Minutes of the Public Hearing/Regular Meeting of September 9, 2026
October 14, 2026

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

Cooperative Board 2026-2027
T: 315.793.8558
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UNAPPROVED
MINUTES OF THE PUBLIC HEARING AND REGULAR MEETING OF SEPTEMBER 9, 2026

Date

Introduction

One (1) Public Hearing and the Regular meeting of the Board of Cooperative Educational Services was held on September 9, 2026 beginning at 4:00 p.m. in the Howard D. Mettelman Learning Center, 4747 Middle Settlement Road, New Hartford, New York.

Members Present

MEMBERS PRESENT
Michael H. Head, President
Kristin Hubley, Vice-President
Steve Boucher
Louis A. Ciotti
Elaine M. Falvo (left at 5:57 p.m.)
Heather Johnson
Gary P. Nelson
Anthony J. Nicotera
Timothy Thomas

Members Excused

MEMBERS EXCUSED
Joseph H. Hobika, Jr.
Ryan P. Rogers
Stephen Stanton
Eliany Enamorado, Ex Officio Student Board Member
Colton Minnig, Ex Officio Student Board Member

Others Present

OTHERS PRESENT

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

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

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

ITEM I. PUBLIC HEARING FOR DISTRICT-WIDE AND DIVISIONAL SCHOOL SAFETY PLAN

The Public Hearing for the District-Wide and Divisional School Safety Plan for the 2026-2027 School Year was called to order at 4:15 p.m.

Dr. Kilburn asked if there were any questions or concerns from the Public concerning the District-Wide and Divisional School Safety Plan.

Hearing no comments, the Public Hearing for the Code of Conduct was adjourned at 4:30 p.m.

ITEM I. CALL THE REGULAR MEETING TO ORDER
ITEM II. PLEDGE OF ALLEGIANCE

A quorum was noted and Cooperative Board President Michael H. Head called the Regular Meeting to order at 4:30 p.m. with the Pledge of Allegiance.

ITEM III. RECOGNITION OF VISITORS

Rebecca Hartnett, Planning Assistant, Regional Program for Excellence
Christina Warner, Principal, P-Tech/School to Careers
Anna Kernan and Family, Whitesboro Central School District
Michele LaGasse, Superintendent, New York Mills Union Free School District
Athena Benta and Family, New York Mills Union Free School District

ITEM IV. RECOGNITION

Anna Kernan from Whitesboro Central School District was introduced. Anna talked about her experience with the Regional Program for Excellence and was presented with a certificate for her positive accomplishments and outstanding achievements at OHM BOCES.

Athena Benta from New York Mills Union Free School District was introduced. Athena talked about her experience with the Regional Program for Excellence and was presented with a certificate for her positive accomplishments and outstanding achievements at OHM BOCES.

ITEM V. COMMUNICATIONS

Michael H. Head noted that he attended a recent School Board Institute Meeting where legislative priorities were reviewed. There will be a presentation here at OHM BOCES on September 17, 2026 regarding Portrait of a Graduate. Information concerning that presentation has been forwarded to all Cooperative Board Members. Anyone wishing to attend will need to register by this Friday, September 11, 2026.

Anthony J. Nicotera noted that there is a constant turn over of representatives at the School Board Institute and encouraged all Cooperative Board Members to be sure to represent their district, spread the word, encourage participation and promote the SBI events.

Patricia N. Kilburn, Ed.D. encouraged Cooperative Board Members to invite and remind School Board Members of upcoming SBI Meetings.

Elaine M. Falvo provided an update concerning the most recent Facilities Capital Project Meeting and noted that recommendations will be made concerning bids for general construction as well as for a roofing project.

ITEM VI. REPORTS

Patricia N. Kilburn, Ed.D. provided key updates to the Cooperative Board concerning Opening Days, and mandated training requirements for employees.

Assistant Superintendent of Instructions Programs & Professional Learning Christopher Hill provided an update regarding Opening Day which was uneventful, all went well. An update was also provided regarding CTE, Bridges, P-Tech, and Middle Settlement Academy.

Assistant Superintendent of Support Services Scott Morris updated the Cooperative Board concerning Food Service, including providing food services for West Canada Valley Central School District; the addition of two (2) drivers who are transporting food; and School Communications with a growing staff and offices which will be showcased at our October 14, 2026 Cooperative Board Meeting which will be held at 502 Court Street, Utica.

Patricia N. Kilburn, Ed.D. reminded Cooperative Board Members that our October 14, 2026 Cooperative Board Meeting will be held at 502 Court Street with a tour beginning at 3:30 p.m. The Regular Meeting of the Cooperative Board will be at 4:30 p.m.

Dr. Kilburn provided all members with an OHM BOCES Data Dashboard Report for Academic Year 2025-2026. Dr. Kilburn continued regarding turn over, retention, and attendance noting main focuses and organizational challenges. Details of the report were discussed.

ITEM VII. A. 1. MOTION TO APPROVE THE MINUTES OF THE PUBLIC HEARINGS/ REGULAR MEETING OF AUGUST 12, 2026

Motion by: Timothy Thomas
Seconded by: Gary P. Nelson

Moved, that the minutes of the Public Hearings/Regular Meeting of August 12, 2026 of the Board of Cooperative Educational Services, Sole Supervisory District of Oneida, Herkimer and Madison Counties, are approved.

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

Motion carried 9-0

ITEM VIII. EXECUTIVE SESSION

Motion by: Kristin Hubley
Seconded by: Timothy Thomas

Moved, that the Cooperative Board enter into Executive Session at 5:13 p.m.

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

Motion carried 9-0

Executive Session Items:

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

Motion by: Kristin Hubley
Seconded by: Gary P. Nelson

Moved, that the Cooperative Board exit the Executive Session and return to the General Session at 5:35 p.m.

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

Motion carried 9-0

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

Motion by: Louis Ciotti
Seconded by: Timothy Thomas

Moved, that the Cooperative Board accepts the Treasurer's Report for July 2026 (Item IX.B.1), the Budget Adjustment Report for July 2026 (Item IX.B.2), (Items IX.B.3, IX.B.4, IX.B.5, IX.B.6, IX.B.7, IX.B.8), the Personnel Report (Item IX. C), and Action Items (Item IX.D.1, IX.D.2, IX.D.3, IX.D.4, IX.D.5, IX.D.6, IX.D.7, and IX.D.8).

Prior to voting Elaine M. Falvo had a question about the BOCES contracts that was asked and answered as well as a correction to the Personnel Report.

Gary P. Nelson had a question about Long-Term Substitutes that was asked and answered.

FINANCIAL REPORT

Moved, that the Cooperative Board accepts the Report of the Treasurer for July 2026 Item IX B.1 as shown below:

ITEM IX. B. 1. MOTION TO ACCEPT REPORT OF TREASURER FOR JULY 2026

Report of the Treasurer for July 2026

Capital	$ 8,535.37
General	$21,017,603.16
School Lunch	$ 2,260,328.59
Special Aid	$ 256.33
Scholarships	$ 66,522.07
Extra-Curricular	$ 27,121.04
Total	$23,380,366.56

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

Budget Revisions—2025-26
July 2026 Report

2025-26 Adopted Budget	$121,816,836
Commitment Changes	$ 1,080,712
Net Changes	$ 0
Total	$ 122,897,548

ITEM IX. B. 3. MOTION TO APPROVE ONEIDA BOCES CONTRACTEE (BUYER) WITH OTHER BOCES 2025-2026 CONTRACTS FINAL

Oneida BOCES Contractee (Buyer) with Other BOCES

Cayuga-Onondaga BOCES	$	119,733.18	Final contract for all BOCES
Erie 1 BOCES	$	23,098.78	Services for 2025-2026 BOCES
Erie 2 BOCES	$	8,522.00	
Jefferson-Lewis BOCES	$	51,313.03	
Otsego-Northern Catskill BOCES	$	47,821.37	

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Cayuga-Onondaga BOCES, Erie 1 BOCES, Erie 2 BOCES, Jefferson-Lewis BOCES, Otsego-Northern Catskill BOCES and Putnam-Northern Westchester BOCES for the 2025-2026 school year.

ITEM IX. B. 4. MOTION TO APPROVE ONEIDA BOCES CONTRACTEE (BUYER) WITH OTHER BOCES 2026-2027 CONTRACTS

Oneida BOCES Contractee (Buyer) with Other BOCES

Questar III BOCES	$	202,045.00	Initial contract for all BOCES Services for 2026-2027 BOCES

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Questar III BOCES and Erie 1 BOCES for the 2026-2027 school year.

ITEM IX. B. 5. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH OTHER BOCES 2025-2026 CONTRACTS/FINAL

Oneida BOCES Contractor (Seller) with Other BOCES

DCMO BOCES	$	8,960.90	Final contract for all BOCES
Herkimer-Fult-Ham-Ots BOCES	$	2,713,06.89	services for 2025-2026
Monroe 2 BOCES	$	0.00	Contracts/Final
Questar III	$	2,145.80	
Ulster BOCES	$	15,194.50	
Wayne Finger Lakes BOCES	$	26,690.00	

Moved, that the Cooperative Board approve the contract between Oneida-Herkimer-Madison BOCES and Deleware Chenango Madison Otsego BOCES, Herkimer-Fulton-Hamilton-Otsego BOCES, Monroe 2 BOCES, Questar III BOCES, Ulster BOCES, and Wayne-Finger Lakes BOCES for the 2025-2026 school year.

ITEM IX. B. 6. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH OTHER BOCES 2026-2027 CONTRACTS

Oneida BOCES Contractor (Seller) with Other BOCES

Madison-Oneida BOCES	$ 1,042,182.88	Initial contract for all BOCES
Otsego-Northern Catskill BOCES	$ 3,805.00	Services for 2026-2027 Coop. music, technical education, handicapped services, alternative education.

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Madison-Oneida BOCES and Otsego-Northern Catskill BOCES for the 2026-2027 school year.

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

Oneida BOCES Contractor (Seller) with Schools

Remsen CSD	$ 2,182,453.10	Final contract for all BOCES
Waterville CSD	$ 4,761,603.52	services for 2025-2026.

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

ITEM IX. B. 8. MOTION TO APPROVE ONEIDA BOCES CONTRACTOR (SELLER) WITH SCHOOLS 2026-2027 CONTRACTS

Oneida BOCES Contractor (Seller) with Schools

Sauquoit Valley CSD	$ 4,199,498.91	Initial contract for all BOCES
Westmoreland CSD	$ 5,867,871.68	Services for 2026-2027 including Administration, career & technical education, handicapped services, alternative education.

Moved, that the Cooperative Board approve the contract(s) between Oneida-Herkimer-Madison BOCES and Sauquoit Valley CSD and Westmoreland CSD for the 2026-2027 school year.

ITEM IX. C. PERSONNEL REPORT INCLUDING IX. C., d. 1. a. 7., and IX. C. f. 1., a.

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

ITEM IX. C. d. 1. a. 7. (APPROVAL OF APPOINTMENT: WORK-BASED LEARNING COORDINATOR)

Motion by: Louis Ciotti
Seconded by: Timothy Thomas

ITEM IX. C. f. 1. a. (APPROVAL OF ABOLISHMENT OF POSITION: WORLD LANGUAGES)
Motion by: Gary P. Nelson
Seconded by: Anthony Nicotera

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

Motion carried 9-0

A. PERSONNEL REPORT

a. RETIREMENTS

1. Teaching/Certified Staff

			Hire Date	Retire Date
1.	MELISSA I. HOLTHAM	TEACHER ASSISTANT	09/01/2000	08/31/2026 (REVISED)

2. Non-Instructional/Classified Staff

			Hire Date	Retire Date
1.	BETTE J. FETTER	OFFICE SPECIALIST I	09/01/1987	12/31/2026
2.	EUGENIA MARTHAGE	PERSONNEL TECHNICIAN II	05/01/2013	10/30/2026

b. RESIGNATIONS

1. Teaching/Certified Staff

			Hire Date	Resign Date
1.	FRANK N. DARDANO	TEACHER ASSISTANT	09/01/2023	08/21/2026
2.	JULIANA E. DEE	TEACHER ASSISTANT	04/27/2026	08/14/2026
3.	JEFFREY S. KUHN	TEACHER OF SOCIAL STUDIES	08/29/2024	07/29/2026
4.	SCOVIA OYELLA	TEACHER ASSISTANT	12/09/2024	08/14/2026
5.	KEVIN T. SCHULTZ	SUMMER MIDDLE/HIGH SCHOOL TEACHER	07/06/2026	08/20/2026
6.	MATTHEW F. TOBIN	TEACHER ASSISTANT	09/01/2025	08/14/2026
7.	SANTINA L. TOMAINO	ATTENDANCE TEACHER	12/14/2023	08/31/2026
8.	JOHN C. TOMEI	SCHOOL SOCIAL WORKER	09/01/2016	08/11/2026

2. Non-Instructional / Classified Staff

			Hire Date	Resign Date
1.	ASHLEY GEE	FOOD SERVICE HELPER	09/04/2025	08/06/2026

c. UNPAID LEAVE(S) OF ABSENCE

1. Teaching/Certified Staff

			Start Date	End Date	Reason
1.	BIANCA M. CARDILLO	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
2.	MAIAH L. DEGIRONIMO	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
3.	LAURYN E. MESSA	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
4.	MORGAN A. MITCHELL	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
5.	MARK T. PAULEY	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
6.	COURTNEY L. PLANTE	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher

			Start Date	End Date	Reason
7.	SIGMUND R. ZEMZICKI	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher
8.	MARISA ZIMMERMAN	TEACHER ASSISTANT	09/01/2026	06/30/2027	work as long term substitute teacher

d. APPOINTMENTS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)

The expiration dates of the 4 year probationary appointments are tentative and conditional only. Except to the extent required by the applicable provisions of Section 3014 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3014-c and/or 3014-d of the Education Law of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

The expiration dates of the 3 year probationary appointments are tentative and conditional only. In order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3014-c and/or 3014-d of the Education Law of either effective or highly effective to the extent required by the applicable provisions of the Education Law, the Rules of the Board of Regents and the Regulations of the Commissioner of Education, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

1. Recommend that **JARED T. ALPHA** be appointed as a **TEACHER OF EMERGING TECHNOLOGY & CYBER** in Instructional Programs & Professional Learning, Career & Technical Education, for a four (4) year probationary term commencing on September 01, 2026 and ending August 31, 2030 at an annual salary rate of $53,811.00. Jared T. Alpha's status as a long-term substitute terminates as of the effective date of appointment to a probationary period.

Certification:
* Initial Certification in Computer Technology

Education:
* Graduate of Jordan Elbridge High School
* Bachelors Degree in Cybersecurity from Utica University
* MSEd in Career and Tech Education from SUNY Oswego

Work Experience:
* From January, 2024 through present as an instructional technologist at Utica University
* From September, 2021 through June, 2022 as a computer forensic teacher at Syracuse City School District

2. Recommend that **MICHAEL J. BRIGGS** be appointed as a **TEACHER OF TECHNOLOGY** in Instructional Programs & Professional Learning, for a three year probationary appointment in the Industrial Arts/Technology Education tenure area, commencing September 01, 2026 and ending August 31, 2029 at an annual salary rate of $63,862.00.

Certification:
* TRANSITIONAL B LICENSE certificate in TECHNOLOGY

Education:
* Graduate of Notre Dame
* Bachelors Degree in Graphic Design from SUNY Fredonia
* Master of Arts in Adolescent Education from Utica University

Work Experience:
* From 2018 through 2025 as an MFG technology teacher at Madison-Oneida BOCES
* From 2025 through 2026 as a technology teacher at Utica City School District

3. Recommend that **KAREN M. CARDILLO** be appointed as a **TEACHER ASSISTANT** in Instructional Programs & Professional Learning, for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $25,622.00.

Certification:
* Working toward certification

Education:
* Graduate of Mount Markham Central School
* Associates Degree in Occupational Therapy Assistant from Herkimer County Community College

Work Experience:
* From May, 2018 through present as a certified OT assistant at Masonic Care Community
* From December, 2014 through May, 2018 as a certified OT assistant at Select Rehabilitation, Inc.
* From December, 2008 through September, 2013 as a certified OT assistant at Select Rehabilitation, Inc.
* From April, 2003 through December, 2008 as a certified OT assistant at Sitrin Healthcare
* From August, 2001 through April, 2008 as a certified OT assistant at Crouse Community Center

4. Recommend that **ALYSIA M. CARLSON** be appointed as a **TEACHER ASSISTANT** in Instructional Programs & Professional Learning, for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $20,625.00.

Certification:
* Working toward certification

Education:
* Graduate of Murray High School

Work Experience:
* From January, 2026 through present as a substitute teacher assistant at OHM BOCES
* From May, 2018 through July, 2025 as the owner/operator of Device Flow LLC

5. Recommend that **JESSICA N. COCIVI** be appointed as a **TEACHER OF ENGLISH** in Instructional Programs & Professional Learning, for a four year probationary appointment in the English 7-12 tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $48,063.00.

Certification:
* Initial Certification in ENGLISH 7-12

Education:
* Graduate of Cooperstown Junior/Senior High School
* Bachelors Degree in Inclusive Adol. Education and English from St. John Fischer
* Masters Degree in Library Media from St. John Fischer

Work Experience:
* From May, 2026 through June, 2026 as a substitute at Bay Trail M.S.
* From May, 2023 through present as a float/school age assistant at Brookwood School

6. **REVISED START DATE:**
Recommend that **RHIANNA L. DONOHUE** be appointed as a **PROGRAM SPECIALIST SCIENCE** in Support Services, for a four year probationary appointment in the Program Specialist Science tenure area, commencing September 14, 2026 and ending September 13, 2030 at an annual salary rate of $85,000.00, prorated.

Certification:
* INITIAL CERTIFICATION certificate in CHILDHOOD ED (1-6)

Education:
* Graduate of Holland Patent Central School District
* Bachelor of Science in Business Admin/Finance from Coastal Carolina University
* Master of Science in Childhood Education from Utica College

Work Experience:
* From August, 2023 through current as a teacher at New Hartford Central School District
* From August, 2022 through August, 2023 as a teacher at Madison Central School District
* From August, 2022 through July, 2022 as a substitute teacher at Whitesboro Central School District

7. Recommend that **KIMBERLY A. DOYLE** be appointed as a **WORK-BASED LEARNING COORDINATOR** in Instructional Programs & Professional Learning, for a four year probationary appointment in the Occupatinal Business Education tenure area, commencing October 09, 2026 and ending October 08. 2030 at an annual salary rate of $61,314.00, prorated.

Certification:
* PROFESSIONAL certificate in AGRICULTURE

Education:
* Graduate of Tri-Valley Central School District
* Bachelors Degree in Agriculture Business from SUNY Cobleskill
* Masters Degree in Agriculture Education from Empire State

Work Experience:
* Worked as an Ag educator at Tri-Valley Central School District
* Worked as an Ag educator at Norwich Central School District

8. Recommend that **COURTNEY N. FARGNOLI** be appointed as a **TEACHER ASSISTANT** in Instructional Programs & Professional Learning, for a four year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $20,625.00.

Certification:
* Working toward certification

Education:
* Graduate of Sherburne High School

Work Experience:
* From 2021 through present as a food service helper at OHM BOCES
* From 2019 through 2021 as a medical assistant at a private doctor's office
* From 2000 through 2013 as a medical assistant at Slocum Dickson

9. Recommend that **TROY C. FLUKS** be appointed as a **TEACHER OF ENGLISH** in Instructional Programs & Professional Learning, for a four year probationary appointment in the English 7-12 tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $47,918.00.

Certification:
* INITIAL CERTIFICATION certificate in ENGL LANG ARTS 7-12

Education:
* Graduate of Upper Perkiomen High School
* Bachelors Degree in English from Utica University

Work Experience:
* From September, 2025 through present as a long term substitute English teacher at OHM BOCES

10. Recommend that **JENNIFER E. PEPPER** be appointed as a **TEACHER OF ART** in Instructional Programs & Professional Learning, Academic Itinerants for a four year probationary appointment in the ART tenure area, commencing September 01, 2026 and ending August 31, 2030 at an annual salary rate of $69,263.00.

Certification:
* TRANSITIONAL G certificate in VISUAL ARTS

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

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

11. Recommend that **ANNA N. PISANESCHI** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Bridges, for a four year probationary appointment in the TEACHER OF SPECIAL EDUCATION tenure area, commencing September 14, 2026 and ending September 13, 2030 at an annual salary rate of $61,190.00, prorated.

Certification:
* PROFESSIONAL certificate in SWD 1-6

Education:
* Graduate of Oriskany Central School District
* Bachelors Degree in Education from SUNY Brockport
* Masters Degree in Education from Capella University

Work Experience:
* From July, 2026 through August, 2026 as a teaching assistant at OHM BOCES
* From March, 2026 through present as a 12:1:1 for 2nd and 3rd grade at Rome City School District
* From September, 2024 through March, 2026 as a co-teacher at Camden Central School District
* From September, 2023 through June, 2024 as a resource/15:1 at Brookfield Central School District
* From November, 2021 through June, 2023 as a 15:1 for 5th grade at Mount Markham Central School District
* From April, 2021 through November, 2021 as a 12:1:1 for K-2 and 15:1 for 6th grade at Utica City School District

12. Recommend that **KRISTEN A. TILLSON** be appointed as a **TEACHER ASSISTANT** in Instructional Programs & Professional Learning, for a three year probationary appointment in the TEACHING ASSISTANT tenure area, commencing September 01, 2026 and ending August 31, 2029 at an annual salary rate of $22,043.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Hollad Patent Central School District

Work Experience:
* From 2023 through 2026 as a school safety office at Herkimer BOCES
* From 2017 through 2023 as a teaching assistant/student manager at OHM BOCES

b. RECOMMENDATION FOR PART-TIME APPOINTMENT(S)

1. Recommend that **DENISE L. HOFFMAN** be appointed as a **SCHOOL LIBRARY MEDIA SPECIALIST** in Support Services, Whitesboro Middle School, for a part-time appointment commencing September 01, 2026 at an annual salary rate of $27,928.00.

Certification:
* PERMANENT certificate in LIBRARY MEDIA SPEC

Education:
* Graduate of Holland Patent Central School District
* Bachelors Degree in Public Relations/Journalism from Utica College
* MS in Library Science from SUNY - University of Albany

Work Experience:
* From 1998 through 2025 as a library media specialist at Whitesboro Central School District
* From 1989 through 1998 as an administrative assistant/media services at OHM BOCES

c. RECOMMENDATION FOR A LONG-TERM SUBSTITUTE APPOINTMENT

1. Recommend that **NICOLE R. BUEHLER** be appointed as a **TEACHER OF MATH** in Instructional Programs & Professional Learning,Career & Technical Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $49,247.00.

Certification:
* Working toward certification

Education:
* Graduate of Oriskany Central School District
* Bachelors Degree in Liberal Studies from Utica College

Work Experience:
* From 2024 through 2026 as a long-term substitute at Whitesboro Central School District
* From 2023 through 2024 as a teaching assistant at New Hartford Central School District
* From 2014 through 2023 as a teaching assistant at Oriskany Central School District

2. Recommend that **BIANCA M. CARDILLO** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $41,800.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Sauquoit Valley Central School District
* Bachelors Degree in Early Education and SPD (birth - 6th grade) from Grand Canyon University

Work Experience:
* During 2022 as a summer school teachers assistant at OHM BOCES
* From 2021 through 2022 as a substitute teacher at Sauquoit Valley Central School District
* From 2020 through 2021 as an intern at BOCES New Visions at Sauquoit Valley Central School District

3. Recommend that **MAIAH L. DEGIRONIMO** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $41,914.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Sauquoit Central School District
* Associates Degree in Photography from MVCC

Work Experience:
* From September, 2019 through present as a teacher assistant at OHM BOCES
* From December, 2024 through present as respite care
* From March, 2021 through present as a party host for The Family Fun Factory

4. Recommend that **HOLLIE A. FEDOR** be appointed as a **TEACHER OF MATH** in Instructional Programs & Professional Learning, Alternative Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $47,418.00.

Certification:
* Working toward certification

Education:
* Graduate of Ilion Central School District
* Bachelors Degree in Cybersecurity from Utica University

Work Experience:
* From September, 2025 through June, 2026 as a long-term substitute math teacher at OHM BOCES

5. Recommend that **MEGAN E. KOVACS** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $48,807.00.

Certification:
* INITIAL CERTIFICATION certificate in CHILDHOOD ED (1-6)

Education:
* Graduate of New Hartford Central School District
* Associates Degree in Childhood Education from MVCC
* Bachelors Degree in Childhood Education from SUNY Oneonta
* Masters Degree in Special Education from Grand Canyon University

Work Experience:
* From November, 2021 through present as a teaching assistant at OHM BOCES
* From March, 2025 through June, 2025 as a long-term substitute teacher at Clinton Central School District
* From January, 2025 through June, 2025 as a substitute teacher at New Hartford Central School District
* From January, 2024 through August, 2024 as respite care at The ARC Oneida-Lewis Chapter

6. Recommend that **LAURYN E. MESSA** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $42,625.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of New Hartford Central School District

Work Experience:
* From 2024 through present as a long-term substitute teacher
* From September, 2017 through present as a teacher assistant at OHM BOCES

7. Recommend that **MORGAN A. MITCHELL** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $41,800.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of New York Mills Union Free School District
* Bachelors Degree in Health Care Management from Utica University

Work Experience:
* From November, 2024 through present at a long-term substitute teacher at OHM BOCES
* From August, 2022 through present as a teacher assistant at OHM BOCES

8. Recommend that **MARK T. PAULEY** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Alternative Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $51,404.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of New Hartford Central School District
* Bachelors Degree in Human Services from SUNY Empire State College
* Masters Degree in Elementary and Special Education from Grand Canyon University

Work Experience:
* From September, 2023 through August, 2024 as a special education resource room teacher at OHM BOCES
* From September, 2022 through June, 2023 as a special education teacher at OHM BOCES
* From October, 2011 through September, 2022 as a teacher assistant at OHM BOCES
* From 1993 through 2004 as a supervisor at House of the Good Shepherd
* From 2019 through 2022 as a junior varsity wrestling coach at New Hartford Central School
* From June, 2003 through October, 2013 as the owner of Burrito Blues Cafe

9. Recommend that **COURTNEY L. PLANTE** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $43,467.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Camden Central School District
* Bachelors Degree in Journalism and Communication from SUNY Morrisville
* Masters Degree in Sports Management from South New Hampshire University

Work Experience:
* From September, 2021 through present as a skills instructor and admissions supervisor at The ARC Oneida-Lewis Chapter
* From August, 2019 through May, 2021 as an adjunct journalism professor at SUNY Morrisville
* From July, 2015 through May, 2020 as an appraiser assistant at Robin's Residential Appraisals
* From December, 2014 through July, 2015 as an education reporter at Oneida Daily Dispatch

10. Recommend that **NORA M. VICK** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Program & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $47,319.00.

Certification:
* INITIAL CERTIFICATION certificate in CHILDHOOD ED (1-6)

Education:
* Graduate of Whitesboro Central School District
* Bachelors Degree in Early Childhood Education from Alfred University

Work Experience:
* From 2024 through 2025 as a teaching assistant/substitute at OHM BOCES
* From December, 2023 through June, 2024 as a teaching assistant/substitute at OHM BOCES

11. Recommend that **SIGMUND R. ZEMZICKI** be appointed as a **TEACHER OF SOCIAL STUDIES** in Instructional Programs & Professional Learning, Alternative Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $41,800.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Parsippany Hills High School

Work Experience:
* From February, 2023 through present as a teaching assistant/student manager at OHM BOCES
* From May, 2023 through August, 2023 as a camp counselor at Camp Bow Wow
* From September, 2020 through August, 2021 as a deck supervisor/instructor trainer/ swim instructor at Goldfish Swim School
* From May, 2017 through September, 2017 as a senior lifeguard at Clear Blue LLC

12. Recommend that **MARISA ZIMMERMAN** be appointed as a **TEACHER OF SPECIAL EDUCATION** in Instructional Programs & Professional Learning, Special Education, for a long-term substitute appointment commencing September 01, 2026 and ending June 30, 2027 at an annual salary rate of $51,110.00.

Certification:
* TEACHING ASST LEVEL 1 certificate in TEACHING ASSISTANT

Education:
* Graduate of Utica City School District
* Bachelors Degree in Art and Art Therapy from SUNY Plattsburgh

Work Experience:
* From September, 2025 through present as a long-term substitute at OHM BOCES
* From October, 2008 through September, 2024 as a teacher assistant at OHM BOCES
* From 2005 through 2010 as a certified nursing assistant at Lutheran Care

d. RECOMMENDATION FOR A TEMPORARY APPOINTMENT(S)

1. Recommend that **MICHAEL S. DEUEL** be appointed as a **CURRICULUM SUPERVISOR** in Instructional Programs and Professional Learning, PPL, for a temporary appointment commencing July 01, 2026 and ending June 30, 2027 at an hourly rate of $55.00.

2. Recommend that **LISA M. PUTNAM** be appointed as a **CURRICULUM SUPERVISOR** in Instructional Programs and Professional Learning, PPL, for a temporary appointment commencing July 01, 2026 and ending June 30, 2027 at an hourly rate of $55.00.

3. Recommend that **SUSAN D. SYNAKOWSKI** be appointed as a **CURRICULUM SUPERVISOR** in Instructional Programs and Professional Learning, PPL, for a temporary appointment commencing July 01, 2026 and ending June 30, 2027 at an hourly rate of $55.00.

4. Recommend that **KATHLEEN C. WHEELOCK** be appointed as a **CURRICULUM SUPERVISOR** in Instructional Programs and Professional Learning, PPL, for a temporary appointment commencing July 01, 2026 and ending June 30, 2027 at an hourly rate of $55.00.

e. RECOMMENDATION FOR TENURE APPOINTMENT(S)

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

			Tenure Date
1.	LAURA H. ARCURI	TEACHING ASSISTANT	12/05/2026
2.	CARMEN J. ARCURI	TEACHING ASSISTANT	12/05/2026
3.	ROBERT L. STANTON	FOREIGN LANGUAGE	08/31/2026

f. RECOMMENDATION FOR DECREASE IN FTE

			Date	FTE
1.	MAUREEN A. GRAY	TEACHER OF SPECIAL EDUCATION	09/01/2026 - 06/30/2027	0.8
2.	SHIH-HAN WANG	TEACHER OF FOREIGN LANGUAGE	10/01/2026	0.6000

2. Non-Instructional/Classified Staff

a. RECOMMENDATION FOR PROBATIONARY APPOINTMENT(S)

1. Recommend that **ASHLEY L. BOUCK** be appointed to a probationary appointment as a **CAREER EXPLORATION SPECIALIST** in Instructional Programs & Professional Learning, School to Careers, commencing August 17, 2026 at an annual salary rate of $44,450.00, prorated.

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

Education:
* Graduate of Central Valley Academy

Work Experience:
* From October, 2022 through present as an employment specialist the Kelberman Center
* From March, 2022 through October, 2022 as a Service Coordinator at ICAN
* From August, 2021 through September, 2022 as a recreational assistant at The Grand

2. Recommend that **JONAS E. MILLER** be appointed to a probationary appointment as a **PUBLIC INFORMATION SPECIALIST** in Support Services, School Communications, commencing September 14, 2026 at an annual salary rate of $53,681.00, prorated. **JONAS E. MILLER** has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **PUBLIC INFORMATION SPECIALIST**. **JONAS E. MILLER** will be required to serve a twenty-six week probationary period.

Education:
* Graduate of Plattsburgh Central School District
* Bachelors Degree in Communications: Journalism from The College of Saint Rose

Work Experience:
* From January, 2026 through May, 2026 as a marketing communications manager at Oneida County Tourism
* From August, 2025 through November, 2025 as a creative marketing specialist at FlashVote
* From October, 2023 through April, 2025 as the director of communications at Town of Lexington
* From May, 2022 through October, 2023 as a broadcast news producer at WFXT
* From July, 20217 through April, 2022 as a broadcast news producer at WTEN

3. Recommend that **PATRICK J. RAYNARD** be appointed to a probationary appointment as a **SCHOOL LUNCH MANAGER** in Support Services, School Food Services, commencing August 17, 2026 at an annual salary rate of $68,000.00, prorated.

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

Education:
* Graduate of Avon
* Associates Degree in Culinary Arts from Paul Smith's College

Work Experience:
* From May, 2024 through December, 2025 as a resident district manager at Chartwells at the Citadel
* From July, 2015 through May, 2024 as a resident district manager at Chartwells at Colgate University
* From October, 2014 through July, 2015 as a general manager at Sodexo at SUNY Poly
* From February, 2000 through October, 2014 as a general manager at Bon Appetit Management Company

4. Recommend that **EVAN M. ROOS** be appointed to a probationary appointment as a **VIDEO PRODUCTION TECHNICIAN** in Support Services, Information Technology, commencing August 31, 2026 at an annual salary rate of $40,488.00, prorated.

EVAN M. ROOS has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **VIDEO PRODUCTION TECHNICIAN**. **EVAN M. ROOS** will be required to serve a twenty-six week probationary period.

Education:
* Graduate of Fayetteville-Manlius High School
* Bachelors Degree in Film Production from Rochester Institute of Technology

Work Experience:
* From 2025 through 2026 as a video editor at MAGIC Spell Studios
* From 2024 through 2026 as an editing manager at RIT Sports Network
* From 2022 through 2023 as a media manager at Lourdes Camp

5. Recommend that **DANIELLE M. SERVADIO** be appointed to a probationary appointment as a **MOTOR VEHICLE OPERATOR** in Support Services, Information Technology, commencing September 02, 2026 at an annual salary rate of $42,840.00, prorated.

DANIELLE M. SERVADIO has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **MOTOR VEHICLE OPERATOR**. **DANIELLE M. SERVADIO** will be required to serve a twenty-six week probationary period.

Education:
* Graduate of Sauquoit Central School District

Work Experience:
* From March, 2024 through May,2026 as a lab tech/mechanic at Sturges Manufacturing
* From July, 2023 through March, 2024 as parts/service at Cazenovia Equipment
* From August, 2004 through July, 2023 as a manager/driver at J&D Express

b. RECOMMENDATION FOR PART-TIME APPOINTMENT

1. Recommend that **MORGAN A. BROWN** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in Support Services, School Food Services, commencing August 19, 2026 at an hourly salary rate of $17.28.

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

Education:
* Graduate of Del Norte High School, San Diego, CA

Work Experience:
* From August, 2022 through August, 2023 as a sales associate at Pet Smart
* From June, 2018 through June, 2019 as a sandwich artist at Subway
* From April, 2016 through August, 2016 as a food service worker at the San Diego Zoo Safari Park
* From April, 2013 through August, 2016 as a lead babysitter at the City Church

2. Recommend that **TIMOTHY RYAN** be appointed to a part-time appointment as a **CLEANER (HOURLY)** in Support Services, Operations & Maintenance, commencing July 09, 2026 at an hourly salary rate of $21.50, as needed.

TIMOTHY RYAN has been pre-approved by civil service, as meeting the qualifications necessary in order to perform the duties of a **CLEANER (HOURLY)**.

Education:
* Graduate of New Hartford Central School District

Work Experience:
* From 1990 through 2009 as maintenance laborer at the Federal Reserve
* From 2011 through 2026 as a cleaner at OHM BOCES

3. Recommend that **MAUREEN R. TALARICO** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in Support Services, School Food Services, commencing August 19, 2026 at an hourly salary rate of $17.28.

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

Education:
* Graduate of Notre Dame

Work Experience:
* From January, 2023 through July, 2026 as a purchasing clerk at Northern Safety
* From June, 2018 through November, 2022 as a receptionist at a doctor's office

4. Recommend that **MARYBETH M. VIVACQUA** be appointed to a part-time appointment as a **FOOD SERVICE HELPER** in Support Services, School Food Services, commencing August 19, 2026 at an hourly salary rate of $17.28.

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

Education:
* Graduate of Frankfort Central School District

Work Experience:
* From 2024 through 2026 as a cook at Meats on Main
*From 2009 through 2023 as a cook at Melrose Market

c. RECOMMENDATION FOR PERMANENT APPOINTMENTS FROM CIVIL SERVICE LISTING

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

			Perm. Date
1.	MICHAEL S. RIINA	GRAPHIC DESIGN SPECIALIST	06/01/2026

e. STIPENDS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR ADDITIONAL STIPENDS

			Date	Stipend
1.	NOEL K. AMES	TEACHER POLICE SCIENCE/CRIMINAL JUSTICE	09/01/2026 - 06/30/2027	$1,200.00 (mentor)
2.	BRIANNA L. BROCCOLI	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)

			Date	Stipend
3.	ANTHONY CURTACCI	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
4.	THERESA R. CURTACCI	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
5.	SHAD A. CZERNIAK	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
6.	JOANNE DALEY	FFA ADVISOR	09/01/2026 - 06/30/2027	$3,600.00
7.	LINDSAY M. GIRUZZI	TEACHER OF ENGLISH	09/01/2026 - 06/30/2027	$1,200.00 (mentor)
8.	KELLE KIRKLAND	TEACHER OF HOME ECONOMICS	09/01/2026 - 04/01/2027	$1,200.00 (mentor)(pro-rated)
9.	JEAN KNAUL	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
10.	PHILIP A. LACELLE JR	FFA ADVISOR	09/01/2026 - 06/30/2027	$3,600.00
11.	MARIAH L. LASALLE	TEACHER ASSISTANT	03/23/2026 - 06/30/2026	$3,500.00 (student manger)(pro-rated)
12.	KIMBERLY E. PETRONELLA	USA SKILLS ADVISOR	09/01/2026 - 06/30/2027	$3,600.00
13.	KIMBERLY E. PETRONELLA	TEACHER OF PRACTICAL NURSING	09/01/2026 - 06/30/2027	$1,200.00 (mentor)
14.	TIFFANY A. PIATKOWSKI	TEACHER OF MULTI OCCUPATIONS TRADE	09/01/2026 - 06/30/2027	$1,200.00 (mentor)
15.	TIFFANY A. PIATKOWSKI	TEACHER OF MULTI OCCUPATIONS TRADE	09/01/2026 - 06/30/2027	$3,600.00 (P-TECH Advisor)
16.	ROSALIND SIEGFRIED	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
17.	STEPHANIE A. SMITH	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
18.	JOHN T. STRATTON	SKILLS USA ADVISOR	09/01/2026 - 06/30/2027	$3,600.00
19.	ROXANN TESTAMARK	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
20.	BOBBI A. WEIBEL	TEACHER ASSISTANT	09/01/2026 - 06/30/2027	$3,500.00 (student manager)
21.	KIMBERLY WHEELOCK	CTE HONOR SOCIETY ADVISOR	09/01/2026 - 06/30/2027	$3,600.00

f. ABOLISHMENT OF POSITIONS

1. Teaching/Certified Staff

a. RECOMMENDATION FOR THE ABOLISHMENT OF POSITIONS UNDER EDUCATION LAW 2510.3 AND
RECOMMENDATION FOR INVOLUNTARY REDUCTIONS IN SERVICES

WHEREAS, the Cooperative Board of Education of Oneida-Herkimer-Madison BOCES (BOCES), in reviewing component school district services requests, programming needed, and associated student enrollment for the 2026-2027 school year, has determined that for reasons of economy and efficiency it is necessary to abolish certain professional education positions; and

WHEREAS, Section 3013 of the Education Law and Section 30.13 of the Rules of the Board of Regents prescribe the procedure to be followed when abolishing professional education positions; and

WHEREAS, the positions at issue involve the education of students in the tenure area of "World Languages," and requires an examination of multiple factors including seniority within the tenure area and teacher certification; and

WHEREAS, the Cooperative Board is aware of the administrative and judicial legal authority for implementing instructional layoffs when the teachers with seniority do not possess the appropriate certification to perform the instruction required by BOCES after positions are abolished; and

WHEREAS, "schedule shuffling" within the meaning of applicable judicial authority is not possible given instructional needs and the certifications possessed by teachers in the "World Languages" tenure area; and

WHEREAS, BOCES administration has met and conferred with the BOCES Teachers' Association ("BTA") as representative of the teachers impacted by this resolution, and the BTA, on behalf of the teachers, has obtained review of the Memoranda of Agreement involving each impacted teacher by general counsel to the New York State Unified Teachers ("NYSUT"); and

NOW, THEREFORE, BE IT RESOLVED:

1. BOCES employs eleven (11), 1.0 FTE teachers total in the "World Languages" tenure area, which includes teachers who provide instruction in Spanish, American Sign Language ("ASL"), as well as Mandarin and Chinese, all under associated certificates issued by the New York State Education Department.

2. BOCES employs four (4), 1.0 full-time equivalent ("FTE") teachers in the "World Languages" tenure area for the provision of Chinese or Mandarin language instruction. In order of most to least senior, those teachers are: Emily Balian (certificate: Mandarin), Shi-han Wang (certificate: Chinese), Weishu Chang (Certificate: Chinese) and Hai Ying Wang (certificate: Chinese). Of the eleven total teachers in the "World Languages" tenure area, Emily Balian is fourth most senior, Shi-han Wang is fifth most senior, Weishu Chang is seventh most senior, and Hai Ying Wang is tenth most senior. None of these four teachers are certified to teach another "World Language," and none of the other teachers employed by BOCES in the World Language tenure area are certified to teach Mandarin or Chinese.

3. BOCES has determined that its instructional needs for the 2026-2027 school year require a total of 1.6 FTE educators in Mandarin or Chinese Language, meaning that a 2.4 FTE position abolishment and associated educator layoff must occur. Therefore, 2.4 FTE positions in the "World Languages" tenure area are abolished
effective the close of business on September 9, 2026.

4. Given the specificities and nuances of the Mandarin and Chinese languages as compared to the other languages for which the BOCES teachers in the "World Languages" tenure area provide instruction, BOCES deems it pedagogically impractical and not in the best interests of students to "schedule shuffle" such that

Ms. S. Wang, Ms. Chang and Ms. H. Wang retain their positions and less senior teachers in the "World Languages" tenure area are subject to layoff. Therefore, the position abolishment and associated layoffs set forth in this resolution shall be implemented by considering seniority amongst those in possession of a Mandarin or Chinese Language instructional certificate, and not by strict seniority within the World Languages tenure area.

5. Of the teachers in the "World Languages" tenure area who possess a certificate to teach Mandarin or Chinese, Emily Balian is the most senior. Therefore, Ms. Balian is retained at 1.0 FTE in the tenure area of "World Languages" for the 2026-2027 school year.

6. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Teacher Hai Yin Wang is the least senior. Therefore, Ms. H. Wang is subject to a 1.0 reduction-in-force effective the close of business on September 30 2026, and is placed on a preferred eligible list ("PEL") for recall to the same or similar position in accordance with the New York State Education Law.

7. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Weishu Chang is the third most senior. Therefore, Ms. Chang is subject to a 1.0 reduction-in-force effective the close of business on September 30, 2026, and is placed on a preferred eligible list ("PEL") for recall to the same or similar position in accordance with the New York State Education Law.

8. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Shi-han Wang is the second most senior. Ms. S. Wang, as the second most senior teacher in the "World Languages" tenure area, is subject to a 0.4 FTE reduction in force effective September 30, 2026, such that
for the 2026-2027 school year she is employed at 0.6 FTE.

9. The District Superintendent or her designee is directed to notify the affected employees of this resolution.

WHEREAS, the Cooperative Board of Education of Oneida-Herkimer-Madison BOCES (BOCES), in reviewing component school district services requests, programming needed, and associated student enrollment for the 2026-2027 school year, has determined that for reasons of economy and efficiency it is necessary to abolish certain professional education positions; and

WHEREAS, Section 3013 of the Education Law and Section 30.13 of the Rules of the Board of Regents prescribe the procedure to be followed when abolishing professional education positions; and

WHEREAS, the positions at issue involve the education of students in the tenure area of "World Languages," and requires an examination of multiple factors including seniority within the tenure area and teacher certification; and

WHEREAS, the Cooperative Board is aware of the administrative and judicial legal authority for implementing instructional layoffs when the teachers with seniority do not possess the appropriate certification to perform the instruction required by BOCES after positions are abolished; and

WHEREAS, "schedule shuffling" within the meaning of applicable judicial authority is not possible given instructional needs and the certifications possessed by teachers in the "World Languages" tenure area; and

WHEREAS, BOCES administration has met and conferred with the BOCES Teachers' Association ("BTA") as representative of the teachers impacted by this resolution, and the BTA, on behalf of the teachers, has obtained review of the Memoranda of Agreement involving each impacted teacher by general counsel to the New York State Unified Teachers ("NYSUT"); and

NOW, THEREFORE, BE IT RESOLVED:

1. BOCES employs eleven (11), 1.0 FTE teachers total in the "World Languages" tenure area, which includes teachers who provide instruction in Spanish, American Sign Language ("ASL"), as well as Mandarin and Chinese, all under associated certificates issued by the New York State Education Department.

2. BOCES employs four (4), 1.0 full-time equivalent ("FTE") teachers in the "World Languages" tenure area for the provision of Chinese or Mandarin language instruction. In order of most to least senior, those teachers are: Emily Balian (certificate: Mandarin), Shi-han Wang (certificate: Chinese), Weishu Chang (Certificate: Chinese) and Hai Ying Wang (certificate: Chinese). Of the eleven total teachers in the "World Languages" tenure area, Emily Balian is fourth most senior, Shi-han Wang is fifth most senior, Weishu Chang is seventh most senior, and Hai Ying Wang is tenth most senior. None of these four teachers are certified to teach another "World Language," and none of the other teachers employed by BOCES in the World Language tenure area are certified to teach Mandarin or Chinese.

3. BOCES has determined that its instructional needs for the 2026-2027 school year require a total of 1.6 FTE educators in Mandarin or Chinese Language, meaning that a 2.4 FTE position abolishment and associated educator layoff must occur. Therefore, 2.4 FTE positions in the "World Languages" tenure area are abolished
effective the close of business on September 9, 2026.

4. Given the specificities and nuances of the Mandarin and Chinese languages as compared to the other languages for which the BOCES teachers in the "World Languages" tenure area provide instruction, BOCES deems it pedagogically impractical and not in the best interests of students to "schedule shuffle" such that

Ms. S. Wang, Ms. Chang and Ms. H. Wang retain their positions and less senior teachers in the "World Languages" tenure area are subject to layoff. Therefore, the position abolishment and associated layoffs set forth in this resolution shall be implemented by considering seniority amongst those in possession of a Mandarin or Chinese Language instructional certificate, and not by strict seniority within the World Languages tenure area.

5. Of the teachers in the "World Languages" tenure area who possess a certificate to teach Mandarin or Chinese, Emily Balian is the most senior. Therefore, Ms. Balian is retained at 1.0 FTE in the tenure area of "World Languages" for the 2026-2027 school year.

6. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Teacher Hai Yin Wang is the least senior. Therefore, Ms. H. Wang is subject to a 1.0 reduction-in-force effective the close of business on September 30 2026, and is placed on a preferred eligible list ("PEL") for recall to the same or similar position in accordance with the New York State Education Law.

7. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Weishu Chang is the third most senior. Therefore, Ms. Chang is subject to a 1.0 reduction-in-force effective the close of business on September 30, 2026, and is placed on a preferred eligible list ("PEL") for recall to the same or similar position in accordance with the New York State Education Law.

8. Of the teachers in the "World Languages" tenure area who possesses a certificate to teach Mandarin or Chinese, Shi-han Wang is the second most senior. Ms. S. Wang, as the second most senior teacher in the "World Languages" tenure area, is subject to a 0.4 FTE reduction in force effective September 30, 2026, such that
for the 2026-2027 school year she is employed at 0.6 FTE.

9. The District Superintendent or her designee is directed to notify the affected employees of this resolution.

g. SUMMER SCHOOL

1. RECOMMENDATIONS FOR SUMMER SCHOOL APPOINTMENTS - TEACHING/CERTIFIED

a. RECOMMENDATIONS FOR SUMMER SCHOOL APPOINTMENTS - CAREER AND TECHNICAL EDUCATION

Daily rate is 1/200th of salary or hourly

		Title	Start Date	End Date	Max Days	Salary
1.	JESSICA N. COCIVI	TEACHER	07/30/2026	07/30/2026	1	$30.00/HR (Summer Bridge)

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

The following people are being recommended to teach in the Regional Summer School Program for 2026, for the period indicated. The actual need for any individual will not be determined until July 1, 2026. The decisions will be based upon enrollments at that time. Assignments may be for two blocks ($3,000) or three blocks ($4,500), based on enrollment. The Driver Education Instructors will be paid $75.00/hr for a full class load. Teaching Assistant - $16.00/hr. Assistant Administrator will be paid $6,750 and Administrator will be paid $8,500. Extended School Year (ESY) STEPS -Alternative Education Special Education Teacher/TA and Attendance Teacher Daily rate is 1/200th of salary.

		Title	Start Date	End Date	Salary
1.	SUSAN R. CAMPBELL	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR (Student Manager)
2.	AUDREY E. FOOTE	TUTORIAL TEACHER	08/11/2026	08/13/2026	$30.00/HR
3.	NINA M. GRISWOLD	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR (Student Manager)
4.	ADA L. HAYDUKE-TOOMATH	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR (Student Manager)
5.	PAUL E. LINK	TUTORIAL TEACHER	07/29/2026	08/13/2026	$30.00/HR
6.	LAURA R. MALAGESE	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR
7.	ROBERT S. MERRICK	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR (Student Manager)
8.	MELISSA C. SEXTON	TEACHING ASSISTANT	08/18/2026	08/19/2026	$16.00/HR (Student Manager)
9.	JULIE SHANKMAN	NURSE PRACTITIONER	07/01/2026	08/31/2026	$104,647
10.	KATRINA P. WEIL	TUTORIAL TEACHER	07/29/2026	08/13/2026	$30.00/HR

2. RECOMMENDATIONS FOR SUMMER SCHOOL - NON-INSTRUCTIONAL

a. RECOMMENDATION FOR SPECIAL EDUCATION SUMMER SCHOOL APPOINTMENTS - NON-INSTRUCTIONAL
Daily rate is 1/200th of salary

		Title	Start Date	End Date	Max Days	Salary
1.	JILL A. MACDONALD	NURSE PRACTITIONER	07/01/2026	08/31/2026	30	$84,701
2.	TAMMY M. WEST	NURSE PRACTITIONER	07/01/2026	08/31/2026	30	$79,443

ITEM IX. D. 1. APPROVAL AND ADOPTION OF DISTRICT-WIDE AND DIVISIONAL SCHOOL SAFETY PLAN

Moved, that the District-wide School Safety Plan for the Oneida-Herkimer-Madison BOCES, in accordance with Section 155.17 of the Regulations of the Commissioner of Education, be adopted.

ITEM IX. D. 2. APPROVAL OF AGREEMENT: 2026-2027 RENTAL AND ANCILLARY AGREEMENTS

Moved, that the Cooperative Board approves the rental agreements, as shown on the attached schedule, in the amount of $121,031 with ancillary services of $214,150 for the 2025-2026 school year.

ITEM IX. D. 3. APPROVAL OF AGREEMENT: FY 2026-2027 INSTRUCTIONAL TECHNOLOGY STATE-WIDE AGREEMENTS – ADD ON #1

Moved, that the Oneida-Herkimer-Madison BOCES Cooperative Board participate in the 2026-2027 State-Wide Instructional Technologies Add On #1 agreement for College Board, LEGO Education, and Think Tech Solutions managed by Erie 1 BOCES.

ITEM IX. D. 4. APPROVAL OF FUNDING: EMPLOYEE BENEFIT ACCRUED LIABILITY RESERVE (EBLAR)

WHEREAS, the Oneida-Herkimer-Madison Board of Cooperative Educational Services had established an Employee Benefit Accrued Liability Reserve in accordance with General Municipal Law, Section 6-p; and

WHEREAS, the Employee Benefit Accrued Liability Reserve may be funded with amounts designated from budgetary appropriations or program surpluses remaining in the General Fund at the end of the fiscal year;

BE IT RESOLVED that effective for the 2025-2026 fiscal year, the Oneida-Herkimer-Madison Board of Cooperative Educational Services hereby authorizes the transfer of available unspent funds into the Employee Benefit Accrued Reserve in the amount of $189,891.07.

ITEM IX. D. 5. APPROVAL OF FUNDING: TEACHERS' RETIREMENT CONTRIBUTION RESERVE

WHEREAS, the Oneida-Herkimer-Madison Board of Cooperative Educational Services had established a Teachers' Retirement Contribution Reserve in accordance with General Municipal Law, Section 6-r; and

WHEREAS, the Teachers' Retirement Contribution Reserve may be funded with amounts designated from budgetary appropriations or program surpluses remaining in the General Fund at the end of the fiscal year;

BE IT RESOLVED that effective for the 2025-2026 fiscal year, the Oneida-Herkimer-Madison Board of Cooperative Educational Services hereby authorizes the transfer of available funds in the Due to Teachers' Retirement account into the Teachers' Retirement Contribution Reserve in the amount of $436,318.53.

ITEM IX. D. 6. APPROVAL OF USE OF FUNDS: FROM UNEMPLOYMENT PAYMENT INSURANCE RESERVE

Moved, that the Cooperative Board of the Oneida-Herkimer-Madison BOCES approve expending $1,392 from the Unemployment Payment Insurance Reserve for unemployment claims incurred during the 2025-2026 fiscal year.

ITEM IX. D. 7. APPROVAL OF CTE EQUIPMENT RESERVE REPLENISHMENT

Moved, that the Cooperative Board approve the transfer of $72,872.05 into the CTE Reserve effective June 30, 2026.

ITEM IX. D. 8. APPROVAL OF ATTENDANCE: NYSSBA CONVENTION & EDUCATION EXPO 2026

Moved, that the Cooperative Board approve the attendance of Heather Johnson at the New York State School Boards Association Conference held on October 22 – 24, 2026. The reimbursement of expenses for meals, mileage, tuition, registration fees and accommodation, as actually and necessarily incurred and submitted through itemized receipts, are also approved.

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

Motion carried 9-0

ITEM IX. D. 9. APPROVAL OF BID: ROOFING PROJECT

Motion by: Elaine M. Falvo
Seconded by: Timothy Thomas

Moved, that the BOCES Cooperative Board approve the bid from Pulver Roofing Company in the amount of $159.000.

ITEM IX. D. 10. APPROVAL OF BID: GENERAL CONSTRUCTION CAPITAL PROJECT

Motion by: Elaine M. Falvo
Seconded by: Kristin Hubley

Moved, that the BOCES Cooperative Board approve the bid from Kestrel Construction in the amount of $178,678.

ITEM IX. D. 11. APPROVAL OF AGREEMENT: EMPLOYMENT AGREEMENT BETWEEN ONEIDA-HERKIMER-MADISON BOCES AND A PARTICULAR EMPLOYEE

Motion by: Kristin Hubley
Seconded by: Gary P. Nelson

Moved, that the Cooperative Board approve the Employment Agreement between the Oneida-Herkimer-Madison BOCES and a particular employee.

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

Motions carried 9-0

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

Cooperative Board Members reviewed and discussed the New York State School Boards Association proposed bylaw amendments and resolutions.

Cooperative Board Members finalized the Cooperative Board Committee meeting dates for 2026-2027.

ITEM XI. OLD BUSINESS

None.

ITEM XII. MOTION TO ADJOURN

Having no further business to come before the meeting, Steve Boucher made a motion to adjourn the meeting at 6:14 p.m.; seconded by Anthony J. Nicotera.

Respecfully submitted,
Lori A. Wrobel
Clerk of the Board
September 11, 2026