Meeting Date: December 12, 2019
Location: Questar III Conference Center
Presiding: John C. Hill, President

Members Present
Edmund Brooks, Member
Mary Daly, Member
Joseph Garland, Member
Jennifer Haggerty, Member
John C. Hill, President
Mark Mann, Member
Mary Marro-Giroux, Member
Frank Zwack, Member

Also Present
Dr. Gladys I. Cruz, District Superintendent
Harry Hadjioannou, Deputy Superintendent
Robin Emanatian, Board Clerk
Jennifer Mulligan, Business Office Manager/Controller
Mike Buono, Human Resource Director
Terry Bordell, Chief School Improvement Officer
Anthony Taibi, Chief Academic Officer
Hilary Reilly, Teachers’ Union Association
Ken Claflin, Cusack & Company
Andrew Jensen, Information Technology
Rebecca Brooks, Spouse
John Daly, Spouse
Robin Carlson, Spouse
John Haggerty, Spouse
Joe Giroux, Spouse

APPRECIATION
DINNER The board was honored for their selfless dedication and unwavering service to the Questar III BOCES and its students with a dinner prepared and served by our talented culinary students from the Rensselaer and Columbia-Greene Educational Centers. The George Washington and REC students created special gifts for each member in appreciation of their generous giving of their time and effort.

CALL TO ORDER & PLEDGE At 7:05 p.m.

OTHER FINANCIAL
FINANCIAL STATEMENT PRESENTATION Mr. Ken Claflin of Cusack & Company reviewed the highlights of the financial statements for the period ending June 30, 2019 with the board members. He emphasized that this was a clean audit with no findings.
**EXECUTIVE SESSION**

1 – Mr. Zwack  
2 – Ms. Haggerty  
Motion Carried (8 – Yes)

The Board of Cooperative Education Services entered into executive session at 7:15 p.m. for the purpose of discussing employment history.

**RETURN TO REGULAR SESSION**

1 – Ms. Daly  
2 – Mr. Garland  
Motion Carried (8 – Yes)

The Board of Cooperative Education Services returned to regular session at 8:47 p.m.

**APPROVAL OF MINUTES**

1 – Ms. Marro-Giroux  
2 – Mr. Brooks  
Motion Carried (8 – 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 November 13, 2019.

**TREASURER’S REPORT**

1 – Mr. Brooks  
2 – Mr. Garland  
Motion Carried (8 – Yes)

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

**EXTRA CLASSROOM ACTIVITY FUND REPORT**

1 – Ms. Marro-Giroux  
2 – Mr. Brooks  
Motion Carried (8 – Yes)

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

**AUDIT COMMITTEE REPORT(S)**

NONE

**INTERNAL CLAIMS AUDITING REPORT**

1 – Mr. Garland  
2 – Mr. Zwack  
Motion Carried (8 – 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 October 20, 2019 to November 15, 2019.

**RECOGNITION OF VISITORS**

Hilary Reilly, Teachers’ Union President  
Anthony DeFazio, Administrators’ Union  
Ken Claflin, Cusack & Co.  
Andrew Jensen, IT  
Spouses of Board Members

**PUBLIC COMMENTS**

NONE

**COMMUNICATIONS**

- **January 16, 2020**: Our next Board Meeting
- **G. Lucius Cary Nominations**: Nominations are now being accepted for the G. Lucius Cary award given for outstanding leadership & contributions through volunteer service which are reflective of the values & beliefs of Questar III. Nominations should be submitted to Questar III Board President John C. Hill by January 16, 2020.
ACCEPTANCE OF INDEPENDENT AUDIT FOR FISCAL YEAR ENDING 6/30/19

1 – Mr. Garland  2 – Mr. Zwack  Motion Carried (8 – Yes)

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, accepted the independent audit report of Cusack & Company for the fiscal year ending June 30, 2019.

------------------------------------ BY CONSENT -------------------------------------

1 – Mr. Garland  2 – Mr. Zwack  Motions Carried (8 – Yes)

PERSONNEL

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: Donna Engelke  
Position: 1.0 FTE Teaching Assistant  
Date Began: 08/31/17  
Effective: 12/20/19

Name: Melissa Tallini  
Position: 1.0 FTE Teaching Assistant  
Date Began: 01/19/16  
Effective: 12/31/19

Classified Staff

Name: Kristin LaPlante  
Position: 1.0 FTE Communication Specialist I  
Date Began: 05/19/14  
Effective: 11/29/19

Name: Mary Ridzi  
Position: 1.0 FTE Accountant  
Date Began: 12/18/14  
Effective: 12/01/19 (to accept another internal position)

Name: Ava Cameron  
Position: .60 FTE Jr. Network Systems Engineer  
Date Began: 04/01/16  
Effective: 12/06/19

Name: Kathy Beardsley  
Position: 1.0 FTE State Aid Planning Operations Specialist  
Date Began: 10/17/05  
Effective: 12/01/19 (to accept another internal position)
LEAVE OF ABSENCE REQUEST(S)  
The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, approved the unpaid leave of absence request of the following employee(s) as noted:

**Certified Staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Mariah Thompson</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>1.0 FTE Teaching Assistant</td>
</tr>
<tr>
<td>Effective</td>
<td>11/18/19 – 06/30/20</td>
</tr>
<tr>
<td>Reason</td>
<td>To accept a temporary internal appointment</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Name</th>
<th>Kelsey Powderly - CHANGE IN FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>1.0 FTE New Visions – STEM Teacher (previously .80 FTE)</td>
</tr>
<tr>
<td>Tenure Area</td>
<td>N/A Temporary Substitute</td>
</tr>
<tr>
<td>Status</td>
<td>Temporary Substitute (pending certification)</td>
</tr>
<tr>
<td>Certification</td>
<td>To be certified</td>
</tr>
<tr>
<td>Effective</td>
<td>12/01/19 – 06/30/20</td>
</tr>
</tbody>
</table>

**Classified Staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Samuel Beardsley – CHANGE IN TITLE/SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>1.0 FTE Health &amp; Safety Specialist II</td>
</tr>
<tr>
<td>Effective</td>
<td>12/13/19</td>
</tr>
<tr>
<td>Salary</td>
<td>$57,000.00 prorated (previously $48,685.00)</td>
</tr>
</tbody>
</table>

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>Ashlie Burke</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>1.0 FTE Teaching Assistant</td>
</tr>
<tr>
<td>Tenure Area</td>
<td>N/A Temporary Substitute</td>
</tr>
<tr>
<td>Status</td>
<td>Temporary Substitute (pending certification)</td>
</tr>
<tr>
<td>Certification</td>
<td>To be certified</td>
</tr>
<tr>
<td>Effective</td>
<td>11/06/19 – 06/30/20</td>
</tr>
<tr>
<td>Salary</td>
<td>$20,401.00 prorated</td>
</tr>
</tbody>
</table>
PERSONNEL

OTHER APPOINTMENTS

Certified Staff – TEMPORARY SUBSTITUTES (cont’d)

Name: **Johnathan Ecker**
Position: 1.0 FTE Teaching Assistant
Tenure Area: N/A Temporary Substitute
Status: Temporary Substitute (pending certification)
Certification: To be certified
Effective: 11/12/19 – 06/30/20
Salary: $19,248.00 prorated

Certified Staff - REGULAR SUBSTITUTES

Name: **Mariah Thompson**
Position: 1.0 FTE Special Education Teacher
Tenure Area: N/A Temporary Substitute
Status: Regular Substitute
Certification: Teaching Assistant – Level 1
Effective: 11/18/19 – 06/30/20
Salary: $46,769.00 (prorated)

Certified Staff – PART-TIME

Name: **Bethany Fishman**
Position: .60 FTE Teaching Assistant
Tenure Area: N/A
Status: Part-Time
Certification: To be certified
Effective: 11/19/19 – 06/30/20
Salary: $20,401.00 prorated

Certified Staff - PROBATIONARY

Name: **Samantha Teater**
Position: 1.0 FTE Speech Language Pathologist
Tenure Area: Speech - Remedial
Status: 4 Year Probationary Period
Certification: Speech and Language Disabilities
Effective: 11/18/19
Salary: $49,867.00 prorated

Name: **Kathy Beardsley**
Position: 1.0 FTE State Aid Planning Associate Specialist
Tenure Area: Administrative - State Aid Planning Associate Specialist
Status: 4 Year Probationary Period
Certification: School District Business Leader
Effective: 12/02/19
Salary: $84,000.00 prorated
## Classified Staff – PROVISIONAL

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Status</th>
<th>Effective</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Mosher</td>
<td>1.0 FTE State Aid Planning Assistant Specialist II</td>
<td>Provisional</td>
<td>12/02/19</td>
<td>$98,000.00</td>
</tr>
<tr>
<td>Jacob Christiansen</td>
<td>1.0 FTE Fire Systems Mechanic</td>
<td>Provisional</td>
<td>11/12/19</td>
<td>$40,000.00</td>
</tr>
<tr>
<td>Jacob Parslow</td>
<td>1.0 FTE IT Support Tech – Computer Operator</td>
<td>Provisional</td>
<td>11/05/19</td>
<td>$31,251.00</td>
</tr>
<tr>
<td>Mary Ridzi</td>
<td>1.0 FTE State Aid Planning Assistant Specialist II</td>
<td>Provisional</td>
<td>12/02/19</td>
<td>$81,000.00</td>
</tr>
</tbody>
</table>

## Classified Staff - PROBATIONARY

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Status</th>
<th>Effective</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bethany Fishman</td>
<td>.40 FTE Certified Occupational Therapist Assistant</td>
<td>Probationary</td>
<td>11/19/19</td>
<td>$31,885.00</td>
</tr>
<tr>
<td>Alison Hooley</td>
<td>1.0 FTE Physical Therapist</td>
<td>Probationary</td>
<td>11/19/19</td>
<td>$53,145.00</td>
</tr>
</tbody>
</table>

## PERMANENT CIVIL SERVICE STATUS

The Board of Cooperative Educational Services, Rensselaer Columbia-Greene Counties, upon the recommendation of the Executive Officer, recognized the completion of the one (1) year probationary period of the following employee(s) and approved permanent status for their appointment effective on the date indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Status</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bryce Ebert</td>
<td>1.0 FTE District Services Specialist</td>
<td>Permanent</td>
<td>01/02/20</td>
</tr>
<tr>
<td>Aaron Bogert</td>
<td>1.0 FTE Communication Specialist</td>
<td>Permanent</td>
<td>01/02/20</td>
</tr>
</tbody>
</table>
PERSONNEL (cont’d)

DEPUTY SUPERINTENDENT EMPLOYMENT CONTRACT – 2019-20

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer approved the employment contract of the Deputy Superintendent for Mr. Hadjioannou at a salary of $185,339.00 effective retroactive to October 1, 2019; and the Board of Questar III further resolves to authorize the Board President to enter into an employment contract reflecting the terms of his continued employment.

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.

1. **Donald Gottleib**, APPR Independent Evaluator
   Per-Diem, 11/18/19 – 06/30/20
   $400.00/day

2. **Michael Morin**, Fire Systems Mechanic
   Hourly, 10/31/19 – 06/30/20
   $30.00/hr.

3. **David Hudspath**, Fire Systems Laborer
   Hourly, 10/29/19 – 06/30/20
   $12.50/hr.

4. **Amy Potter**, Pre-K Administrator
   Per Diem, 12/09/19 – 06/30/20
   $400.00/day

------------------------------------END OF CONSENT ----------------------------------
BID AWARDS

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties approved the recommendation of the Executive Officer to award the following bids as indicated below:

<table>
<thead>
<tr>
<th>Item</th>
<th>Vendor</th>
<th>Bid Amount</th>
<th>Participating School Districts</th>
</tr>
</thead>
</table>
| Grocery Products      | Ginsberg’s | $1,319,108.94   | Averill Park  
Brunswick  
Catskill  
Chatham  
Coxsackie-Athens  
East Greenbush  
Germantown  
Hoosic Valley  
Hoosick Falls  
Hudson  
Ichabod Crane  
New Lebanon  
Taconic Hills  
Wynantskill  
Questar III |
| Meat Products         | Ginsberg’s | $151,864.14     | Averill Park  
Brunswick  
Catskill  
Chatham  
Coxsackie-Athens  
East Greenbush  
Germantown  
Hoosic Valley  
Hoosick Falls  
Hudson  
Ichabod Crane  
New Lebanon  
Taconic Hills  
Wynantskill  
Questar III |
| Paper Products        | WB Mason | $167,476.52      | Averill Park  
Brunswick  
Chatham  
Hudson  
Ichabod Crane  
Taconic Hills  
East Greenbush  
Hoosic Valley  
Catskill  
New Lebanon  
Coxsackie-Athens  
Wynantskill  
Germantown  
Hoosick Falls CSD  
Questar III |

INTERMUNICIPAL AGREEMENT(S) FOR INTERNAL AUDIT SERVICES

The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties ("Questar III") authorizes the Executive Officer to enter into intermunicipal agreements with each of the following school districts to provide internal audit services in accordance with laws noted above, such intermunicipal agreement being hereby approved in accordance with Article 5-G of the General Municipal Law.

Oneida Herkimer Madison BOCES
POLICY
SECOND READING
REVISED
MEDICAID COMPLIANCE
AND PREVENTION
OF MEDICAID FRAUD,
WASTE AND
ABUSE –
POLICY #6-136
1 – Ms. Marro-Giroux  2 – Ms. Daly  Motion Carried (8 – Yes)
The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, adopted the revised Medicaid Compliance and Prevention of Medicaid Fraud, Waste and Abuse Policy #6-136 on second reading.

SECOND READING
REVISED
STUDENT HEALTH SERVICES –
POLICY #3-140
1 – Ms. Marro-Giroux  2 – Ms. Daly  Motion Carried (8 – Yes)
The Board of Cooperative Educational Services, Rensselaer-Columbia-Greene Counties, upon the recommendation of the Executive Officer, adopted the Student Health Services Policy #3-140 on second reading.

BOARD REPORTS /
DISCUSSION  NONE
EXECUTIVE
OFFICER’S
REPORT
Dr. Cruz turned the time over to Chief Academic Officer, Anthony Taibi, who presented on Early College High School and announced the award of an SED grant for this program. A report was given on the Leading Edge updates, fine tuning the core value definitions.
Dr, Cruz brought to the board’s attention that the goals will expire at the end of the year and suggested a goal setting meeting be scheduled. Robin Emanatian will be in touch to do this.
Dr. Cruz then informed the board that she will travel to Santo Domingo to help build a school library there in January and wished all a very happy holiday season.

PUBLIC
COMMENTS  NONE
MOTION TO
ADJOURN
1 - Ms. Daly  2 – Mr. Brooks  Motion Carried (8 – Yes)
The Board adjourned at 8:47 pm.

Respectfully Submitted By:

Robin Emanatian, Board Clerk