TOUR OF THE RENSSELAER EDUCATIONAL CENTER

The board members toured the Rensselaer Educational Facility to view the renovations made to date led by Craig Hansen, Director of Health & Safety/Operations & Maintenance.

CALL TO ORDER & PLEDGE

At 6:25 p.m.

EXECUTIVE SESSION

1 – Ms. Daly  2 – Ms. Clum  Motion Carried (9 – Yes)
The Board of Cooperative Educational Services entered into Executive Session at 6:26 p.m. for the purpose of discussing employment history of a particular person and proposed litigation.

RETURN TO REGULAR SESSION

1 – Ms. Daly  2 – Ms. Gazzola  Motion Carried (9 – Yes)
The Board of Cooperative Educational Services returned to regular session at 7:04 p.m.
CORRECTION OF MINUTES

1 – Ms. Zwack  2 – Mr. Mann  Motion Carried (9 – Yes)

The Board of Cooperative Education Services Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the following corrections to the minutes relating to certain employees adopted at the July 11, 2019 Reorganization meeting:

QUESTAR III WORKERS’ COMPENSATION CONSORTIUM DIRECTOR
Deputy Superintendent, Mr. Harry Hadjioannou, Business Manager/Controller, Ms. Jennifer Mulligan was designated as the Questar III Workers’ Compensation Consortium Director for the Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties at the pleasure of the Board for the ensuing year ending June 30, 2020 or until a successor is chosen.

APPROVAL OF MINUTES

1 – Ms. Daly  2 – Mr. Brooks  Motion Carried (9 – Yes)

The Board of Cooperative Education Services Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the Minutes from the Regular Meeting of the Board of Cooperative Educational Services held on September 12, 2019.

TREASURER’S REPORTS

1 – Ms. Clum  2 – Ms. Gazzola  Motion Carried (9 – Yes)

The Board of Cooperative Educational Services Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted the Treasurer’s Reports dated July and August 2019.

EXTRA CLASS-ROOM ACTIVITY FUND REPORTS

1 – Mr. Garland  2 – Mr. Zwack  Motion Carried (9 – Yes)

The Board of Cooperative Educational Services Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted the Central Treasurer’s Reports for the Extra Classroom Activity Fund dated July and August 2019.

AUDIT COMMITTEE REPORT(S)

NONE

INTERNAL CLAIMS AUDITING REPORT

1 – Mr. Zwack  2 – Ms. Daly  Motion Carried (9 – Yes)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted the Internal Claims Auditing Report dated August 30, 2019 to September 20, 2019.

RECOGNITION OF VISITORS

NONE

PUBLIC COMMENTS

NONE
COMMUNICATIONS

- November 13, 2019: Our next board meeting starting at 6:30 PM in the boardroom
- October 24-26, 2019: NYSSBA – 100th Annual Convention – Rochester, NY

------------------------------------ BY CONSENT-------------------------------------
1 – Ms. Marro-Giroux  2 – Mr. Brooks  Motions Carried (9 – Yes)

PERSONNEL

TENURE

RECOMMENDATION(S) The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, grants tenure to the following individual(s) as noted:

Name: Susan Keegan
Tenure Area: Teaching Assistant
Effective: 11/02/19

Name: Rebecca Brust
Tenure Area: Teaching Assistant
Effective: 11/05/19

Name: Meredith Hughes
Tenure Area: Teaching Assistant
Effective: 11/12/19

Name: Michele Koch
Tenure Area: Teaching Assistant
Effective: 11/12/19

Name: Krystyn Dayton
Tenure Area: Special Education Teacher
Effective: 11/17/19

Name: Mariann Mentzouris
Tenure Area: Teaching Assistant
Effective: 11/19/19

RETIREMENT(S) The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted with sincere regret and appreciation for their service, the resignation for the purpose of retirement of the following individual(s) as noted:

Classified Staff

Name: Patricia Williams
Position: 1.0 FTE Senior Clerk
Date began: 02/27/89
Effective: 10/09/19
PERSONNEL (cont’d)

RETIREMENT(S)

Classified Staff (cont’d)

ADDENDUM I

Name: Susan DiDonato
Position: 1.0 FTE School Attorney
Date began: 02/13/03
Effective: 11/29/19

RESIGNATION(S)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted the resignation of the following individual(s) as noted:

Certified Staff

Name: Brenda Cole
Position: 1.0 FTE Teaching Assistant
Date Began: 03/01/06
Effective: 08/30/19

Name: Katelyn Garmley
Position: 1.0 FTE Teaching Assistant
Date Began: 11/13/17
Effective: 08/30/19

Name: Cynthia Herron (to accept another internal position)
Position: 1.0 FTE Special Education Coordinator
Date Began: 12/17/18
Effective: 10/10/19

Classified Staff

Name: Thomas Reed
Position: 1.0 FTE IT Project Manager
Date Began: 06/04/18
Effective: 10/04/19

CHANGE IN FTE/TITLE/SALARY/STATUS

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the following changes in FTE and/or title, salary or status as noted below:

Certified Staff

Name: James O’Connor – CHANGE IN TITLE
Position: 1.0 FTE Team Leader – State Aid Planning
Status: Tenured
Effective: 11/01/19
PRINCIPAL AND TEACHER APPOINTMENTS

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the appointment of the following individual(s) to a four year probationary term, commencing on the effective date noted, provided that, except to the extent required by law, in order to be granted tenure, s/he shall have received composite or overall annual professional performance review ratings pursuant to Education Law §3012-c or §3012-d of either effective or highly effective in at least 3 of the 4 preceding years, and if s/he receives an ineffective composite or overall rating in the final year of the probationary period, s/he shall not be eligible for tenure at that time. These appointments are declared as emergency conditional vacancies and contingent upon clearance for employment based on fingerprinting requirements of the SAVE legislation.

Certified Staff

Name: Kristen Lamake  
Position: 1.0 FTE Integrated Academics/Science Teacher  
Tenure Area: Academic - Science  
Status: 4 Year Probationary Period  
Certification: Earth Science 7-12  
Effective: 09/11/19  
Salary: $48,810.00 prorated

Name: Crystal Plowinske  
Position: 1.0 FTE Special Education Teacher  
Tenure Area: General Special Education  
Status: 3 Year Probationary Period (receiving credit for 2018-19)  
Certification: ChEd 1-6, SWD 1-6, Teaching Assistant  
Effective: 09/03/19  
Salary: $48,810.00

Name: Stephanie Morgan  
Position: 1.0 FTE Special Education Teacher  
Tenure Area: General Special Education  
Status: 3 Year Probationary Period (receiving credit for 2018-19)  
Certification: ChEd 1-6, SWD 7-12  
Effective: 09/03/19  
Salary: $51,473.00
OTHER APPOINTMENTS

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the appointment of the following individual(s) as noted. These appointments were declared as emergency conditional vacancies and contingent upon clearance for employment based on fingerprinting requirements of the SAVE legislation.

Certified Staff - TEMPORARY SUBSTITUTES

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Tenure Area</th>
<th>Status</th>
<th>Certification</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melissa Bodenstab</td>
<td>.60 FTE Adaptive Physical Education Teacher .40 FTE CDOS Teacher</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Substitute (pending certification)</td>
<td>Personal Trainer 7-12 Trans A, To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$48,810.00</td>
</tr>
<tr>
<td>Emily Meister</td>
<td>1.0 FTE Special Education Teacher</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Substitute (pending certification)</td>
<td>ChEd 1-6</td>
<td>09/03/19 – 06/30/20</td>
<td>$46,769.00</td>
</tr>
<tr>
<td>Janice Jones</td>
<td>1.0 FTE Regular Substitute Teaching Assistant</td>
<td>N/A</td>
<td>Regular Substitute</td>
<td>Health, PE</td>
<td>09/03/19 – 06/26/20</td>
<td>$25,630.00</td>
</tr>
<tr>
<td>Sara Cipollo</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$20,401.00</td>
</tr>
<tr>
<td>Dylan Comito</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$19,248.00</td>
</tr>
</tbody>
</table>
### PERSONNEL

#### OTHER APPOINTMENTS

#### TEMPORARY SUBSTITUTES (cont’d)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Tenure Area</th>
<th>Status</th>
<th>Certification</th>
<th>Effective</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kyla Brennan</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$19,248.00</td>
</tr>
<tr>
<td>Kara Kannes</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$19,248.00</td>
</tr>
<tr>
<td>Andrea Morris</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/03/19 – 06/30/20</td>
<td>$20,401.00</td>
</tr>
<tr>
<td>Kaitlyn Martell</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/09/19 – 06/30/20</td>
<td>$19,759.00 prorated</td>
</tr>
<tr>
<td>Brian Dierkes</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/09/19 – 06/30/20</td>
<td>$21,063.00 prorated</td>
</tr>
<tr>
<td>Sabastian Vickers</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/09/19 – 06/30/20</td>
<td>$20,401.00 prorated</td>
</tr>
</tbody>
</table>
## PERSONNEL
### OTHER APPOINTMENTS
#### TEMPORARY SUBSTITUTES (cont’d)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Tenure Area</th>
<th>Status</th>
<th>Certification</th>
<th>Effective</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mark Kristiansen</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/16/19 – 06/30/20</td>
<td>$19,759.00 prorated</td>
</tr>
<tr>
<td>Susannah Eitleman</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/16/19 – 06/30/20</td>
<td>$20,401.00 prorated</td>
</tr>
<tr>
<td>Shannon Beaucage</td>
<td>1.0 FTE Teaching Assistant</td>
<td>N/A Temporary Substitute</td>
<td>Temporary Sub (pending certification)</td>
<td>To be certified</td>
<td>09/17/19 – 06/30/20</td>
<td>$20,401.00 prorated</td>
</tr>
<tr>
<td>Katelyn Garmley</td>
<td>1.0 FTE Teaching Assistant</td>
<td>Teaching Assistant</td>
<td>4 Year Probationary Period</td>
<td>Teaching Assistant – Level I</td>
<td>09/19/19</td>
<td>$20,401.00 prorated</td>
</tr>
<tr>
<td>Rachel Jones</td>
<td>1.0 FTE Speech Language Pathologist</td>
<td>Remedial Speech</td>
<td>4 Year Probationary Period</td>
<td>Speech &amp; Language Disabilities</td>
<td>09/16/19</td>
<td>$51,473.00 prorated</td>
</tr>
<tr>
<td>Cynthia Herron</td>
<td>1.0 FTE Special Education Assistant Director</td>
<td>Administrative – Special Education Assistant Director</td>
<td>4 Year Probationary Period</td>
<td>SDL, SBL, School Counselor</td>
<td>10/11/19</td>
<td>$97,500.00 prorated</td>
</tr>
</tbody>
</table>
PERSONNEL
OTHER APPOINTMENTS (cont’d)

Classified Staff – EXEMPT

Name: Janet Sawyer
Position: 1.0 FTE Secretary to the District Superintendent
Status: Non-Competitive/Specialist
Effective: 10/07/19
Salary: $73,000.00 prorated

Classified Staff - PROVISIONAL

Name: A'Donji Carter
Position: 1.0 FTE Crisis Intervention Worker
Status: Provisional
Effective: 09/18/19
Salary: $35,558.00 prorated

PROBATIONARY CIVIL SERVICE APPOINTMENT(S)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, recognized the successful placement of the provisionally appointed individual(s) listed below on the Civil Service Eligible List and approved their probationary status to be served for a period of one (1) year from the effective date specified:

Name: Emily VanKempen
Position: 1.0 FTE Special Education Aid Assistance Service Tech
Status: Probationary
Effective: 09/03/19

Name: Tyler Gates
Position: 1.0 FTE Special Education Aid Assistance Service Tech
Status: Probationary
Effective: 09/03/19

Name: Krista Cooney
Position: 1.0 FTE Administrative Assistant
Status: Probationary
Effective: 09/24/19
PART-TIME/HOURLY EMPLOYEES FOR 2019-20

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties approved the recommendation of the Executive Officer to appoint the following individuals as part-time or hourly employees for the 2019-20 school year.

- **Arianna Burns**, Fire Systems Laborer $12.50/hr.
  Hourly, 09/01/19 – 06/30/20
- **Mark Nizer**, Online Learning Specialist $350.00/per contract
  Stipend, 09/01/19 – 06/30/20
- **Sue Melnyk**, Assistant Coordinator for Regional Scoring $300.00/day
  Per-Diem, 10/15/19 – 06/30/20
- **Gregory Sanik**, Assistant Coordinator for Regional Scoring $350.00/day
  Per-Diem, 10/15/19 – 06/30/20
- **Arlene DeSiena**, School Improvement Specialist- ELA $400.00/day
  Per-Diem, 10/15/19 – 06/30/20
- **Christine Patella-Diffley**, Blind & Visually Impaired Teacher $418.43/day
  Per-Diem, 09/03/19 – 06/30/20
- **Wendylee Periera**, Adult & Continuing Education Teacher $32.22/hr.
  Hourly, 09/03/19 – 06/30/20
- **Hal Hoffman**, Substitute Courier $15.75/hr.
  Hourly, 08/19/19 – 06/30/20
- **Candace Lider**, Speech Therapist $440.53/day
  Per-Diem, 09/16/19 – 06/30/20
- **Colleen Mills**, Grant Researcher $277.00/day
  Per-Diem, 10/04/19 – 06/30/20
- **Evan Liberty**, Adult & Continuing Education Teacher $32.22/hr.
  Hourly, 09/10/19 – 06/30/20
- **ADDENDUM II**
  **Susan DiDonato**, Specialist, Legal $69.70/hr.
  Hourly, 12/05/19 – 06/30/20

------------------------------------END OF CONSENT ----------------------------------
OTHER

REVISED
QUESTAR III
PARTICIPATION
IN A STATEWIDE
CONSORTIUM
THROUGH
ERIE I BOCES –

1 – Mr. Garland
2 – Ms. Clum

Motion Carried (9 – Yes)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties approved the recommendation of the Executive Officer to join a number of BOCES districts in New York, and consent to jointly enter into an agreement for TEQ (OTIS), Dell (Advanced Learning Partnerships Firm), PowerSchool (United Talent Professional Learning System), Impero (edTeach), Net Ref, Hapara, Go Guardian (Teacher) and, Questar III BOCES (aka Rensselaer-Columbia-Greene Counties Board of Cooperative Educational Services) agrees to participate with other BOCES Districts in New York State in joint agreements for the software/learning packages and licensing mentioned above as authorized by General Municipal Law, Section 119-0, and, Questar III BOCES Board of Education authorizes Erie 1 BOCES to represent it in all matters leading up to and entering into a contract for the purchase of and licensing of the above-mentioned software/learning packages, and Questar III BOCES Board of Education agreed to assume its equitable share of the costs associated with Erie 1 BOCES negotiating the Agreements, and, the Questar III BOCES Board of Education agreed (1) to abide by majority decisions of the participating BOCES on quality standards; (2) Erie 1 BOCES will negotiate contracts according to the majority recommendations; (3) that after contract agreement, it will conduct all purchasing arrangements directly with the vendor.

POLICY

FIRST READING
REVISED
BENEFITS FOR
NON-REPRESENTED
EMPLOYEES –

1 – Ms. Clum
2 – Ms. Daly

Motion Carried (9 – Yes)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the revised Benefits for Non-Represented Employees Policy #5-120 on first reading.
The board members, led by comments made by Mr. Garland, Zwack, and Hill, all thanked Susan DiDonato for all her hard work, service and amazing commitment and stated that she would be greatly missed.

Member Garland congratulated Dr. Cruz for her receipt of the “Women Who Mean Business” Award given by the Albany Business Review and asked that the article be forwarded to the board members.

President Hill reported that he visited Vice President Noonan at the hospital and suggested that she would love a card, a visit or a call now that she is moving to the rehabilitation center. Robin Emanatian will send the address to the Board Members.

Dr. Cruz showed a video of Father Gregory Boyle, Founder and Executive Director of Homeboy Industries – an acknowledged expert on gangs, intervention and re-entry. He currently served on the U.S. Attorney General’s Defending Childhood Task Force.

Jennifer Mulligan discussed a TRS Sub-Reserve Fund for TRS Retirement System Contributions, and after receiving their approval, it was decided that this process would now involve discussing the idea with the component Superintendents.

PUBLIC COMMENTS  NONE

MOTION TO ADJOURN  1 - Ms. Daly  2 – Ms. Clum  Motion Carried (9 – Yes)

The Board adjourned at 7:49 pm.

Respectfully Submitted By:

Robin Emanatian, Board Clerk