

CHAMPLAIN VALLEY EDUCATIONAL SERVICES

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

DATE: February 12, 2025  
KIND OF MEETING: Regular Board Meeting  
PLACE: CVES Learning Hub Conference Center Plattsburgh, NY

Board Members Present:

Leisa Boise (6 :31pm)  
Kathy Comins-Hunter  
Dina Garvey  
Richard Harriman, Sr.  
Donna LaRocque  
Ed Marin  
Bruce Murdock  
Emily Phillips  
Emily Reynolds Bergh (6:17pm)  
Lori Saunders  
Michael St. Pierre  
Donna Wotton

Board Members Absent:

Patricia Gero  
Bob Bourgeois  
Eddie Webbinaro

Others Present:

Dr. Eric Bell  
Amy Campbell  
Dr. Matthew Slattery  
Michele Friedman  
Susan Wilson  
Jay LeBrun

Executive Officer:

Dr. Mark Davey

Board Clerk:

Katelyn Smart

MEETING  
TO ORDER

Board President Michael St. Pierre called the meeting to order at 6:13 pm.

EXECUTIVE  
SESSION

Mr. Murdock. moved, seconded by Mrs. Comins-Hunter, that the Board go into Executive Session at 6:14 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.

District Superintendent Dr. Davey began the Executive Session with a confidential overview of the potential updates to the NYSED Regulations 124-1 by the Board of Regents regarding District Superintendents, and contractual aspects as related to the NYS Management Confidential employees. Second, Dr. Bell, Deputy Superintendent, and Ms. Campbell, Assistant Superintendent of Educational Services, discussed the hiring process and the hiring recommendation of the Director of School Support candidate. This hire was planned as an Addendum action item. Dr. Davey was not present for this discussion. Third, Dr. Davey returned and discussed several confidential Labor Relations updates on upcoming negotiations and proposal recommendations for CVES' administrators and confidential employee updates.

Mrs. LaRocque moved, seconded by Mrs. Boise, that the Board come out of Executive Session at 7:02 pm. All Board Members present voted yes, and the motion was carried.

**AUDIT  
COMMITTEE  
UPDATE**

Dr. Bell shared the highlights of the Audit Committee Meeting held at 5 pm. The Claims Auditors for CVES were present at this meeting and shared there were no major items to report. Ms. Amy Skiff, our External Auditor, conducted an Entrance exam. This year one of our focuses will be payroll. Lastly, Board Audit Committee members provided their support for the meetings discussion and presentations.

**2024 – 2025  
STRATEGIC PLAN  
MID-YEAR  
UPDATE**

Dr. Davey began the 2024 – 2025 CVES Strategic Plan Mid-Year Update. He thanked Mr. Harriman Sr., and Mrs. Saunders for their support and participation on the District Planning Team (DPT). The Strategic Plan has been an active part of CVES, our goal setting and plan implementation for the past eleven years to help make continuous improvement each year. Dr. Davey used the recent approval of the planned inclusive Outdoor Learning Space Playground Construction Project which was developed through the Rise Center for Success Divisional Strategic Planning team over the past few years.

Next, Dr. Davey introduced Mrs. Friedman, Executive Director of CV-TEC, who provided an update on the Division's Strategic Initiatives. She shared that every member of CV-TEC actively participates in a Divisional Strategic Planning Committee, each with a specific operational focus. Team CV-TEC is organized into four key committees: the Standards & Conditions Committee, the Onboarding, Mentoring, and Coaching Committee, the Multiple Pathways Committee, and the CV-TEC Adult Services Committee.

Ms. Friedman emphasized the importance of supporting both new and experienced CTE teachers through comprehensive mentorship programs, ensuring they receive ongoing guidance throughout their careers. She also highlighted an exciting milestone - this year, CV-TEC will host Signing Day, a special event to celebrate students as they officially commit to their future employers. Following her presentation, Dr. Bell, Deputy Superintendent, was introduced to provide an update on the Management Services Division.

Third, Dr. Bell shared key highlights from the 2024 - 2025 Management Services Strategic Plan, emphasizing the Division's essential role in providing a solid foundation for CVES and its component districts. Management Services supports all aspects of the organization, ensuring operational efficiency and excellence.

Dr. Bell credited the Division's success to the dedicated and highly talented team, whose commitment to serving the staff and students of our region continues to drive a meaningful impact. Data was presented showcasing CVES's growth and its direct influence on the expanding role of Management Services.

Dr. Bell shared highlights from the 2024 – 2025 Management Services Strategic Plan. Management Services has provided an excellent and strong foundation for CVES and our component districts supporting all aspects of the organization. The success of Management Services is because of the people that we have on the team. Management Services is extremely talented and committed to serving the staff and students of our region. Data was shared showing the growth of CVES and its impact on Management

Services. Following his presentation, Dr. Bell introduced Ms. Campbell, Assistant Superintendent of School Support Services (S<sup>3</sup>), to share updates on the Rise Center and S<sup>3</sup> initiatives.

Ms. Campbell presented the Mid-Year Update for the Rise Center for Success on behalf of Dr. Slattery, highlighting key initiatives, including the ambitious Plattsburgh Campus expansion set for Fall 2026. This project aims to enhance accessibility, inclusivity, and functionality for students and staff. Based on insights from a needs assessment survey completed by 51 staff members, the Capital Improvement Committee is refining campus design to better serve diverse learners. Plans include dedicated program wings with embedded sensory spaces, an outdoor learning center designed with universal access principles, and a state-of-the-art Wiggle Room to support movement and sensory regulation.

Professional development remains a priority, with ongoing training in TCIS<sup>2</sup>, CALM, and Restorative Practice Circle Ups. Rise has also strengthened its focus on NYS compliance, ensuring high-quality IEP development and effective behavioral interventions through FBAs and BIPs. Additionally, the Division is implementing *The Zones of Regulation* framework to enhance classroom management, expanding higher education partnerships to strengthen the talent pipeline, and launching a new hire survey to improve onboarding, support, and retention. Rise is also collaborating with Management Services/HR to analyze survey data and implement targeted improvements to better attract and retain top educators. These efforts reflect our ongoing commitment to fostering a student-centered, innovative, and supportive learning environment.

School Support Services (S<sup>3</sup>) was the final division to present, with Ms. Campbell outlining their Action Plan. S<sup>3</sup> prioritizes quarterly staff meetings focused on professional support, staff recognition, and the documentation of adaptive leadership best practices, while also increasing awareness of the Division's impact across CVES.

Ms. Campbell highlighted key accomplishments from Grants Management, Communications, Health, Safety & Risk Management (HSRM), and the Instructional Technology Department. She also emphasized S<sup>3</sup>'s ongoing efforts to educate component districts and the broader CVES BOCES organization on the high-quality services and cost-sharing benefits the S<sup>3</sup> Division provides.

Additionally, at a December 2024 DPT Check-In meeting, a Sub-Committee was formed to develop the 2025 Survey, with Mrs. Saunders serving as the CVES Board representative. Ms. Campbell addressed planned adjustments from the 2024 survey, noting key changes while also maintaining valuable components from the previous year.

Dr. Davey also reviewed the remaining 2024 – 2025 Strategic Planning timeline for the rest of the year, emphasizing the continued focus on key initiatives. In closing, he reflected on the high-quality work being accomplished across CVES and the impressive pace of progress made so far. He expressed deep appreciation for the dedication, collaboration, and commitment of staff in advancing CVES's mission. He shared a heartfelt thank you

to everyone for the excellent work and accomplishments in the first half of the year. The DPT and Divisional Team’s dedication and efforts are truly making a difference, and we look forward to building on this momentum in the months ahead.

2025 – 2026 CVES  
PROPOSED  
BUDGET  
PRESENTATION

Dr. Davey opened the CVES 2025 - 2026 Proposed Budget presentation by expressing gratitude to the District Superintendent’s Cabinet, Administrative Team, Supervisors Team, and Management Services staff, including the accountants and support personnel involved in this year’s budget development. He specifically recognized Dr. Eric Bell, Deputy Superintendent, and Mrs. Christine Myers, CVES Treasurer, for their leadership and extensive efforts in preparing the 2025 - 2026 Draft Proposed Budget.

Dr. Davey and Dr. Bell collaborated with the CVES Communications Department to create a budget overview video. This video, shown during the presentation, was accompanied by a corresponding PowerPoint (PPT). It began with Dr. Davey outlining the budget calendar and thanking CVES Board Budget Committee members for their dedication and hard work.

In the video, Dr. Bell reviewed key budget development factors impacting the 2025 – 2026 budget, including the Governor’s Executive Budget, rising health insurance costs, fringe benefit rates, and the minimum wage increase. He also outlined CVES’ Administrative & Capital Budgets, highlighting ongoing cost-mitigation strategies. Dr. Davey and Dr. Bell then provided a division-by-division review, sharing programmatic highlights and budget details. The presentation concluded with an overview of RWADA, BOCES aid, surplus summaries, and projected aid ratios for CVES’ 16 component districts.

Dr. Davey then detailed the next steps in the budget process. CVES will present the proposed budget to component district CSOs and business officials on Thursday, February 13, 2025. The BOCES Annual Meeting will take place on Wednesday, April 9, 2025, featuring a final budget presentation, followed by the CVES Administrative Budget vote and Board Member Elections on April 29, 2025. Following the video, Board members had the opportunity to ask questions and provide feedback and recommended the approval of the printing of the 2025 - 2026 Educational and Fiscal Plan.

APPROVAL TO  
PRINT 2025 – 2026  
EDUCATIONAL  
PROGRAM &  
FISCAL PLAN

Mr. Murdock moved, seconded by Mrs. Boise to grant approval to have the 2025 – 2026 CVES Educational Program and Fiscal Plan printed to share with Component School Districts.

All Board Members present voted yes—motion carried.

DS UPDATE

Dr. Davey began his update by acknowledging that we are now past the halfway point of the 2025 - 2026 school year. He also celebrated CV-TEC alumni who have returned as instructors, highlighting their success in this year’s Success Stories publication which was provided to the Board members at the meeting.

Second, Dr. Davey congratulated CV-TEC for being named the 2025 North Country Chamber of Commerce Economic Development Partner of the Year. He recognized Ms. Friedman, Executive Director of Career and Technical Education, and the CV-TEC team for their exceptional work in earning this prestigious award. Ms. Friedman expressed gratitude for the North Country Chamber's trust in CVES, emphasizing the honor of a school being recognized in this category. She and Dr. Davey accepted the award on behalf of CVES and the entire CV-TEC team at the Annual Chamber of Commerce Dinner.

Third, Dr. Davey spoke about the School Boards Association dinner held at CVES on January 30, 2025, attended by component districts and CVES Board members. The event featured speakers including Regent Dr. Roger Catania, David Frank - NYSED Assistant Commissioner, and Dr. Catie Huber – District Superintendent from ONC BOCES, who is leading regionalization efforts within her BOCES. Additionally, Dr. Davey highlighted that Dr. Bill Daggett will be working with CVES and its component districts to further advance regionalization efforts across the region. He then shared key takeaways from his January District Superintendents Meeting, where the Board of Regents emphasized the Science of Literacy and the reimagining of New York State's accountability system. He also provided updates on navigating recent Executive Orders issued by the Federal Government.

Fourth, Dr. Davey also reminded the Board that the Annual Board Member Election will take place on April 29, 2025. He listed the component districts eligible to nominate candidates this year and expressed his appreciation to CVES' current Board members for their dedicated service, and he encouraged them to continue their CVES Board service and leadership if interested.

Lastly, he provided an update on the new CTE Center construction, confirming that the project remains on schedule. The target groundbreaking date is February 17, 2025, though this remains weather dependent. He assured the Board that a built-in timeline buffer allows for flexibility if needed.

The next CVES Board meeting will be held on March 12, 2025, at the Yandon-Dillon Educational Center in Mineville, NY.

PREVIOUS  
MINUTES

Mr. Murdock moved, seconded by Mr. Harriman Sr., to approve the minutes of the January 15, 2025, as presented. All Board Members present voted yes—motion carried.

CONSENT  
AGENDA  
FINANCIAL

Mrs. LaRocque moved, seconded by Mr. Harriman Sr., to approve the following Consent Agenda Financial items as presented. All Board Members present voted yes—motion carried.

TREASURERS'  
REPORTS

Approve the Treasurer's Reports from December 31, 2024. (attached)

CERTIFICATION  
OF WARRANT

Approve the Certification of Warrant for Dec. 24, 2024, to Feb. 3, 2025. (attached)

**SPECIAL AID  
FUND PROJECT(S)**

Approve the following Special Aid Fund project:

1. High School Equivalency Test Administration Special Aid Fund project, in the amount of \$6,900 for the period of January 1, 2025, through December 31, 2025. (CV-TEC)
2. New York State Empire State Development Special Aid Fund project in the amount of \$3,000,000 for the period of January 1, 2025, through September 30, 2026. (Mgmt. Services)
3. Supplemental Nutrition Assistance Program (SNAP) Employment & Training Venture IV Special Aid Fund project in the amount of \$400,000 for the period of December 1, 2024, through November 30, 2025. (CV-TEC)
4. Core Rehabilitation Services (CRS) Special Aid Fund project, in the amount of \$468,655 for the period of January 1, 2025, through December 31, 2025. (Rise)
5. NYSID "CREATE" Program Special Aid Fund project in the amount of \$1,000 for the period of January 1, 2025, through June 30, 2025. (CV-TEC)

**SPECIAL AID  
FUND PROJECT  
BUDGET  
INCREASE**

Approve the following Special Aid Fund project budget increase:

1. Increase the WIOA Title I Special Aid Fund project budget from \$465,676 to \$719,242 for the period of July 1st, 2024, through June 30, 2025, due to a second release of funding in the amount of 253,566. (CV-TEC)

**SPECIAL AID  
FUND PROJECT  
BUDGET  
INCREASE(S)**

Approve the following Special Aid Fund project budget increase(s):

1. Increase the School Library System Basic Operating Aid (F947) from \$102,123 to \$102,207, for the period of July 1, 2024, through June 30, 2025, due to rollover funds from 2023-2024. (S<sup>3</sup>)
2. Increase School Library System Supplemental Operating Aid (F956) from \$49,800 to \$51,494, for the period of July 1, 2024, through June 30, 2025, due to rollover funds from 2023-2024. (S<sup>3</sup>)
3. Increase School Library System Categorical Aid for Automation (F949) from \$10,212 to \$13,707, for the period of July 1, 2024, through June 30, 2025, due to rollover funds from 2023-2024. (S<sup>3</sup>)



DONATION(S)

Approve the following Donation(s):

1. Donations from the following for the 2025 Scripps National Spelling Bee Scholarship:
  1. Donation of \$500 from Luck Brothers
  2. Donation of \$500 from Pipeline Mechanical
  3. Donation of \$250 from William J. Murray, Inc.
  4. Donation of \$100 from SeaComm Federal Credit Union
2. Donations of cosmetology supplies from Kaitlyn Benove, Manager of the Cosmo Prof. The supplies donated will be utilized for the Cosmetology programs within the CV-TEC Plattsburgh division.
3. Donation of a 2016 Ford Explorer Police Interceptor from Major Michael Blaise, Chief Deputy of the Essex County Sheriff's Department. The vehicle donated will be utilized for the Security & Law Enforcement program as well as the Auto Technology program within the CV-TEC Plattsburgh division.

BUDGET  
INCREASE(S)

Approve the following Budget increase(s):

1. Increase the Arts in Education budget (Co-Ser 404) from \$56,100 to \$156,100 for the 2024 – 2025 school year, to accommodate for additional district requests. (AuSable Valley). (S<sup>3</sup>)
2. Increase the Instructional Printing budget (Co-Ser 505) from \$442,490 to \$612,490 for the 2024 – 2025 school year, to accommodate for additional expenses. (CVES). (S<sup>3</sup>)
3. Increase the Instructional Technology budget (Co-Ser 564) from \$1,687,600 to \$1,724,031 for the 2024 – 2025 school year, to accommodate for expected additional district requests (AuSable Valley, Boquet Valley, Peru, Plattsburgh, Schroon Lake). (S<sup>3</sup>)
4. Increase the 8:1:2 Life Skills budget (Co-Ser 209) from \$7,770,280 to \$7,828,683 for the 2024 – 2025 School Year to accommodate for increases in student enrollment and associated related services. (Rise)
5. Increase the Severe Social Emotional Hospital Education Program (Co-Ser 441) from \$111,860 to \$121,691 for the 2024 – 2025 School Year to accommodate for increases in student enrollment and associated related services. (Rise)
6. Increase the Health Insurance/Workers Compensation Insurance Coordination / Employee Benefit Plan Administration budget (Co-Ser 602) from \$913,669 to \$999,169 for the 2024 – 2025 School Year to accommodate for additional bill as used services (CEWW Health Insurance Consortium, Ausable Valley, Beekmantown, Moriah, Northeastern Clinton, Peru, Plattsburgh, Saranac, and Schroon Lake). (Mgmt. Services)

**CROSS-  
CONTRACT  
BUDGET**

Approve the following cross-contract budget:

1. Approve the School Curriculum Workshops – GST BOCES budget (Co-Ser 518) in the amount of \$107,100 for the 2024 – 2025 school year, to accommodate for a Cross Contract with GST BOCES (Beekmantown). (S<sup>3</sup>)
2. Approve the School Improvement – SLL BOCES budget (Co-Ser 522) in the amount of \$470, for the 2024 – 2025 school year, to accommodate for a Cross Contract with SLL BOCES (Northern Adirondack). (S<sup>3</sup>)
3. Approve the School Improvement – Jefferson-Lewis BOCES budget (Co-Ser 528) in the amount of \$2,720 for the 2024 – 2025 school year, to accommodate for a Cross Contract with Jefferson-Lewis BOCES (Northern Adirondack). (S<sup>3</sup>)

**CROSS-  
CONTRACT  
BUDGET  
INCREASE**

Approve the following Cross Contract budget increase:

1. Increase the Related Service (Co-Ser 202) – WSWHE BOCES budget from \$9,360 to \$19,914 for the 2024 – 2025 school year, to accommodate for an additional Cross Contract with WSWHE BOCES (Schroon Lake). (Rise Center)
2. Increase the Staff Development Workshop (Co-Ser 520) – WSWHE BOCES budget from \$100 to \$2,650 for the 2024 – 2025 school year, to accommodate for additional Cross Contracts with WSWHE BOCES (Northern Adirondack, Ticonderoga, Willsboro). (S<sup>3</sup>)
3. Increase the Recruiting (Co-Ser 616) – PNW BOCES budget from \$20,465 to \$21,630 for the 2024 – 2025 school year, to accommodate for an additional Cross Contract with PNW BOCES (Chazy). (Mgmt. Svcs)
4. Increase the Planning (Co-Ser 627) – Western Suffolk BOCES budget from \$5,464 to \$17,900 for the 2024 – 2025 school year, to accommodate for an additional Cross Contract with Western Suffolk BOCES (Northeastern Clinton). (S<sup>3</sup>)

**MEMORANDUM  
OF AGREEMENT**

Approve the following Memorandum of Agreement:

1. Agreement between Clinton-Essex-Warren-Washington BOCES and the North Country Workforce Partnership, Inc. (NCWP) under which NCWP will reimburse BOCES for professional services rendered in connection with the North Country Region Career Pathways III Program (NCRCP3P) in an amount not anticipated to



exceed \$100,000 per year for a period of one-year. The agreement commenced April 1, 2024, and will terminate March 31, 2025, (CV-TEC) (attached)

COOPERATIVE  
BIDDING  
RESOLUTION

Approve the following Cooperative Bidding Resolution:

WHEREAS,

A number of Boards of Cooperative Educational Services (BOCES) and School Library Systems (SLS) require software and database access for the 2025/2026 school year

WHEREAS,

Clinton-Essex-Warren-Washington (C-E-W-W) BOCES is desirous of participating with other BOCES and SLS in New York State in cooperatively procuring the software and database access, as authorized by General Municipal Law, Section 119-o, and

WHEREAS,

Clinton-Essex-Warren-Washington (C-E-W-W) BOCES wishes to appoint the Albany-Schoharie-Schenectady-Saratoga BOCES (Capital Region BOCES) to advertise for, receive competitive proposals, and award contracts on their behalf; therefore

BE IT RESOLVED,

That Clinton-Essex-Warren-Washington (C-E-W-W) BOCES hereby appoints the Capital Region BOCES to represent it in all matters relating above, and designates the Daily Gazette Newspaper as the legal publication for all related legal notifications, and,

BE IT FURTHER RESOLVED,

That Clinton-Essex-Warren-Washington (C-E-W-W) BOCES authorizes Capital Region BOCES to represent it in all matters leading up to and including the entering into contracts for the purchase of the above mentioned software and database access, and,

BE IT FURTHER RESOLVED,

That Clinton-Essex-Warren-Washington (C-E-W-W) BOCES agrees to (1) abide by majority decisions of the participating districts; (2) abide by the award of the Capital Region BOCES Board; (3) and that after the award of contracts it will conduct all negotiations directly with the awarded contractors

**AUTHORIZED  
MONEY  
COLLECTOR**

Approve the following authorized money collector:

1. Authorize Barrett Miller to collect money for the Rise Cafeteria – Plattsburgh

**CONSENT  
AGENDA  
PERSONNEL**

Mr. Murdock moved, seconded by Mrs. Boise, to approve the following Consent Agenda Personnel items as presented. All Board Members voted yes—motion carried.

**RESIGNATION  
FOR THE  
PURPOSE OF  
RETIREMENT  
MINER, SPRING,  
POIRIER, &  
RECORE**

Accept the following letter(s) of resignation for the purpose of retirement:

1. April Miner, Stenographer, effective July 19, 2025
2. Sara Spring, Teaching Assistant, effective August 1, 2025
3. Dana Poirier, Coordinator of Community Outreach, effective August 1, 2025
4. Lisa Recore, Certified Occupational Therapist Assistant, effective August 30, 2025

Dr. Davey paused the meeting to acknowledge the Retirees and the years of service they have at CVES. Dr. Davey thanked each of them and asked their Department's leaders to speak about their years at CVES.

Amy Campbell spoke about working with April Miner. April is her Assistant, and she was blessed to come into CVES and have someone so knowledgeable. April will be missed when she retires.

Amy Campbell spoke for Dr. Slattery when she shared kudos to Sara Spring for her 31 dedicated years as a Teaching Assistant at CVES in the Rise Center. The Mineville campus will miss her immensely.

Lisa Recore worked in the Rise Center, and Amy Campbell shared Dr. Slattery's words of appreciation for Lisa's years with CVES. Lisa provided outstanding support for CVES and component districts as an OTA.

Michele Friedman shared how happy she is for Dana Poirier in his retirement, but sad for CVES. He served our country as a Marine and a State Trooper prior to CVES. Dana has overseen bringing education to incarcerated adults and incarcerated youth. His impact on this region has been significant.

**RESIGNATIONS  
DELAVERGNE,  
CLARK, SNIDE,  
SMITH,  
STRANAHAN, &  
CHRISMAN**

Accept the following letter(s) of resignation:

1. Conner DeLavergne, Teaching Assistant, effective February 12, 2025
2. Kyla Clark, Teacher Aide/ Student Aide, effective February 5, 2025, for the purpose of accepting a Teaching Assistant position
3. Kendra Snide, Teaching Assistant, effective February 8, 2025
4. Kyle Smith, Teacher Aide/ Student Aide, effective February 5, 2025, for the purpose of accepting a Teaching Assistant position

5. Heather Stranahan, Special Education Teacher, effective February 6, 2025, for the purpose of accepting a Teaching Assistant position
6. Suezanne Chrisman, Registered Behavior Technician, effective February 10, 2025, for the purpose of accepting a Special Education Teacher position

LEAVE(S) OF  
ABSENCE  
WALDRON,  
BOURDEAU &  
BOURDEAU

Approve the following leave(s) of absence:

1. Cindy Waldron, Teacher Aide/ Student Aide, unpaid leave of absence, effective January 16, 2025 – February 18, 2025
2. Kaili Bourdeau, Teaching Assistant, unpaid leave of absence, effective May 29, 2025 – June 6, 2025
3. Dawn Bourdeau, Teaching Assistant, unpaid leave of absence, effective February 3, 2025 – June 30, 2025, for the purpose of accepting a temporary Special Education Teacher position.

PERMANENT  
APPOINTMENT  
(CIVIL SERVICE)  
LAUGHLIN,  
RABIDEAU,  
TUFO, &  
REVETTE

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

1. Kayla Laughlin, Behavior Analyst, effective January 27, 2025
2. Chrysa Rabideau, Labor Specialist, effective January 27, 2025
3. Katharine Tufo, Digital Print Machine Operator, effective March 5, 2025
4. Eryn Revette, Occupational Therapist, effective March 6, 2025

Dr. Davey acknowledged the employees that will be granted a Permanent Civil Service Appointment with CVES.

52-WEEK CIVIL  
SERVICE  
PROBATIONARY  
APPOINTMENTS

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

1. Name: Thomas Houle (was provisional)  
Position: Health, Safety and Risk Management Specialist  
Effective Date: January 27, 2025  
Tentative Permanent Date: July 29, 2025
2. Name: Derek Leavine (was provisional)  
Position: Deputy School District Treasurer  
Effective Date: January 27, 2025  
Tentative Permanent Date: August 26, 2025
3. Name: Vincent Bondinello-Reyes (was provisional)  
Position: Accountant (Schools)  
Effective Date: January 27, 2025  
Tentative Permanent Date: September 3, 2025
4. Name: Shannon Shofner (pending fingerprint clearance)  
Position: School Lunch Manager  
Effective Date: February 14, 2025

Tentative Permanent Date: February 14, 2026  
Annualized Salary: \$47,000

5. Name: Sara Sloan (pending fingerprint clearance)  
Position: Occupational Therapist, 40%  
Effective Date: March 3, 2025  
Tentative Permanent Date: March 3, 2026  
Annualized Salary: \$60,500  
FTE Adjusted Salary: \$24,200

**TEMPORARY  
APPOINTMENTS  
2024 – 2025**

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

1. Name: Dawn Bordeau  
Position: Special Education Teacher  
Effective Date: February 3, 2025 – June 30, 2025  
Certification Status: Teaching Assistant, Level 1  
Annualized Salary: \$50,500
2. Name: Kelly Java-Farnsworth  
Position: Teaching Assistant  
Effective Date: February 10, 2025 – June 30, 2025  
Certification Status: Uncertified  
Annualized Salary: \$31,500
3. Name: Kyla Clark  
Position: Teaching Assistant  
Effective Date: February 5, 2025 – June 30, 2025  
Certification Status: Uncertified  
Annualized Salary: \$29,750
4. Name: Kyle Smith  
Position: Teaching Assistant  
Effective Date: February 5, 2025 – June 30, 2025  
Certification Status: Uncertified  
Annualized Salary: \$29,750
5. Name: Heather Stranahan  
Position: Teaching Assistant  
Effective Date: February 6, 2025 – June 30, 2025  
Certification Status: English 7-12 Initial  
Annualized Salary: \$29,750
6. Name: Suezanne Chrisman  
Position: Special Education Teacher  
Effective Date: February 10, 2025 – June 30, 2025  
Certification Status: Teaching Assistant, Level 1

Annualized Salary: \$50,500

7. Name: Amber Wethington (pending fingerprint clearance)  
Position: Teaching Assistant  
Effective Date: February 10, 2025 – June 30, 2025  
Certification Status: Uncertified  
Annualized Salary: \$29,750
8. Name: Morgan Koyste (pending fingerprint clearance)  
Position: Teaching Assistant  
Effective Date: February 24, 2025 – June 30, 2025  
Certification Status: Uncertified  
Annualized Salary: \$29,750

**POSITION  
DECREASE**

Decrease the following position(s):

1. Name: Stacey Smart  
Position: Registered Nurse (Schools) – decrease from 100% to 80%  
Effective Date: February 24, 2025  
Annualized Salary: \$55,137  
FTE Adjusted Salary: \$44,109.60

**TEMPORARY  
PART-TIME CIVIL  
SERVICE  
APPOINTMENT**

Appoint the following person(s) to a Temporary Part-Time Civil Service appointment for the 2024 – 2025 school year:

1. Name: Dawn Abar  
Position: Registered Nurse (Schools) 20%  
Effective Dates: February 24, 2025 – June 30, 2025  
Annualized Salary: \$53,000  
FTE Adjusted Salary: \$10,600

**ADULT  
EDUCATION  
COURSE  
INSTRUCTORS**

Approve the following Adult Education Course Instructors for the 2024 – 2025 school year:

Adult Education, hourly rate of pay per contract  
Tyler Puchrik  
Alaina Weare

**TEMPORARY  
GRANT  
APPOINTMENT**

Appoint the following Temporary Grant Appointment from January 16, 2025 – June 30, 2025:

1. Jacob Honness, Work Study Student, not to exceed 160 hours, at \$15.50/hour

SUBSTITUTE AND  
TEMP-ON-CALL  
2024 – 2025

Recommend that the Board approve the following Substitute and Temp-on-call positions for the 2024 – 2025 school year:

<u>Name</u>	<u>Position</u>
Dawn Abar	Registered Nurse (schools)

ADDITIONAL  
WORK 2024 – 2025

Approve the following Additional Work for the 2024 – 2025 school year:

<u>Continuation of normal work-year duties, hourly rate of pay:</u>	
Audrey Crucetti	Not-to-exceed 80 hours
Kayla Laughlin	Not-to-exceed 30 hours
Joan Hubbard	Not-to-exceed 10 hours
Caitlin Thompson	Not-to-exceed 10 hours

<u>Stipend Positions, Compensation per collective bargaining agreement</u>	
Dawn Bordeau	New Employee Mentor
Christopher Falvey	New Employee Mentor
Lisa Tallman	New Employee Mentor

2025 – 2026

Approve the following 2025 – 2026 Special Education Summer School (ESY) Staffing:

<u>SPECIAL EDUCATION SUMMER SCHOOL (ESY) STAFFING</u>	<u>Teacher, Hourly rate of pay per contract</u>
	Alyssa Restrepo
	Amy Durham
	Bethany Katzfey
	Bridget Trombley
	Chelsea Benway
	Heather Van Alphen
	Heather Agoney
	Jacob Cummings
	Jennifer Haley
	Jesse Ballard
	Jillian Zieger
	Joanne Beaudry
	Joelle Lucia
	Kayla Myers
	Mariellen Boyd
	Maxwell Neimeier
	Pamela Carroll
	Patricia Sharlow
	Sarah Ballard
	Jennifer Cowling
	Melissa Gough
	Patrick McCaffery



Melissa Whitley  
Jeffrey Way  
Tyler Langley  
Roxanna Palmer  
Christie Lee

Teacher, \$44/hr  
Caren Laundree  
Jenell Waldron  
Nicholas Brindisi  
Eileen Davis-Roesler

Teaching Assistant, Hourly rate of pay per contract

Alexis Beyer  
Allison Bola  
Andrea Trombley  
Bethany Katzfey  
Brandy Rivers  
Brianna Hall  
Brittany Morse  
Carrie Stone  
Cynthia Williams  
Dawn Bordeau  
Eric Cassavaugh  
Erin Garrison  
Heather Stranahan  
James Lavoie  
Jerilynn LaMere  
Jessica Willette  
Johanna Pray  
John Law  
Joshua Prue  
Kaili Bourdeau  
Kathleen Callanan  
Kathleen Kotsogiannis  
Kayla Mills  
Kiara Garneau  
Kyla Clark  
Latalya Randall  
Lia Hemingway  
Lynasia Rabideau  
Margaret DeMeulemeester  
Maryssa Romeo  
Matthew Taylor  
Melissa Slagenweit  
Michelle Mosher

Mikayla Defayette  
Nancy St. Marie  
Patricia Fortin  
Patricia Sharlow  
Realelena Hurley  
Rebekah Riley  
Sarah Agnew  
Sean Conklin  
Shanna Rivers  
Suezanne Chrisman  
Shay Maggy  
Tammy Ann Smith  
Taylor Galarneau  
Whitney Gagnier  
Adele Huchro  
Amy Keech  
Aylssa Morin  
Janet McCray  
Jill Spring  
Jocelyn Rock  
Kelsey Harland  
Lisa Whalen  
Payton Gough  
Staci Nortin

Teaching Assistant, \$30/hr

Leah Willbrant  
Chelsea Sheriden  
Conner DeLavergne  
Cynthia Sherman  
Allie Huchro

Teacher Aide/ Student Aide, Hourly rate of pay per contract

Andrew Brousseau  
Angelia Frenyea  
Chelsey Gemmel  
Cindy Waldron  
Cynthia Labombard  
Cynthia Williams  
Debra Rogers  
Donna Caramia  
Donna Montroy  
Hannah Root  
Jackie Holmes  
Jade Drollette  
Janeen Defayette

Julia Imler  
Karen Everleth  
Lisa Desotell  
Madison Bokus  
Michael Mills  
Molly Martineau  
Renee Barber  
Sarah Ryan  
Stacey Yelle  
Vanessa Couture  
Victoria Paiser  
Yazmine Lawrence  
Celia Briggs  
Denice French-Lindsey  
Erin Ladeau  
Jennie Fox  
Charles Looby  
Patti Edwards

Registered Nurse (schools), hourly rate of pay per contract

Danielle Sherman  
Sarah Peck

Registered Nurse (schools), \$44/hr

Jamie Plumadore  
Erin Spoor

Speech Language Pathologist, hourly rate of pay per contract

Katelyn Christian  
Lindsey Gilmore  
Meghan Drollette  
Krystal Jaquish

School Social Worker, hourly rate of pay per contract

Arianna Hicks  
Brianna Burnham  
Brooke Stevens  
Jami Ganter

School Psychologist, hourly rate of pay per contract

Mandi Spofford

Physical Therapist, hourly rate of pay per contract

Catherine Premore  
Reed Hofmann

Occupational Therapist, hourly rate of pay per contract

Dana Gilbo  
Eryn Revette  
Philip Bean

Certified Occupational Therapist Assistant, hourly rate of pay per contract

Lisa Recore

Registered Behavior Technician, hourly rate of pay per contract

Hannah Booth  
Robert Holt  
Lauren Jaquish

Lifeguard, hourly rate of pay per contract

Shelby Lottie

Behavior Analyst/Specialist, hourly rate of pay per contract

Kayla Laughlin

APPROVAL TO  
ATTEND A  
CONFERENCE/  
WORKSHOP

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

1. Donna Wotton  
2025 NYSSBA Area 6 Legislative Breakfast  
February 7, 2025  
High Peaks Resort, Lake Placid, NY (Overnight Accommodations needed)

All Board Members present voted yes—motion carried.

THREE-YEAR  
PROBATIONARY  
APPOINTMENT  
WILSON

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

1. Name: Susan Wilson  
Tenure Area: Director of School Support Services  
Position: Director of School Support Services  
Effective Date: April 28, 2025  
Tentative Tenure Date: April 28, 2028  
Certification Status: School District Administrator, Permanent, Reading Teacher, Permanent, English 7-12, Permanent, Pre-K-6 & English 7-9 Ext Permanent  
Annualized Salary: \$120,000

(The Expiration date 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).

All Board Members present voted yes—motion carried.

**SPECIAL  
PROJECTS  
ADMINISTRATOR  
WILSON**

Mrs. LaRocque moved, seconded by Mrs. Boise, that the Board approve the following Special Projects Administrator(s) for the 2024 – 2025 school year:

1. Susan Wilson, \$50/hr

All Board Members present voted yes—motion carried.

**GRANT**

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

1. Accept an award from the Dormitory Authority State of New York (DASNY), for a Community Resiliency, Economic Sustainability, and Technology Program (“CREST”) grant, in the amount of \$50,000 to purchase (4) New Welding Units to replace outdated/obsolete equipment and ensure uninterrupted, high-quality training in the Welding Program hosted at Clinton Community College’s Institute for Advanced Manufacturing (IAM). (CV-TEC)

All Board Members present voted yes—motion carried.

**ADJOURNMENT**

Mr. Murdock moved, seconded by Mrs. Reynolds Bergh, to adjourn the meeting at 8:49 pm. All Board Members present voted yes—motion carried.

**DRAFT**

Katelyn Smart, Board Clerk