

CHAMPLAIN VALLEY EDUCATIONAL SERVICES
BOARD OF COOPERATIVE EDUCATIONAL SERVICES
Sole Supervisory District of Clinton, Essex, Warren, and Washington Counties

**AGENDA FOR BOARD MEETING TO BE HELD AT THE CVES LEARNING HUB CONFERENCE CENTER
IN PLATTSBURGH, NY ON SEPTEMBER 10, 2025, PROPOSED EXECUTIVE SESSION AT 6:00 PM –
MEETING TO FOLLOW**

- No Action 1. CALL TO ORDER: DISTRICT SUPERINTENDENT
- a. The Pledge of Allegiance
 - b. Roll Call of Board Members
- No Action 2. EXECUTIVE SESSION
- No Action 3. INTRODUCTION OF ALL PRESENT
- No Action 4. OPINIONS AND CONCERNS FROM THE AUDIENCE
- No Action 5. EX-OFFICIO STUDENT BOARD MEMBER OATHS OF OFFICE (PLEASE SIGN AND HAVE NOTARIZED)
- No Action 6. CVES FACILITIES EXPANSION UPDATE
- No Action 7. DISTRICT SUPERINTENDENT’S UPDATE
- Action 8. MINUTES OF PREVIOUS MEETING
- a. August 20, 2025 (Enc. 1)
9. CONSENT AGENDA FINANCIAL
- Action a. Treasurer’s Reports (Enc. 2)
 - Action b. Certification of Warrant (Enc. 3)
 - Action c. Final AS-7 Cross Contracts (Enc. 4)
 - Action d. Cross Contract Budget Increases (Enc. 5)
 - Action e. Proposal (Enc. 6)
 - Action f. Agreements – S³(Enc. 7)
 - Action g. Agreements – Rise Center (Enc. 8)
 - Action h. ACAP Cafeteria Agreement (Enc. 9)
10. OLD BUSINESS
- No Action a. None
11. CONSENT AGENDA PERSONNEL
- Action a. Amendment(s) (Enc. 10)
 - Action b. Resignation (Enc. 11)
 - Action c. 52-Week Civil Service Probationary Appointment(s) (Enc. 12)

- Action d. Temporary Appointment(s) 2025 – 2026 (Enc. 13)
- Action e. Part-Time Civil Service Appointment Enc. 14)
- Action f. Permanent Appointments (Enc. 15)
- Action g. Part-Time Allied Health Teacher (Enc. 16)
- Action h. Adult Education Course Instructor(s) 2025 – 2026 (Enc. 17)
- Action i. Temp-on-Call & Substitute Position(s) (Enc. 18)
- Action j. Facilitator(s) 2025 – 2026 (Enc. 19)
- Action k. Additional Work 2025 – 2026 (Enc. 20)
- Action l. CVES New Employee Orientation Compensation (Enc. 21)
- Action m. 2025 – 2025 Special Education Summer School (ESY) Staffing (Enc. 22)

12. BOARD OF COOPERATIVE EDUCATIONAL SERVICES

- Action a. Appoint Voting Delegate/Alternate for NYSSBA Convention (Enc. 23)
- Action b. Requests for Approval to Attend Conference/Workshop (Enc. 24)
- Action c. Revised Policies Second Read & Adopt (Enc. 25)
- Action d. Acknowledgement of Ex-Officio Student Board Members (Enc. 26)
- Action e. Certified Results from Sale of Land Referendum Special Meeting (Enc. 27)
- Action f. Re-Certification of Lead Evaluators (Enc. 28)
- No Action g. Annual Report on Reserves (Enc. 29)

13. NEW BUSINESS

- No Action 14. OTHER

No Action 15. NEXT BOARD MEETING

Wednesday, October 8, 2025, at CVES Learning Hub Conference Center in Plattsburgh –
Proposed Executive Session at 6:00 pm

- No Action 16. REPORTS FROM DIRECTORS (Enc. 30)

- Action 17. ADJOURNMENT

CHAMPLAIN VALLEY EDUCATIONAL SERVICES

MISSION

Champlain Valley Educational Services is committed to being a valued and trusted partner by supporting students, schools, and communities to excel through high-quality education, training, and shared services.

VISION

We aspire to be the premier provider of dynamic and innovative educational programs and shared services, serving as a catalyst for personal and regional growth and development toward a brighter global future.

IMPORTANT DATES

September 10, 2025	Board Meeting – CVES Learning Hub Conference Center – Plattsburgh – 6:00 pm
September 27, 2026	CVES Board Retreat – Location TBD – 9:00 am
October 2, 2025	CV-TEC Family Night – Plattsburgh – 6:00 pm
October 7, 2025	CV-TEC Family Night – Mineville – 6:00 pm
October 7, 2025	Rise Center Family Night – Mineville – 5:00 pm
October 8, 2025	Audit Committee Meeting – Learning Hub Conference Center, Plattsburgh – 5:00 pm
October 8, 2025	Board Meeting – Conference Center, Plattsburgh – 6:00 pm
October 16, 2025	Rise Center Family Night – Plattsburgh – 5:00 pm
October 23-25, 2025	NYSSBA Annual Convention – NYC
November 4, 2025	Board Budget Committee Meeting – Discuss Budget Development & Review 2024 – 2025 Reconciliations – Conference Center, Plattsburgh – 6:00 pm
November 12, 2025	Board Meeting – Yandon-Dillon Center, Mineville – 6:00 pm
December 2, 2025	Board Budget Committee Meeting – Review 2024 – 2025 Reconciliations & Set Parameters for 2026 – 2027 Budgets – Conference Center, Plattsburgh – 6:00 pm
December 10, 2025	Audit Committee Meeting – CV-TEC, Plattsburgh – 5:00 pm
December 10, 2025	Board Meeting – CV-TEC, Plattsburgh – 7:30 pm
January 14, 2026	Board Meeting – Yandon-Dillon Center, Mineville – 6:00 pm
January 29, 2026	Board Budget Committee Meeting – Analyze/Discuss Preliminary 2026 – 2027 Budgets – Finalize Draft Budgets – CVES Conference Center, Plattsburgh - 6:00 pm
February 11, 2026	Audit Committee Meeting – CVES Conference Center, Plattsburgh – 5:00 pm
February 11, 2026	Board Meeting/Budget Presentations – CVES Conference Center, Plattsburgh – 6:00 pm
March 4, 2026	CVES Regional Spelling Bee
March 4, 2026	CV-TEC Open House – Mineville – 6:00 pm
March 5, 2026	CV-TEC Open House – Plattsburgh – 6:00 pm
March 11, 2026	Board Meeting – Yandon-Dillon Center, Mineville – 6:00 pm
March 19, 2026	NTHS Ceremony (Mineville Campus) Moriah CSD – 6:00 pm
March 26, 2026	NTHS Ceremony (Plattsburgh Campus) CVES Learning Hub Conference Center – 6:00 pm
April 1, 2026	Annual Meeting – CVES Learning Hub Conference Center, Plattsburgh – 6:00 pm
April 28, 2026	Election of CVES Board Members and Vote on Administrative Budget
May 13, 2026	Audit Committee Meeting – CVES Learning Hub Conference Center, Plattsburgh – 5:00 pm
May 13, 2026	Board Meeting – CVES Learning Hub Conference Center, Plattsburgh – 6:00 pm
June 9, 2026	Mineville SkillsUSA & NTSCC Awards Night, Moriah Central School – 6:00 pm
June 10, 2026	Board Meeting – CVES Learning Hub Conference Center, Plattsburgh – 6:00 pm
June 11, 2026	CTSO Awards Ceremony – CVES Learning Hub Conference Center, Plattsburgh – 6:00 pm

Page 4
Board Agenda
September 10, 2025

June 12, 2026	WAF Graduation Ceremony – SUNY Giltz Auditorium – 9:30 am
June 18, 2026	Rise Center Mineville Graduation – Yandon-Dillon – 7:00 pm
June 23, 2026	Plattsburgh Rise Center Kindergarten Graduation – 10:00 am
June 23, 2026	CV-TEC Plattsburgh Graduation Ceremony – SUNY Plattsburgh Field House – 7:00 pm
June 24, 2026	CV-TEC Mineville Graduation Ceremony – Moriah Central School – 7:00 pm

MOTIONS TO ENTER INTO EXECUTIVE SESSION

1. A matter which will imperil the Public safety if disclosed
2. A matter which may disclose the identity of a Law Enforcement Agent or Informer
3. A matter of information relating to a current or future investigation or prosecution of a criminal offense which would imperil effective Law Enforcement if disclosed
4. A matter of discussion regarding proposed, pending or current litigation
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
7. A matter of the preparation, grading or administration of examinations
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
9. A matter related to a specific student of the district

ENC. 1

Recommend that the Board approve the Draft Minutes from the August 20, 2025 Regular Board meeting. (attached)

ENC. 2

Recommend that the Board approve the Treasurer's Report from June. (attached)

ENC. 3

Recommend that the Board approve the Certification of Warrant for August 11, 2025 to August 29, 2025. (attached)

ENC. 4

Recommend the Board approve the following AS-7 Contract for Services (Cross Contracts):

1. 2024 – 2025 Final – Putnam/Northern Westchester BOCES, \$34,138.41
 - Planning Services (Beekmantown)
 - Recruiting (Beekmantown, Chazy, Moriah, Peru, Plattsburgh, Putnam, Schroon Lake, Ticonderoga)
 - Cyber Security (AuSable Valley)
 - Staff Development (CVES)
2. 2024 – 2025 Final – St. Lawrence-Lewis BOCES, \$49,820.00
 - Section X Athletic Coordination (Peru, Plattsburgh)
 - Workshops (AuSable Valley, Northern Adirondack)
 - Cooperative Purchasing (AuSable Valley, Beekmantown, Boquet Valley, Chazy, Crown Point, CVES, Keene, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Saranac, Schroon Lake, Ticonderoga, Willsboro)

ENC. 5

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 Arts in Education – WSWHE BOCES budget (Co-Ser 406) was increased from \$455 to \$841, for the 2024 – 2025 school year, to accommodate for additional service requests from Schroon Lake. (S³)

ENC. 5 (Continued)

2. The Distance Learning – Capital Region BOCES budget (Co-Ser 431) was increased from \$305,000 to \$333,540, for the 2024 – 2025 school year, to accommodate for additional service requests from Chazy. (S³)
3. The Virtual Summer School – Capital Region BOCES budget (Co-Ser 459) was increased from \$11,730 to \$11,992, for the 2024 – 2025 school year, to accommodate for additional service requests from Plattsburgh. (S³)
4. The Public Relations – Capital Region BOCES budget (Co-Ser 615) was increased from \$0 to \$19,154, for the 2024 – 2025 school year, to accommodate for additional service requests from Boquet Valley. (S³)
5. The Substitute Coordination – FEH BOCES budget (Co-Ser 618) was increased from \$37,061 to \$40,789, for the 2024 – 2025 school year, to accommodate for additional service requests from Beekmantown. (S³)
6. The Drug & Alcohol Testing – Jefferson-Lewis BOCES budget (Co-Ser 624) was increased from \$28,800 to \$29,158, for the 2024 – 2025 school year, to accommodate for additional service requests from CVES. (S³)
7. The STAC Services – Questar III BOCES budget (Co-Ser 629) was increased from \$0 to \$3,774, for the 2024 – 2025 school year, to accommodate for additional service requests from Chazy. (Rise)
8. The Staff Development -FEH BOCES budget (Co-Ser 668) was increased from \$1,800 to \$8,068, for the 2024 – 2025 school year, to accommodate for additional service requests from AuSable Valley, Keene, Moriah, Northeastern Clinton, Peru, Plattsburgh, Saranac. (S³)

ENC. 6

Recommend that the Board accept the following Proposal:

1. Recommend that the Board accept a proposal submitted by CDW Government, LLC for an Artic Wolf Cyber Security Pilot Program. The pilot program will be implemented across CVES campuses and will take place over a period of 3 years, commencing approximately November 1, 2025. Year 1 services will be \$47,150.40 and Year 2 and Year 3 services will be \$44,570.67 per year.

Be it further recommended that the CVES District Superintendent be granted authority to enter into a service agreement contract contingent upon CVES' attorney approval.

ENC. 6 (Continued)

Notes:

Additional proposals were received from Comcast, Infoblox, SHI, and Forward Edge.
\$45,000 of the total 3-year costs will be funded through the Schools and Libraries Universal Service Support Program (E-Rate)

ENC. 7

Recommend that the Board approve the following Agreement(s):

1. Agreement between CEWW BOCES and Leadership for Educational Achievement Foundation (LEAF) in which BOCES desires to have certain services and activities described as follows: Leadership Coaching Program for CEWW BOCES for the dates of July 1, 2025 through June 30, 2026. The amount of this contract is \$50,000 (S³)
2. Agreement between CEWW BOCES and Leadership for Educational Achievement Foundation (LEAF) in which BOCES desires to have certain services and activities described as follows: Leadership Coaching Program for component school districts for the dates of July 1, 2025 through June 30, 2026. The amount of this contract is \$50,000 (S³)
3. Agreement between CEWW BOCES and Successful Practices Network (SPN) to provide certain services and activities described as follows: centralized training at BOCES, indistrict coaching and component 4: future-focused curriculum. The series will include components tailored to BOCES needs and agreed upon by the parties. The term of this agreement shall begin on July 1, 2025, and continue through June 30, 2026. The approximate cost of this agreement is \$29,475 (S³) (attached)
4. Agreement between CEWW BOCES and Successful Practices Network (SPN) to provide certain services and activities described as follows: opening day sessions at Northeastern Clinton Central school district and Northern Adirondack Central school. The sessions topic will be Neuroscience (Brain Research) support options tailored to BOCES needs and agreed upon by the parties. The term of this agreement shall begin on July 1, 2025, and continue through June 30, 2026. The approximate cost of this agreement is \$7,950 (S³) (attached)
5. Agreement between CEWW BOCES and Alliance Education Associates, LLC, whereas BOCES desires to have certain services and activities as described, Alliance Education will provide a comprehensive analysis of the special education programs and services for the District to more completely understand, and provide suggestions to improve, specific areas within its education delivery system. The dates of this contract are September 10, 2025, through June 30, 2027. The anticipated cost of this contract is: \$65,500 (S³)

ENC. 8

Recommend that the Board approve the following Agreement(s):

1. Agreement between CEWW BOCES and The New England Center for Children, whereas BOCES desires to have certain services and activities as described, the New England Center for Children will provide clinical and educational consultation to 7 classrooms through a combination of weekly remote consultation and on-site visits from September 1, 2025 through June 30, 2026. The anticipated cost of this contract is \$49,820. (Rise)
2. Agreement between CEWW BOCES and Behavioral Health Services North, Inc., whereas BOCES desires to have certain services and activities described as follows: management of the Adventure Based Counseling, Youth Development and Family Enrichment Program (ABC) for at-risk individuals and families associated with the Intensive Therapeutic Support Program. The dates of this contract are July 1, 2025 through June 30, 2026, at an anticipated cost of \$57,000. (Rise)

ENC. 9

Recommend that the Board 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 2025 – 2026 school year. ACAP agrees to pay BOCES the following meal prices: \$3.04 for each student breakfast; \$4.96 for each student lunch; \$3.70 for each adult breakfast; \$5.84 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 2025 – 2026 service period. (Management Services)

ENC. 10

Recommend that the Board amend the following appointment that was approved on the August 20, 2025 Board Agenda:

Recommend that the Board appoint the following person(s) to a ~~52-week Civil Service Probationary~~ Provisional Civil Service appointment as follows:

1. Name: Amelia Stevens
Position: Multi-Media Specialist
Effective Date: July 28, 2025
~~Tentative Permanent Date: July 28, 2026~~
Annualized Salary: \$43,000
2. Name: Kelsey Hulbert
Position: Multi-Media Specialist

ENC. 10 (Continued)

Effective Date: August 4, 2025
~~Tentative Permanent Date: August 4, 2026~~
Annualized Salary: \$43,000

(EFFECTIVE PERMANENT DATE TO BE DETERMINED UPON SUCCESSFUL COMPLETION OF CIVIL SERVICE EXAM)

ENC. 11

Recommend that the Board accept the following letter of resignation:

1. Ryan Bone, Junior Accountant, effective September 2, 2025
2. Heather Stranahan, Teaching Assistant, effective October 4, 2025

ENC. 12

Recommend that the Board appoint the following person(s) to a 52-week Civil Service Probationary appointment as follows:

1. Name: Wendy Humphrey (*pending fingerprint clearance*)
Position: Typist
Effective Date: September 29, 2025
Tentative Permanent Date: September 29, 2026
Annualized Salary: \$30,500

ENC. 13

Recommend that the Board approve the following Temporary Appointments for the 2025 – 2026 School Year:

1. Name: Vallerie White
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified

ENC. 14

Recommend that the Board approve the following person(s) to a Part-Time Civil Service appointment for the 2025 – 2026 school year:

1. Ashley Spraker, Communications & Publications Assistant, \$25/hour

ENC. 15

Recommend that the Board grant a permanent appointment (Civil Service) to the following person(s):

1. Stacey Yelle, Teacher Aide/ Student Aide, effective September 9, 2025
2. Charles Looby, Teacher Aide/ Student Aide, effective September 11, 2025
3. Christina Goddeau, Teacher Aide/ Student Aide, effective September 11, 2025
4. Michael Mills, Teacher Aide/ Student Aide, effective September 11, 2025
5. Vincent Bondinello-Reyes, Accountant, effective September 22, 2025
6. Lauren Jaquish, Registered Behavior Technician, effective September 22, 2025
7. Patrese Smith, Teacher Aide/ Student Aide, effective September 18, 2025
8. Mary Murphy, Occupational Therapist 40%, effective September 25, 2025
9. Derek Leavine, Deputy School District Treasurer, effective October 1, 2025

ENC. 16

Recommend that the Board approve the following Part-Time Allied Health Teacher(s) for the 2025 – 2026 school year:

<u>Name</u>	<u>Position</u>	<u>Annualized Salary</u>
Hailey McLaughlin <i>(pending fingerprint clearance)</i>	Allied Health Teacher 20%	\$52,000

ENC. 17

Recommend that the Board approve the following Adult Education Course Instructors for the 2025 – 2026 school year:

Adult Education Health Careers, \$42/hr
Hailey McLaughlin *(pending fingerprint clearance)*

Adult Education Coordinator, \$45/hr
Dana Poirier

ENC. 18

Recommend that the Board approve the following Temp-On-Call and Substitute positions for the 2025 – 2026 School Year:

<u>Name</u>	<u>Position</u>
Angela Jennette	Clerk <i>(Retiree, effective January 1, 2026)</i>
Lollita Pierce	Food Service Helper

ENC. 18 (Continued)

Dawn Abar	Registered Nurse
Karla Rieger	Teacher
Heather Stranahan	Teacher
Karla Rieger	Teaching Assistant
Heather Stranahan	Teaching Assistant

ENC. 19

Recommend that the Board approve the following Facilitator(s) for the 2025 – 2026 School Year:

Facilitator, \$30/hr
Hannah Bouayadi

ENC. 20

Recommend that the Board approve the following Additional Work for the 2025 – 2026 School Year:

<u>Continuation of Normal Work Year Duties, hourly rate of pay</u>	
Mandi Spofford	Not-to-exceed 1 hour
Kayla Laughlin	Not-to-exceed 1 hour
Shelley Charland	Not-to-exceed 4 hours
Eric Jock	Not-to-exceed 4 hours
Sadie Kaltenbach	Not-to-exceed 120 hours
Jocelyn Lopez	Not-to-exceed 200 hours
Zachary Zarling	Not-to-exceed 160 hours

<u>Stipend Positions, Compensation per collective bargaining agreement</u>	
Heather Agoney	PBIS Coordinator, Plattsburgh

ENC. 21

Recommend that the Board approve the following list of employees to receive compensation for attending the CVES New Employee Orientation on August 27, 2025:

Hourly rate of pay per contract
Claire Cantwell-Jones
Julie Favro
Cheyenne Goddeau
Morgan Koyste
Patrick Maneely

ENC. 21 (Continued)

Emily Rascoe
Hannah Rondeau
Sara Sloan
Vallerie White
Karis Kourofsky
Chelsea Sheridan
Nicholas Page
Kathleen Boyles
Daniel Munson
Amber Wethington
Lauren Montalvo

ENC. 22

Recommend that the Board approve the following 2025 – 2026 Special Education Summer School (ESY) Staffing:

Teaching Assistant, \$30/hr
Leslie Plant, effective August 7, 2025

ENC. 23

Appoint Voting Delegate and Alternate for New York State School Boards Convention.
(2024 – 2025 Delegate was Ed Marin, Alternate was Richard Harriman, Sr.)

ENC. 24

Recommend 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., Emily Phillips, Lori Saunders, Michael St. Pierre, & Donna Wotton.
2025 Rural Schools Association Winter Conference
December 4-5, 2025
Saratoga Springs, NY (Overnight accommodations needed)

ENC. 25

Revised Policies – Second Read & Adopt

1. #5010 Anti-Discrimination Policy
2. #9013 Title IX Sexual Harassment

ENC. 26

Upon the recommendation of the District Superintendent:

1. RESOLVED that The Board of Cooperative Education Services hereby recognizes Dalton Garvey as a student board member duly selected pursuant to BOCES policy for the 2025 – 2026 school year and hereby welcomes the student to the Board.
2. RESOLVED that The Board of Cooperative Education Services hereby recognizes Logan Yeager as a student board member duly selected pursuant to BOCES policy for the 2025 – 2026 school year and hereby welcomes the student to the Board.

ENC. 27

Recommend that the Board approve the following resolution:

1. RESOLVED that the Board hereby accepts the certified results of the special meeting held on August 26, 2025, approving the sale of 15 acres of vacant land located in the northwest portion of tax map number 220.-1-3.2 by a vote of 469 yes votes and 77 no votes.

ENC. 28

Recommend the Board approves the following Lead Evaluator Certifications:

1. The individuals listed below have attended various CVES in-house meetings and state, regional and/or local professional development offerings, most recently Gearing Up on August 21, 2025 to be considered by the CVES BOCES for recertification as Lead Teacher Evaluators:

Amy Campbell
Adam Facteau
Michele Friedman
Michelle Lawrence
Matthew Slattery
Susanne Ford-Croghan
Thomas Tregan
Tina Mitchell
Crystal Rhino
Sue Wilson

ENC. 28 (Continued)

2. The individuals listed below have attended various CVES in-house meetings and state, regional and/or local professional development offerings, most recently Gearing Up on August 21, 2025 to be considered by the CVES BOCES for recertification as Lead Principal Evaluators:

Amy Campbell
Michele Friedman
Matthew Slattery

ENC. 29

2024 – 2025 Annual Report on Reserves (attached for informational purposes only)

ENC. 30

Board Reports (attached)

CHAMPLAIN VALLEY EDUCATIONAL SERVICES
Board of Cooperative Educational Services
Sole Supervisory District of Clinton, Essex,
Warren and Washington Counties

DATE: August 20, 2025
KIND OF MEETING: Regular Board Meeting
PLACE: Yandon-Dillon Educational Center, Mineville, NY

Board Members Present:
Bob Bourgeois
Dina Garvey
Patricia Gero
Richard Harriman, Sr.
Donna LaRocque
Ed Marin
Bruce Murdock
Emily Phillips
Emily Reynolds Bergh
Lori Saunders
Michael St. Pierre
Eddie Webbinaro
Donna Wotton

Board Members Absent:

Leisa Boise
Kathy Comins-Hunter

Executive Officer:

Dr. Mark Davey

Board Clerk:

Katelyn Smart

Others Present:

Dr. Eric Bell
Amy Campbell
Michele Friedman
Dr. Matthew Slattery

MEETING
TO ORDER

President Michael St. Pierre called the meeting to order at 6:14 pm.

EXECUTIVE
SESSION

Mr. Murdock moved, seconded by Mr. Webbinaro, that the Board go into Executive Session at 6:15 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.

The Executive Session commenced with the Board's review and discussion of Dr. Davey's District Superintendent draft goals for the 2025 - 26 school year. Second, the Board received an update on ongoing facilities expansion and capital project planning, including matters related to both the Plattsburgh and Essex County campuses, including real estate-related matters. Third, Dr. Davey shared several confidential labor relations topics, including employee updates, memorandums of agreement, and position proposals. Fourth, an update was provided on the regional Health Insurance Consortium's Municipal Cooperative Agreement. Lastly, the Executive Session concluded with further discussion of confidential construction updates.

Emily Reynolds Bergh exited the meeting at 7:11 pm.

Mr. Murdock moved, seconded by Mr. Webbinaro, that the Board come out of Executive Session at 7:24 pm. All Board Members present voted yes—motion carried.

**CVES FACILITIES
EXPANSION &
CAPITAL PROJECT
UPDATE**

Dr. Davey introduced Dr. Bell, who presented to the Board on CVES Capital Project and Facilities Expansion. Dr. Bell shared progress photos of the new CTE Center in Plattsburgh, noting that construction remains on schedule and within budget. He also reviewed the upcoming CVES Public Vote scheduled for August 26, 2025. The vote is regarding the proposed sale of approximately 15 acres of land adjacent to the new CTE Center to Clinton County, with all proceeds designated to return to the component districts.

Dr. Bell then outlined developments related to the Essex County Campus project. A preliminary building design is underway, with land parcel options to be presented for Board approval in September. The Board also discussed the comparative financials of renovating the current Mineville Campus versus constructing a new facility. The timeline anticipates breaking ground in September 2026 and opening a new center in September 2028.

Additional updates included progress on the CVES Outdoor Educational Space, where the O&M Team has completed playground demolition, flooring work, and other Capital Project tasks. The outdoor space is on track for completion by November 6, 2025. The Board also received a summary of additional summer projects led by the O&M Team, whose efforts continue to reduce costs while maintaining high quality and pride in the work completed.

DS UPDATE

Dr. Davey began his August DS Update by expressing appreciation to the outstanding CVES staff for their dedication and hard work throughout the summer. He recognized the many areas where progress was made, including O&M, Management Services, School Support Services, the Rise Center for Success, CV-TEC, and our Central Office staff. Dr. Davey noted that this year's Extended School Year (ESY) program was very successful, and he invited Dr. Slattery to provide a summary. The ESY program served approximately 150 students - a record enrollment - with staffing levels filled at 95%. Dr. Slattery emphasized the importance of ESY in helping Rise Center students maintain and strengthen the skills they develop during the regular school year.

Second, Dr. Davey invited Board members to attend Opening Day with CVES staff on Tuesday, September 2, 2025. Board President Mr. St. Pierre will join in welcoming staff and helping to officially begin the new school year.

Third, a copy of the CVES 2024 – 2025 Annual Report was provided to the Board. The report is exceptional and highlights exciting progress made across our organization throughout the year. It showcases student and staff achievements, celebrates program accomplishments, and reflects the meaningful growth that occurred during this 2024 – 2025 milestone year. Importantly, the report illustrates how CVES continues to advance its Strategic Plan, carrying forward our mission, vision, and core beliefs while supporting students, staff, and component districts across the North Country.

Fourth, Dr. Davey also noted the CVES Safety Plan approval included on the evening's agenda. Updates were provided from the recent CSO Retreat in Schroon Lake, which centered on the Regionalization Initiative, as well as the August District Superintendents Meeting, which focused on the NYSED Portrait of a Graduate and discussions with the Board of Regents.

Fifth, Strategic Planning was also reviewed with Board members by Dr. Davey. Dr. Vicky Ramos will return as Facilitator for the second year of this important work, and the CVES Board Retreat will once again be held at DaCy Meadow in Westport on September 27, 2025.

Lastly, Dr. Davey shared that beginning in September, Ex-Officio Student Board Members from AuSable Valley and Boquet Valley will be joining the CVES Board. The students will be formally welcomed and oriented to their important role in Board discussions and governance.

PREVIOUS
MINUTES

Mr. Murdock moved, seconded by Mr. Webbinaro, to approve the minutes of the July 9, 2025, meeting as presented. All Board Members present voted yes—motion carried.

CONSENT AGENDA
FINANCIAL

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

CERTIFICATION OF
WARRANT

Approve the Certification of Warrant for July 1, 2025, to August 11, 2025. (attached)

AS-7 INITIAL
CONTRACTS

Approve the following AS-7 Contract for Services (Cross Contracts):

1. 2025 – 2026 Initial - Capital Region BOCES, \$3,994,987.32
 - Distance Learning (Ausable Valley, Beekmantown, Chazy, CVES, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Saranac, Willsboro)
 - Virtual Summer School (AuSable Valley, Plattsburgh)
 - Dream Consortium (CVES)
 - School Curriculum Improvement (Northern Adirondack)
 - Internet Services (Ausable Valley, Beekmantown, Chazy, Crown Point, CVES, Keene, Moriah, Northeastern Clinton, Peru, Plattsburgh, Putnam, Schroon Lake, Ticonderoga)
 - Computer Services (Ausable Valley, Beekmantown, Boquet Valley, Chazy, Crown Point, CVES, Keene, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Putnam, Saranac, Schroon Lake, Ticonderoga, Willsboro)
 - Laserfiche (Peru)
 - VOIP Telephone Services (AuSable Valley, Chazy, Crown Point, Moriah, Northeastern Clinton, Peru, Plattsburgh, Ticonderoga.)

AS-7 FINAL
CONTRACTS

Approve the following AS-7 Contract for Services (Cross Contracts):

1. 2024 – 2025 Final - Capital Region BOCES, \$4,461,044.70
 - Distance Learning (Ausable Valley, Beekmantown, Boquet Valley, Chazy, CVES, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Saranac, Willsboro)
 - Virtual Summer School (AuSable Valley, Northeastern, Plattsburgh)
 - Dream Consortium (CVES)
 - School Curriculum Improvement (Beekmantown, CVES, Northeastern Clinton, Northern Adirondack, Plattsburgh)
 - Internet Services (Ausable Valley, Beekmantown, Boquet Valley, Chazy, Crown Point, CVES, Keene, Moriah, Northeastern Clinton, Peru, Plattsburgh, Putnam, Schroon Lake, Ticonderoga)
 - Grant Writing Service (CVES)
 - Computer Services (Ausable Valley, Beekmantown, Boquet Valley, Chazy, Crown Point, CVES, Keene, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Putnam, Saranac, Schroon Lake, Ticonderoga, Willsboro)
 - Laserfiche (Peru)
 - VOIP Telephone Services (AuSable Valley, Boquet Valley, Chazy, Crown Point, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh, Ticonderoga.)
2. 2024 – 2025 Final - WSWHE BOCES, \$92,968.10
 - Shared Data Protection Officer (Beekmantown, Schroon Lake, Willsboro)
 - Model Schools (CVES)
 - Special Education – Vision Services (Schroon Lake)
 - Staff Development Workshops (CVES, Keene, Northern Adirondack, Schroon Lake, Ticonderoga, Willsboro)
 - Arts in Education (Schroon Lake)

SPECIAL AID FUND
PROJECTS

Approve the following Special Aid Fund Projects:

1. Regional Partnership Centers Grant special aid fund project in the amount of \$16,400 for the period of July 1, 2024, through June 30, 2025. (S³)
2. Regional Food Bank of NENY Backpack Program special aid fund project, in the amount of \$1,000.00 for the period of July 1, 2025, through June 30, 2026. (Rise Center)
3. School Library System Basic Operating Aid (947) in the amount of \$104,553.00, for the period of July 1, 2025, through June 30, 2026. (S³)
4. School Library System Supplemental Operating Aid (956) in the amount of \$50,987.00, for the period of July 1, 2025, through June 30, 2026. (S³)

EXTRA-
CLASSROOM
ADVISORS

Approve the following Extra-Classroom Advisors:

2025 – 2026 Extra-Classroom Advisors:

Club Advisors will receive NO additional compensation

Katie Gadway
Lisa Tallman
Alaina Weare
Kylee Gonyea
Maria Spadafora

EXTRA-
CURRICULAR
STUDENT ACTIVITY
FUND ADVISORS

Approve the following Extracurricular Student Activity Fund Club Advisors:

2025 – 2026 Extra Curricular Student Activity Fund Club Advisors:

Club Advisors will receive NO additional compensation

Cosmetology (Reflections)	Kimbery Lincoln (Co-Advisor)
Cosmetology (Reflections)	Lisa Banker (Co-Advisor)
Cosmetology (The Razor’s Edge) (Mineville)	Kylee Gonyea
North Country Loggers	Eric Jock (Co-Advisor)
North Country Loggers	Wyatt Warren (Co-Advisor)
LPN	Kelly Gowett (Co-Advisor)
LPN	Maria Hurteau (Co-Advisor)
LPN	Charles Johnson (Co-Advisor)
Skills USA (Mineville & Plattsburgh)	Nicole Santaniello
Skills USA (Plattsburgh)	Katie Gadway
Skills USA (Plattsburgh)	Lisa Tallman
Skills USA (Plattsburgh)	Alaina Weare
Skills USA (Mineville)	Kylee Gonyea
Skills USA (Mineville)	Maria Spadafora
FFA	Anika Sewell
FFA	Madison Peryea
FFA	Erin Myers
FFA	Eric Jock
FFA	Wyatt Warren

NATIONAL SCHOOL
LUNCH PROGRAM

Approve the following:

1. Recommended that the Board adopt the Policy Statement for Free and Reduced Price Meals or Free Milk in accordance with NYSED program requirements for the federally assisted National School Lunch Program School Breakfast Program, or Special Milk Program, for the 2025 – 2026 school year.

2026 COMPONENT
SPECIAL
EDUCATION
SCHOOL-AGE
SUMER SCHOOL

Approve the following 2026 Special Education School-Age Summer School Resolution:

1. WHEREAS, the stated vision of Clinton-Essex-Warren-Washington (CEWW) BOCES is to “meet the needs and expectations of our component schools, the

communities and all learners who are affected by our services,” and such vision is central to the desire of the Districts who wish to continue to have CEWW BOCES provide regional Special Education School-Age Summer School; and
WHEREAS, CEWW BOCES provides Special Education School-Age Summer School services in a cost-effective manner, due to the ability of CEWW BOCES to offer and provide services to multiple Districts which are able to share costs; and

WHEREAS, the CEWW BOCES has received written notification from the following school districts indicating their commitment to participate in the 2026 Special Education School-Age Summer School and to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates:

AuSable Valley, Beekmantown, Boquet Valley, Chazy Rural Central, Crown Point, Keene, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh City, Saranac, Schroon Lake, Ticonderoga, Willsboro;

IT IS THEREFORE RESOLVED, that after diligently analyzing written notices provided by component Districts via Board Resolution, committing to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates, the CEWW Board of Cooperative Educational Services authorizes the CEWW BOCES Special Education Director to provide 2026 Special Education School-Age Summer School.

2. WHEREAS, the stated vision of CEWW BOCES is to “meet the needs and expectations of our component schools, the communities and all learners who are affected by our services,” and such vision is central to the desire of the Districts who wish to continue to have CEWW BOCES provide regional Special Education School-Age Summer School; and

WHEREAS, CEWW BOCES provides Special Education School-Age Summer School services in a cost-effective manner, due to the ability of CEWW BOCES to offer and provide services to multiple Districts which are able to share costs; and

IT IS THEREFORE RESOLVED, that if component Districts commit by Board Resolution to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates, as indicated by written notice from those Districts, no later than August 1, 2025: CEWW BOCES will diligently analyze its ability to provide services in summer 2026, based in part, on the number of component participants and students; and

THEREFORE, BE IT FURTHER RESOLVED that if any provision of this RESOLUTION or any application of the RESOLUTION shall be found contrary to law, then such RESOLUTION or application shall not be deemed to be valid and subsisting, except to the extent permitted by law.

2026 NON-
COMPONENT
SPECIAL
EDUCATION
SCHOOL-AGE
SUMER SCHOOL

Approve the following 2026 Special Education School-Age Summer School Resolution:

1. WHEREAS, the stated vision of Clinton-Essex-Warren-Washington (CEWW) BOCES is to “meet the needs and expectations of our non-component schools, the communities and all learners who are affected by our services,” and such vision is central to the desire of the Districts who wish to continue to have CEWW BOCES provide regional Special Education School-Age Summer School; and

WHEREAS, CEWW BOCES provides Special Education School-Age Summer School services in a cost-effective manner, due to the ability of CEWW BOCES to offer and provide services to multiple Districts which are able to share costs; and

WHEREAS, the CEWW BOCES has received written notification from the following school districts indicating their commitment to participate in the 2026 Special Education School-Age Summer School

and to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates:

Chateaugay, Saranac Lake, Lake Placid, North Warren

IT IS THEREFORE RESOLVED, that after diligently analyzing written notices provided by component Districts via Board Resolution, committing to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates, the CEWW Board of Cooperative Educational Services authorizes the CEWW BOCES Special Education Director to provide 2026 Special Education School-Age Summer School.

2. WHEREAS, the stated vision of CEWW BOCES is to “meet the needs and expectations of our component schools, the communities and all learners who are affected by our services,” and such vision is central to the desire of the Districts who wish to continue to have CEWW BOCES provide regional Special Education School-Age Summer School; and

WHEREAS, CEWW BOCES provides Special Education School-Age Summer School services in a cost-effective manner, due to the ability of CEWW BOCES to offer and provide services to multiple Districts which are able to share costs; and

IT IS THEREFORE RESOLVED, that if component Districts commit by Board Resolution to pay the actual costs of operating the 2026 summer program, notwithstanding State Education Department tuition rates, as indicated by written notice from those Districts, no later than August 1, 2025; CEWW BOCES will diligently analyze its ability to provide services in summer 2026, based in part, on the number of component participants and students; and

THEREFORE, BE IT FURTHER RESOLVED that if any provision of this RESOLUTION or any application of the RESOLUTION shall be found contrary to

law, then such RESOLUTION or application shall not be deemed to be valid and subsisting, except to the extent permitted by law.

AUTHORIZED
MONEY
COLLECTORS

Approve the following authorized money collectors:

1. Authorize Kelly Gowett to collect money pertaining to Health Career Program Activities at CV-TEC Plattsburgh campus for 2025 – 2026 school year.
2. Authorize Adele Huchro as custodian of the \$75.00 change fund for the Work Experience Program at the Mineville Campus for 2025 – 2026 school year.
3. Authorize Jessie Moulton to collect money for the Benefit Coordination Office at the Learning Hub campus for 2025 – 2026 school year.

LEASE
AGREEMENTS

Approve the following Lease Agreements:

1. Agreement between Clinton-Essex-Warren-Washington BOCES and Clinton Community College for the purpose of allowing BOCES to lease classroom and office space at 53 Clinton Point Drive, Plattsburgh, NY 12901 for the purpose of housing the New Visions Applied Engineering program. It has been determined this lease is the best financial interest of the BOCES on the basis of the needs of the BOCES and the BOCES' students and is free from conflicts of interest. The agreement will commence September 1, 2025, and will continue through June 30, 2026. The annual rent paid to Clinton Community College by BOCES for the contract term of September 1, 2025 to June 30, 2026 shall be \$0 (zero) for the covered term with an allowance to negotiate for more space at additional rent if more rooms are needed and become available. This cost has been determined to be less than market value. (CV-TEC) (attached)
2. Agreement between Clinton-Essex-Warren-Washington BOCES and the State University of New York (SUNY Plattsburgh) for the purpose of allowing BOCES to lease three rooms located at Sibley Hall, 113 Rugar Street, Plattsburgh, NY 12901. The agreement will commence August 22, 2025, and will continue for a period of 2 years through August 21, 2027. The annual rent paid to SUNY Plattsburgh by BOCES shall be \$11,782.00 annually. It has been determined that this lease agreement is in the best financial interests of the BOCES to provide space for programmatic needs. The rental payment does not exceed fair market value, and the agreement is without conflict of interest. (Rise Center) (attached)

ANCILLARY
SERVICES
AGREEMENT

Approve the following Ancillary Services Agreement:

1. Ancillary Services Agreement between Clinton Community College and Clinton-Essex-Warren-Washington BOCES to coincide with the Lease Agreement term of September 1, 2025, through June 30, 2026.

An additional amount of \$5,000 shall be paid by BOCES to the district for ancillary services for the term of the agreement. (CV-TEC) (attached)

LEGAL SERVICES
AGREEMENT

Approve the following Legal Services Agreement:

1. Agreement between CEWW BOCES and FERRARA FIORENZA PC for Legal Services as needed, at a rate of \$ 235 per hour for attorney services; \$180-\$230 per hour for associate attorneys, \$165 per hour for law clerks, and \$145 per hour for paralegals and legal assistants for the period of July 1, 2025 through June 30, 2026. (Administration) (attached)

ADULT EDUCATION
SPONSORSHIP
AGREEMENTS

Approve the following Adult Education Sponsorship Agreements:

1. Agreement between Clinton-Essex-Warren-Washington BOCES and AuSable Valley, Beekmantown, Boquet Valley, Chazy Central Rural, Crown Point, Keene, Moriah, Northeastern Clinton, Northern Adirondack, Peru, Plattsburgh City, Saranac, Schroon Lake, Ticonderoga, and Willsboro Central School Districts for the purpose of providing Adult Education Instructional Activities for the 2025 – 2026 school year. (CV-TEC) (attached)

EXCAVATOR
RENTAL
AGREEMENT

Approve the following resolution:

1. Recommend that the Board 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 1, 2025, through June 30, 2026 with a total expenditure not anticipated to exceed \$33,400. Be it further recommended that the CVES District Superintendent be granted authority to enter into rental agreements contingent upon CVES' attorney approval.

SREB CONTRACT

Approve the following Contract:

1. Contract between CEWW BOCES and The Southern Regional Education Board (SREB) / Schools that Work to outline SREB's participation expectations and services under BOCES' partnership with SREB to work towards school reform and continuous improvement of quality instruction at CV-TEC. The agreement remains in effect for the period of July 1, 2025, through June 30, 2026. The total billable amount for SREB services is \$60,000. (CV-TEC) (attached)

CONTRACTOR/
CONSULTANT
AGREEMENT
RAMOS

Approve the following Contractor/ Consultant Agreement:

1. Agreement between Clinton-Essex-Warren-Washington BOCES and Vicma I. Ramos, Ed.D. under which Dr. Ramos will provide planning and facilitation support to assist BOCES in accelerating and improving the BOCES-wide Strategic Plan for Continuous Improvement. Agreement services will take place during the 2025 – 2026 school year for an amount not anticipated to exceed \$17,225.

NYSEG EASEMENT
AMENDMENT

Amend the following easement accepted at the May 14, 2025, Board Meeting:

1. An easement to be granted to the New York State Electric and Gas Corporation. The easement is ~~30~~ 15 feet in width and enters at the southwesterly property corner at the properties of CIDC Plattsburgh LLC and Clinton County Airport and extends in an easterly direction along the southerly property line to a point located about ~~1,700~~ 1575 feet westerly of the centerline of Military Turnpike and being on or about CVES' southerly property line. (Administration)

REMOVAL OF
CONSENT AGENDA
ITEM

Mrs. LaRocque moved, seconded by Mr. Webbinaro, to remove the following individual from the Four-Year Probationary Appointments:

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

1. Name: Karis Kourofsky
Tenure Area: Academic Services Teacher
Position: Academic Services Teacher
Effective Date: September 2, 2025
Tentative Tenure Date: September 2, 2029
Certification Status: Students with Disabilities, Generalist, 7-12, Initial
Annualized Salary: \$54,000

(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).

All Board Members present voted yes—motion carried.

CONSENT AGENDA
PERSONNEL

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

All Board Members voted yes—motion carried.

AMENDMENTS

Amend the following appointment that was approved on the June 11, 2025 Board Agenda:

1. Recommend that the Board approve the following Facilitators for the period of ~~June 14, 2025—June 21, 2025~~: June 9, 2025 – June 21, 2025:

Facilitators, \$30/hr
Cynthia Lindberg

Not-to-exceed 25 hours

Recommend that the Board Amend the following resignation that was approved on the July 9, 2025 Board Agenda:

1. Recommend that the Board approve the following letter(s) of resignation:

Melissa Whitley, Special Education Teacher, effective ~~August 15, 2025~~ July 25, 2025

RESIGNATION(S)
CLARK, TAYLOR,
LUPOSELLO,
MARTINEAU,
BUCKSON,
WHALEN,
COOLIDGE,
STEVENS, GARROW,
BEYER, MORIN,
GOUGH, COMES &
GODDEAU

Accept the following letter(s) of resignation:

1. Kyla Clark, Teaching Assistant, effective July 31, 2025
2. Anne Taylor, Teaching Assistant, effective July 31, 2025
3. Sarah Luposello, Personnel Specialist, effective August 1, 2025
4. Molly Martineau, Teacher Aide/ Student Aide, effective August 16, 2025
5. Samantha Buckson, Teacher Aide/ Student Aide, effective August 16, 2025
6. Lisa Whalen, Teaching Assistant, effective August 18, 2025
7. Kayla Coolidge, Teacher Aide/ Student Aide, effective September 1, 2025
8. Amelia Stevens, Communications and Publications Assistant, effective July 28, 2025 for the purpose of accepting a Multi-Media Specialist position
9. Shaylee Garrow, Teacher Aide Student Aide, effective September 2, 2025 for the purpose of accepting a Teaching Assistant Position
10. Alexis Beyer, Teaching Assistant, effective September 2, 2025 for the purpose of accepting a Registered Behavior Technician position
11. Alyssa Morin, Teaching Assistant, effective September 2, 2025 for the purpose of accepting a Special Education Teacher position
12. Payton Gough, Teaching Assistant, effective September 2, 2025 for the purpose of accepting a Special Education Teacher position
13. Penny Comes, Teaching Assistant, effective September 2, 2025 for the purpose of accepting a Temporary Teaching Assistant position
14. Cheyenne Goddeau, Teacher Aide/ Student Aide, effective September 2, 2025 for the purpose of accepting a Teaching Assistant position

LEAVES OF
ABSENCE

Accept the following leave(s) of absence:

1. Kevin Shaw, Principal, effective July 1, 2025 – June 30, 2026 for the purpose of accepting a Dean of Students position
2. Melissa Gough, Teaching Assistant, effective September 2, 2025 – June 30, 2026 for the purpose of accepting a Special Education Teacher position
3. Patricia Sharlow, Teaching Assistant, effective September 2, 2025 – June 30, 2026 for the purpose of accepting a Special Education Teacher position
4. Bethany Katzfey, Teaching Assistant, effective September 2, 2025 – June 30, 2026 for the purpose of accepting a Special Education Teacher position
5. Heather Agoney, Teaching Assistant, effective September 2, 2025 – June 30, 2026 for the purpose of accepting a Special Education Teacher position
6. Janine Manley, Teaching Assistant, effective September 2, 2025 – June 30, 2026 for the purpose of accepting a Special Education Teacher position

PERMANENT
APPOINTMENTS
(CIVIL SERVICE)
COLLIER, DIALLO,
HEAD, LAPORTE,
SHEFFER, HOULE,
BRAWN, &
WAWRZYNSKI

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

1. Jessica Collier, Publications Specialist, effective July 18, 2025
2. Madany Diallo, Computer Specialist, effective July 22, 2025
3. Tavin Head, Network and Systems Technician, effective August 4, 2025
4. Devin LaPorte, HVAC Technician, effective August 7, 2025
5. Miranda Sheffer, School District Treasurer, effective August 11, 2025
6. Thomas Houle, Health, Safety and Risk Management Specialist, effective August 19, 2025
7. Heather Brawn, Junior Accountant, effective August 27, 2025
8. Nicholas Wawrzynski, Custodial Worker, effective September 5, 2025

Dr. Davey congratulated our staff on their permanent appointments.

52-WEEK CIVIL
SERVICE
PROBATIONARY
APPOINTMENT

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

1. Name: Amelia Stevens
Position: Multi-Media Specialist
Effective Date: July 28, 2025
Tentative Permanent Date: July 28, 2026
Annualized Salary: \$43,000
2. Name: Kelsey Hulbert
Position: Multi-Media Specialist
Effective Date: August 4, 2025
Tentative Permanent Date: August 4, 2026
Annualized Salary: \$43,000
3. Name: Robert Barcomb
Position: Network and Systems Technician
Effective Date: August 4, 2025
Tentative Permanent Date: August 4, 2026
Annualized Salary: \$65,576
4. Name: Michael Piekarski
Position: School Lunch Manager
Effective Date: September 2, 2025
Tentative Permanent Date: September 2, 2026
Annualized Salary: \$48,500
5. Name: Amanda Dickinson
Position: Teacher Aide/ Student Aide
Effective Date: September 2, 2025
Tentative Permanent Date: September 2, 2026

Annualized Salary: \$22,500

6. Name: Alexis Beyer
Position: Registered Behavior Technician
Effective Date: September 2, 2025
Tentative Permanent Date: September 2, 2026
Annualized Salary: \$37,000

**FOUR-YEAR
PROBATIONARY
APPOINTMENT**

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

1. Name: Madison Bokus (was temporary)
Tenure Area: Teaching Assistant
Position: Teaching Assistant
Effective Date: September 2, 2025
Tentative Tenure Date: September 2, 2029
Certification Status: Teaching Assistant, Level I
2. Name: Kathleen Mannix (was temporary)
Tenure Area: Teaching Assistant
Position: Teaching Assistant
Effective Date: September 2, 2025
Tentative Tenure Date: September 2, 2029
Certification Status: Teaching Assistant, Level I

(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

Appoint the following person(s) to a Temporary appointment as follows for the 2025 – 2026 school year:

1. Name: Kevin Shaw
Position: Dean of Students
Effective Dates: July 1, 2025 – June 30, 2026
Annualized Salary: \$92,645
Certification Status: Carpentry 7-12, Professional
2. Name: Payton Gough
Position: Special Education Teacher
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$52,000
Certification Status: Teaching Assistant, Level I
3. Name: Taylor Galarneau
Position: Special Education Teacher
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$54,000
Certification Status: Childhood Education (Grades 1-6) Initial
4. Name: Alyssa Morin
Position: Special Education Teacher
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$52,000
Certification Status: Teaching Assistant, Level I
5. Name: Fontilla Richardson
Position: Special Education Teacher
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$52,000
Certification Status: Teaching Assistant, Level III
6. Name: Shaylee Garrow
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Early Childhood Education (Birth- Grade 2) Initial, Childhood Education (Grades 1-6) Initial
7. Name: Debra Bevins
Position: Teaching Assistant

Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified

8. Name: Kathleen Boyles
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified
9. Name: Penny Comes
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$37,839
Certification Status: Uncertified
10. Name: Cheyenne Goddeau
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified
11. Name: Nicholas Page
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified
12. Name: Daniel Munson (pending fingerprint clearance)
Position: Teaching Assistant
Effective Dates: September 2, 2025 – June 30, 2026
Annualized Salary: \$30,500
Certification Status: Uncertified

INCREASE
POSITION

Increase the following position(s):

1. Name: Stacey Smart
Position: Registered Nurse (Schools), (was .8 FTE, moving to 1.0 FTE)
Effective Date: September 2, 2025
Annualized Salary: \$58,062

TEMPORARY
GRANT
APPOINTMENTS
JULY – DECEMBER

Approve the following Temporary Grant appointment from July 1, 2025 – December 30, 2025:

1. Jacob Pelkey, Work-Study Student, not-to-exceed 160 hours at \$15.50/hour
2. Jacob Honness, Work-Study Student, not-to-exceed 160 hours at \$15.50/hour
3. Maliki McMahon, Work-Study Student, not-to-exceed 160 hours at \$15.50/hour

TEMPORARY
APPOINTMENTS
SEPTEMBER 2025 –
JUNE 2026

Renew the following Temporary Appointments effective September 2, 2025 – June 30, 2026:

<u>Name</u>	<u>Position</u>
Tyler Langley	Physical Education Teacher
Jacob Cummings	Special Education Teacher
Suezanne Chrisman	Special Education Teacher
Patricia Sharlow	Special Education Teacher
Bridget Trombley	Special Education Teacher
Heather Agoney	Special Education Teacher
Mariellen Boyd	Special Education Teacher
Bethany Katzfey	Special Education Teacher
Chelsea Benway	Special Education Teacher
Joanne Beaudry	Special Education Teacher
Janine Manley	Special Education Teacher
Dalton Castine	Special Education Teacher
Krista Williams	Special Education Teacher
Melissa Gough	Special Education Teacher
Matthew Taylor	Teaching Assistant
Heather Stranahan	Teaching Assistant
Nikki Catlin	Teaching Assistant
Hanna Duquette	Teaching Assistant
Amber Wethington	Teaching Assistant
William Badger	Teaching Assistant
Kaili Bourdeau	Teaching Assistant
Sean Conklin	Teaching Assistant
Morgan Koyste	Teaching Assistant
Rolla Parker	Teaching Assistant
Lynasia Rabideau	Teaching Assistant
Shanna Rivers	Teaching Assistant
Alma Medina	Teaching Assistant

HOURLY CIVIL
SERVICE
APPOINTMENTS

Appoint the following person(s) to an hourly Civil Service Appointment for the 2025 – 2026 School Year:

Labor Specialist, \$45/hr
David McKillip

HOURLY
APPOINTMENTS
2025 – 2026

Appoint the following person(s) to an hourly appointment for the 2025 – 2026 school year:

Instructional Training Specialist, \$45/hr
Joan McGowan

ADULT EDUCATION
COURSE
INSTRUCTORS

Approve the following Adult Education Course Instructors for the 2025 – 2026 school year:

Adult Education, hourly rate of pay per contract
Andrea Paige, effective September 2, 2025
Chad Blair
Penny Comes
Melissa Facteau
Melanie Faville
Katie Gadway
Nicole Gillespie
Kylee Gonyea
Eric Jock
Kimberly Lincoln
Patrick Maneely
Alma Medina
Elizabeth Otto
Madison Peryea
Jacoby Richards
Maria Spadafora
Taylor Sprague
Albert Stickle
Ellen Supinski
Lisa Tallman
Wyatt Warren
Thomas Willette
Brian Womer
Donna Wyant

Adult Education, \$35/hr
Dana Poirier, effective August 4, 2025

TEMP-ON-CALL &
SUBSTITUTE
2025 – 2026

Approve the following Temp-On-Call and Substitute positions for the 2025 – 2026 School Year:

<u>Name</u>	<u>Position</u>
Michael Defayette	Bus Driver
Kim Mayer	Bus Driver
Elizabeth Christon	Claims Auditor
Elizabeth Christon	Cleaner/ Messenger
Elizabeth Christon	Clerk
Leslie Plante	Clerk, effective August 7, 2025

Wyatt Premore	Computer Lab Assistant
Randolph Patnode	Custodial Worker
Karlea Luxon	Food Service Helper
Katelynn Belair	Food Service Helper
Michael Bova	Teacher
Richard Brogowski	Teacher
Lyndon Johnson	Teacher
Kathryn Tallman	Teacher
Bridget Riley	Teacher
Elizabeth Parent	Teacher
Alexandria Miller	Teacher
Michael Magee	Teacher
David Gardiner	Teacher
Lori Ducharme	Teacher
Faye Dayton	Teacher
Katelyn Cragle	Teacher
Brian Callahan	Teacher
Sheilah Boyea	Teacher
Miona Amoriell	Teacher
Robert Thierry	Teacher
Celia Briggs	Teacher Aide/ Student Aide
Ann Taylor	Teacher Aide/ Student Aide
Karlea Luxon	Teacher Aide/ Student Aide
Hailee Liberty	Teacher Aide/ Student Aide
Diane Katzfey	Teacher Aide/ Student Aide
Samantha Parker	Teacher Aide/ Student Aide
Molly Martineau	Teacher Aide/ Student Aide
Samantha Buckson	Teacher Aide/ Student Aide
Jodi Brunner	Teacher Aide/ Student Aide
Annemarie Geiger	Teacher Aide/ Student Aide
Leslie Plante	Teacher Aide/ Student Aide, eff. August 7, 2025
Michael Bova	Teaching Assistant
Lyndon Johnson	Teaching Assistant
Kathryn Tallman	Teaching Assistant
Bridget Riley	Teaching Assistant
Elizabeth Parent	Teaching Assistant
Alexandria Miller	Teaching Assistant
Michael Magee	Teaching Assistant
Ann Taylor	Teaching Assistant
Faye Dayton	Teaching Assistant
Katelyn Cragle	Teaching Assistant
Brian Callahan	Teaching Assistant
Sheilah Boyea	Teaching Assistant
Miona Amoriell	Teaching Assistant
Molly Martineau	Teaching Assistant
Robert Thierry	Teaching Assistant
Leslie Plante	Teaching Assistant, effective August 7, 2025

FACILITATORS
2025 – 2026

Approve the following Facilitator(s) for the 2025 – 2026 School Year:

Facilitator, \$30/hr
Dr. Harry Brooks
Theresa Tregan

FACILITATORS

Approve the following Facilitator(s) for the period of June 14, 2025 – June 21, 2025:

Facilitators, \$30/hr
Hannah Booth Not-to-exceed 48 hours

SPECIAL PROJECTS
ADMINISTRATOR

Approve the following Special Projects Administrator for the 2025 – 2026 School Year:

Special Projects Administrator, \$50/hr
Dr. Harry Brooks

ADDITIONAL WORK
2024 – 2025

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

Continuation of Normal Work Year Duties, hourly rate of pay
Tyler Puchrik Not-to-exceed 2.25 hours
Kevin Donoghue Not-to-exceed 1.25 hours

ADDITIONAL WORK
2025 – 2026

Approve the following Additional Work for the 2025 – 2026 School Year:

Continuation of Normal Work Year Duties, hourly rate of pay
Celia Bashaw Not-to-exceed 180 hours
Joan Hubbard Not-to-exceed 20 hours
Alexis Beyer, RBT Not-to-exceed 10 hours
Suzanne Chrisman Not-to-exceed 2 hours

Classroom Moves, hourly rate of pay per contract

Karis Kourofsky Not-to-exceed 14 hours
Bridget Trombley Not-to-exceed 12 hours
Chelsea Benway Not-to-exceed 12 hours
Jillian Zieger Not-to-exceed 12 hours
Krista Williams Not-to-exceed 12 hours
Laurie Dubay Not-to-exceed 12 hours
Maxwell Neimeier Not-to-exceed 12 hours
Rhona Stoffel Not-to-exceed 12 hours
Suzanne Chrisman Not-to-exceed 12 hours
Melissa Gough Not-to-exceed 12 hours
Jill Spring Not-to-exceed 6 hours
Nicole Haran Not-to-exceed 6 hours
Arianna Hicks Not-to-exceed 6 hours
Brianna Hall Not-to-exceed 6 hours
Brandy Rivers Not-to-exceed 6 hours
Brooke Stevens Not-to-exceed 6 hours

Heather Stranahan	Not-to-exceed 6 hours
James Lavoie	Not-to-exceed 6 hours
Julie Favro	Not-to-exceed 6 hours
Kathleen Kotsogiannis	Not-to-exceed 6 hours
Kent Olsen	Not-to-exceed 6 hours
Kiera Simpson	Not-to-exceed 6 hours
Kyle Smith	Not-to-exceed 6 hours
Lia Hemingway	Not-to-exceed 6 hours
Lynasia Rabideau	Not-to-exceed 6 hours
Madison Bokus	Not-to-exceed 6 hours
Mandi Spofford	Not-to-exceed 6 hours
Maryssa Romeo	Not-to-exceed 6 hours
Michelle Mosher	Not-to-exceed 6 hours
Moran Koyste	Not-to-exceed 6 hours
Nancy St.Marie	Not-to-exceed 6 hours
Realelena Hurley	Not-to-exceed 6 hours
Sarah Agnew	Not-to-exceed 6 hours
Shanna Rivers	Not-to-exceed 6 hours

Curriculum Development, hourly rate of pay per contract

Tera Filion Potts (PAES Lab Restructure)	Not-to-exceed 10 hours
Emily Duquette (PAES Lab Restructure)	Not-to-exceed 10 hours
Joanne Beaudry	Not-to-exceed 20 hours
Realelena Hurley	Not-to-exceed 20 hours
Suezanne Chrisman	Not-to-exceed 20 hours
William Badger	Not-to-exceed 20 hours

Program Development, hourly rate of pay per contract

Joanne Beaudry	Not-to-exceed 6 hours
Realelena Hurley	Not-to-exceed 6 hours
Suezanne Chrisman	Not-to-exceed 6 hours
William Badger	Not-to-exceed 6 hours
Taylor Galarneau	Not-to-exceed 4 hours
Alyssa Morin	Not-to-exceed 10 hours
Payton Gough	Not-to-exceed 10 hours
Joanne Beaudry	Not-to-exceed 10 hours
Elizabeth Laundrie	Not-to-exceed 10 hours

Trainings, hourly rate of pay per contract

Karis Kourofsy (New CTE Teacher Training)	Not-to-exceed 14 hours
Mariellen Boyd (ESY Training Day)	Not-to-exceed 6 hours
Emma Rabideau (ESY Training Day)	Not-to-exceed 6 hours
Julie Favro (ESY Training Day)	Not-to-exceed 6 hours
Mikayla Defayette (ESY Training Day)	Not-to-exceed 6 hours
Jaiden Varmette (ESY Training Day)	Not-to-exceed 6 hours
Jennifer Cowling (ESY Training Day)	Not-to-exceed 6 hours
Jill Spring (ESY Training Day)	Not-to-exceed 6 hours
Jocelyn Rock (ESY Training Day)	Not-to-exceed 6 hours

Melissa Whitley (ESY Training Day)	Not-to-exceed 6 hours
Kelsey Harland (ESY Training Day)	Not-to-exceed 6 hours
Payton Gough (ESY Training Day)	Not-to-exceed 6 hours
Nicole Haran (ESY Training Day)	Not-to-exceed 6 hours
Melissa Gough (ESY Training Day)	Not-to-exceed 6 hours
Adele Huchro (ESY Training Day)	Not-to-exceed 6 hours
Amy Keech (ESY Training Day)	Not-to-exceed 6 hours
Deisree Cassavaugh (ESY Training Day)	Not-to-exceed 6 hours
Lisa Briscoe (Wiggle Room Protocols)	Not-to-exceed 30 hours
Alyssa Restrepo (A.C.E. Training)	Not-to-exceed 8 hours
Dawn Bordeau (A.C.E. Training)	Not-to-exceed 8 hours
Heather Hambleton (A.C.E. Training)	Not-to-exceed 8 hours
Jennifer Cowling (A.C.E. Training)	Not-to-exceed 8 hours
Kiara Garneau (A.C.E. Training)	Not-to-exceed 8 hours
Laurie Dubay (A.C.E. Training)	Not-to-exceed 8 hours
Lynasia Rabideau (A.C.E. Training)	Not-to-exceed 8 hours
Michelle Mosher (A.C.E. Training)	Not-to-exceed 8 hours
Nancy St. Marie (A.C.E. Training)	Not-to-exceed 8 hours
Patricia Fortin (A.C.E. Training)	Not-to-exceed 8 hours
Rhona Stoffel (A.C.E. Training)	Not-to-exceed 8 hours
Amy Keech (A.C.E. Training)	Not-to-exceed 8 hours
Taylor Galarneau (A.C.E. Training)	Not-to-exceed 8 hours
Whitney Gagnier (A.C.E. Training)	Not-to-exceed 8 hours
Shaylee Garrow (A.C.E. Training)	Not-to-exceed 8 hours
Vallerie White (A.C.E. Training)	Not-to-exceed 8 hours
Kathleen Boyles (A.C.E. Training)	Not-to-exceed 8 hours
Brideget Trombley (A.C.E. Training)	Not-to-exceed 8 hours
Lisa Hemingway (A.C.E. Training)	Not-to-exceed 8 hours
Jillian Zieger (A.C.E. Training)	Not-to-exceed 8 hours
Taylor Galarneau (Ignite Training)	Not-to-exceed 12 hours
Heather Stranahan (Ignite Training)	Not-to-exceed 4 hours
Mikayla Defayette (Ignite Training)	Not-to-exceed 12 hours
Heather VanAlphen (Ignite Training)	Not-to-exceed 12 hours
Brittney Morse (Ignite Training)	Not-to-exceed 12 hours
Marky LaPorte (Ignite Training)	Not-to-exceed 12 hours
Karen Yeager (Ignite Training)	Not-to-exceed 12 hours
Shaylee Garrow (Ignite Training)	Not-to-exceed 12 hours
Dawn Bordeau (Ignite Training)	Not-to-exceed 8 hours
Mariellen Boyd (Ignite Training)	Not-to-exceed 8 hours
Elizabeth Theeman (Training Prep)	Not-to-exceed 4.5 hours
Kimberly Denton (Training Prep)	Not-to-exceed 3 hours
Joanne Beaudry (Training Prep)	Not-to-exceed 3 hours
Melissa Gough (Training Prep)	Not-to-exceed 1 hour
Kayla Laughlin (Training Prep)	Not-to-exceed 2 hours
Audrey Crucetti (Training Prep)	Not-to-exceed 2 hours
Hannah Booth (Training Prep)	Not-to-exceed 2 hours
Emily Rascoe (Training Prep)	Not-to-exceed 2 hours
Christopher Falvey (Training Prep)	Not-to-exceed 2 hours

Payton Gough (Training Prep)	Not-to-exceed 1.5 hours
Savanna-Lin Frederick (Training Prep)	Not-to-exceed 1 hour
Mariellen Boyd (Training Prep)	Not-to-exceed 1 hour
Julie Adams (Training Prep)	Not-to-exceed 1 hour
Susan Tourville (Training Prep)	Not-to-exceed 1 hour
Mikayla Defayette (Training Prep)	Not-to-exceed 2 hours
Alyssa Restrepo (Training Prep)	Not-to-exceed 4 hours
Arianna Menard (Training Prep)	Not-to-exceed 2 hours
Suzanne Chrisman (We Teach- New Teacher Training)	Not-to-exceed 7 hours
Aylssa Morin (We Teach- New Teacher Training)	Not-to-exceed 7 hours
Jillian Zieger (We Teach- New Teacher Training)	Not-to-exceed 7 hours
Taylor Galarneau (We Teach- New Teacher Training)	Not-to-exceed 7 hours
Laurie Dubay (We Teach- New Teacher Training)	Not-to-exceed 7 hours

Stipend Positions. Compensation per collective bargaining agreement

Nicole Santaniello	Skills USA Advisor, Plattsburgh & Mineville
Patrick Maneely	Associate Skills USA Advisor, Plattsburgh
Katie Gadway	Associate Skills USA Advisor, Plattsburgh
Alaina Weare	Associate Skills USA Advisor, Plattsburgh
Lisa Tallman	Associate Skills USA Advisor, Plattsburgh
Donna Wyant	Associate Skills USA Advisor, Plattsburgh
Maria Spadafora	Associate Skills USA Advisor, Mineville
Elizabeth Otto	Associate Skills USA Advisor, Mineville
Katie Gadway	NTHS CO-Advisor, Plattsburgh
Claire Cantwell-Jones	NTHS CO-Advisor, Plattsburgh
Joanne Mazzotte	NTHS Advisor, Mineville
Andrea Trombley	Co-PBIS Coordinator, Plattsburgh
Allison Bola	Co-PBIS Coordinator, Plattsburgh
Catherine Premore	Co-Yearbook Advisor, RISE, Plattsburgh
Elizabeth Laundrie	Co-Yearbook Advisor, RISE, Plattsburgh
Krystal Jaquish	Yearbook Advisor, RISE, Mineville
Alyssa Morin	PBIS Coordinator, Mineville

Continuation of Normal Work year duties. \$49.29/hr

Danielle Janisewski	Not-to-exceed 100 hours
---------------------	-------------------------

Program Development. \$31/hr

Fontilla Richardson (Life Skills Program)	Not-to-exceed 4 hours
---	-----------------------

Trainings. \$31/hr

Fontilla Richardson (Ignite Training)	Not-to-exceed 12 hours
Debra Bevins (Ignite Training)	Not-to-exceed 12 hours

2025 – 2026 SPECIAL
 EDUCATIONS (ESY-
SUMMER SCHOOL

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

Registered Nurse. hourly rate of pay per contract
 Maria Spadafora

School Counselor, hourly rate of pay per contract

Julie Favro

Teaching Assistant, Transition Services, hourly rate of pay per contract

Celia Bashaw	Not-to-exceed 180 hours
Ciarra Smith	Not-to-exceed 180 hours
Dawn Perry	Not-to-exceed 180 hours
Hannah Duquette	Not-to-exceed 180 hours
Maiya Giroux	Not-to-exceed 180 hours
Marky LaPorte	Not-to-exceed 180 hours
Nikki Catlin	Not-to-exceed 180 hours

Registered Nurse, \$44/hr

Debra Bevins

School Lunch Manager, \$242.50/daily

Michael Piekarski

Speech Language Pathologist, \$44/hr

Katherine Lewis
Stephanie Storms

Teaching Assistant, \$30/hr

Sydney Glebus

Teacher Aide/ Student Aide, \$17.50/hr

Annemarie Geiger
Stephanie Kemp
Olivia McLennan
Hailee Liberty

VOTE
CHAIRPERSON

Mr. Murdock moved, seconded by Mrs. LaRocque to approve the following Vote Chairperson:

1. Recommend the Board appoint Katelyn Smart as Vote Chairperson of the Sale of Land Referendum Vote on August 26, 2025.

All Board Members present voted yes—motion carried.

CHIEF ELECTION
INSPECTOR

Mrs. LaRocque moved, seconded by Mr. Harriman Sr., to approve the following Chief Election Inspector:

Recommend that the Board appoint Katelyn Smart as Chief Election Inspector of the Sale of Land Referendum Vote on August 26, 2025.

All Board Members present voted yes—motion carried.

HEAD ELECTION
INSPECTORS/
ELECTION
INSPECTORS AND
CLERKS

Mr. Murdock moved, seconded by Mrs. LaRocque, to appoint the following list of Head Election Inspectors/Assistant Clerks & Election Inspector/Assistant Clerk for the Sale of Land Referendum Vote on August 26, 2025, and corresponding training:

Head Election Inspector (Hourly rate)

Katelyn Smart

Head Election Inspector (\$27/hour)

Vicki Demarse-Giroux

Election Inspector/Assistant Clerks (\$25/hour)

Marcie Frasier

Melisa Lucia

April Miner

Jessie Moulton

Hayden Reidy

Michele Scott

Deborah Sears

Miranda Sheffer

Karin Mulligan

Election Inspector/Assistant Clerks (No additional compensation)

Eric Bell

All Board Members present voted yes—motion carried.

VOTER
DECLARATION OF
ELIGIBILITY

Mr. Murdock moved, seconded by Mrs. LaRocque, to approve the following Voter Declaration of Eligibility Form. (attached)

All Board Members present voted yes—motion carried.

PROCESS FOR
VOTER
CHALLENGES

Mrs. LaRocque moved, seconded by Mr. Murdock, to approve the following Process for Voter Challenges. (attached)

All Board Members present voted yes—motion carried.

SUBSTITUTE
ELECTION
INSPECTORS/
CLERKS

Mr. Murdock moved, seconded by Mrs. LaRocque, to authorize the District Superintendent to appoint CEWW BOCES employees as substitute Election Inspectors/Assistant Clerks for the CEWW BOCES Sale of Land Referendum Vote on August 26, 2025, and to take any other necessary steps related to this assignment.

All Board Members present voted yes—motion carried.

CONFERENCE/
WORKSHOP
ATTENDANCE

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

1. Leisa Boise, Richard Harriman Sr., Donna LaRocque, Ed Marin, Emily Phillips, Lori Saunders, Michael St. Pierre, Eddie Webbinaro, & Donna Wotton
2025 NYSSBA Area 6 Dinner
September 11, 2025, Malone Golf Club, Malone, NY
2. Leisa Boise, Bob Bourgeois, Kathy Comins-Hunter, Dina Garvey, Patricia Gero, Richard Harriman Sr., Donna LaRocque, Ed Marin, Bruce Murdock, Emily Phillips, Emily Reynolds Bergh, Lori Saunders, Michael St. Pierre, Eddie Webbinaro & Donna Wotton
2025 CVES Board Retreat
September 27, 2025, DaCy Meadow, Westport, NY

All Board Members present voted yes—motion carried.

ADOPT NEW
POLICY

Mr. Murdock moved, seconded by Mrs. LaRocque, to adopt the following new policy:

New Policy – Second Read & Adopt

1. ##### Prohibition of Internet Enabled Devices

All Board Members present voted yes—motion carried.

WAIVE FIRST
READING AND
ADOPT NEW
POLICY

Mr. Murdock moved, seconded by Mr. Webbinaro, that the Board waive the first reading and adopt the following new policy:

New Policy – First Read & Adopt

1. ##### Maximum Temperature for School Buildings and Indoor Facilities

All Board Members present voted yes—motion carried.

REVISED POLICIES
FIRST READ

Revised Policies – First Read

1. #5010 Anti-Discrimination Policy
2. #9013 Title IX Sexual Harassment

WAIVE FIRST
READING AND
ADOPT REVISED
POLICIES

Mrs. LaRocque moved, seconded by Mrs. Garvey, that the Board waive the first reading and adopt the following Revised Policies:

1. #8160 CVES District-Wide School Safety Plan
2. #8160.1 Special Ed/CV-TEC Building Level Emergency Response Plan
3. #8160.3 Yandon-Dillon Building Level Emergency Response Plan
4. #8160.4 Satellite Campus Building Level Emergency Response Plan

All Board Members present voted yes—motion carried.

CONTRACT/
CONSULTANT
AGREEMENTS

Mrs. LaRocque moved, seconded by Mr. Murdock, that the Board approve the following Contract/Consultant Agreements:

1. Agreement between C-E-W-W BOCES and North Country Workforce Development Board for the WIOA Adult/Dislocated Worker Contract whereas the

NCWDB desires the services of C-E-W-W BOCES to provide services for the program entitled “WIOA Adult/Dislocated Worker Services” and to administer Title 1 Workforce Investment and Opportunity Act (“WIOA”) Program funds. The dates of this agreement are July 1, 2025, through June 30, 2026, with opportunity to extend the date through June 30, 2027, based on merit and availability of funds, in an amount not anticipated to exceed \$351,137. (CV-TEC)

2. Agreement between C-E-W-W BOCES and North Country Workforce Development Board for the WIOA Out of School Youth Contract whereas the NCWDB desires the services of C-E-W-W BOCES to provide the services for the program entitled “WIOA Out of School Youth Services” and to administer Title 1 Workforce Investment and Opportunity Act (“WIOA”) Program funds. The dates of this agreement are July 1, 2025, through June 30, 2026, with opportunity to extend the date through June 30, 2027, based on merit and availability of funds, in an amount not anticipated to exceed \$300,000. (CV-TEC)
3. Whereas, CVES has been awarded Workforce Investment funding for Out-Of-School Youth through the North Country Workforce Development Board for the purpose of administering WIOA Out-of-School Youth programming in Clinton, Essex, and Franklin Counties, this Agreement between C-E-W-W BOCES and Franklin-Essex-Hamilton BOCES (FEH BOCES) for the WIOA Out of School Youth Contract, C-E-W-W BOCES will contract to FEH BOCES a portion of the work and services to be provided in connection with the WIOA Out-of-School Youth program for the term of July 1, 2025 through June 30, 2026 in an approximate contract amount of \$110,700. (CV-TEC)
4. Whereas, CVES has been awarded Workforce Investment funding for Out-Of-School Youth through the North Country Workforce Development Board for the purpose of administering WIOA Out-of-School Youth programming in Clinton, Essex, and Franklin Counties, this Agreement between C-E-W-W BOCES and Adirondack Community Action Program (ACAP) for the WIOA Out-of-School Youth Contract, C-E-W-W BOCES will contract to ACAP a portion of the work and services to be provided in connection with the WIOA Out-of-School Youth program for the term of July 1, 2025 through June 30, 2026 in an approximate contract amount of \$36,127. (CV-TEC)

All Board Members present voted yes—motion carried.

BUDGET INCREASE

Mr. Webbinaro moved, seconded by Mr. Harriman Sr., that the Board approve the following budget increase:

1. Increase the Career and Technical Education Program – High-School budget from \$9,342,192 to \$10,802,192 due to increased Funding to the CTE Reserve and Year-End project expenses for the 2024 – 2025 school year. (CoSer 101/102/104 – CV-TEC)

All Board Members present voted yes—motion carried.

FOUR-YEAR
PROBATIONARY
APPOINTMENT
KOUROFSKY

Mr. Murdock moved, seconded by Mrs. LaRocque, that the Board appoint the following person(s) to a Four-Year Probationary Appointment as follows:

1. Name: Karis Kourofsky
Tenure Area: Students with Disabilities 7-12
Position: Academic Services Teacher
Effective Date: September 2, 2025
Tentative Tenure Date: September 2, 2029
Certification Status: Students with Disabilities, Generalist, 7-12, Initial
Annualized Salary: \$54,000

(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).

All Board Members present voted yes—motion carried.

52-WEEK CIVIL
SERVICE
PROBATIONARY
APPOINTMENT
GUILLY

Mr. Webbinaro moved, seconded by Mrs. LaRocque, that the Board appoint the following person to a 52-week Civil Service Probationary appointment as follows:

1. Name: Kala Guillily (*pending fingerprint clearance*)
Position: Personnel Specialist
Effective Date: September 2, 2025
Tentative Permanent Date: September 2, 2026
Annualized Salary: \$46,000

All Board Members present voted yes—motion carried.

MEMORANDUMS
OF AGREEMENT

Mrs. LaRocque moved, seconded by Mr. Webbinaro, that the Board approve the following Memorandums of Agreement:

1. Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and the Champlain Valley Educational Services 12-Month Support Staff Unit regarding adding the title of Multi-Media Specialist. (attached.)
2. Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and the Champlain Valley Educational Services United Professionals regarding Tuition Reimbursements (attached.)

3. Memorandum of Agreement between the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services and the Champlain Valley Educational Services and the Champlain Valley Education Services Civil Service Employees Association, Inc. Local 1000 AFSCME regarding a recent retiree's benefits (attached.)

All Board Members present voted yes—motion carried.

PROFESSIONAL
SERVICES
AGREEMENT

Mr. Murdock moved, seconded by Mrs. LaRocque, that the Board approve the following Professional Services Agreement:

1. Agreement between C-E-W-W BOCES (CVES) and Parallel Learning, Inc. (MSO), whereas Parallel is a provider of professional behavioral health and attendant administrative services under this Agreement through a telehealth technology platform owned and operated by MSO to which Parallel has access through separate business support services agreement with the MSO (the "Platform"); and whereas, CVES desires to contract with Parallel to arrange for Parallel's behavioral health clinician providers to provide certain Services to the Client's students and support staff and Parallel desires to contract with CVES to provide such services, in accordance with the terms of this agreement. The contract dates are July 1, 2025, through June 30, 2026, and anticipate an approximate cost of \$128,331.00. (Rise)

All Board Members present voted yes—motion carried.

BREAKFAST AND
LUNCH PRICES

Mr. Webbinaro moved, seconded by Mrs. LaRocque, that the Board approve the following:

1. It is recommended that the Board Adopt: The Adult Breakfast cost of \$3.70 (includes sales tax) and Adult Lunch costs of \$5.84 (includes sales tax) for the 2025 – 2026 school year in our special education cafeterias. These prices are in compliance with the New York State Education Department. (Yandon – Dillon and WAF)
2. It is recommended that the Board Adopt: The following costs for second meals for students in our Special Education cafeterias. A cost of \$3.04 for a Second Breakfast and \$4.96 for a Second Lunch. First meals are free for students under the Community Eligibility Provision (CEP). (Yandon – Dillon and WAF)

All Board Members present voted yes—motion carried.

NEXT BOARD
MEETING

The next Board meeting will be held on Wednesday, September 10, 2025, at the CVES Learning Hub Conference Center in Plattsburgh, NY. An anticipated Executive Session will begin at 6:00 pm, with the monthly meeting following.

ADJOURNMENT

Mr. Murdock moved, seconded by Mr. Webbinaro, to adjourn the meeting at 8:38 pm.
All Board Members present voted yes—motion carried.

DRAFT

Katelyn Smart, Board Clerk

DRAFT

**CLINTON-ESSEX-WARREN-WASHINGTON BOCES
TREASURER'S REPORT - June 30, 2025**

	Account Balances		Receipts		Disbursements		Account Balances	
	May 31, 2025	June 30, 2025	June	Year To Date	June	Year To Date	June 30, 2025	June 30, 2025
I. SUMMARY OF ACCOUNT ACTIVITY								
CHECKING ACCOUNTS								
Depository								
General Fund	\$ 3,161,390.02	\$ 2,440,099.16	\$ 12,238,922.48	\$ 75,188,989.56	\$ 12,960,213.34	\$ 77,356,194.36	\$ 2,440,099.16	\$ 2,440,099.16
Special Aid Fund	\$ 552,948.06	\$ 252,537.08	\$ 103,132.98	\$ 6,686,892.20	\$ 403,543.96	\$ 5,893,107.91	\$ 252,537.08	\$ 252,537.08
School Lunch Fund	\$ 158,994.11	\$ 87,095.04	\$ 32,599.21	\$ 356,587.59	\$ 104,498.28	\$ 376,014.80	\$ 87,095.04	\$ 87,095.04
Capital Fund	\$ 1,276,659.16	\$ 3,199,778.86	\$ 1,923,079.70	\$ 6,069,121.16	\$ -	\$ 5,104,381.47	\$ 3,199,778.86	\$ 3,199,778.86
Special Revenue Fund (Excluding ExtraClassroom)	\$ 16,674.97	\$ 16,374.97	\$ 1,000.00	\$ 7,083.35	\$ 1,300.00	\$ 2,756.70	\$ 16,374.97	\$ 16,374.97
Custodial Fund	\$ 362,916.19	\$ 298,528.14	\$ 126,777.72	\$ 1,754,035.85	\$ 191,165.77	\$ 1,722,739.18	\$ 298,528.14	\$ 298,528.14
Operating								
General Fund	\$ 251,184.52	\$ 262,908.85	\$ 10,801,021.53	\$ 74,193,989.39	\$ 10,789,299.20	\$ 74,304,167.08	\$ 262,908.85	\$ 262,908.85
SAVINGS ACCOUNTS								
Capital Fund	\$ 697,661.90	\$ 700,038.26	\$ 2,376.36	\$ 90,632.96	\$ -	\$ 4,180,779.56	\$ 700,038.26	\$ 700,038.26
General Fund	\$ 6,267,123.44	\$ 6,288,470.38	\$ 21,346.94	\$ 4,125,256.61	\$ -	\$ -	\$ 6,288,470.38	\$ 6,288,470.38
Special Revenue Fund	\$ 22,613.63	\$ 20,440.43	\$ 76.80	\$ 978.50	\$ 2,250.00	\$ 3,878.79	\$ 20,440.43	\$ 20,440.43
TOTAL FUNDS ON ACCOUNT	\$ 12,768,206.00	\$ 13,566,269.17		\$ 168,473,577.17		\$ 168,944,019.85	\$ 13,566,269.17	\$ 13,566,269.17

	June 30, 2025		Add: Deposits in		Less: Outstanding		June 30, 2025	
	Bank Balance	Transit	Checks	Account Balances	Checks	Account Balances		
II. RECONCILIATION TO BANK STATEMENTS								
TD BANK - MUNICIPAL CHECKING - OPERATING	\$ 1,588,323.84	\$ 527.24	\$ (1,325,944.23)	\$ 262,906.85				
TD BANK - MUNICIPAL CHECKING - DEPOSITORY ACCOUNT	\$ 5,992,617.44	\$ -	\$ -	\$ 5,992,617.44				
TD BANK - MUNICIPAL CHECKING - CAPITAL PROJECT DEPOSITORY	\$ -	\$ -	\$ -	\$ -				
TD BANK - MUNICIPAL CHECKING - BENEFIT PLAN CLAIMS	\$ 323,227.87	\$ -	\$ (22,073.45)	\$ 301,154.42				
BELL BANK - CHECKING - HSA DISTRIBUTION ACCT	\$ 641.39	\$ -	\$ -	\$ 641.39				
BELL BANK - CHECKING - HSA CONTRIBUTION ACCT	\$ -	\$ -	\$ -	\$ -				
NYCLASS - SAVINGS, GENERAL FUND	\$ 6,288,470.38	\$ -	\$ -	\$ 6,288,470.38				
NYCLASS - SAVINGS, BOCES-WIDE CAPITAL PROJECT	\$ 700,038.26	\$ -	\$ -	\$ 700,038.26				
NYCLASS - SAVINGS, KEITH BROADWELL SCHOLARSHIP	\$ 529.87	\$ -	\$ -	\$ 529.87				
NYCLASS - SAVINGS, JONELLE MARIE BUCK SCHOLARSHIP	\$ 801.90	\$ -	\$ -	\$ 801.90				
NYCLASS - SAVINGS, JWH SCHOLARSHIP	\$ 12,529.47	\$ -	\$ -	\$ 12,529.47				
NYCLASS - SAVINGS, DONALD W. COGSWELL SCHOLARSHIP	\$ 2,197.38	\$ -	\$ -	\$ 2,197.38				
NYCLASS - SAVINGS, SPELLING BEE SCHOLARSHIP	\$ 643.90	\$ -	\$ -	\$ 643.90				
NYCLASS - SAVINGS, CV-TEC ALLIED HEALTH SCHOLARSHIP	\$ 3,737.91	\$ -	\$ -	\$ 3,737.91				
TOTAL FUNDS ON ACCOUNT	\$ 13,566,269.17	\$ 527.24	\$ (1,325,944.23)	\$ 13,566,269.17				

GENERAL FUND INTEREST RECEIVED 7/01/24 - 6/30/25 \$ 323,265.46
 CAPITAL FUND INTEREST RECEIVED 7/01/24 - 6/30/25 \$ 93,487.98

PREPARED BY:

Derek Leavitt
 Derek Leavitt, Deputy District Treasurer

DATED:

8/22/25

CVES CLAIMS AUDITOR - BOARD REPORT

FOR BOARD MEETING ON:

September 10, 2025

TO: KATELYN SMART, CVES DISTRICT CLERK
 FROM: NANCY VESCO, CLAIM AUDITOR
 CC: DR. ERIC BELL, DEPUTY SUPT. & CHRISTINE MYERS, TREASURER
 DATE: August 29, 2025

The following claims were reviewed and approved for payment from: August 11, 2025 to August 29, 2025:

WARRANT PAYMENTS:

Warrant Number	Warrant Date	PMT TYPE	Check#/ACH#/Wire Information*	Warrant Total
6	8/7/2025	CHECKS WEX CKS ACH WEX ACH E-PMTS	*251589-251623 7280-7326 6373-6430 Bancorp, Health Ins.	\$ 1,333,546.12
7	8/14/2025	CHECKS WEX CKS ACH WEX ACH E-PMTS	*251624-251741 7327-7388 6431-6508 Bancorp, Health Ins., NYS Prompt Tax, IRS	\$ 603,125.27
8	8/21/2025	CHECKS WEX CKS ACH WEX ACH E-PMTS	251742-251796 7389-7444 6509-6561 Bancorp,	\$ 413,325.71
9	8/28/2025	CHECKS WEX CKS ACH WEX ACH E-PMTS	*251797-251833 7445-7505 6562-6611 Bancorp, IRS, NYS Prompt Tax	\$ 391,767.32
		CHECKS WEX CKS ACH WEX ACH E-PMTS		

*A Sequence of all checks including payroll has been verified.

NON-WARRANT PAYMENTS:

DATE	PMT TYPE	VENDOR	AMOUNT
HEALTH INSURANCE CONSORTIUM PAYMENTS:			
8/11/2025	ACH	ANTHEM	\$2,097,649.37
8/11/2025	ACH	ANTHEM	\$2,876,378.23
8/21/2025	ACH	ANTHEM	\$1,862,972.54
8/28/2025	ACH	ANTHEM	\$1,797,771.32
8/25/2025	CHECK #1047	GUARDIAN NURSES	\$83,333.32
8/25/2025	CHECK #1048	CAREBRIDGE	\$12,619.20
WORKERS COMPENSATION PAYMENTS:			
8/5/2025	WIRE	NCA	\$156,738.37
HEALTH SAVINGS ACCOUNT TRANSFERS:			

Nancy Vesco
 CLAIMS AUDITOR FOR SIGNATURE

9/4/25

SUMMARY REPORT TO THE BOARD OF CLAIMS AUDITOR FINDINGS

VARRANT DATES COVERED From: Aug. 11, 2025 To: Aug. 29, 2025

Warrant Date	Warrant #	Vendor #	Claims Auditor Finding	Business Office Response	Resolution/Final Action Taken
8/7/2025	6	2553	Incorrect Coding	Coding Corrected	N/A
8/14/2025	7		No Findings		
8/21/2025	8	14026	Service Maint. Agreement Dates on Invoice in Question	Pulled from Warrant	N/A
8/21/2025	8	13165	Coding Missing	Coding Added to Backup Left on Warrant	N/A
8/28/2025	9		No Findings		

Report Prepared and Completed by: Nancy Verso Nancy Verso 9/4/25
 Name Signature Date

**CHAMPLAIN VALLEY EDUCATIONAL SERVICES
INDEPENDENT CONTRACTOR/CONSULTANT AGREEMENT**

AGREEMENT made by and between the Clinton-Essex-Warren-Washington Counties Board of Cooperative Educational Services, with its principal place of business at 1443 Military Turnpike, Plattsburgh, New York 12901 (hereinafter "BOCES") and Successful Practices Network (SPN) with an office and place of business at 20 Prospect Street, Suite 312, Ballston Spa, NY 12020, hereinafter be collectively referred to as "THE PARTIES."

BOCES desires to have a mutually agreed upon qualified representative of SPN, provide certain services and activities described as follows: **OPENING DAY SESSIONS AT NORTHEASTERN CLINTON CENTRAL SCHOOL DISTRICT AND NORTHERN ADIRONDACK CENTRAL SCHOOL.** Session's Topic will be Neuroscience (Brain Research) Support Options tailored to BOCES needs and agreed upon by the parties, hereinafter called **SERVICES**. **SERVICES** are detailed on Schedule A and include costs. Additional **SERVICES** may be added at the mutual agreement of **THE PARTIES**. Dates of **SERVICES** will be mutually agreed upon by **THE PARTIES**. The term of this **AGREEMENT** shall begin on July 1, 2025, and continue through June 30, 2026.

SUCCESSFUL PRACTICES NETWORK (SPN), is qualified and if required, licensed and/or certified to provide or render the **SERVICES** described above.

In consideration of the promises set forth herein, and other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged by both parties, the parties hereto agree, by and between themselves as follows:

1. **RETAINER:** **SUCCESSFUL PRACTICES NETWORK (SPN)** is hereby retained by **BOCES** as an independent contractor.
2. **SUCCESSFUL PRACTICES NETWORK (SPN)**, shall perform the **SERVICES** described above, all such **SERVICES** being the responsibility of **SUCCESSFUL PRACTICES NETWORK (SPN)** and those in **SUCCESSFUL PRACTICES NETWORK (SPN)** employ.
3. **SUCCESSFUL PRACTICES NETWORK (SPN)**, is free to devote their attention to the **SERVICES** as they see fit and is not required to perform the **SERVICES** during particular hours, on particular days or at a particular location, unless otherwise noted.
4. **SUCCESSFUL PRACTICES NETWORK (SPN)** represents and warrants that neither **SUCCESSFUL PRACTICES NETWORK (SPN)**, nor any of **SUCCESSFUL PRACTICES NETWORK (SPN)** 's employees, agents, or assigns performing **SERVICES** for **BOCES** pursuant to this **AGREEMENT** has been convicted of a felony.
5. **SUCCESSFUL PRACTICES NETWORK (SPN)** agrees to provide copies of all certifications and licenses required by law to undertake the **SERVICES** to be performed for **BOCES** pursuant to this **AGREEMENT**, and further agrees to provide **BOCES** with a minimum of two (2) business references.
6. **SUCCESSFUL PRACTICES NETWORK (SPN)** shall provide the equipment, supplies, personnel, and other resources required to complete the **SERVICES**, and shall not be entitled to reimbursement for expenses, unless otherwise provided.

7. INSURANCE: SUCCESSFUL PRACTICES NETWORK (SPN) agrees to provide BOCES with a Certificate of Insurance, which meets the requirements set forth in Attachment II, prior to commencement of SERVICES.

SUCCESSFUL PRACTICES NETWORK (SPN) acknowledges that failure to obtain such insurance on behalf of BOCES constitutes a material breach of contract and subjects it to liability for damages, indemnification, and all other legal remedies available to BOCES.

8. FEEES AND CHARGES: It is understood by and between THE PARTIES that the above-described SERVICES will be completed before payment is made. SUCCESSFUL PRACTICES NETWORK (SPN) 's fee shall be all inclusive, and shall be limited to the amounts and services set forth in Schedule A and paid as follows: BOCES will render payment within 30 days after receipt of SUCCESSFUL PRACTICES NETWORK (SPN) 's invoice at the conclusion of services and in consideration of receipt of services and a final product which is satisfactory to BOCES. Such fee shall not be subject to modification based on the number of hours devoted by SUCCESSFUL PRACTICES NETWORK (SPN) to the project.

9. INDEPENDENT CONTRACTOR: SUCCESSFUL PRACTICES NETWORK (SPN) is an independent contractor, not an employee of BOCES and is not entitled to: participation in any benefit plan provided to the employees of BOCES; Worker's Compensation; unemployment insurance benefits; nor any other benefit, right, or privilege available to the employees of BOCES.

10. PUBLIC RETIREES: SUCCESSFUL PRACTICES NETWORK (SPN) agrees to fully comply with employment, income limitations, and reporting requirements of public retirement systems and the New York State Retirement and Social Security Law.

11. RESPONSIBILITY FOR TAXES: BOCES will provide SUCCESSFUL PRACTICES NETWORK (SPN) with Internal Revenue Service Form 1099. SUCCESSFUL PRACTICES NETWORK (SPN) is responsible for the payment of taxes and all other sums required by law to be withheld from payments made under this AGREEMENT.

12. PAYMENT: Payment pursuant to this AGREEMENT is dependent upon the satisfactory completion of the SERVICES, faithful compliance with the AGREEMENT and acceptance of the work by BOCES. Submission of an invoice describing the SERVICES performed is a condition precedent to payment by BOCES.

13. GOVERNING LAW: This AGREEMENT shall be governed by the laws of the State of New York and any dispute arising hereunder shall be litigated in a Court of competent jurisdiction situate in Clinton County, New York; the parties agree they shall not bring an action in any other court for interpretation, enforcement, or monetary damages arising out of or under this agreement.

14. EXECUTORY CLAUSE: BOCES shall have no liability under this AGREEMENT to SUCCESSFUL PRACTICES NETWORK (SPN) or to anyone else beyond funds appropriated and available for this AGREEMENT.

15. TERMINATION: This AGREEMENT will terminate upon submission by SUCCESSFUL PRACTICES NETWORK (SPN) of a final product satisfactory

to BOCES. BOCES reserves the right to terminate this AGREEMENT upon failure of SUCCESSFUL PRACTICES NETWORK (SPN) to meet the terms and conditions set forth herein or upon a finding of violation of applicable laws, rules or regulations by SUCCESSFUL PRACTICES NETWORK (SPN)

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT on this _____ day of _____ 2025.

Date: _____ Date: 7/21/2025

Clinton-Essex-Warren-Washington
Board of Cooperative Educational Services

SUCCESSFUL PRACTICES NETWORK (SPN)

By: _____

Dr. Mark C. Davey
District Superintendent/Chief Executive Officer

By: Debra Light

Debra Light
Vice-President of Administration

SCHEDULE A

Schedule of Services, Fees and Charges

In consideration for these services, BOCES agrees to pay SUCCESSFUL PRACTICES NETWORK (SPN) by way of fee for service as agreed to by BOCES and as invoiced by SUCCESSFUL PRACTICES NETWORK (SPN). SUCCESSFUL PRACTICES NETWORK (SPN) shall not collect any additional fees, payments or otherwise for supplies or materials in connection with the services performed in accordance with this agreement.

SCOPE OF WORK	Rate
<p>OPENING SESSIONS FOR SCHOOL DISTRICTS</p> <ul style="list-style-type: none">• ONE DAY – 2 SCHOOL DISTRICTS<ul style="list-style-type: none">○ Northeastern Clinton Central School District – 8:00 am to 10:00 am September 3, 2025○ Northern Adirondack Central School District – Times to be determined on September 3, 2025	\$4,950
<p>CVES TO FILM PRESENTATION AND PROVIDE THE RECORDING TO SPN TO BREAKDOWN INTO SHORTER PRESENTATIONS</p> <ul style="list-style-type: none">• Shorter presentations to be distributed to participating districts• It is recommended that shorter presentations be utilized in professional development workshops to train district staff.	\$3,000
<p>TOTAL COST FOR ALL SERVICES*</p>	\$7,950*

*Services and Costs may be amended by mutual agreement of the PARTIES.

**CHAMPLAIN VALLEY EDUCATIONAL SERVICES
INDEPENDENT CONTRACTOR/CONSULTANT AGREEMENT**

AGREEMENT made by and between the Clinton-Essex-Warren-Washington Counties Board of Cooperative Educational Services, with its principal place of business at 1443 Military Turnpike, Plattsburgh, New York 12901 (hereinafter "BOCES") and Successful Practices Network (SPN) with an office and place of business at 20 Prospect Street, Suite 312, Ballston Spa, NY 12020, hereinafter be collectively referred to as "THE PARTIES."

BOCES desires to have SUCCESSFUL PRACTICES NETWORK (SPN), provide a mutually agreed upon qualified representative of SPN, provide certain services and activities described as follows: CENTRALIZED TRAINING AT BOCES, INDISTRICT COACHING and COMPONENT 4: FUTURE-FOCUSED CURRICULUM all series will be tailored to BOCES needs and agreed upon by the parties, hereinafter called SERVICES. The scope of SERVICES and costs are provided by SPN are detailed on Schedule A. Additional SERVICES may be added at the mutual agreement of THE PARTIES. Dates of Services will be mutually agreed upon by THE PARTIES. The term of this AGREEMENT shall begin July 1, 2025, and continue through June 30, 2026.

SUCCESSFUL PRACTICES NETWORK (SPN), is qualified and if required, licensed and/or certified to provide or render the SERVICES described above.

In consideration of the promises set forth herein, and other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged by both parties, the parties hereto agree, by and between themselves as follows:

1. **RETAINER:** SUCCESSFUL PRACTICES NETWORK (SPN) is hereby retained by BOCES as an independent contractor.
2. SUCCESSFUL PRACTICES NETWORK (SPN), shall perform the SERVICES described above, all such SERVICES being the responsibility of SUCCESSFUL PRACTICES NETWORK (SPN) and those in SUCCESSFUL PRACTICES NETWORK (SPN) employ.
3. SUCCESSFUL PRACTICES NETWORK (SPN), is free to devote their attention to the SERVICES as they see fit and is not required to perform the SERVICES during particular hours, on particular days or at a particular location, unless otherwise noted.
4. SUCCESSFUL PRACTICES NETWORK (SPN) represents and warrants that neither SUCCESSFUL PRACTICES NETWORK (SPN), nor any of SUCCESSFUL PRACTICES NETWORK (SPN) 's employees, agents, or assigns performing SERVICES for BOCES pursuant to this AGREEMENT has been convicted of a felony.
5. SUCCESSFUL PRACTICES NETWORK (SPN) agrees to provide copies of all certifications and licenses required by law to undertake the SERVICES to be performed for BOCES pursuant to this AGREEMENT, and further agrees to provide BOCES with a minimum of two (2) business references.
6. SUCCESSFUL PRACTICES NETWORK (SPN) shall provide the equipment, supplies, personnel, and other resources required to complete the SERVICES, and shall not be entitled to reimbursement for expenses, unless otherwise provided.

7. INSURANCE: SUCCESSFUL PRACTICES NETWORK (SPN) agrees to provide BOCES with a Certificate of Insurance, which meets the requirements set forth in Attachment I, prior to commencement of SERVICES.

SUCCESSFUL PRACTICES NETWORK (SPN) acknowledges that failure to obtain such insurance on behalf of BOCES constitutes a material breach of contract and subjects it to liability for damages, indemnification, and all other legal remedies available to BOCES.

8. FEES AND CHARGES: It is understood by and between THE PARTIES that the above-described SERVICES will be completed before payment is made. SUCCESSFUL PRACTICES NETWORK (SPN) 's fee shall be all inclusive, and shall be limited to the amounts and services set forth in Schedule A and paid as follows: BOCES will render payment within 30 days after receipt of SUCCESSFUL PRACTICES NETWORK (SPN) 's invoice at the conclusion of services and in consideration of receipt of services and a final product which is satisfactory to BOCES. Such fee shall not be subject to modification based on the number of hours devoted by SUCCESSFUL PRACTICES NETWORK (SPN) to the project.

9. INDEPENDENT CONTRACTOR: SUCCESSFUL PRACTICES NETWORK (SPN) is an independent contractor, not an employee of BOCES and is not entitled to: participation in any benefit plan provided to the employees of BOCES; Worker's Compensation; unemployment insurance benefits; nor any other benefit, right, or privilege available to the employees of BOCES.

10. PUBLIC RETIREES: SUCCESSFUL PRACTICES NETWORK (SPN) agrees to fully comply with employment, income limitations, and reporting requirements of public retirement systems and the New York State Retirement and Social Security Law.

11. RESPONSIBILITY FOR TAXES: BOCES will provide SUCCESSFUL PRACTICES NETWORK (SPN) with Internal Revenue Service Form 1099. SUCCESSFUL PRACTICES NETWORK (SPN) is responsible for the payment of taxes and all other sums required by law to be withheld from payments made under this AGREEMENT.

12. PAYMENT: Payment pursuant to this AGREEMENT is dependent upon the satisfactory completion of the SERVICES, faithful compliance with the AGREEMENT and acceptance of the work by BOCES. Submission of an invoice describing the SERVICES performed is a condition precedent to payment by BOCES.

13. GOVERNING LAW: This AGREEMENT shall be governed by the laws of the State of New York and any dispute arising hereunder shall be litigated in a Court of competent jurisdiction situate in Clinton County, New York; the parties agree they shall not bring an action in any other court for interpretation, enforcement, or monetary damages arising out of or under this agreement.

14. EXECUTORY CLAUSE: BOCES shall have no liability under this AGREEMENT to SUCCESSFUL PRACTICES NETWORK (SPN) or to anyone else beyond funds appropriated and available for this AGREEMENT.

15. TERMINATION: This AGREEMENT will terminate upon submission by SUCCESSFUL PRACTICES NETWORK (SPN) of a final product satisfactory

to BOCES. BOCES reserves the right to terminate this AGREEMENT upon failure of SUCCESSFUL PRACTICES NETWORK (SPN) to meet the terms and conditions set forth herein or upon a finding of violation of applicable laws, rules or regulations by SUCCESSFUL PRACTICES NETWORK (SPN)

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT on this _____ day of _____ 2025.

Date: _____

Date: 7/21/2025

Clinton-Essex-Warren-Washington
Board of Cooperative Educational Services

SUCCESSFUL PRACTICES NETWORK (SPN)

By: _____

By: Debra Light

Dr. Mark C. Davey
District Superintendent/Chief Executive Officer

Debra Light
Vice-President of Administration

SCHEDULE A

Schedule of Fees and Charges

In consideration for these services, BOCES agrees to pay SUCCESSFUL PRACTICES NETWORK (SPN) by way of fee for service as agreed to by the BOCES and as invoiced by SUCCESSFUL PRACTICES NETWORK (SPN). SUCCESSFUL PRACTICES NETWORK (SPN) shall not collect any additional fees, payments or otherwise for supplies or materials in connection with the services performed in accordance with this agreement.

SCOPE OF WORK	Rate
COMPONENT 4: FUTURE-FOCUSED CURRICULUM SUPPORT NOT COMPLETED PRIOR TO END OF SCHOOL YEAR <ul style="list-style-type: none"> • One face-to-face consulting days with Instructional Coach on October 3, 2025 at \$4,950 per day • Three, one-hour virtual consulting check-ins with Instructional Coach 	<p align="center">\$4,950</p> <p align="center">\$2,250</p>
CENTRALIZED TRAINING AT BOCES THREE TIMES DURING THE 2025-2026 SCHOOL YEAR <ul style="list-style-type: none"> • Three days at \$4,950 per day 	<p>\$14,850</p>
IN DISTRICT COACHING FOR ONE TO TWO DAYS DURING 2025-2026 SCHOOL YEAR <ul style="list-style-type: none"> • Number of days to be determined at \$4,950 per day 	<p>Depending on District Participation</p>
ZOOM PRESENTATIONS/DISCUSSIONS FOR ALL PARTICIPATING DISTRICTS DURING 2025-2026 SCHOOL YEAR <ul style="list-style-type: none"> • Three Zoom presentations/discussions - \$2,475 for all 3 	<p>\$2,475</p>
VIRTUAL (ZOOM) DEBRIEFING UPDATES <ul style="list-style-type: none"> • Bi-Monthly with Superintendents or their designated individual <ul style="list-style-type: none"> ○ Included at no charge if other services are selected 	
TOTAL COST FOR ALL COMPONENTS*	<p>\$24,525.00*</p>

*Costs and Services may be amended by mutual agreement of the PARTIES.

ANTI-DISCRIMINATION POLICY

BOCES does not discriminate in employment or in the education programs and activities or in access of students to vocational instruction opportunities which it operates on the basis of race, color, national origin, religion, marital status, military status, sex, age, weight, sexual orientation, gender identity, ethnic group, religious practice, disability, predisposing genetic characteristic, or domestic violence victim status in violation of Title VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Title IV; 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Title II of the ADA [known as the Americans with Disabilities Act] 1990; New York State Human Rights Law; The Boy Scouts of America Equal Access Act of 2001; The Genetic Information Non-Discrimination Act of 2008 (GINA).

Grievance Procedure

For all claims of sexual harassment, use the complaint procedure under Title IX Sexual Harassment Policy #9013, regarding Title IX complaints, unless Title IX is found not to apply. In such cases, use the following procedure.

Section 1

If any person believes that BOCES or any of BOCES' staff has failed to apply or has inadequately applied the principles or regulations of any of the aforementioned Civil Rights laws that person may bring forward a complaint, which shall be referred to as a grievance, to BOCES' Civil Rights compliance officers.

Section 2

Step (a):

The complainant may discuss the grievance informally with the compliance officer, or may file a written complaint with the compliance officer. The compliance officer or designee will then investigate the substance of the complaint in a prompt and equitable, thorough and impartial manner. The compliance officer will reply to each complainant in writing within seven days of the initiation of the complaint, though the full investigation may take longer. Each complainant and respondent will be provided with a written copy of the findings within 60 days of the filing of the complaint, unless exceptional circumstances require additional time.

Step (b):

If any complainant or respondent (party) wishes to appeal the decision of the compliance officer, the party may submit a signed statement of appeal to the District Superintendent within seven days after receipt of the compliance officer's findings. The District Superintendent shall

meet with the party and any representative and make such other inquiries which the District Superintendent deems appropriate. Thereafter, the District Superintendent shall set forth a conclusion and respond in writing to all parties within 14 days, unless exceptional circumstances require additional time.

Step (c):

If a party is not satisfied with the conclusion of the District Superintendent, the party may appeal through a signed, written statement to the BOCES' Board within seven days of receipt of the District Superintendent's response in Step (b). In an attempt to resolve the grievance, the BOCES' Board shall meet with the party and any representative within 30 days of receipt of such an appeal. The BOCES' Board's written disposition of the appeal shall be sent to all parties within ten days of this decision, unless exceptional circumstances require additional time.

Step (d):

If the grievance has not been satisfactorily settled at Step (c), further appeal may be made to:
Office for Civil Rights,
U. S. Department of Education
32 Old Slip, 26th Floor
New York, NY 10005-2500
Telephone: (646) 428-3800
Facsimile: (646) 428-3843
Email: OCR.NewYork@ed.gov

Section 3

The compliance officer, on request, will provide a copy of the BOCES' grievance procedure to any employee or student of BOCES. It is also on the BOCES website.

A copy of each of the acts and regulations upon which this notice is based will be made available upon written request directed to the BOCES' compliance officer.

When used in this policy *days* shall mean BOCES business days. The words *person* and *complainant* shall include an employee as well as a student of BOCES.

Inquiries concerning the anti-discriminatory policy may be made to:
Director, Office for Civil Rights,
U. S. Department of Education
32 Old Slip, 26th Floor
New York, NY 10005-2500

Publication

BOCES shall promulgate this policy, which includes sexual harassment, as follows:

- A copy of this policy and the sexual harassment policy shall be provided at the beginning of employment to each employee in their employment packet, and provided annually to each employee.
- These policies shall be published as part of the BOCES' student handbook.
- Any changes to the policies shall be published in the official newspaper of BOCES.
- These policies shall be provided annually to the president of each bargaining unit.
- These policies shall be posted prominently and easily found on the BOCES' website.

Annual publications shall contain the name, business address and telephone number of the BOCES' compliance officer.

Employment Application

Each employment application of BOCES shall contain the following language:

BOCES does not discriminate in employment or in the education programs and activities which it operates on the basis of race, color, national origin, religion, marital status, military status, sex, age, weight, sexual orientation, gender identity, ethnic group, religious practice, disability, predisposing genetic characteristic, or domestic violence victim status in violation of Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, 42 U.S.C. 12111 etseq., known as the Americans With Disabilities Act, § 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, Title II of the ADA 1990, New York State Human Rights Law, The Boy Scouts of America Equal Access Act of 2001, The Genetic Information Non-Discrimination Act of 2008 (GINA), or in access of students to vocational instruction opportunities.

The following person(s) have been designated to handle inquiries regarding non-discrimination inquiries:

Matthew Walentuk – Civil Rights Compliance Officer – walentuk_matt@cves.org
Susanne Ford-Croghan – Civil Rights Compliance Officer – croghan_Susanne@cves.org
1585 Military Turnpike
P.O. Box 455, Plattsburgh, NY 12901
Phone: 518-561-0100

Matthew Slattery
Section 504 Compliance Officer – slattery_matt@cves.org
1585 Military Turnpike
P.O. Box 455, Plattsburgh, NY 12901
Phone: 518-561-0100

August Draft 2025

TITLE IX SEXUAL HARASSMENT POLICY

It is the policy of the BOCES that no person in the BOCES shall be excluded on the basis of sex from participation in, denied benefits of, or be subjected to discrimination under any education program or activity. This includes the following types of sexual harassment pursuant to Title IX:

Quid Pro Quo Harassment: No employee may condition the provision of aid, benefit, or service of the BOCES on an individual's participation in unwelcome sexual conduct.

Hostile Environment Harassment: No person may engage in unwelcome sexual conduct which a reasonable person would find to be so severe, pervasive, and objectively offensive so as to deny a person's equal access to the BOCES' education program or activity. Sexual assault, dating violence, domestic violence and stalking are considered hostile environment harassment or

Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

For purposes of this policy, the BOCES' education program or activity is defined as any location, event, or circumstance over which the BOCES exhibits substantial control over both the alleged harasser and the context in which the harassment occurred.

The BOCES will provide notice of this policy and the related grievance procedure on an annual basis and the policy and related procedure will be posted on the BOCES' website.

Reporting Sexual Harassment:

Any person believing they have been the victim of sexual harassment may report the harassment to the BOCES' Title IX Coordinator. BOCES' employees who have knowledge of sexual harassment under this policy are required to report the harassment to the BOCES' Title IX Coordinator promptly even if the person reporting is not the victim. The report may be made in person, by email, telephone or in writing.

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical acts of a sexual nature, such as:
 - Touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee's body or poking another employee's body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments;
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:

- Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

Once the Title IX Coordinator has notice of the sexual harassment, the Coordinator must respond promptly to the report of harassment. The Title IX Coordinator will promptly reach out to the victim of the alleged harassment to discuss the formal complaint procedure, availability of supportive measures and to determine the victim's wishes regarding supportive measures. The Title IX Coordinator will treat both parties equitably and will offer supportive measures to both parties. Supportive measures include, but are not limited to, non-disciplinary, non-punitive, individualized services such as counseling, course modification, schedule changes or increased monitoring or supervision. Supportive measures will be designed to restore or preserve equal access to education programs or activities without unreasonably burdening the other party.

The Title IX Coordinator will also conduct an individualized safety and risk analysis to determine whether removal of the respondent is necessary to protect a student or another individual from an immediate threat to physical health and safety. If there is an immediate threat to physical health or safety, the respondent can be removed on an emergency basis. If the respondent is removed, the respondent must be given notice and opportunity to challenge the decision immediately after the removal. Removal for an employee is administrative leave.

For purposes of this policy, the respondent is the individual who has been reported to be the perpetrator of the conduct that could be considered sexual harassment.

Formal Complaint:

A formal complaint may only be filed by the victim of the alleged harassment during the time that the victim is participating in or attempting to participate in the BOCES' educational program. Once the victim is no longer participating in the BOCES' educational program or attempting to participate, a complaint may no longer be filed. Parties other than the victim, with the exception of the BOCES' Title IX Coordinator, may not file a formal complaint on behalf of the victim. The Title IX Coordinator may file a formal sexual harassment complaint on behalf of the victim. A formal complaint must be written and signed on the BOCES' Title IX Complaint form.

Once the formal complaint has been filed, the BOCES will ensure that the parties are treated equitably during the grievance procedure, evidence will be evaluated objectively, and the Title IX Coordinator or Investigator does not have a conflict of interest against a party. Further, the Title IX Coordinator and the Investigator will presume that the respondent is not responsible for the alleged conduct and that the grievance procedure moves forward in a reasonably prompt manner. Both parties will be advised of the procedures and advised about the possible disciplinary outcomes and remedies which may be implemented following a determination of responsibility.

The BOCES reserves the right to designate alternative persons, including, but not limited to, third parties to perform any functions of the complaint resolution process, as well as to issue reasonable extensions of any timelines upon good cause, with notice in writing to the parties.

Upon filing of a formal complaint, the Title IX Coordinator will provide both parties with a Notice of Formal Complaint. The Notice of Formal Complaint will include the following:

- a. Supportive measures available
- b. Appeals procedures
- c. Notice of allegations in sufficient detail to allow the respondent to prepare a response
- d. Informal resolution process, if any
- e. A statement that the respondent is presumed not responsible for the conduct and responsibility will be determined at the conclusion of the grievance process
- f. The parties' right to be represented by an attorney or other representative
- g. The right to review and inspect the evidence
- h. Notice of any provision of the Code of Conduct that prohibits making false statements or providing false information during the grievance process
- i. The right to be notified of any new allegations occurring during the grievance process.

The Notice will be provided to the parties prior to the initial interview and early enough to allow the respondent to prepare a response to the complaint.

In evaluating complaints, the BOCES adopts an evidentiary standard of preponderance of the evidence. The Title IX Coordinator may dismiss a complaint if the complaint does not constitute sexual harassment as defined by this policy, if the Title IX Coordinator receives a request for the complaint to be withdrawn, the respondent's employment or enrollment ends, or circumstances exist which prevent the BOCES from gathering evidence.

Once a formal complaint is received, an investigation is triggered. The Title IX Coordinator may, but is not required to, act as Investigator as long as no conflict of interest against either party exists. Other Investigators may be appointed as needed. In conducting the investigation, the BOCES must:

- a. Bear the responsibility for gathering the evidence and meeting the burden of proof;
- b. Provide both parties an equal opportunity to present witnesses and evidence;
- c. Refrain from restricting either party's ability to discuss the allegations or gather and present evidence;
- d. Provide both parties the same opportunity to have a representative present during the interview and subsequent hearing, if any;
- e. Provide both parties written notice of date, time, participants, purpose and location of any investigative interview, hearing or other meetings with sufficient time for the party to prepare;
- f. Provide both parties and representatives, if any, equal opportunity to review all the evidence that is directly related to the allegations in the formal complaint, including evidence the BOCES does not rely on and any exculpatory or inculpatory evidence from any source. This evidence is to be provided at least 10 days prior to completion of the Investigatory report and the parties may submit a written response which will be considered prior to completion of the investigation report.

Once the investigation is complete, the Investigator must prepare a written investigative report and provide the report to the parties and representatives, if any, for their review and written response. The complaint, evidence, investigation report and any written responses must then go to a Decision Maker for a determination regarding responsibility of the respondent for the conduct alleged.

At least 10 days prior to any hearing or other determination of responsibility by the Decision Maker, each party has the opportunity to submit to the Decision Maker relevant questions to be asked of another party or witness. The Decision Maker will provide the answers and the parties will be given a follow-up opportunity for questions.

The Decision Maker must be a person who is neither the Title IX Coordinator nor the Investigator. Once the Decision Maker reviews all the documentation, the Decision Maker must issue a written response within 10 days of the last submission of documentation. The written decision must address the allegations, procedural steps taken, finding of facts, and application of the Code of Conduct to the facts and a statement of and rationale for each allegation including determination of responsibility, disciplinary sanctions and whether remedies to restore or preserve equal access to the educational program will be provided.

Appeal of Decision

If either party is unhappy with the final determination of the complaint for the following reasons, the party may appeal:

- a. A procedural irregularity existed that affected the outcome of the investigation and final determination;
- b. New evidence has been discovered which was not reasonably available at the time of the determination and which could affect the outcome;
- c. There was a conflict of interest on the part of the Title IX Coordinator, Investigator or Decision Maker.

The appeal must be filed with the Title IX Coordinator within 10 days of the final written determination. Upon receipt of the written request for appeal, the Title IX Coordinator will notify both parties of the appeal and given them each an equal opportunity to submit in writing a statement in support of or challenging the final determination. Within 10 days of submission of statements, the appeal will be reviewed by a member of the BOCES' administration who is not the Title IX Coordinator, Investigator or Decision Maker and who does not have a conflict of interest. Within 10 days after receipt of the submissions, a written decision will be issued to both parties on the appeal.

If a party is not satisfied with the outcome of the appeal, either party may seek further legal remedies. Specifically, the New York State Human Rights Law protects employees, students, and non-employees from sexual harassment. Complaints may be filed with the Division of Human Rights or in New York State Supreme Court. Further, the United States Equal Employment Opportunity Commission enforces federal discrimination laws, including Title VII of the Federal Civil Rights Act. Contact information is provided below.

New York State Division of Human Rights

1 Fordham Plaza, Fourth Floor

Bronx, NY 10458

(888) 392-3644

United States Equal Employment Opportunity Commission (EEOC)

1-800-669-4000

www.eeoc.gov

U.S. Department of Education

Office of Civil Rights

400 Maryland Avenue, SW

Washington, D.C. 20202

(800) 872-5327

www.ed.gov

All records regarding the formal complaint, investigation, remedies, sanctions and appeals must be maintained by the BOCES for at least 7 years.

Any BOCES' employee is prohibited from engaging in retaliation against any person involved in the complaint, the grievance process, appeal or investigation.

[TO BE GIVEN ONCE A FORMAL COMPLAINT IS RECEIVED]

NOTICE OF FORMAL COMPLAINT OF SEXUAL HARASSMENT UNDER TITLE IX

The Title IX Coordinator has received a formal complaint of sexual harassment to which you are a party. The complaint will now proceed to the investigation process. During that process, you have the following rights:

- You have the right to be treated equitably during the investigation and decision making process.
- You have the right to representation in all aspects of the Title IX process.
- You have the right to appeal if the complaint is dismissed or if you are unhappy with the outcome of the grievance process.
- You have the right to be free from retaliation as a result of the complaint and participation in the investigation process.
- You have the right to submit written questions to the Decision Maker and have written responses.
- You have the right to an Investigator, Decision Maker and Title IX Coordinator who does not have a conflict of interest.
- You have a right after the investigation is complete, to review the investigation report and all evidence prior to a decision of responsibility by the Decision Maker.
- All available evidence will be evaluated objectively throughout the process.
- The Title IX Coordinator, Investigator and the Decision Maker will not have a conflict of interest against either party.
- The BOCES may attempt informal resolution of the complaint if all parties are open to it.
- A presumption that the respondent is not responsible for the alleged conduct.
- Timeframes for the process that are reasonably prompt.
- Disciplinary outcomes may consist of, but are not limited to, reassignment, suspension, termination, counseling, training and additional supervision.
- The evidence standard used to evaluate the complaint is *preponderance of the evidence*.
- Entitled to supportive measures including, but not limited to, counseling, reassignment, leave, additional supervision, and training. The Title IX Coordinator will contact you directly to discuss available supportive measures.
- Evidentiary questions which seek privileged information are prohibited unless the party waives the privilege.
- At the end of the investigation and at least 10 school days before the investigation report is finalized, you have the right to review all evidence and respond in writing.
- If you are untruthful during the investigation process, the following Code of Conduct provisions may be applicable: **[Insert Code of Conduct provisions]**
- If new allegations arise during the investigation, you have a right to receive notice of them in writing.

The allegations of the complaint are:

- *[List individual allegations constituting sexual harassment]*

If you are the respondent to the complaint (*the person accused of sexual harassment*) you have a right to respond to these allegations in writing within 10 school days and prior to any initial interview.

A copy of the BOCES' Grievance Procedures and Title IX Policy have been attached for your review.

Susanne Ford-Croghan — Civil Rights Compliance Officer — [email Susanne Ford-Croghan](#)

Matthew Walentuk — Civil Rights Compliance Officer — [email Matthew Walentuk](#)

1443 Military Turnpike

P.O. Box 455, Plattsburgh, NY 12901

Phone: 518-561-0100 Ext. 3101

DRAFT

NOTICE OF DECISION

[TO BE PROVIDED WITH DECISION]

You are a party to a Title IX complaint. Attached is the final Decision which contains findings of fact and determination of responsibility for the alleged conduct. Additional supportive measures or disciplinary measures may be included.

Appeal from the decision may be granted for the following reasons:

- A procedural irregularity affected the outcome
- New evidence is now available which was not previously available but could affect the outcome
- The Title IX Coordinator, Investigator or Decision Maker had a conflict of interest
- The complaint was dismissed by the Title IX Coordinator prior to investigation, and you believe the dismissal was contrary to Title IX

You may appeal the complaint by submitting a written statement challenging the decision. The written statement must be provided within 10 school days. If you are in support of the outcome of the complaint, you may submit a written statement supporting the outcome and arguing against appeal. The BOCES will select a qualified individual to decide the appeal.

The person deciding the appeal will not have a conflict of interest against either party. Further, the person hearing the appeal will review the entire record including your statements about the decision. The person hearing the appeal will make a final decision on the complaint within 10 school days of receiving the appeal.

FORMAL COMPLAINT OF SEXUAL HARASSMENT

Name of Complainant: _____

Address: _____

Phone Number: () - _____ Email: _____ Grade: _____

Name of Victim: _____

Name of Respondent: _____

Location of incident/incidents: _____

Description of the Incident/Incidents: (Attach additional sheets if necessary)

Witnesses: _____

I understand that by signing this formal written complaint form, I am making a formal complaint of sexual harassment and, as a result, an investigation and determination of responsibility will occur.

Complainant

Date

Received by: _____
Title IX Coordinator

Date

TITLE IX CHECKLIST

[TO BE COMPLETED BY THE TITLE IX COORDINATOR]

Supportive measures discussed: _____

Complainant's preference for supportive measures:

Action taken on supportive measures: _____

Copy of Title IX policy given: _____

Copy of procedures given: _____

Investigator assigned: _____

Decision Maker assigned: _____

Notice of Formal Complaint given to both parties: _____

Supportive measures offered respondent: _____

Action taken on supportive measures: _____

Physical Health and safety risk assessment conducted? ___ Yes ___ No

If no, why not: _____

Actions taken as a result of the risk assessment, if any:



EXTENSION OF VENDOR CONTRACT to Provide Meals and/or Snacks

- 1. This is an extension of the signed Vendor Contract to provide meals and/or snacks between the Organization, ACAP, Inc. Head Start and the Vendor, CVES Monah.
- 2. This extension is in effect from 9 / 4 / 25 to 8 / 31 / 26 and may be terminated by mutual consent or by either party for reasons of cause with at least 30 days' notice.
- 3. The current price per meal is:

Breakfast	\$ <u>3.14</u>	each
Lunch	\$ <u>4.60</u>	each
Supper	\$ _____	each
Snack	\$ _____	each
Total*	\$ <u>7.74</u>	
- 4. The new price per meal is:

Breakfast	\$ <u>3.04</u>	each
Lunch	\$ <u>4.96</u>	each
Supper	\$ _____	each
Snack	\$ _____	each
Total*	\$ <u>8</u>	

*The difference between the total current and total new price cannot exceed 5%.

- 5. The original Contract was in effect from 9 / 1 / 22 to 8 / 31 / 23 and may be extended four times. This is the (check one):
 First Extension _____ Second Extension _____ Third Extension Last Extension _____

<p>6. Certification by Organization's authorized representative: By signing this document the Organization agrees to extend the contract under the same terms and conditions as previously agreed and in accordance with the new price per meal indicated above.</p> <p>Signature <u>[Signature]</u></p> <p>Print Name <u>Alan Jones</u></p> <p>Title <u>CEO</u></p> <p>Date <u>9 / 3 / 25</u></p>	<p>7. Certification by Vendor representative: By signing this document the Vendor agrees to extend the contract under the same terms and conditions as previously agreed and in accordance with the new price per meal indicated above.</p> <p>Signature _____</p> <p>Print Name _____</p> <p>Title _____</p> <p>Date ____/____/____</p> <p>Email: _____</p> <p>Vendor – attach a copy of the current health department permit.</p>
---	---



Extension of Vendor Contract Instructions

The extension clause in your contract allows you to extend the existing contract, up to four times, one year at a time. If your Organization elects not to extend the contract, please follow the procedures for a new contract as outlined in CACFP Policy Memo Number 215 *Purchasing Meals from a Food Service Vendor for Food Service Contracts less than or equal to \$250,000* or Policy Memo 216 *Purchasing Meals from a Food Service Vendor for Food Service Contracts greater than \$250,000*.

If you choose to extend the contract for one year, follow the steps below.

1. One month before your contract expires, contact your current Vendor and offer to extend the existing contract for another year.
2. Inform the Vendor that the terms and conditions of the original contract must remain the same, except for the price. The price per meal may be negotiated but the combined total cannot be greater than 5%.

For example, if the Vendor previously charged a total of \$3.00 for breakfast, lunch, and snack, the Vendor cannot charge more than \$3.15 (5% of 3.00 = \$.15).

3. If the Vendor agrees to maintain current prices or the increases are 5% or less, you can complete Sections 1, 2, 3 and 5 and sign Section 6. Send the extension form to the Vendor. The Vendor must complete Section 4 (the new price per meal), sign the form in Section 7 and attach a four-week menu, daily delivery invoice, and current health department permit.
4. If the Vendor wants a price increase greater than 5%, you cannot extend the existing contract. In this case, follow the procedures in CACFP Policy Memo Number 215 or 216.
5. If the total cost of the contract is:

Greater than \$250,000 per year

Submit the completed CACFP-141 (Extension of Vendor Contract), a current four-week menu, daily delivery invoices, and the Vendor's current health department permit to CACFP for approval.

Less than or equal to \$250,000 per year

Keep the completed CACFP-141 (Extension of Vendor Contract), a current four-week menu, daily delivery invoices, and the Vendor's current health department permit on file. Contact CACFP if you need assistance.

AGREEMENT FOR CAFETERIA MEALS SERVICES

AGREEMENT by and between the Clinton-Essex-Warren-Washington Counties Board of Cooperative Education Services, with its principal place of business at 1443 Military Turnpike, Plattsburgh, New York 12901 (hereinafter "BOCES") and ACAP, Inc., 7572 Court Street, Suite 2, PO Box 848, Elizabethtown, New York 12932 (hereinafter the "Service Provider"). This agreement is entered into for the purpose of having CVES provide Cafeteria Meal Services for preschool students attending BOCES at the Mineville Campus, 3092 Plank Rd, Mineville, NY 12956.

- 1. BOCES agrees to provide staffing and supplies required to serve ACAP student and adult meals at the Mineville campus during the 2025-2026 school year effective 9/1/25. ACAP will be invoiced per meal served according to the following pricing.

Student meal prices:

Breakfast \$3.04 per meal
Lunch \$4.96 per meal

Adult meal prices:

Breakfast \$3.70 per meal
Lunch \$5.84 per meal

- 2. Additionally, ACAP agrees to pay BOCES a base fee for the Meal Services in the amount of \$30,000 for the 2025-26 school year. The fee will be paid monthly in 10 equal installments of \$3,000. Final Payment for 2025-26 is due by June 20, 2026.
3. BOCES will maintain ownership of all original equipment and cooking/serving utensils used in food service operations. BOCES will also be responsible for all costs associated with the maintenance and upkeep of said equipment and cooking/serving utensils.

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT on this ___ day of ___ 2026.

Date: _____

Date: 9/3/25

Clinton-Essex-Warren-Washington Board of Cooperative Educational Services

ACAP, Inc

By: (Mark Davey, Ed.D/District Superintendent)

By: [Signature]

CEWW BOCES
REPORT ON RESERVE FUND BALANCES AS OF 6/30/2025

	Unemployment Reserve	Employee Benefit Accrued Liability Reserve (EBALR)	Retirement Contribution Reserve - NYS and Local Employee Retirement Contributions (ERS)	Reserve for Teachers' Retirement System Contributions (TRS)	CTE Equipment Reserve
BALANCE AS OF 6/30/24	\$ 295,000.00	\$ 1,306,434.53	\$ 1,374,791.60	\$ 1,076,020.00	\$ 852,292.54
Transactions in 2024-2025:					
Year-End Interest on Reserve Balances	\$ 8,964.59	\$ 39,700.51	\$ 41,777.78	\$ 32,698.57	\$ 25,899.84
Contributions to Reserve (Board Approved/Authorized in Policy)					
Withdraw Excess for Current Year Claims/Obligations (Board Policy)	\$ (8,964.59)	\$ (74,940.00)		\$ (23,214.37)	
Payment of Benefits Payable upon Retirement (GML)					
Withdraw for Payment of ERS Obligations (Board Approved)					
Transfer to Other Reserve Funds (Board Approved)					
Purchase of CTE Equipment (Board Approved)					
BALANCE AS OF 6/30/25	\$ 295,000.00	\$ 1,271,195.04	\$ 1,416,569.38	\$ 1,085,504.20	\$ 1,628,192.38
EBALR Liability as of June 30, 2025	\$ 1,394,304.00				



Champlain Valley Educational Services
CV-TEC Plattsburgh Campus - P.O. Box 455, Plattsburgh, NY 12901
CV-TEC Learning Hub - 1449 Military Turnpike, Plattsburgh, NY 12901
CV-TEC Mineville Campus - 3092 Plank Road Box B, Mineville, NY, 12956
CV-TEC OneWorkSource - 194 US Oval, Plattsburgh, NY 12903

CV-TEC Division

Michele Friedman
Director of Career & Technical Education

friedman_michele@cves.org

CV-TEC Plattsburgh Campus, 518-561-0100 FAX: 518-561-0494
CV-TEC Learning Hub, 518-561-0100 FAX: 518-942-3368
CV-TEC Mineville Campus, 518-942-6691 FAX: 518-324-6620
CV-TEC OneWorkSource, 518-561-0430 FAX: 518-324-3379

CVES MISSION

Champlain Valley Educational Services is committed to being a valued and trusted partner by supporting students, schools, and communities to excel through high-quality education, training, and shared services.

TO: Dr. Mark C. Davey
FROM: Michele M. Friedman
DATE: August 30, 2025
RE: September 2025 Board Report

As the CVES Executive Director of Career & Technical Education, I am proud to welcome you to the 2025-2026 school year at CV-TEC. Over the summer, we collaborated with component districts, community agencies, business & industry partners and our CV-TEC young professionals and their families to prepare a comprehensive opening plan centered on our alignment to our CVES Mission, Vision and Core Beliefs.

We continue to experience record-high enrollment, prompting the implementation of new procedures and safeguards to ensure a smooth and impactful start for all CV-TEC young professionals. This year, our CTE Division will focus on our theme, "Framing the Future: Strengthening Connections for Purposeful Impact." This theme centers on the belief that when we intentionally connect people, practice, and purpose, we create environments where excellence, belonging, and readiness thrive across all aspects of CV-TEC.

Core Focus Area 1: Culture Setting: Personal & Authentic

Connection-Driven Culture. Valued Voices. Belonging for All.

- **Young Professionals:**
Foster identity, voice, and a deep sense of belonging in every classroom and program.
Celebrate diverse strengths, pathways, and achievements authentically.
- **CV-TEC Team Members:**
Build meaningful relationships through team collaboration and shared leadership.
Recognize and honor the contributions of each team member in personalized, impactful ways.
- **Families:**
Cultivate a welcoming, inclusive environment where families feel valued and engaged.
Create authentic partnerships through ongoing, two-way communication.
- **Business & Industry Partners:**
Develop relationships that go beyond transactional to transformational.
Be active participants in shaping a culture of professionalism, purpose, and career readiness

Core Focus Area 2: Professional Behavioral Expectations

Shared Expectations. Respectful Culture. Unified Standards.

- **Young Professionals:**
Embrace and uphold clear, consistent professional expectations across all programs.
Promote accountability, personal responsibility, and pride in professionalism.
- **CV-TEC Team Members:**
Model high standards and professionalism in all interactions.
Cultivate a respectful, inclusive environment built on mutual trust and high expectations.

- Families:
Partner in reinforcing behavioral expectations and celebrating growth and development.
Stay informed through clear, proactive communication.
- Business & Industry Partners:
Reinforce workplace expectations through mentorship, internships, and engagement.
Collaborate in modeling professionalism and preparing future employees.

Core Focus Area 3: Effective & Explicit Teaching & Learning

Purposeful Instruction. Connected Practice. Meaningful Growth.

- Young Professionals:
Strengthen engagement through relevant, real-world learning experiences.
Provide clear, consistent learning goals and individualized support for success.
- CV-TEC Team Members:
Foster collaborative instructional practices, coaching, and shared planning.
Engage in ongoing professional learning rooted in evidence-based strategies.
- Families:
Increase transparency around instructional goals and progress.
Provide accessible communication and tools to support learning beyond the classroom.
- Business & Industry Partners:
Collaborate on curriculum design, guest instruction, and authentic learning experiences.
Offer insights into industry trends and expectations to keep instruction aligned and future-ready.

The CV-TEC Division of Champlain Valley Educational Services continues to offer diverse Career & Technical Education, Adult Literacy, and Continuing Education programs to serve Clinton and Essex Counties. We remain committed to excellence across all campuses and locations.

We look forward to working with our new and returning CV-TEC Team Members. I invite you to tour our facilities, meet our dedicated professionals, and explore the opportunities CV-TEC offers our community. Here's to an impactful and inspiring year ahead!

Are You Excited About
CV-TEC?

Look for your CV-TEC
Welcome
Packet
in the mail this week!

POST YOUR PIC ON OUR
INSTAGRAM @CVTECBOCES
USE #TEAMCVTEC

START HERE . GO ANYWHERE



CVES MISSION

Champlain Valley Educational Services is committed to being a valued and trusted partner by supporting students, schools, and communities to excel through high-quality education, training, and shared services.

To: Dr. Mark Davey, District Superintendent
From: Dr. Matt Slattery, Executive Director of Special Education
Date: September 2025
Re: Board of Cooperative Educational Services Report

Summer Learning Shines in Mineville

Our ESY program was filled with sensory adventures, hands-on problem-solving, creative exploration, and even a few sweet summer treats! A heartfelt thank-you to our amazing ESY teachers for designing such an engaging, enriching, and joy-filled experience. You made this summer truly unforgettable for our students!



Ignite Training 2025

In preparation for the 2025–2026 school year, all teachers and teaching assistants participated in the annual Ignite Training, a professional development initiative tailored to the unique needs of each educational program at CVES. This year's session focused on providing targeted support, collaborative planning time, and meaningful team-building opportunities. A key highlight of the training was the emphasis on team building for teachers, specifically aimed at strengthening teams. Educators engaged in activities designed to foster collaboration, enhance communication, and build mutual understanding. In addition to these exercises, teams were given dedicated time to work together on developing shared materials and strategies, helping to build a unified vision and ensure alignment with program goals. By investing in this unified approach, Ignite 2025 has laid a strong foundation for a cohesive and effective educational environment, empowering staff to work together in support of student success.



Building for Success: Preparing for a New School Year

With summer school wrapped up, our Operations and Maintenance (O&M) team has been hard at work ensuring our building and grounds are ready to welcome students back this fall.

A major highlight of their efforts has been preparing the site for the new playground installation. Thanks to their proactive work, construction can now begin ahead of schedule—bringing this exciting addition to our students even sooner.

Inside the building, the team has also been focused on refinishing floors and refreshing learning spaces. Their attention to detail is helping to ensure our school will be clean, safe, and welcoming when classes resume in September.

We extend our sincere gratitude to the entire O&M staff for their dedication, professionalism, and behind-the-scenes efforts. Their work is essential to creating a positive, safe, and productive learning environment for all.



Expanding ACE: Strengthening Instruction and Student Success

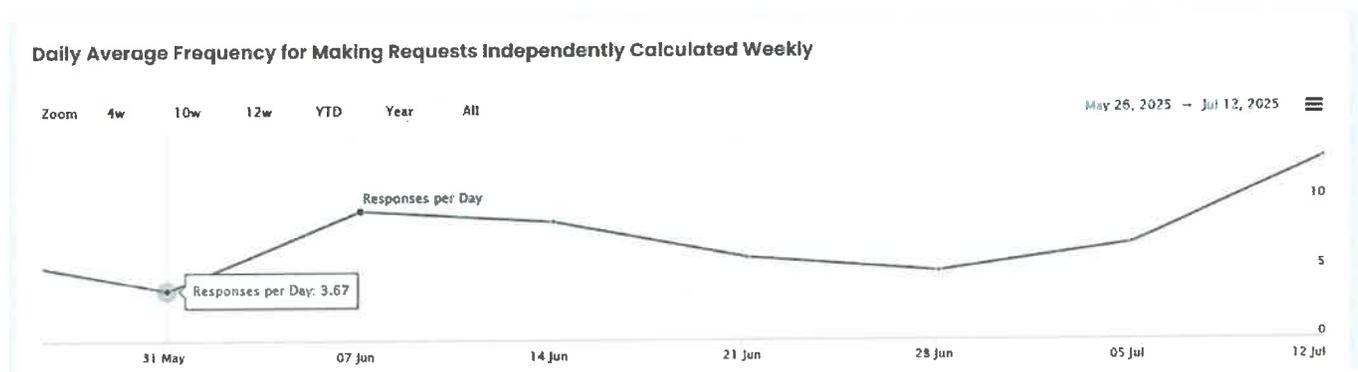
The ACE curriculum has been expanded this year to further support instructional practices and student learning across our programs, reflecting our ongoing commitment to delivering high-quality, data-informed education.

With this enhancement, ACE now benefits approximately **170 students**, equipping educators with improved tools for **data collection and reporting**. These updates make it easier to track progress, identify areas of need, and respond with targeted instructional strategies.

This expansion was made possible through our valued partnership with the **New England Center for Children**, whose expertise has been instrumental in strengthening our instructional framework.

By streamlining access to actionable data, ACE empowers staff to make timely, evidence-based decisions that directly support student growth. As a result, ACE remains a powerful resource in meeting the diverse needs of our learners.

We extend our sincere appreciation to the staff and partners involved in the rollout of these updates—their dedication is helping ensure every student receives the support they need to thrive.



Welcome to the ACE ABA Software System

Please select the area in which you would like to work.

<p>Lesson Library</p> <p>Over 2000 customizable lessons developed by NECC BCEAs, covering a wide skill range, with data sheets and materials.</p>	<p>Learner Lessons</p> <p>Personalized lessons tailored to each learner, with data collection, automations, help alerts, data analysis, and custom settings.</p>	<p>Teach Now</p> <p>Take live data during teaching sessions. Improve teaching with automations and help alerts. Graph data automatically.</p>
<p>Behavior</p> <p>Add new behaviors and create objectives to measure progress. Enter data and create graphs for visual analysis.</p>	<p>Core Skills Assessment</p> <p>Directly measure learner performance on 52 foundation skills identified across seven areas of ACE curriculum.</p>	<p>Skills Assessment</p> <p>Indirectly evaluate all skills within the ACE curriculum: scope and sequence to guide skill and lesson selection.</p>
<p>Preference Assessment</p> <p>Gather data sheets and instructions for assessing learner preferences. Graph data to identify potential reinforcers.</p>	<p>Learners</p> <p>Log your sessions and events. Manage learner details and files.</p>	<p>Reports</p> <p>Evaluate and share progress with detailed information about learner performance, goals, and program evaluation.</p>

Extended School Year (ESY) 2025: A Summer of Learning and Adventure for ITSP

The Extended School Year (ESY) program concluded with great success, thanks to the enthusiasm and engagement of both students and staff. Over the six-week session, students applied creativity and teamwork to design and build cardboard and duct tape boats, culminating in an exciting race where Ms. Chrisman's class took the win!

In addition to hands-on projects, students enjoyed memorable experiences beyond the classroom, including a trip to the top of Whiteface Mountain with ABC, making this summer both educational and unforgettable.



WELCOME TO THE 2025-2026 SCHOOL YEAR!



Dear Parents and Guardians,

Welcome to the 2025-2026 school year at the Rise Center for Success!

We are excited to welcome your child and continue our partnership in supporting their growth and success. At Rise, we believe that education is a team effort, and we are honored to work alongside you to ensure your child thrives academically, socially, and emotionally.

Our commitment remains strong in fostering a safe, nurturing, and engaging learning environment where every student feels valued and empowered. We aim to inspire our students daily, offering interactive learning opportunities that spark curiosity and creativity—while making sure that learning is also fun and joyful.

We strive to meet and exceed the needs of our students, helping them reach their full potential in all areas of development. Communication is essential, and we encourage you to reach out to us with any questions, concerns, or ideas. Our primary platform for communication is ParentSquare, where you'll find updates, announcements, and opportunities to stay connected with our school community.

Let's make this school year the very best yet! Thank you for trusting us with your child's education—we are truly honored to be part of their journey.

With appreciation,

The Administration Team
Rise Center for Success



"MEET YOUR TEACHER"
WEDNESDAY, SEPTEMBER 3RD
FROM 1PM-3PM @ RISE CENTER



Meet Our Admin Team



MRS. MICHELLE LAWRENCE
PRINCIPAL
(ACADEMICS/ITSP)



MRS. CRYSTAL RHINO-DEFAYETTE
PRINCIPAL
(AUTISM/LIFE SKILLS)



MRS. LESLEY RAMOS
ASSISTANT PRINCIPAL

Welcome First

Your teacher this year will be:



Teacher

Email

Can't wait to see you!

Important!!

First Day

THURSDAY, SEPTEMBER 4TH, 2025

Contact

OFFICE: (518) 561-0100

Location

RISE CENTER, 1585 MILITARY TURNPIKE,
PLATTSBURGH

Hours

START TIME: 8:30 AM
END TIME: 2:30 PM

- PLEASE KNOW THAT IF YOU ARE PICKING UP, YOU MUST BE ONSITE PRIOR TO BUS DISMISSAL OR STUDENT WILL BE PLACED ON THE BUS TO ENSURE TRANSPORTATION HOME
- CV-TEC STUDENTS - IF YOU ARE IN CV-TEC IN THE PM WILL BE DISMISSED AT 3PM AND DISMISSED ONTO THE CV-TEC BUSES.

School Highlights for Parents

- Free Meals for Every Student: All students receive free breakfast and lunch daily.
- Heated Therapy Pool: Students enjoy swimming as part of our physical education program.
- Rise and Calming Rooms: Special rooms designed to support and enhance student well-being.
- Rise & Shine Cafe: Operated by our Work Experience Students, providing practical skills and delicious treats.
- Positive Project Participation: A schoolwide initiative fostering positive behavior and community.
- Zones of Regulation: Implemented schoolwide to help students develop self-regulation and emotional control.
- Utilize Parent Square for communication

What to Expect

- Monthly Newsletter
- Monthly Lunch Menu
- Quarterly Report Card/Progress Notes
- Warm and welcoming environment
- Open communication and support



Clinton - Essex - Warren - Washington BOCES
P.O. Box 455, Plattsburgh, NY 12901 www.cves.org

Director of School Support Services



Sue Wilson
wilson_sue@cves.org
518-561-0100
ext. 3030

CVES MISSION

Champlain Valley Educational Services is committed to being a valued and trusted partner by supporting students, schools, and communities to excel through high-quality education, training, and shared services.

MEMORANDUM

TO: Dr. Mark Davey
FROM: Sue Wilson
DATE: August 29, 2025
RE: **September 2025 Board Report**

The School Support Services Division remains dedicated to meeting the evolving needs of our districts, staff, and students. Throughout the summer, teams across the division have worked diligently to complete pre-year projects, launch new initiatives, and coordinate essential services. With the arrival of September, our focus shifts toward implementation, collaboration, and continued support across areas such as library systems, technology, instructional services, athletics and communications. We look forward to building on this momentum and contributing to a successful and impactful school year.

WORKSHOPS FOR SCHOOL IMPROVEMENT:

As the 2025–2026 school year begins, work from School Improvement continues to support educators and administrators across the region. A highlight of recent efforts was the Gearing Up workshop, which provided area administrators with a valuable opportunity to explore current topics impacting students and staff. This collaborative session fostered meaningful dialogue and strategic planning for the year ahead. In addition, teacher workshops for the new school year are now underway, beginning with a classroom management session held in late August. These professional learning opportunities are designed to equip educators with practical tools and strategies to enhance student engagement and success.

SCHOOL LIBRARY SYSTEMS, MODEL SCHOOLS, AND ARTS IN EDUCATION:

The School Library System continues to play an active role in coordinating district database acquisitions and preparing for the upcoming academic year. Current priorities include scheduling professional development opportunities on best books for students and updates on OPALS system, expanding the SORA digital library with new eBooks and audiobooks, and supporting districts in readying their libraries for the school year.

The Model Schools team is currently preparing for its upcoming quarterly meetings, which will feature professional development sessions and focused discussions on effective strategies for utilizing the technology lending library. These meetings will provide districts with practical resources and guidance to enhance technology integration in instructional practices.

Arts in Education is finalizing artist contracts in anticipation of the new school year. Scheduled programming will offer students a diverse array of cultural experiences, including theatrical performances, musical presentations, storytelling events, and other enriching artistic opportunities.

INSTRUCTIONAL SERVICES UPDATES:

Health Safety and Risk Management:

Over the past month, substantial progress has been made in several key areas of school health and safety.

In Professional Development and Training, the HSRM team worked towards Playground Safety Inspector recertification, and coordinated multiple training sessions, including a Drug Impairment Training for Educational Professionals (DITEP) led by the New York State Police. They also facilitated pre-service and basic training courses for bus drivers, attendants, and monitors to ensure readiness for the new school year.

Efforts in Safety Equipment and Facilities Improvements included a full audit of AED units at Willsboro CSD. The team also successfully tested the new School Bus Alert Light at CV-TEC and completed a walkthrough with Daniels' Signs to finalize exterior door numbering at the Plattsburgh Campus.

As part of Emergency Planning and Preparedness, preparations began for back-to-school safety presentations. The team initiated updates to both Building and District Safety Plans to incorporate new emergency annexes and terminology and began revising Staff Safety Protocol books to ensure consistency with these updates.

In the area of Communication and Emergency Response Coordination, HSRM continued working with the remaining three school districts to complete the 911 Dispatch School Phone Directory. They also provided recommendations to improve the functionality of the InformaCast emergency communication system.

Under Violence Prevention and Threat Assessment, HSRM participated in an Essex County Threat Assessment meeting and held discussions to enhance workplace violence prevention and reporting procedures.

Finally, Technology and Communication Enhancements progressed with two meetings with AT&T/FirstNet representatives to explore radio system upgrades. Initial testing of FirstNet radios also began, aimed at evaluating their potential for broader implementation.

Grants Management:

In the Grants world, August continues to be a busy season with submission deadlines fast approaching. There are many moving parts and ensuring the approval of Universal Prekindergarten (UPK) and ESSA Consolidated Applications involves coordinating numerous components and submitting extensive documentation. Education Grant Specialist, Amanda Buskey, spent the month meeting with component districts, finalizing budgets, and completing LEA consultations with Non-Public/Private School officials to fulfill Sections 1117(a)(4)(C) and 8501(a)(4)(C) of Every Student Succeeds Act requirement.

The grants office remains actively engaged with district and stakeholder discussions surrounding the ever-evolving needs of districts and students. Our office is looking forward to the upcoming school year and the continued opportunity to support our component districts through grant funding.

INSTRUCTIONAL TECHNOLOGY:

The school year continues to approach at a rapid pace, and the IT team is hard at work racing to accomplish everything that is needed. Chromebooks, laptops, desktops, interactive displays, cameras, and battery backups are arriving at CVES for distribution both within the organization and across its component school district buildings.

For much of the summer the IT team was understaffed, so meeting deadlines and preparing everything needed for the new school year has been a bit of a challenge. Thankfully the team will be in full force again by the end of August. Thanks in large part to the addition of a new Network and Systems Technician, Robert (RJ) Barcomb, who has joined the CVES IT team from Beekmantown Central School District. RJ brings a multitude of skills and considerable experience to the team that has helped him hit the ground running. With our IT team now fully staffed and the addition of RJ to the crew, there's renewed confidence that all tasks will be completed on time.



INTERSCHOLASTIC SPORTS:

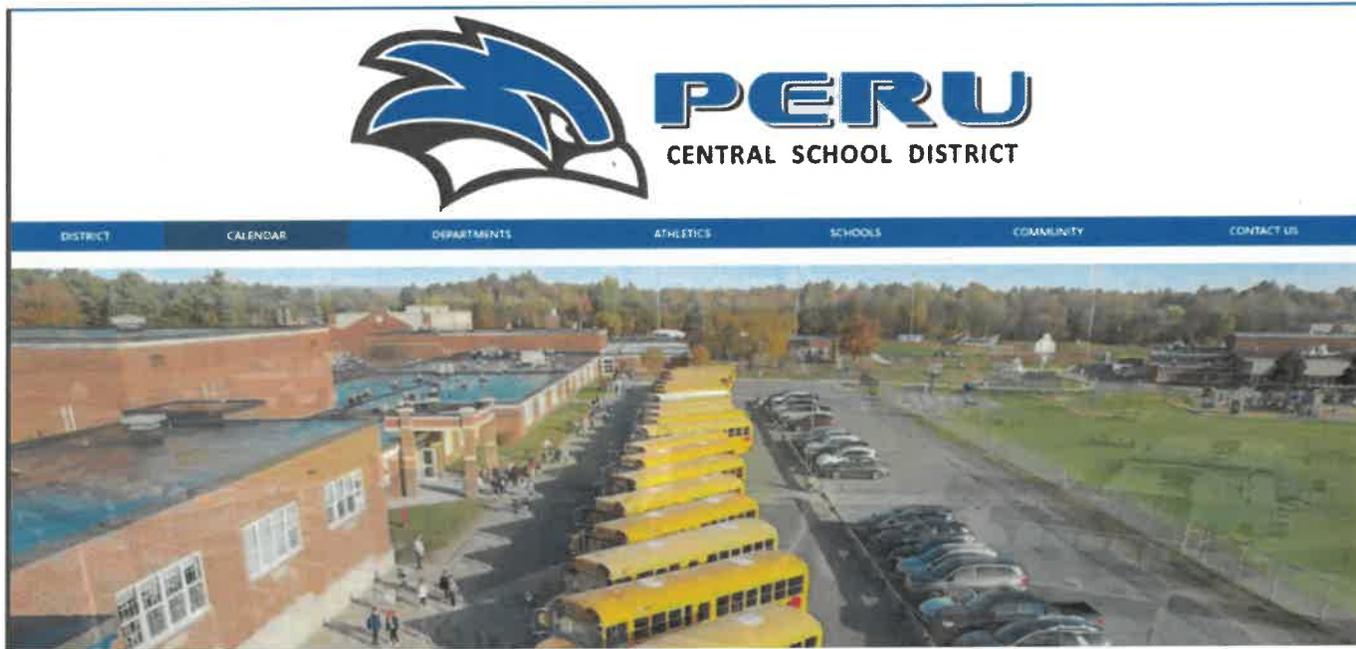
With fall sports kicking off on Monday, August 18th, the Interscholastic Athletics Co-Ser has been actively collaborating with athletic directors and sports officials to ensure a smooth and successful start to the season. This year also brings the implementation of a new scheduling and assigning platform through Vantage Sports which introduces several tools tailored to different user groups: athletic directors will utilize Leagueminder, officials will operate through ZebraWeb, and the public will access schedules via DigitalSports.

To support this transition, Interscholastic Athletics Coordinator Randy Lozier has conducted three training sessions for sports officials in partnership with Vantage. The athletic administrators had a training on August 14th, with a follow-up session scheduled for September 5th. The training on September 5th will be in conjunction with the NYSPHSAA Athletic Director Workshop at the Lake Placid Conference Center – an annual event and the only workshop mandated by NYSPHSAA for athletic directors.

The first soccer scrimmages of the year were held on Monday, August 25th and the ramp up to the fall season is underway. As teams continue to gear up, the focus remains on ensuring a well-organized and successful season for student-athletes across the region.

PUBLICATIONS AND COMMUNICATIONS UPDATE:

In August, the Communications team crossed multiple finish lines, launching new websites for both Peru and Schroon Lake. Peru's site is now live and publicly accessible, while Schroon Lake's site will be made visible following staff training to ensure a smooth rollout.



Additionally, all school-year preparations have been successfully completed. Component district calendars have been distributed, newsletters finalized, and a New Employee Orientation video developed to support onboarding efforts.

Now as September approaches, the Print Shop will begin transitioning to its fall workload. Meanwhile, the Communications team will refocus on the CVES website redesign and begin work on revamping Willsboro's site.

We look forward to another successful school year in both Communications and the Print Shop!