



**REGULAR MEETING  
OF THE BOARD OF EDUCATION  
ELMIRA CITY SCHOOL DISTRICT  
ERNIE DAVIS ACADEMY COMMUNITY ROOM  
933 HOFFMAN STREET  
ELMIRA, NEW YORK 14905**

**MINUTES**

**September 20, 2017**

**6:02 PM Executive Session**

6:00 PM Meeting

**1.00 CALL TO ORDER**

The Regular Meeting of the Board of Education was called to order at 6:00 p.m. with President Sara Lattin presiding.



**PLEDGE OF ALLEGIANCE**

**2.00 ROLL CALL**

<b>BOARD MEMBERS</b>	<b>PRESENT</b>	<b>ABSENT</b>
Maryann Friebis	X	
Lynn Grottenthaler		X
Sara Lattin	X	
Scott Moore	X	
Josh Palmer *Arrived 6:25 pm	X	
Randy Reid	X	
Kevin Sullivan	X	
Mary Tucker	X	
Deborah White	X	
<b>STUDENT BOARD REPRESENTATIVES</b>		
Ben Butler	X	
Theo Summerville	X	
<b>ADMINISTRATORS</b>		
Derek Almy, Director of Student Services	X	
Hillary Austin, Superintendent	X	
Jay Hillman, Director of Educational Services		
Melissa Mendolera, School Business Official	X	
Jake Sheehan, Director of Administration		X
<b>OTHERS</b>		
Kathleen McDarby, Clerk of the Board	X	
Conrad Wolan, Esq., School Attorney	X	

### **3.00 APPROVAL OF AGENDA**

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve the agenda.

Motion Carried:

Yes: Friebis, Lattin, Moore, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler, Palmer\*

### **4.00 CALL FOR EXECUTIVE SESSION**

**[6:02 p.m.]**

Maryann Friebis moved, seconded by Scott Moore, that the Board move into Executive Session for 9 Privileged consultation with legal counsel and appoint Mary Tucker as Clerk Pro Tem in the absence of the Clerk and invite Conrad Wolan.

Motion Carried:

Yes: Friebis, Lattin, Moore, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler, Palmer\*

### **RETURN TO OPEN SESSION**

**[6:55 p.m.]**

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board return to Open Session.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

### **5.00 VISITORS WISHING TO ADDRESS THE BOARD**

Michael Thomas

### **6.00 SUPERINTENDENT'S REPORTS/PRESENTATIONS**

Back to school overview-Hillary Austin

### **7.00 OLD BUSINESS**

### **8.00 NEW BUSINESS**

### **8.01 MOTION TO THE AGENDA**

Mary Tucker moved, seconded by Maryann Friebis, that the Board amend the agenda.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

## **8.02 AMENDMENT TO THE AGENDA**

Scott Moore moved, seconded by Maryann Friebis that the Board add

9.14 ACCEPTANCE OF GIFT FROM ERNIE DAVIS SCHOLARSHIP COMMITTEE

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

## **9.00 CONSENT ITEMS**

### **9.01 APPROVAL OF BOARD MINUTES OF THE AUGUST 30, 2017 REGULAR MEETING OF THE BOARD OF EDUCATION**

RESOLVED, that the Board of Education approve the minutes of the August 30, 2017 Regular Meeting of the Board of Education.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

### **9.02 APPROVAL OF BOARD MINUTES OF THE SEPTEMBER 11, 2017 SPECIAL MEETING OF THE BOARD OF EDUCATION**

RESOLVED, that the Board of Education approve the minutes of the September 11, 2017 Special Meeting of the Board of Education.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

### **9.03 APPROVAL OF TRANSFERS OF BUDGETED APPROPRIATIONS IN EXCESS OF \$10,000.00**

RESOLVED, that the Board of Education approve the attached list of budget transfers in accordance with District Policy 5330.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None  
Absent: Grottenthaler

**9.04 APPROVAL OF PYRAMID BROKERAGE TO PROVIDE REAL ESTATE BROKER SERVICES**

RESOLVED, that the District is authorized to re-enter into the attached agreement with Pyramid Brokerage, for the provision of the services of real estate agent and shall be upon such other terms and conditions as the District's management may deem to be in the District's best interests, and that the each of the Board President and the Superintendent, acting singly, are authorized and directed to negotiate, execute, and deliver such an agreement and take all such further actions as may be necessary or appropriate to effectuate this resolution.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:  
Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White  
No: None  
Absent: Grottenthaler

**9.05 APPROVAL OF AMENDMENT TO AGREEMENT WITH CME ASSOCIATES FOR NYS SPECIAL INSPECTIONS**

RESOLVED, that the Board of Education approve an increase to the agreement with CME Associates in an amount not to exceed \$40,000 for the provision of required New York State Special Inspection services for the Elementary 2017 Alterations project, and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:  
Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White  
No: None  
Absent: Grottenthaler

**9.06 APPROVAL OF THE 2017-2018 TAX ROLL AND ISSUE OF THE TAX WARRANT**

RESOLVED, that the Board of Education approves the attached resolution to adopt the 2017-18 tax roll and issue the tax warrant.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White  
No: None  
Absent: Grottenthaler

**9.07 ACCEPTANCE OF TREASURER’S REPORT FOR AUGUST 2017**

RESOLVED, that the Board of Education accepts the Treasurer’s Report for August 2017 as presented.

- A. All Funds: Bank account reconciliations
- B. General Fund: Budget vs. Actual Comparison
- C. General Fund: YTD Comparison with Prior Year
- D. All Funds: System Revenue Status and Budget Status Reports
- E. Claims Audit Report

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White  
No: None  
Absent: Grottenthaler

**9.08 ACCEPTANCE OF EXTENDED SCHOOL DAY/SCHOOL VIOLENCE PREVENTION PROGRAM GRANT**

RESOLVED, that the Board of Education accept the grant from the New York State Department of Education’s 2016-2021 Extended School Day/School Violence Prevention Program in the amount of \$350,000; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White  
No: None  
Absent: Grottenthaler

**9.09 ACCEPTANCE OF 2017-2022 EMPIRE STATE AFTER SCHOOL PROGRAM GRANT**

RESOLVED, that the Board of Education accept the grant from the NYS Office of Children and Family Services, in consultation with New York State Education Department, 2017-2022 Empire State After-School Program in the amount of

\$566,400; approve the use of the funds to make purchases as indicated; and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**9.10 TITLE CHANGE FOR POSITION OF SUPERVISOR OF SCHOOL IMPROVEMENT AND ACCOUNTABILITY**

RESOLVED, that the Board of Education hereby re-titles the “Supervisor of School Improvement and Accountability” position held by Marnie O. Malone as “Supervisor of Academic Excellence”; and the Board of Education hereby re-titles the “Supervisor of School Improvement and Accountability” position held by Kelley R. Batrowny as “Supervisor of School Innovation”; and the Board of Education hereby authorizes and directs the Superintendent to take all steps necessary to effectuate these resolutions.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**9.11 AMENDMENT TO AGREEMENT WITH ATLANTIC TESTING LABORATORIES FOR NYS SPECIAL INSPECTIONS**

RESOLVED, that the Board of Education approve an increase to the agreement with Atlantic Testing Laboratories in an amount not to exceed \$50,000 for the provision of required New York State Special Inspection services for the Elmira High School and Broadway 2017 Alterations Projects, and authorize the Superintendent and President to execute all documents necessary to effectuate this resolution.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**9.12 APPROVAL OF IMPARTIAL HEARING OFFICERS-AMENDED**

RESOLVED, that the Board of Education approve the amended listing of Impartial Hearing Officers for the school year 2017-2018.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**9.13 APPROVAL ON COMMITTEE OF SPECIAL EDUCATION (CSE) RECOMMENDATIONS**

RESOLVED, that the Board of Education approve the placement of students classified by the District Committee on Special Education (CSE) Teams.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**9.14 ACCEPTANCE OF GIFT FROM ERNIE DAVIS SCHOLARSHIP COMMITTEE**

RESOLVED, that the Board of Education accept the gift from the Ernie Davis Scholarship Committee.

Kevin Sullivan moved, seconded by Maryann Friebis, that the Board approve Consent Items 9.01-9.14.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

**10.00 FUTURE AGENDA ITEMS**

Stephanie Reardon will present on Community Schools.

**11.00 PERSONNEL**

RESOLVED, that the Board of Education upon the recommendation of the Personnel Department and the Superintendent of Schools, approve the following personnel appointments.

Kevin Sullivan moved, seconded by Deborah White, that the Board approve the Personnel Packet.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

### **(A) RETIREMENT**

#### **Non-Instructional**

Name: **JoAnn S. Johnson**  
Current Position: Custodial Laborer  
Location: Ernie Davis Academy  
Last Day of Employment: October 31, 2017  
Background: 25 Plus Years of Service

### **(B) RESIGNATIONS**

#### **Instructional**

Name: **Jared T. Kennedy**  
Position: Social Studies Teacher  
Location: Ernie Davis Academy  
Last Day of Employment: August 2, 2017

Name: **Kristin N. Sindoni**  
Position: Elementary Teacher  
Location: Thomas K. Beecher Elementary School  
Last Day of Employment: August 8, 2017

#### **Non-Instructional**

Name: **Sylvia D. Ashley**  
Position: 21.25-Hour Food Service Helper  
Location: Elmira High School  
Last Day of Employment: September 20, 2017

Name: **Sylvia N. Banzon-Walker**  
Position: 15-Hour Food Service Helper  
Location: Broadway Elementary School  
Last Day of Employment: August 22, 2017

Name: **Elizabeth Fisher**  
Position: School Bus Monitor  
Location: Bus Garage  
Last Day of Employment: September 17, 2017



Name: **Michael D. Lepkoske**  
Position: Bus Driver  
Location: Bus Garage  
Last Day of Employment: September 5, 2017  
Name: **Meghan L. MacLeod**  
Position: 30-Hour Teacher Aide  
Location: George M. Diven Elementary School  
Last Day of Employment: August 31, 2017

Name: **Shannon D. Pelrah**  
Position: 30-Hour Teacher Aide  
Location: Thomas K. Beecher Elementary School  
Last Day of Employment: August 29, 2017

Name: **Marivic Z. Soper**  
Position: 30-Hour Teacher Aide  
Location: Broadway Academy  
Last Day of Employment: September 4, 2017

### **(C) LEAVES OF ABSENCE**

#### **Instructional**

Name: **Cheryl J. Allison**  
Current Position: Teaching Assistant  
Location: Pine City Elementary School  
Tentative Leave Dates: August 31, 2017 through September 27, 2017

Name: **Karen A. McMaster**  
Current Position: Elementary Teacher  
Location: Pine City Elementary School  
Tentative Leave Dates: September 5, 2017 through October 11, 2017

#### **Non-Instructional**

Name: **Betty J. Belloma**  
Current Position: 21.25-Hour Food Service Helper  
Location: George M. Diven Elementary School  
Leave Start Date: April 27, 2017  
Tentative Leave Dates: September 5, 2017 through October 2, 2017

Name: **Karen R. Benjamin**  
Current Position: 35-Hour Cook Manager  
Location: Hendy Avenue Elementary School  
Tentative Leave Dates: September 5, 2017 through November 10, 2017

Name: **David M. Clark**  
Current Position: Skilled Mechanic

Location: Maintenance  
Leave Start Date: June 29, 2017  
Tentative Leave Dates: September 2, 2017 through October 9, 2017

Name: **Dale A. Durfee**  
Current Position: Custodial Laborer  
Location: Thomas K. Beecher Elementary School  
Leave Start Date: August 19, 2017  
Tentative Leave Dates: September 9, 2017 through September 20, 2017

Name: **Pamela M. Gunderman**  
Current Position: Account Clerk Typist  
Location: Bus Garage  
Tentative Leave Dates: October 4, 2017 through October 18, 2017

Name: **Shannon L. Pfuntner**  
Current Position: 30-Hour Teacher Aide  
Location: Riverside Elementary School  
Leave Start Date: February 16, 2017  
Tentative Leave Dates: September 5, 2017 through October 1, 2017

Name: **Karen M. Rupp**  
Current Position: Bus Driver  
Location: Bus Garage  
Tentative Leave Dates: September 12, 2017 through September 19, 2017

Name: **Michael M. Thornton**  
Current Position: Bus Driver  
Location: Bus Garage  
Leave Start Date: June 19, 2017  
Tentative Leave Dates: September 5, 2017 through October 5, 2017

Name: **Victoria E. White**  
Current Position: 21.25-Hour Food Service Helper  
Location: Ernie Davis Academy  
Tentative Leave Dates: September 5, 2017 through October 5, 2017

#### **(D) ESTABLISHMENT OF POSITIONS**

##### **Instructional**

Position: Teaching Assistant  
Justification: Realignment of Duties  
Effective Date: September 5, 2017  
Budget: General

##### **Non-Instructional**

Position: **30-Hour Teacher Aide**  
Justification: New IEP Requirement  
Effective Date: September 21, 2017  
Budget: General

## **(E) APPOINTMENTS**

### **Administrative**

#### **Probationary**

Name: **Ryan K. Collins**  
Initial Position: Assistant Principal  
Location: Thomas K. Beecher Elementary School  
Justification: Filling Vacancy  
Effective Date: October 2, 2017 (contingent upon paperwork and drug screen clearance)  
Tenure Date: October 2, 2021  
Tenure Area: Assistant Principal  
Certification: School District Leader; Students with Disabilities Grade 5-9 Social Studies; Students with Disabilities Grade 7-12 Social Studies; Social Studies Grade 7-12, Professional  
Salary: \$72,000 prorated  
Background: CAS, SUNY Brockport, Major: Educational Administration; MPS, Manhattanville College, Major: Social Studies and Special Education;  
Experience: BS, Colby-Sawyer College, Major: Secondary Education  
Teacher, Rye Brook (NY) Blind Brook High School (8 years);  
ESY Principal/Teacher, Corning (NY) Painted Post Area School District (4 years)

### **Instructional**

#### **Probationary**

Name: **April J. Campbell**  
Initial Position: Elementary Teacher  
Location: Broadway Elementary School  
Justification: Fill Vacancy  
Effective Date: September 5, 2017  
Tenure Date: September 5, 2020 (prior tenure)  
Tenure Area: Elementary  
Certification: Early Childhood Education Birth – Grade 2; Childhood Education Grade 1-6; Students with Disabilities Birth-Grade 2; Students with Disabilities Grade 1-6; Students with Disabilities Grade 7-12, Initial  
Salary: \$42,765 Step 1, B+35+M  
Background: MS, Mansfield University, Major: Special Education  
BS, Mansfield University, Major: Elementary Education  
Experience: Teacher, Elmira (NY) City School District (9 years)

Name: **Adam M. Robinson**  
Initial Position: Social Studies Teacher  
Location: Broadway Academy  
Justification: Fill Vacancy  
Effective Date: September 5, 2017  
Tenure Date: September 5, 2020 (prior tenure)  
Tenure Area: Social Studies  
Certification: Social Studies 7-12, Professional  
Salary: \$51,321 Step 12, B+35+M  
Background: MEd, Concordia College, Major: Educational Leadership  
BA, Keuka College, Major: Special Education  
Experience: Teacher, Elmira (NY) City School District (9 years)

Name: **Marivic Z. Soper**  
Initial Position: Teaching Assistant  
Location: Broadway Academy  
Justification: New Position  
Effective Date: September 5, 2017  
Tenure Date: September 5, 2021  
Tenure Area: Teaching Assistant  
Certification: Teaching Assistant, Level I  
Salary: \$21,464 Step 1, Level I prorated  
Background: BA, Davao Del Norte State College, Major: Technology and Home Economics  
Experience: Teacher Aide, Elmira (NY) City School District (4 years)

Name: **Laurie E. Sterling**  
Initial Position: Special Education Teacher  
Location: Ernie Davis Academy  
Justification: Fill Vacancy  
Effective Date: September 5, 2017  
Tenure Date: September 5, 2020 (prior tenure)  
Tenure Area: Special Education  
Certification: Special Education, Pre K, K and Grade 1-6, Permanent  
Salary: \$65,271 Step 20, B+60+M  
Background: MS, Mansfield University, Major: Education  
BS, Mansfield University, Major: Special Education  
Experience: Teacher, Elmira (NY) City School District (22 years)

### **Long Term Substitute**

Name: **Adrienne M. Guardi**  
Initial Position: Art Teacher  
Location: Ernie Davis Academy  
Justification: Filling Vacancy  
Effective Date: September 5, 2017  
Tenure Area: Art  
Certification: Visual Arts, Initial

Salary: \$41,765 Step 1, B+35  
Background: MEd, Elmira College, Major: Humanities and Social Science;  
BA, Binghamton University, Major: Art Studio  
Experience: Substitute Teacher, Elmira (NY) City School District (5 years)

Name: **Krista H. Wright**  
Initial Position: Special Education Teacher  
Location: Broadway Elementary School  
Justification: Filling Vacancy  
Effective Date: September 5, 2017  
Tenure Area: Special Education  
Certification: Special Education, Permanent  
Salary: \$41,765 Step 1, B+35  
Background: MS, Elmira College, Major: General Education;  
BS, Pennsylvania State University, Major: Childhood Education  
Experience: Substitute Teacher, Elmira (NY) City School District (1 year);  
Teacher, Elmira (NY) GST BOCES (25 years);  
Teacher, Corning (NY) School District (8 years)

\* Except to the extent required by the applicable provisions of Education Law Sec. 2509, in order to be granted tenure, a classroom teacher shall have received composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either “effective” or “highly effective” in at least three of the four years preceding the tenure eligibility date, and if the classroom teacher receives an “ineffective” composite or overall rating in the final year of the probationary period, such teacher shall not be eligible for tenure at that time.

\*\* Except to the extent required by the applicable provisions of Education Law Sec. 2509, in order to be granted tenure, a building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either “effective” or “highly effective” in at least three of the four years preceding the tenure eligibility date, and if the building principal receives an “ineffective” composite or overall rating in the final year of the probationary period, such principal shall not be eligible for tenure at that time.

### **Non-Competitive**

#### **Permanent**

Name: **Kathryn L. Jones**  
Current Position: 30-Hour Teacher Aide  
Location: Broadway Academy  
Justification: Filling Vacancy  
Effective Date: September 5, 2017  
Salary: \$12,610 Step 4

Name: **Tracey R. Shoemaker**  
Current Position: 30-Hour Teacher Aide

Location: Fassett Elementary School  
Justification: IEP Requirement  
Effective Date: September 5, 2017  
Salary: \$12,965 Step 5

### **Probationary**

Name: **Timothy S. Baxter**  
Current Position: Skilled Mechanic  
Location: Maintenance  
Justification: Filling Vacancy  
Effective Date: September 21, 2017  
Salary: \$31,628 Step 1 prorated

Name: **Kerianne M. Burrell**  
Current Position: 30-Hour Teacher Aide  
Location: Thomas K. Beecher Elementary School  
Justification: Filling Vacancy  
Effective Date: September 22, 2017 (contingent upon paperwork, drug screen and fingerprint clearance)  
Salary: \$11,544 Step 1 prorated

Name: **Elizabeth Fisher**  
Current Position: Bus Driver  
Location: Bus Garage  
Justification: Filling Vacancy  
Effective Date: September 18, 2017  
Salary: \$20,454 off Step prorated

Name: **Dawn M. May**  
Current Position: 25-Hour Teacher Aide  
Location: Broadway Elementary  
Justification: Filling Vacancy  
Effective Date: September 22, 2017  
Salary: \$9,620 Step 1 prorated

Name: **WyEdna G. McCabe**  
Current Position: 25-Hour Teacher Aide  
Location: Hendy Avenue Elementary School  
Justification: Filling Vacancy  
Effective Date: September 22, 2017  
Salary: \$9,620 Step 1 prorated

Name: **Lauren N. Merkle**  
Current Position: 25-Hour Teacher Aide  
Location: Thomas K. Beecher Elementary School  
Justification: Filling Vacancy  
Effective Date: September 22, 2017 (contingent upon drug screen and fingerprint clearance)

Salary: \$9,620 Step 1 prorated  
Name: **Brittany A. Schiefen**  
Current Position: 25-Hour Teacher Aide  
Location: Broadway Elementary School  
Justification: Filling Vacancy  
Effective Date: September 22, 2017  
Salary: \$9,620 Step 1 prorated

Name: **Heather N. Shock**  
Current Position: 30-Hour Teacher Aide  
Location: Ernie Davis Academy  
Justification: Filling Vacancy  
Effective Date: September 5, 2017  
Salary: \$11,899 Step 2

#### **Temporary**

Name: **Kari J. Allison**  
Temporary Position: 30-Hour Teacher Aide  
Location: Broadway Academy  
Justification: Coverage for Leave of Absence  
Effective Date: September 5, 2017  
Salary: \$13,320 Step 6

Name: **Michael F. McMinds**  
Temporary Position: Custodial Laborer  
Location: Elmira High School  
Justification: Coverage for Leave of Absence  
Effective Date: September 21, 2017  
Salary: \$23,275 Step 1 prorated

#### **(F) APPOINTMENT AMENDMENT**

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Name: **Alexis B. Bortle**  
~~Initial Position:~~ 30 Hour Teacher Aide  
~~Location:~~ Ernie Davis Academy  
~~Justification:~~ Replacement/Doan Transfer  
~~Effective Date:~~ September 1, 2017  
~~Salary:~~ \$11,544 Step 1

#### **(G) TENURE RECOMMENDATIONS ADMINISTRATIVE**

##### Pertinent Information

This is a tenure recommendation for the following Administrative staff in their tenure area.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Each has demonstrated a distinguished level of effective Instructional Leadership; Organization and Staff Management; Communication and Community Relations; Budget and Facility Management; Delivery of Student Support Services; and Comprehensive Planning.

### Recommendation

It is recommended that the Board approve tenure for the following:

Name: **Brian J. Sheehan**  
Position: Director of Administration  
Probationary Appointment: August 15, 2014  
Tenure Due Date: August 15, 2017  
Building: Administration

### **(H) TENURE RECOMMENDATION INSTRUCTIONAL**

#### Pertinent Information

This is a tenure recommendation for the following Instructional staff in their tenure area.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. The staff member indicated below has demonstrated effective communication with parents and students and has demonstrated a professional level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for the following:

Name: **Molly K. Riordan**  
Position: School Psychologist  
Probationary Appointment: December 18, 2014  
Tenure Due Date: December 18, 2017  
Building: Administration

### **(I) ADDITIONS/DELETIONS TO SUBSTITUTE LIST**

#### **Additions**

#### **Instructional**

Substitute Teacher  
Zachary M. Allen  
Alexis B. Bortle



Sarah J. Burns  
Katey L. Hadlock  
Emily M. Place  
Emily G. Turner

**Non-Instructional**

Custodial Laborer

Sylvia D. Ashley  
Austin B. Mospan (contingent upon drug screen and fingerprint clearance)

Food Service Helper

Douglas J. Church  
Robin MacCoy  
Jenna M. Terry (contingent upon drug screen and fingerprint clearance)

Teacher Aide

Charlene J. Allen (contingent on paperwork, drug screen & fingerprint)  
Kayla D. Benard (contingent on paperwork, drug screen & fingerprint)  
Matthew J. Coseo (contingent on paperwork, drug screen & fingerprint)  
La'Toya J. Fisher (contingent on drug screen clearance)  
Heather A. Garrabrant (contingent on paperwork, drug screen & fingerprint)  
Jennifer A. Mason (contingent on drug screen & fingerprint)  
Linda S. Roark (contingent on paperwork, drug screen & fingerprint)  
Theresa M. Tarbox (contingent on paperwork, drug screen & fingerprint)

**Deletions**

**Instructional**

Substitute Teacher

Natacha C. Franco St. Clair  
Scott A. Mace

**Non-Instructional**

Custodial Labor

Douglas J. Church

**(J) STIPEND**

**Pertinent Information:** Payment will be made in accordance with the District/Elmira Teachers Association Agreement.

**Athletic**

**NON-PAID COACH**

**Modified Girls Soccer**

John T. Cox Jr.                      District

**Non-Athletic**

**Class 5**

**Jazz Ensemble**

Scott D. Kelley                      EDA                                      Year 3                                      \$2,431

**Select Instrumental Group**

Dale A. Palmatier                      EHS                                      Year 3                                      \$2,431

Scott D. Kelley                      EDA                                      Year 3                                      \$2,431

**Stage Tech Club**

Scott D. Kelley                      EDA                                      Year 3 \*\*                                      \$3,057

**(K) STIPEND APPOINTMENT AMENDMENT**

Amendment to June 7, 2017 Personnel Packet, page 15

**Technology Club Advisor**

Edward A. Wall                      EHS                                      Year 3                                      \$2,431

**12.00 ADJOURNMENT**

**[7:40 p.m.]**

Maryann Friebis moved, seconded by Mary Tucker, that the Board adjourn the meeting.

Motion Carried:

Yes: Friebis, Lattin, Moore, Palmer, Reid, Sullivan, Tucker, White

No: None

Absent: Grottenthaler

(As approved 10/11/17)