

CHAMPLAIN VALLEY EDUCATIONAL SERVICES

Board of Cooperative Educational Services
Sole Supervisory District of Clinton, Essex,
Warren and Washington Counties

DATE: September 19, 2024
KIND OF MEETING: Regular Board Meeting
PLACE: Yandon-Dillon Education Center, Mineville, NY

Board Members Present:

Leisa Boise
Bob Bourgeois
Kathy Comins-Hunter
Ed Marin
Bruce Murdock
Emily Phillips
Lori Saunders
Michael St. Pierre
Eddie Webbinaro

Board Members Absent:

Dina Garvey
Patricia Gero
Richard Harriman, Sr.
Donna LaRocque
Emily Reynolds Bergh
Donna Wotton

Others Present:

Jacqueline Kelleher, Esq.
Dr. Eric Bell
Amy Campbell
Michele Friedman
Dr. Matthew Slattery

Executive Officer:

Dr. Mark Davey

Board Clerk:

Katelyn Smart

MEETING
TO ORDER

Board President Michael St. Pierre called the meeting to order at 6:06 pm.

EXECUTIVE
SESSION

Mr. Murdock. moved, seconded by Mrs. Boise, that the Board go into Executive Session at 6:07 pm for the following reasons: #5 - A matter of collective negotiations pursuant to article 14 of Civil Service Law (the Taylor Law); #6 - A matter of the medical, financial, credit, or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation; and #8 - A matter of the proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or sale or exchange of securities held by the School District if such discussion publicity would substantially affect the value thereof.

In the Executive Session, Dr. Davey and Mrs. Jaqueline Kelleher, Esq., from the law firm of Stafford, Owens, Murnane, Kelleher, Miller, Meyer, and Zedick, PLLC, to confirm the CVES Organizational Chart updates with several title reclassifications. Multiple individual contracts were discussed, as well as Memorandums of Agreement, prior to their recommendation for approval in the evening's Board meeting. The revised CVES Organization chart is on the agenda for its second reading and approval tonight. Second, Dr. Bell and Ms. Campbell were invited to the Executive Session. Dr. Davey and Dr. Bell provided a confidential Capital Project and CTE expansion update, including consideration of options for expansion for our Mineville campus. Third, Dr. Davey and the Board reviewed several confidential Personnel matters and updates. Lastly, various position proposals to meet CVES enrollment and services expanded needs were reviewed along with Labor Relations updates.

Mrs. Boise moved, seconded by Mrs. Phillips, that the Board come out of Executive Session at 7:13 p.m. All Board Members present voted yes, and the motion was carried.

**CVES CAPITAL
PROJECT & CTE
EXPANSION
UPDATE**

Dr. Davey introduced Dr. Bell, Assistant Superintendent of Management Services, who provided a brief update on Phase 2 of the CVES Capital Project. An update was provided on the recently identified issue regarding airflow in the classrooms and needed change orders necessary to resolve and fix the issues for the long-term solution. Our O&M team, along with the contractors, worked together on this project. There is temporary fin tube covers in place, and there are contractors working the second shift to remove those and install the permanent ones when they arrive.

Next, Dr. Bell spoke about the two CTE Expansion Presentations held the last week in August at Boquet Valley CSD and at the CVES Learning Hub Conference Center for the component districts' Boards of Education members. Dr. Bell shared feedback gathered and questions from the presentations. The CTE Expansion Presentation was sent to the CSOs for sharing with all the component Boards of Education members. To conclude the update, Dr. Davey thanked Dr. Bell and our O&M Team for their collaboration with our contractors and Construction Team this summer and the hard work to prepare all our CVES buildings for our 2024 – 2025 opening of school and the return of staff and students.

DS UPDATE

Dr. Davey began his District Superintendent's Update by speaking about the exceptional two opening Superintendent's Conference Days to start the 2024 – 2025 School Year with our staff. He thanked the Board members who were able to attend the Opening Session, and he acknowledged the Board President, Mr. St. Pierre, for his excellent speech, which helped set our exciting tone for the entire day. It was a fantastic day. Mr. Mike Veny, the keynote speaker for Opening Day, was inspiring and helped bring positive energy to our staff to start the school year.

Second, Dr. Davey shared a brief overview of Dr. Vicky Ramos's initial visit to meet staff and tour CVES prior to kicking off our 2024 – 2025 Strategic Planning meetings with the DPT and the Divisional teams. Dr. Vicky Ramos is our new Strategic Planning Facilitator, and she was impressed with our learning environment, and work culture found throughout CVES. She is looking forward to working with CVES.

Third, Dr. Davey and the DS Cabinet provided highlights with an accompanying 2024 - 2025 Opening of the School Year with students and staff PPT Presentation. Dr. Davey began by thanking the CVES leadership team, support staff, and O&M for their hard work and preparation for the school year's opening. Dr. Davey again thanked President St. Pierre and his outstanding speech and alignment with our 75th Anniversary and more than a decade of our Strategic Planning work as a BOCES. Dr. Davey shared several highlights from his Opening DS Presentation, including a 75-year commitment to providing excellent educational programs and services to our component districts. Dr. Davey mentioned "*CVES Over the Years*" slides with pictures of the staff, and he acknowledged the contributions of our outstanding staff, administrators, and Board Members over the years. Dr. Davey asked his DS Cabinet to share their thoughts about Opening Day for their divisions of CVES.

First, Dr. Bell spoke about the CVES Polos all the CVES administrators wore to Opening Day. This gesture symbolized our administrative leadership and unity, and it was the first time they had done it. Dr. Bell then recapped our CVES O&M team's accomplishments prior to Opening Day. There were over four hundred gallons of paint used to make our buildings ready for the new school year. Many of our staff commented they had never seen our building look so refreshed and clean. Dr. Bell highlighted the essential role HR/Management Services plays in onboarding new staff. There were over one hundred new staff members onboarded within the past few months. The CVES New Employee Orientation was successfully facilitated by Ms. Campbell along with Management Services on Wednesday, August 28, 2024. Dr. Bell also shared that the CVES External Audit conducted in the month of August led to positive feedback from the auditors and a clean report. This Audit report will be approved at the October Board Meeting and is an endorsement of CVES' strong financial systems and operations.

Next, Ms. Amy Campbell, Assistant Superintendent for Educational Services, spoke about CVES's preparation for our Opening Day and the first days with students. School Support Services (S³) were busy throughout August preparing. The annual Gearing Up Professional Development workshop was held at our CVES Learning Hub Conference Center on Wednesday, August 21, 2024. The annual workshop helps our regional administrators and superintendents prepare for a strong start to the school year. S³ teamed up with Management services to host the New Employee Orientation for over forty new staff members. Our Communications and IT teams have been working non-stop throughout the summer with CVES and our component districts. The print shop has been working at full capacity all summer, and our Grant Specialist has worked hard to make sure our component school district's grants were all completed prior to our August 31st deadline.

Third, Mrs. Michele Friedman, our CVES Director for Career and Technical Education (CTE), began by thanking her CV-TEC leadership team and 12-month support staff for their hard work throughout the summer. The CVES leadership team met weekly all summer looking at their leadership values as a division. The CV-TEC administrators looked deeply at their leadership structure, their personal leadership profile, and how they can grow and support teachers, other staff members, and students. They narrowed down their priorities and focused on sharing an exceptional first day with staff and students. This year, CV-TEC is focusing on teaching and modeling their work, being "Authentic" and "Personal." Mrs. Friedman closed by sharing their new process this year, of providing a college-like "Welcome Packet" for both students and staff members of CV-TEC to start the year.

Fourth, Dr. Matthew Slattery, Director of Special Education, spoke about the Rise Center for Success, which focuses on meeting the specialized needs of their students. There were two weeks between the end of the ESY (Extended School Year) program and the first day with students for the 2024 – 2025 school year. Rise Center staff was invited for a 2-day training called *Ignite*. It was excellent. The training emphasized clearly defining roles and strengthening our teams within the division. The teaching assistants came in to collaborate with their teachers. The Rise Center utilized yard-sized Jenga blocks for team building; each block is essential to the stability and continual growth of the tower. Dr. Slattery spoke about the feeling you get from watching a student get off the bus and see their go-to adult

from the previous year, with warm, authentic greetings and reconnecting with the students and their caring adult.

Cabinet closed out their discussion of Opening Day talking about the feeling in the air from the staff thunder stick participation with Mike Veny. Ms. Vicki Demarse-Giroux, our CVES Benefits Director has been instrumental in setting these events up for CVES. The support of staff is an area we are working to improve across our BOCES Region. CVES is now establishing an Employee Assistance Program to support mental health and well-being. Dr. Bell is collaborating with a new member of the Management Services team, a retired administrator, to create this new Co-Ser with its kickoff in the next few weeks.

Lastly, Dr. Davey closed out the DS Update by sharing information about the upcoming CVES 75th Anniversary events on Thursday, October 17, 2024. The NYS Commissioner of Education, Dr. Betty Rosa, will be visiting CVES starting on Thursday morning and visiting classrooms and meeting with staff. We will host a Commissioner’s Roundtable with CSOs, and a 75th Anniversary Press Conference at 1:30 pm at the Learning Hub Conference Center. There will be a 75th Anniversary Celebration and Program on Thursday evening at the Westside Ballroom. This Celebration Event will feature networking and hors d’oeuvres, so it is more cost-effective for all attendees. We are inviting all our Board members. During the Celebration event, we will also provide an update from the CVES Foundation; the Foundation will have its first Board meeting on September 25, 2024.

The next CVES Board meeting is October 9, 2024, at the CVES Learning Hub Conference Center in Plattsburgh.

| | |
|--|--|
| <u>PREVIOUS MINUTES</u> | Mr. Murdock moved, seconded by Mrs. Boise, to approve the minutes of the August 21, 2024, meeting as amended. All Board Members present voted yes—motion carried. |
| <u>CONSENT AGENDA FINANCIAL</u> | Mr. Murdock moved, seconded by Mrs. Boise, to approve the following Consent Agenda Financial items as presented. All Board Members present voted yes—motion carried. |
| <u>TREASURER’S REPORTS</u> | Approve the Treasurer’s Reports from June and July 2024. (attached) |
| <u>EXTRA-CLASSROOM TREASURER’S REPORTS</u> | Approve the Extraclassroom Treasurer’s Reports from the June and July 2024. (attached) |
| <u>CERTIFICATION OF WARRANT</u> | Approve the Certification of Warrant for August 13, 2024 to August 30, 2024. (attached) |
| <u>RENTAL AGREEMENT</u> | Approve the following resolution: 1. Approve a resolution to allow Clinton-Essex-Warren-Washington BOCES to enter into a rental agreement, or agreements, for the rental of an excavator for use by the |

Mineville Campus Conservation Program. The approximate duration of the rental period is September 12, 2024 through June 30, 2025 with a total expenditure not anticipated to exceed \$32,400. Be it further recommended that the CVES District Superintendent be granted authority to enter into rental agreements contingent upon CVES' attorney approval.

**ACAP
AGREEMENT**

Approve the following agreement:

1. Agreement between Clinton-Essex-Warren-Washington BOCES and Adirondack Community Action Programs, Inc. (ACAP), under which BOCES will provide breakfast and lunch meals to ACAP preschool students and staff at the Mineville campus during the 2024-25 school year. ACAP agrees to pay BOCES the following meal prices: \$3.14 for each student breakfast; \$4.60 for each student lunch; \$3.19 for each adult breakfast; \$5.66 for each adult lunch. ACAP will also pay BOCES \$30,000 as their share of the cost for a food service helper position at the Mineville cafeteria for the 2024-25 service period. (Management Services)

**CV-TEC EXTRA-
CURRICULAR
STUDENT
ACTIVITY FUND
CLUB ADVISORS**

Approve the following employees to be approved as CV-TEC Extracurricular Student Activity Fund Club Advisors:

| | |
|--|-------------------------------|
| Cosmetology (Reflections) | Kimberly Lincoln (Co-Advisor) |
| Cosmetology (Reflections) | Lisa Banker (Co-Advisor) |
| Cosmetology (The Razor's Edge) | Kylee Gonyea (Mineville) |
| North Country Loggers | Eric Jock (Co-Advisor) |
| North Country Loggers | Wyatt Warren (Co-Advisor) |
| LPN | Kelly Gowett (Co-Advisor) |
| LPN | Maria Hurteau (Co-Advisor) |
| SkillsUSA (<u>Mineville & Plattsburgh</u>) | Nicole Santaniello |
| FFA | Anika Craig |
| FFA | Madison Peryea |
| FFA | Eric Jock |
| FFA | Erin Meyer |
| FFA | Wyatt Warren |

Club Advisors will receive no additional compensation.

**REMOVE FROM
CONSENT
AGENDA**

Mrs. Boise moved, seconded by Mr. Murdock, to remove Enclosure 14, Provisional Appointment (Civil Service) from the consent agenda.

All Board Members voted yes—motion carried.

**CONSENT
AGENDA
PERSONNEL**

Mrs. Boise moved, seconded by Mr. Murdock, to approve the following Consent Agenda Personnel items as amended.

All Board Members voted yes—motion carried.

AMENDMENTS

JUNE 2024

Amend the following appointment from the June 12, 2024 Board meeting:

Recommend that the Board appoint the following person(s) to a Temporary Appointment as follows for the 2024 -25 school year:

1. Name: Kenny Allen
Position: Welding Teacher
Effective Date: July 1, 2024 September 3, 2024 – June 30, 2025
Certification Status: Teaching Assistant, Level 1
Annualized Salary: \$50,500

AMEND

AUGUST 2024

Amend the following appointment that was approved at the August 21, 2024 Board Meeting:

Recommend that the Board approve the following Resolution:

1. BE IT RESOLVED that the Board, upon the recommendation of the District Superintendent, hereby appoint Kevin Shaw to the position of CV-TEC Principal in the administrative tenure area, contingent upon receiving his Internship Certificate for School Building Leader, effective August ~~22~~ 23, 2024, for a Four-Year probationary period commencing on August ~~22~~ 23, 2024 and expected to end on August ~~22~~ 23, 2028. Initial salary will be prorated, based on an annual salary of \$94,000 for 2024 – 2025.

Recommend that the Board appoint the following person(s) to a Four-Year Probationary Appointment as follows:

1. Name: Jillian Zieger
Tenure Area: Special Education Teacher
Position: Special Education Teacher
Effective Date: September 3, 2024
Tentative Tenure Date: September 3, 2028
Certification Status: Students with Disabilities (Grades 1-6) Transitional B Certificate, Childhood Education (Grades 1-6) Transitional B Certificate
Annualized Salary: ~~\$52,500~~ \$55,000

Recommend the Board amend the following resignation from the August 21, 2024 meeting:

Recommend that the Board accept the following letter(s) of resignation:

1. Jordan McGinness, School Lunch Manager, effective ~~August 19, 2024~~ August 20, 2024

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RESIGNATION(S) Accept the following letter(s) of resignation:

BENWARE,

RYAN, MISIK,

ROSELLI,

BISHOP,

CHENEY, SMITH,

BAILEY, SHAW,

& JAQUISH

1. Alexander Benware, Teacher Aide/ Student Aide, effective August 5, 2024
2. Dustin Ryan, Teacher Aide/ Student Aide, effective August 20, 2024
3. Deborah Misik, PreCTE Food Service Teacher, effective August 26, 2024
4. Brandy Rosselli, Teaching Assistant, effective August 27, 2024
5. LeeAnn Bishop, Account Clerk/ Typist, effective August 31, 2024
6. Fay Cheney, Vehicle Mechanical Repair Teacher, effective September 2, 2024
7. Patrese Smith, Teacher Aide/ Student Aide, effective September 5, 2024
8. Heather Bailey, Teaching Assistant, effective September 19, 2024
9. Kevin Shaw, Building Trades/ Carpentry Teacher, effective August 23, 2024 for the purpose of accepting a CV-TEC Principal Position
10. Lauren Jaquish, Teaching Assistant, effective September 3, 2024 for the purpose of accepting a Registered Behavior Technician position

PERMANENT
APPOINTMENT
(CIVIL SERVICE)

HOFMANN,

DAUPLAISE,

BOUYEA,

BARTON,

& BONE

Grant a Permanent Appointment (Civil Service) to the following person(s):

1. Reed Hofmann, Physical Therapist, effective September 5, 2024
2. Scarlett Dauplaise, Teacher Aide/Student Aide, September 19, 2024
3. Kaitlyn Bouyea, Benefits Specialist, September 17, 2024
4. Caleb Barton, Computer Specialist, effective September 20, 2024
5. Ryan Bone, Junior Accountant, effective September 25, 2024

52-WEEK CIVIL
SERVICE
PROBATIONARY

APPOINTMENT

DIALLO,

BOUYEA,

LUPOSELLO,

ARNOLD,

BASSETT,

JAQUISH,

WAWRZYNSKI,

MARTINEAU,

SULLIVAN &

NORWOOD

Appoint the following person(s) to a 52-week Civil Service Probationary Appointment as follows:

1. Name: Madany Diallo (was provisional)
Position: Computer Specialist
Effective Date: July 26, 2024
Tentative Permanent Date: July 8, 2025
2. Name: Kaitlyn Bouyea (was provisional)
Position: Benefits Specialist
Effective Date: September 5, 2024
Tentative Permanent Date: September 17, 2024
3. Name: Sarah Luposello (was provisional)
Position: Personnel Specialist
Effective Date: September 5, 2024
Tentative Permanent Date: January 3, 2025
4. Name: Katelyn Parrow Arnold (was provisional)
Position: Personnel Specialist
Effective Date: September 5, 2024

Tentative Permanent Date: January 8, 2025

5. Name: Tami Bassett (was provisional)
Position: Personnel Specialist
Effective Date: September 5, 2024
Tentative Permanent Date: March 18, 2025
6. Name: Lauren Jaquish
Position: Registered Behavior Technician
Effective Date: September 3, 2024
Tentative Permanent Date: September 3, 2025
Annualized Salary: \$36,000
7. Name: Nicholas Wawrzynski
Position: Custodial Worker
Effective Date: September 5, 2024
Tentative Permanent Date: September 5, 2025
Annualized Salary: \$35,363
8. Name: Molly Martineau
Position: Teacher Aide/ Student Aide
Effective Date: September 9, 2024
Tentative Permanent Date: September 9, 2025
Annualized Salary: \$21,686
9. Name: Kathleen Sullivan
Position: Teacher Aide/ Student Aide
Effective Date: September 9, 2024
Tentative Permanent Date: September 9, 2025
Annualized Salary: \$21,686
10. Name: Emily Norwood
Position: Registered Behavior Technician
Effective Date: September 23, 2024
Tentative Permanent Date: September 23, 2025
Annualized Salary: \$36,000

**FOUR-YEAR
PROBATIONARY
APPOINTMENTS
GOUGH**

Appoint the following person(s) to a Four-Year Probationary appointment as follows:

1. Name: Payton Gough
Tenure Area: Teaching Assistant
Position: Teaching Assistant
Effective Date: September 3, 2024
Tentative Tenure Date: September 3, 2028

Certification Status: Teaching Assistant, Level I
Annualized Salary: \$29,750

(The Expiration dates for the above appointments are tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012 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 3012-c and/or 3012d 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).

TEMPORARY
APPOINTMENTS
2024 – 2025
CALLANAN,
JOCK,
SUPERNULT, &
COSTELLO

Appoint the following person(s) to a Temporary Appointment as follows for the 2024 – 2025 school year:

1. Name: Kathleen Callanan
Position: Teaching Assistant
Effective Date: September 3, 2024 – June 30, 2025
Certification Status: Uncertified
Annualized Salary: \$29,750
2. Name: Eric Jock
Position: Environmental Conservation & Forestry Teacher
Effective Date: September 12, 2024 – June 30, 2025
Certification Status: Uncertified
Annualized Salary: \$50,500
3. Name: David Supernault
Position: Auto Technology Teacher
Effective Date: September 30, 2024 - June 30, 2025
Certification Status: Uncertified
Annualized Salary: \$50,500
4. Name: Nolan Costello
Position: Construction Trades Teacher
Effective Date: October 7, 2024 - June 30, 2025
Certification Status: Uncertified
Annualized Salary: \$50,500

TEMPORARY
GRANT
APPOINTMENTS
MC SHANE &
CORTHELL

Approve the following Temporary Grant Appointment from August 23, 2024 – December 30, 2024:

1. Robert McShane, Work Study Student, not-to-exceed 160 hours at \$15.00/hour
2. Brainna CortHELL, Work Study Student, not-to-exceed 160 hours at \$15.00/hour

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TEMP-ON-CALL
& SUBSTITUTE
POSITIONS

2024 - 2025

Approve the following temp-on-call and substitute positions for the 2024 – 2025 school year:

| <u>Name</u> | <u>Position</u> |
|------------------|----------------------------|
| Kevin Shaw | Principal |
| Katelyn Belair | Food Service Helper |
| Diane Katzfey | Teacher Aide/ Student Aide |
| Michael Mitchell | Teacher Aide/ Student Aide |
| Kyle Smith | Teacher Aide/ Student Aide |
| Elora Langley | Teacher |
| Elora Langley | Teaching Assistant |

ADDITIONAL
WORK

2024 – 2025

Approve the following Additional Work for the 2024 – 2025 School Year:

Continuation of Normal Workday Duties, hourly rate of pay

| | |
|----------------------|-------------------------|
| Dale Bracy | Not-to-exceed 7 hours |
| James Anderson | Not-to-exceed 20 hours |
| Nichole Strong | Not-to-exceed 100 hours |
| Christie Lee | Not-to-exceed 100 hours |
| Shannie Hicks-Wilson | Not-to-exceed 100 hours |
| Lindsey Gilmore | Not-to-exceed 100 hours |

Continuation of Normal Workday Duties, daily rate of pay

| | |
|-----------------|----------------------|
| Jocelyn Lopez | Not-to-exceed 8 days |
| Zachary Zarling | Not-to-exceed 5 days |

Trainings, hourly rate of pay per contract

| | |
|--------------------------------------|-------------------------|
| Arianna Menard (TCIS) | Not-to-exceed 6.5 hours |
| Casandra Kellaway (TCIS) | Not-to-exceed 6.5 hours |
| Donna Lindsay (TCIS) | Not-to-exceed 6.5 hours |
| Heather Agoney (TCIS) | Not-to-exceed 6.5 hours |
| Janeen Defayette (TCIS) | Not-to-exceed 6.5 hours |
| Kelly Tursky (TCIS) | Not-to-exceed 6.5 hours |
| Nancy Davidson (TCIS) | Not-to-exceed 6.5 hours |
| Robert Holt (TCIS) | Not-to-exceed 6.5 hours |
| Tammy Ann Smith (TCIS) | Not-to-exceed 6.5 hours |
| Patrick McCaffrey (TCIS) | Not-to-exceed 6.5 hours |
| Celia Briggs (TCIS) | Not-to-exceed 6.5 hours |
| Realelena Hurley (TCIS) | Not-to-exceed .5 hours |
| Roxana Palmer (TCIS) | Not-to-exceed .5 hours |
| Bridget Trombley (Ignite Training) | Not-to-exceed 12 hours |
| Christopher Falvey (Ignite Training) | Not-to-exceed 12 hours |
| Alyssa Morin (Ignite Training) | Not-to-exceed 6 hours |
| Audrey Crucetti (Ignite Training) | Not-to-exceed 6 hours |
| Dawn Bordeau (Ignite Training) | Not-to-exceed 6 hours |
| Hailey Reynolds (Ignite Training) | Not-to-exceed 6 hours |
| Jeffrey Parker (Ignite Training) | Not-to-exceed 6 hours |

| | |
|-------------------------------------|-----------------------|
| Joshua Prue (Ignite Training) | Not-to-exceed 6 hours |
| Kayla Laughlin (Ignite Training) | Not-to-exceed 6 hours |
| Lynasia Rabideau (Ignite Training) | Not-to-exceed 6 hours |
| Mikayla Defayette (Ignite Training) | Not-to-exceed 6 hours |
| Nicole Soden (Ignite Training) | Not-to-exceed 6 hours |
| Shanna Rivers (Ignite Training) | Not-to-exceed 6 hours |
| Tammy Cringle (Ignite Training) | Not-to-exceed 6 hours |
| Taylor Galarneau (Ignite Training) | Not-to-exceed 6 hours |
| Rebekah Riley (Ignite Training) | Not-to-exceed 6 hours |
| Kathleen Callanan (Ignite Training) | Not-to-exceed 6 hours |

Program Development, hourly rate of pay per contract

| | |
|--|------------------------|
| Cynthia Moran (Curriculum Development) | Not-to-exceed 18 hours |
|--|------------------------|

Classroom Moves, hourly rate of pay per contract

| | |
|-----------------------|------------------------|
| Alaina Weare | Not-to-exceed 14 hours |
| Tyler Puchrik | Not-to-exceed 14 hours |
| Donna Wyant | Not-to-exceed 14 hours |
| Andrew Tedford | Not-to-exceed 6 hours |
| Chelsea Benway | Not-to-exceed 6 hours |
| Emily Duquette | Not-to-exceed 6 hours |
| John Law | Not-to-exceed 6 hours |
| Kathleen Kotsogiannis | Not-to-exceed 6 hours |
| Kayla Mills | Not-to-exceed 6 hours |
| Kendra Snide | Not-to-exceed 6 hours |
| Rebekah Riley | Not-to-exceed 6 hours |
| Sarah Agnew | Not-to-exceed 6 hours |
| Shanna Rivers | Not-to-exceed 6 hours |

Trainings, \$31/hr

| | |
|---|------------------------|
| Payton Gough (Ignite Training) | Not-to-exceed 6 hours |
| Elizabeth Otto (New CTE Teacher Training) | Not-to-exceed 14 hours |

CVES NEW
EMPLOYEE
ORIENTATION
COMPENSATION

Approve the following list of employees to receive compensation for attending the CVES New Employee Orientation on August 28, 2024:

Hourly rate of pay per contract

Danielle Sherman
Hailey Reynolds
Heather Bailey
Jillian Zieger
Joshua Prue
Kathleen Callanan
Katie Gadway
Laurie Dubay
Lia Hemingway

Lindsey Gilmore
Lynasia Rabideau
Madison Peryea
Meghan Drollette
Melissa Whitley
Nancy St. Marie
Payton Gough
Sarah Ballard
Suzette Montville
Tammy Cringle
Taylor Galarneau
Tiffany Recor
Wyatt Warren

Hourly rate of pay
Michael Mills
Julia Imler
Christina Goddeau

2023 – 2024
ANNUAL
REPORT ON
RESERVES

2023 – 2024 Annual Report on Reserves (attached for informational purposes only)

CROSS
CONTRACT
BUDGET
INCREASES

Per the resolution adopted by the CVES Board, the “District Superintendent is authorized to approve budget increases related to cross-contracted service budgets.” This option is utilized when board approval to increase a cross-contracted service budget could not be obtained before the end of the fiscal year due to unanticipated year-end purchases by our component districts from other BOCES. When the District Superintendent acts in this capacity, the authorization must be reported to the Board within 90 days.

1. The Distance Learning – Capital Region BOCES budget (Co-Ser 431) was increased from \$251,750 to \$276,142, for the 2023 – 2024 school year, to accommodate for additional service requests from AuSable Valley & Chazy. (S³)
2. The Energy Coordination – OCM BOCES budget (Co-Ser 611) was increased from \$628 to \$731, for the 2023 – 2024 school year to accommodate for additional service request from Keene. (S³)
3. The Drug & Alcohol Testing – Jefferson Lewis BOCES (Co-Ser 624) budget was increased from \$25,000 to \$26,316, for the 2023 – 2024 school year, to accommodate for additional service requests from AuSable Valley, Beekmantown, Boquet Valley, Chazy Central Rural School, Moriah, Northeastern Clinton, Northern Adirondack, Peru, & Saranac. (S³)
4. The Insurance ACA Reporting – FEH BOCES (Co-Ser 634) budget was increased from \$82,000 to \$97,515, for the 2023 – 2024 school year, to accommodate for additional service requests from AuSable Valley, Beekmantown, Boquet Valley,

Chazy Central Rural School, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, & Schroon Lake. (Mgmt. Svcs)

5. The Shared Business Office – FEH BOCES (Co-Ser 657) budget was increased from \$482,122 to \$486,556, for the 2023 – 2024 school year, to accommodate for additional service request from Boquet Valley. (Mgmt. Svcs)

MEMORANDUM
OF AGREEMENT
SPEECH
LANGUAGE
PATHOLOGIST

Mr. Murdock moved, seconded by Mrs. Boise that the Board approve the following Memorandum of Agreement:

1. Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Service and the Champlain Valley Educational Services United Professionals regarding Speech Language Pathologist vendors and grievances.

All Board Members present voted yes—motion carried.

TELESERVICES
AGREEMENT

Mr. Murdock moved, seconded by Mrs. Boise that the Board approve the following Agreement:

1. Agreements between Clinton-Essex-Warren-Washington BOCES and Sunbelt Staffing, LLC (“Sunbelt”) for the purpose of obtaining temporary employee services from Sunbelt for two (2) Telepractitioners for Speech Language Pathology services at the Rise Center. The Agreements will commence approximately on September 5, 2024, and will end June 27, 2025, unless terminated by BOCES with a 60-day written notice. The rate of services is \$89 per hour, with the total payable amount for the term of the agreement not anticipated to exceed \$230,530. (Rise Center) (Attached)

All Board Members present voted yes—motion carried.

LEAD
EVALUATOR
CERTIFICATION

Mr. Murdock moved, seconded by Mrs. Boise that the Board approve the following Lead Evaluator Certifications:

1. The re-certification of the following Lead Teacher Evaluators for the 2024 – 2025 school year, who have attended various CVES in-house meetings and state, regional and/or local professional development offerings most recently Gearing Up on August 21, 2024 to be considered by the CVES BOCES for recertification as Lead Teacher Evaluators: Mark Brown, Amy Campbell, Adam Facticeau, Michele Friedman, Michelle Lawrence, Dr. Matthew Slattery, Matthew Walentuk, Susanne Ford-Croghan, Sanford Coakley, Thomas Tregan, and Tina Mitchell.
2. The re-certification of the following Lead Principal Evaluators for the 2024 – 2025 school year, have attended various CVES in-house meetings and state, regional and/or local professional development offerings, most recently Gearing Up on August 21, 2024, to be considered by the CVES BOCES for recertification as Lead Principal Evaluators: Amy Campbell, Michele Friedman and, Dr. Matthew Slattery.

All Board Members present voted yes—motion carried.

APPROVAL TO
ATTEND A
CONFERENCE/
WORKSHOP

Mr. Murdock moved, seconded by Mrs. Phillips that the Board approve the following request(s) for approval of attendance to conference/workshop for the following Board member(s):

- 1. Leisa Boise, Patricia Gero, Richard Harriman Sr., Donna LaRocque, Ed Marin, Emily Phillips, Emily Reynolds Bergh, Lori Saunders & Donna Wotton
2024 Rural Schools Association Winter Conference
December 4-5, 2024
Saratoga Springs, NY

All Board Members present voted yes—motion carried.

ADOPT REVISED
POLICY

Mr. Murdock moved, seconded by Mrs. Boise, that the Board adopt the following revised policies:

- Revised Policy – Second Reading & Adopt
1. #3023 Organizational Chart

All Board Members present voted yes—motion carried.

52-WEEK CIVIL
SERVICE
PROBATIONARY
APPOINTMENT
SMITH

Mr. Murdock moved, seconded by Mrs. Boise that the Board appoint the following person(s) to a 52-week Civil Service Probationary Appointment as follows:

- 1. Name: Patrese Smith
Position: Teacher Aide/ Student Aide
Effective Date: September 18, 2024
Tentative Permanent Date: September 18, 2025
Annualized Salary: \$25,000

All Board Members present voted yes—motion carried.

TEMP-ON-CALL
& SUBSTITUTE
2024 – 2025
HUCHRO

Mrs. Phillips moved, seconded by Mrs. Boise that the Board approve the following temp-on-call and substitute positions for the 2024-2025 school year:

| <u>Name</u> | <u>Position</u> |
|--------------|---------------------------|
| Allie Huchro | Teacher Aide/Student Aide |

All Board Members present voted yes—motion carried.

PROVISIONAL
APPOINTMENT
(CIVIL SERVICE)
LYNCH

Mrs. Boise moved, seconded by Mr. Murdock that the Board grant a Provisional Appointment (Civil Service) to the following person(s):

- 1. Name: Talia Lynch
Position: Employment and Training Counselor
Effective Date: September 16, 2024
Annualized Salary: \$48,300

All Board Members present voted yes—motion carried.

**RESIGNATIONS
BELL,
FRIEDMAN &
SLATTERY**

Mr. Murdock moved, seconded by Mrs. Boise that the Board accept the following letter(s) of resignation:

1. Eric Bell, Assistant Superintendent of Management Services, effective September 20, 2024 for the purpose of accepting a Deputy Superintendent position.
2. Michele Friedman, Director of Career and Technical Education, effective September 20, 2024 for the purpose of accepting an Executive Director of Career and Technical Education position.
3. Matthew Slattery, Director of Special Education, effective September 20, 2024 for the purpose of accepting an Executive Director of Special Education position.

All Board Members present voted yes—motion carried.

**THREE-YEAR
PROBATIONARY
APPOINTMENTS
BELL,
FRIEDMAN, &
SLATTERY**

Mrs. Boise moved, seconded by Mrs. Comins-Hunter that the Board appoint the following person(s) to a Three-Year Probationary Appointment as follows:

1. Eric Bell, Assistant Superintendent of Management Services, effective September 20, 2024 for the purpose of accepting a Deputy Superintendent position.
2. Michele Friedman, Director of Career and Technical Education, effective September 20, 2024 for the purpose of accepting an Executive Director of Career and Technical Education position.
3. Matthew Slattery, Director of Special Education, effective September 20, 2024 for the purpose of accepting an Executive Director of Special Education position.

All Board Members present voted yes—motion carried.

**EMPLOYMENT
AGREEMENT
BELL**

Mr. Murdock moved, seconded by Mrs. Boise that the Board approve the following Employment Agreement:

Recommend that the Board ratify the Employment Agreement by and between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and Deputy Superintendent, Eric Bell, effective July 1, 2024 through June 30, 2029.

All Board Members present voted yes—motion carried.

**MEMORANDUM
OF AGREEMENT**

Mrs. Phillips moved, seconded by Mrs. Boise that the Board approve the following Memorandum of Agreement:

Recommend that the Board approve the Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and the CVES Managerial Employees that acknowledges the addition of the titles and base salary increases for Executive Director of Career and Technical Education and Executive Director of Special Education (attached.)

All Board Members present voted yes—motion carried.

MEMORANDUM
OF AGREEMENT
DIRECTOR OF
SCHOOL
SUPPORT
SERVICES

Mr. Murdock moved, seconded by Mrs. Comins-Hunter that the Board approve the following Memorandum of Agreement:

Recommend that the Board approve the Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and the CVES Managerial Employees that acknowledges the addition of the title Director of School Support Services (attached.)

All Board Members present voted yes—motion carried.

EMPLOYMENT
AGREEMENT
AMENDMENT
CAMPBELL

Mrs. Phillips moved, seconded by Mrs. Boise that the Board approve the following Employment Agreement Amendment:

Recommend that Board approve the Amendment to the Employment Agreement by and between Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and Assistant Superintendent for Educational Services, Amy Campbell, effective July 1, 2024 through June 30, 2029 (attached.)

All Board Members present voted yes—motion carried.

DUE PROCESS
RIGHTS
AGREEMENT
FRIEDMAN

Mr. Murdock moved, seconded by Mrs. Boise that the Board approve the following Due Process Rights Agreement:

Recommend that the Board approve the Due Process Rights agreement between Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and Michele Friedman, Executive Director of Career and Technical Education.

All Board Members present voted yes—motion carried.

DUE PROCESS
RIGHTS
AGREEMENT
SLATTERY

Mrs. Phillips moved, seconded by Mr. Webbinaro that the Board approve the following Due Process Rights Agreement:

Recommend that the Board approve the Due Process Rights agreement between Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and Matthew Slattery, Executive Director of Special Education.

All Board Members present voted yes—motion carried.

ADJOURNMENT

Mr. Murdock moved, seconded by Mrs. Boise to adjourn the meeting at 8:06 pm.
All Board Members present voted yes—motion carried.

Katelyn Smart

Katelyn Smart, Board Clerk