

ORCHARD PARK CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION

Regular Meeting

June 11, 2024

Middle School Auditorium
60 S. Lincoln Ave., Orchard Park, NY 14221

Board of Education

Members Present: Dr. Jennifer Rogers, President
Mr. Ryan Anderson, Vice President
Mr. Ryan Cimo, was excused at 7:58 pm
Mr. Steven Comeau
Mr. Ed Draves
Mr. Tom Provost
Mrs. Karen Sreniawski
Mr. Shane Brege, Student Ex-Officio

Members Excused: n/a

Others Present: Mr. David Lilleck, Superintendent of Schools
Mrs. Sarah Hornung, Assistant Superintendent – Curriculum
Mr. Jeffrey Petrus, Assistant Superintendent – Business
Dr. Dean Ramirez, Assistant Superintendent – Personnel
Mrs. Cheryl Connors, District Clerk

Estimated Audience: 25

Dr. Rogers called the meeting to order at 7 pm and led all present in the Pledge of Allegiance.

SUGGESTIONS FOR CHANGE TO THE AGENDA

Suggestions for Change in the Order of Agenda Items

- Dr. Ramirez stated that according to policy, consensus personnel action 3.5.B.2.16, appointment of a support staff substitute bus attendant, must be voted on outside of consensus.
- Dr. Rogers shared that one item of correspondence has been added.

Announcements & Points of Pride

Mr. Lilleck shared the following:

- Earlier this evening we honored and recognized our retirees who collectively have 931 years of combined service. We wish them all the best in their next endeavors and they will be greatly missed.
- Shared that on May 23, he, Brandon Pafk, OPHS Principal and Ryan Cimo were able to join three OPHS students who were recognized during the Erie Niagara School Superintendents Scholastic Achievement Recognition Dinner. Proud moment for Ryan as a dad as his son Alex was recognized, along with Evan Doer and Layla Salgado.
- This year, Orchard Park High seniors kicked off a new tradition by wearing their caps and gowns and visit their elementary schools to share memories with teachers and inspire the younger students.
- On May 22 the Buffalo Bills invaded Ellicott and OPHS for a day of giving back to the community. Players and coaches met with small groups to discuss leadership and teamwork at OPHS and then were able to decorate cookies with Mrs. Grossman's students.

ANNOUNCEMENTS AND POINTS OF PRIDE

June 11, 2024

- The New York State Education Department (NYSED) has proposed amendments to sections of the Regulations of the Commissioner of Education relating to Mixed Competition and Extra Class Athletic Activities. Most notably, the proposal would open opportunities for boys to play on girls' sports teams and girls to play on boys' sports teams regardless of potential adverse effects. The feedback and information can be found on our website and he encouraged parents to provide feedback to the state regarding this potential change.
- Every year our students gain acceptance into many of the nation's leading universities. The Class of 2024 has earned over 12.6 million dollars in scholarships and been accepted into over 230 universities. Many of our students will pursue the military, enter the workforce, or begin trade apprenticeships. As the father of two boys in the class of 2024, he stated he could not be more proud.
- Thanked Ryan Cimo for his six years of service on the Board of Education. Shared that Mr. Cimo has served on several committees, including audit and safety. Board members are volunteers and serving on a school board can be a thankless endeavor. He thanked Mr. Cimo's wife Brenda and his two children for their support as being a Board member has taken time away from family to help support and improve the district. He thanked Mr. Cimo for the support he has provided him.
- Thanked Shane Brege, the first Ex-Officio Member of the school Board. He stated that Shane has provided a foundation that the Board will continue to improve upon and work to include our student voice. He thanked him for the time and work Shane has put in to support his fellow students and the district.

Consensus Items

Motion by Mr. Anderson, seconded by Mrs. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby approves the following consensus items:

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

Consensus Minutes

- May 7, 2024

Consensus Financials (attachments #1)

- Treasurer's Report – April 2024, Revenue Budget Detail – April 2024, Appropriations Report – May 2024 and Warrant Report – May 2024

**CONSENSUS
ITEMS**

MINUTES

FINANCIALS

Consensus Personnel**Personnel Considerations – Teachers and Administrators****Appointments – Tenure (Teachers and Administrators)**

Name	Current Location	Tenure Area	Effective Date	Certification Area	Certification Status
Ramirez, Dean	DO	Asst Supt for Personnel & Pupil Services	08/08/24	School District Leader	Professional
Adel, Rachel	HS2	Social Studies	09/01/24	Social Studies 7-12	Professional
Banks, Marla	EG	Teaching Assistant	09/01/24	Teaching Assistant	Level II
Barnhart, Kelly	WE	Special Education	08/31/24	Special Education	Permanent
Braun, Sara	EG	Elementary Education	08/31/24	Childhood Education Gr 1-6	Initial
Carmina, Casey	SD	Elementary Education	09/01/24	Childhood Education Gr 1-6	Professional
Carson, Bradley	MS	Music	08/31/24	Music	Professional
Clarke, Shayna	MS	Elementary Education	09/01/24	Stud w / Dis (Gr 5-9), Generalist	Professional
Crawford, Kayla	WE	Elementary Education	08/31/24	Childhood Education Gr 1-6	Initial
Kasprzak, Jaclyn	SD	Elementary Education	08/30/24	Childhood Education Gr 1-6	Professional
Klau, Jacob	HS2	Science	10/08/24	Earth Science 7-12	Professional
Kuebler, Cheryl	HS1	Teaching Assistant	09/21/24	Math 7-12	Professional
Lutz, Libby	SD	Speech	09/01/24	Speech Lang Disabilities	Initial
Masters, Jamie	MS	Elementary Education	09/01/24	Stud w / Dis (Gr 1-6)	Professional
Mohler, Amanda	HS2	School Social Worker	09/01/24	School Social Worker	Permanent
Phillips, Alison	MS	ESOL	08/31/24	ESOL	Professional
Sanchez, Rosanne	MS	Teaching Assistant	09/01/24	PreK - Grade 6	Permanent
Sereday, Chelsie	WE	Elementary Education	09/01/24	Childhood Education Gr 1-6	Professional
Sollecito, Mollie	SD	Elementary Education	08/31/24	PreK - Grade 6	Permanent
Stafford, Christine	MS	Teaching Assistant	09/20/24	Teaching Assistant	Level III
Stoddard, Joy	HS1	Teaching Assistant	09/08/24	Biology 7-12	Professional
Weber, Emily	EG	Elementary Education	09/01/24	Childhood Education Gr 1-6	Professional
Wolfe, Kelsey	EG	Speech	10/11/24	Speech Lang Disabilities	Professional

Appointments - Probationary and Regular Substitute

Name	Title	Cert Area / Status	Tenure Area	Initial Location	Type / Effective Date	Salary
Boryszak, Dawn	Reading teacher	PreK, K & Gr 1-6 / Permanent	Reading	WE	Part Year Reg Sub 03/01/24 - 06/21/24 (end date amended) LOA - L Criado	1 M (30) pro-rated
DeJoseph, Anthony	Spec Ed teacher	Stud w/Dis 7-12, Generalist/ Emergency COVID-19	Spec Ed	HS1	*Probationary 08/28/24 - 08/27/28 Retire - M Feeley	2 B (35)
Everhart, Sarah	School Counselor	School Counselor / Permanent	School Counselor	EL	Part Year Reg Sub 05/15/24 - 06/30/24 (amend dates) LOA - A Krempa	2 M (45) pro-rated
Everhart, Sarah	School Counselor	School Counselor / Permanent	School Counselor	EL	Part Year Reg Sub 08/28/24 - 12/17/24 (amend end date) LOA - A Krempa	2 M (45) pro-rated
Heym, Rachel	For Lang teacher	Spanish 7 - 12 / Initial	For Lang	MS	*Probationary 08/28/24 - 08/27/28 Retire - R Loftus	2 M (30)
Hrcak, Janine	For Lang teacher	Spanish 7 - 12 / Permanent	For Lang	HS3	05/20/23 - 06/11/24 LOA - E Agnello	1 M (30) pro-rated
Levulis, Olivia	Spec Ed teacher	Stud w/Dis Gr 7-12 / Initial Ext Annotation	Spec Ed	MS	*Probationary 08/28/24 - 08/27/28 Retire - S DelPrince	2 B (20)
MacDowell, Chance	School Psyc	School Psyc / Provisional	School Psyc	EG	*Probationary 08/28/24 - 08/27/28 Resign - L Jerge	2 M (60)
Nicholson, Brandon	Phys Ed teacher	Phys Ed / Initial	Phys Ed	WE	*Probationary 08/28/24 - 08/27/28 Retire - W Lewandowski	2 M (30)
Pawarski, Andrea	Art Teacher	Visual Arts / Professional	Art	WE	*Probationary 08/28/24 - 08/27/28 Retire - P Bond	2 M (30)
Piniewski, Amber	Spec Ed teacher	Stud w/Dis Gr 1-6 / Initial	Spec Ed	EG	*Probationary 08/28/24 - 08/27/27 Resign-L Shanahan	2 M (35)
Robison, Jaclyn	Elem Ed teacher	Child Ed (Gr 1-6) / Initial	Elem Ed	WE	Full Year Reg Sub 8/30/23 - 06/30/24 (end date amended) LOA-D Izydorczak	2 M (30)
Stelmaszyk, Danielle	Spec Ed teacher	Stud w/Dis (Gr 1-6) / Initial	Spec Ed	MS	*Probationary 08/28/24 - 08/27/28 BOE-New position	2 M(30)
Toth, Susan	Spec Ed teacher	Stud w/Dis (Gr 1-6) / Professional	Spec Ed	EG / Non-Pub	*Probationary 08/28/24 - 08/27/28 BOE-New Position	5 M (55)
Weber, Megan	Phy Ed teacher	Phys Ed / Initial	Phys Ed	EL	*Probationary 08/28/24 - 08/27/28 Retire - B Callahan	2 M (30)
Yeager, Madelyn	Art Teacher	Visual Arts / Initial	Art	EG	*Probationary 08/28/24 - 08/27/28 Retire - R Skalski	1 B

* This expiration date is 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 3012-d 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.

Appointments – Extra Class Activity Advisors (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Ziccardi, Adam	Computer/Programming Club	through 3/26/24	OPTA	\$98.60 (amended)
Ziccardi, Adam	Open Campus Adviser (HS)	through 3/26/24	OPTA	\$142.80 (amended)

Appointments – Community Education (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Lawley, Jake	Football Conditioning	Summer 2024	OPTA	\$35/hr
Weiss, Jeffrey	Football Conditioning	Summer 2024	OPTA	\$35/hr
Kozar, David	Football Conditioning	Summer 2024	OPTA	\$35/hr
Cieslik, Michael	Football Conditioning	Summer 2024	OPTA	\$35/hr
Frankowski, Chris	Football Conditioning	Summer 2024	OPTA	\$35/hr
Michael, Gregory	Football Conditioning	Summer 2024	OPTA	\$35/hr
Frankowski, Matthew	Football Conditioning	Summer 2024	Community Member	\$35/hr
Frankowski, Chris	Boys Basketball Camp	Summer 2024	OPTA	\$35/hr
Walter, Thomas	Boys Basketball Camp	Summer 2024	Community Member	\$35/hr
Kozar, David	Boys Basketball Camp	Summer 2024	OPTA	\$35/hr
Janas, Gary	Girls Basketball Camp	Summer 2024	OPTA	\$35/hr
Kwitek, Joseph	Girls Basketball Camp	Summer 2024	Community Member	\$35/hr
Block, Erin	Strength & Conditioning for Female Athletes	Summer 2024	OPTA	\$35/hr
Guzzino, Abigail	Strength & Conditioning for Female Athletes	Summer 2024	OPTA	\$35/hr
Graffeo, Michael	Strength & Conditioning for Female Athletes	Summer 2024	OPTA	\$35/hr
Norvilitis, Bret	Strength & Conditioning for Female Athletes	Summer 2024	OPTA	\$35/hr
Sereday, Chelsie	Introduction to Field Hockey	Summer 2024	OPTA	\$35/hr
Markarian, Emily	Introduction to Field Hockey	Summer 2024	OPTA	\$35/hr
DeWald, Evan	5-Hour Pre-Licensing Course	Summer 2024	OPTA	\$40/hr
Fabbro, Kathleen	Girls Volleyball Power Session	Summer 2024	OPTA	\$35/hr
Stanek, Kristin	Girls Volleyball Power Session	Summer 2024	OPTA	\$35/hr
Dena, Dena	Girls Volleyball Power Session	Summer 2024	OPTA	\$35/hr
Bean, Scott	Community Summer Band	Summer 2024	OPTA	\$35/hr
DeWald, Evan	Driver Education	Summer 2024	OPTA	\$40/hr
Bella, Joseph	Driver Education	Summer 2024	OPTA	\$40/hr

Appointments – Per Diem Substitutes (Teachers and Others)

Name	Title / Activity	Effective Dates	Certification
Annarino, Jaime	Substitute Teacher	7/1/24-6/30/25	Certified
Ast, Michelle	Substitute Teacher	7/1/24-6/30/25	Certified
Baran, Sarah	Substitute Teacher	7/1/24-6/30/25	Uncertified
Buncy, Danielle	Substitute Teacher	7/1/24-6/30/25	Certified
Carriere, Phyllis	Substitute Teacher	7/1/24-6/30/25	Certified
Cary, Natalie	Substitute Teacher	7/1/24-6/30/25	Certified
Cefaratti, Nicole	Substitute Teacher	7/1/24-6/30/25	Certified
Clark, James	Substitute Teacher	7/14/24-6/30/25	Certified
Collins, Mollie	Substitute Teacher	7/1/24-6/30/25	Uncertified
Disch, Katherine	Substitute Teacher	7/1/24-6/30/25	Uncertified
Dolce, Karen	Substitute Teacher	7/1/24-6/30/25	Certified
Downie, Gail	Substitute Teacher	7/1/24-6/30/25	Certified
Eberhardt, Elizabeth	Substitute Teacher	7/1/24-6/30/25	Certified
Feathers-Dirrgrl, Tamie	Substitute Teacher	7/1/24-6/30/25	Certified

Appointments – Per Diem Substitutes (Teachers and Others) – Cont’d.

Name	Title / Activity	Effective Dates	Certification
Ferrentino, Robert	Substitute Teacher	7/1/24-6/30/25	Certified
Gavin, Maurice	Substitute Teacher	7/1/24-6/30/25	Certified
Geerkin, Susan	Substitute Teacher	7/1/24-6/30/25	Certified
Gernold, Linda	Substitute Teacher	7/1/24-6/30/25	Uncertified
Gioia, Marianna	Substitute Teacher	7/1/24-6/30/25	Certified
Goff, Caroline	Substitute Teacher	7/1/24-6/30/25	Certified
Gruin, Mya	Substitute Teacher	7/1/24-6/30/25	Uncertified
Guzzino, David	Substitute Teacher	7/1/24-6/30/25	Certified
Halter, Kathy	Substitute Teacher	7/1/24-6/30/25	Certified
Hitchings, John	Substitute Teacher	7/1/24-6/30/25	Certified
Johnson, Susan	Substitute Teacher	7/1/24-6/30/25	Certified
Kabel-Ashtrachan, Laura	Substitute Teacher	7/1/24-6/30/25	Certified
Kaminski, Joyce	Substitute Teacher	7/1/24-6/30/25	Certified
Kamis, Kimberly	Substitute Teacher	7/1/24-6/30/25	Certified
Keller, Caroline	Substitute Teacher	7/1/24-6/30/25	Uncertified
King, Kevin	Substitute Teacher	7/1/24-6/30/25	Uncertified
Klein, Margaret	Substitute Teacher	7/1/24-6/30/25	Certified
Kopacz, Craig	Substitute Teacher	7/1/24-6/30/25	Certified
Kreuzer, Joanna	Substitute Teacher	7/1/24-6/30/25	Certified
Kulczyk, Kyle	Substitute Teacher	7/1/24-6/30/25	Uncertified
McCann, Madonna	Substitute Teacher	7/1/24-6/30/25	Certified
McCracken, Sandra	Substitute Teacher	7/1/24-6/30/25	Uncertified
Meyer, Katherine	Substitute Teacher	7/1/24-6/30/25	Certified
Munro, Ethel	Substitute Teacher	7/1/24-6/30/25	Certified
Najuch, Daniel	Substitute Teacher	7/1/24-6/30/25	Certified
Ostrander, Candace	Substitute Teacher	7/1/24-6/30/25	Certified
Piotrowski, Lori	Substitute Teacher	7/1/24-6/30/25	Certified
Quenneville, Christine	Substitute Teacher	7/1/24-6/30/25	Certified
Reinlander, Connor	Substitute Teacher	7/1/24-6/30/25	Certified
Rombola, Darlene	Substitute Teacher	7/1/24-6/30/25	Certified
Sadlon, Donna	Substitute Teacher	7/1/24-6/30/25	Certified
Siejakowski, Anne	Substitute Teacher	7/1/24-6/30/25	Uncertified
Smith, Phachara	Substitute Teacher	7/1/24-6/30/25	Uncertified
Sosnowski, Lisa	Substitute Teacher	7/1/24-6/30/25	Certified
Trampert, Sandra	Substitute Teacher	7/1/24-6/30/25	Certified
Vertalino, Ashton	Substitute Teacher	7/1/24-6/30/25	Certified
Walker, Hanna	Substitute Teacher	7/1/24-6/30/25	Certified
Warnes-Stry, Darleen	Substitute Teacher	7/1/24-6/30/25	Uncertified
Wolford, Michael	Substitute Teacher	7/1/24-6/30/25	Certified
Wrobel, Joelle	Substitute Teacher	7/1/24-6/30/25	Certified
Young, Stephanie	Substitute Teacher	7/1/24-6/30/25	Certified
Zielinski, Brittney	Substitute Teacher	7/1/24-6/30/25	Certified

Appointments – Coaching (Teachers and Others)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Baldauf, Maxwell	Head Chap/Ticket Manager	2024/25	OPTA	\$2,275
Adamec, Joseph	Soccer - Assistant Varsity	Fall 2024	OPTA	Step 4 / \$4,826
Albano, Richard	Volleyball – Boys Varsity Head	Fall 2024	OPTA	Step 4 / \$6,469
Atkins, Nicole	Field Hockey—Assistant Modified	Fall 2024	Community Member	Step 4 / \$4,337
Betrus, Christopher	Cross Country – Assistant Varsity	Fall 2024	OPTA	Step 4 / \$4,826
Biondo, Joseph	Golf- Girls Varsity	Fall 2024	OPTA	Step 4 / \$4,826
Bird, Jeffrey	Soccer – Girls Modified	Fall 2024	OPTA	Step 4 / \$4,337
Block, Erin	Soccer - Assistant JV	Fall 2024	OPTA	Step 4 / \$4,826

Appointments – Coaching (Teachers and Others) – Cont’d.

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Carey, Naomi	Gymnastics-Program Assistant	Fall 2024	Community Member	Step 4 / \$5,532
Catalano, Larry	Soccer – Boys Modified	Fall 2024	OPTA	Step 4 / \$4,337
Cieslik, Michael	Football – Varsity Head	Fall 2024	OPTA	Step 4 / \$8,086
Dannecker, Josh	Soccer – Boys Varsity Head	Fall 2024	OPTA	Step 4 / \$6,469
Dena, Brian	Volleyball- Girls Assistant Program	Fall 2024	OPTA	Step 4 / \$4,826
Dillworth, Steven	Cross Country –Varsity Head	Fall 2024	OPTA	Step 4 / \$6,469
Ferrara, Matthew	Football- Assistant JV	Fall 2024	OPTA	Step 4 / \$5,954
Frankowski, Christopher	Football – Assistant Varsity	Fall 2024	OPTA	Step 4 / \$5,954
Gaeta, Nicolette	Cheerleading—Assistant Modified	Fall 2024	OPTA	Step 4 / \$4,337
Graffeo, Michael	Soccer – Girls Varsity Head	Fall 2024	OPTA	Step 4 / \$6,469
Grossman, Amy	Unified Bocce	Fall 2024	OPTA	Step 4 / \$3,741
Haggerty, Kevin	Football- Assistant Freshman	Fall 2024	Community Member	Step 4 / \$5,954
Horgan, Christopher	Tennis - Varsity Head, Girls	Fall 2024	Community Member	Step 4 / \$6,469
Hunter, Tim	Volleyball- Boys Assistant Modified	Fall 2024	OPTA	Step 4 / \$4,337
Janas, Gary	Soccer-Assistant Varsity	Fall 2024	OPTA	Step 4 / \$4,826
Johnson, Leif	Football-Assistant Modified	Fall 2024	OPTA	Step 4 / \$5,632
Kozar, David	Football-Assistant Modified	Fall 2024	OPTA	Step 4 / \$5,632
Lawley, Jake	Football – Assistant Modified	Fall 2024	OPTA	Step 4 / \$5,632
Leary, Nathan	Golf – Boys Varsity	Fall 2024	OPTA	Step 4 / \$4,826
Manka, Jill	Cheerleading – Varsity Head	Fall 2024	Community Member	Step 4 / \$6,469
McLaughlin, MaryKate	Cheerleading—Assistant JV 1/2	Fall 2024	Community Member	Step 4 / \$2,413
Michael, Greg	Football – Assistant Varsity	Fall 2024	OPTA	Step 4 / \$5,954
Mueller, Jennelle	Cheerleading—Assistant JV 1/2	Fall 2024	Community Member	Step 4 / \$2,413
Norvilitis, Bret	Swimming – Varsity Head, Girls	Fall 2024	OPTA	Step 4 / \$6,469
Paolini, Ryan	Football- Assistant Freshman	Fall 2024	Community Member	Step 4 / \$5,954
Paternostro, Derek	Cross Country –Modified	Fall 2024	OPTA	Step 4 / \$4,337
Schreiner, Scott	Volleyball- Boys Assistant Program	Fall 2024	Community Member	Step 4 / \$4,826
Schugardt, Lauren	Cheerleading – Assistant Program	Fall 2024	Community Member	Step 4 / \$4,826
Sereday, Chelsie	Field Hockey – Assistant Program	Fall 2024	OPTA	Step 4 / \$4,826
Skalski, Chelsea	Gymnastics- Varsity Head	Fall 2024	Community Member	Step 4 / \$5,532
Specht, Lindsey	Swimming - Assistant Varsity Girls	Fall 2024	OPTA	Step 4 / \$4,337
Stanek, Kristen	Volleyball- Girls Assistant Program	Fall 2024	OPTA	Step 4 / \$4,826
Thomas, Nick	Volleyball- Boys Assistant JV	Fall 2024	Community Member	Step 4 / \$4,826
Wegelin, James	Football – Assistant Modified	Fall 2024	OPTA	Step 4 / \$5,632
Weiss, Jeffrey	Football- Assistant JV	Fall 2024	OPTA	Step 4 / \$5,954

Appointments – Quaker Camp

Name	Title / Position	Rate
Birmingham, Theresa	Teacher / Rising Fifth	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9
Budney, Sarah	Teacher / Rising First	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9
Carter, Julianne	Teacher / Rising Third	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9
Chelus, Nicole	Teacher / Rising Fourth	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9
Connors, Mary	Teacher / ICT	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9
Connors, Maureen	Teacher / Intervention	Up to 22 days - 6.25 hrs / day @OPTA \$3.3.9

Appointments – Quaker Camp Cont’d.

Name	Title / Position	Rate
Fabbro, Katie	Teacher / Rising Second	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Feathers-Dirrigl, Tamie	Teacher / Rising Fourth	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Flascher, Sarah	Teacher / Rising Sixth	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Gilham, Derek	Substitute Teacher	@OPTA §3.3.9
Hardenburg, Whitney	Teacher / Rising Fifth (ICT)	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Joyce, Erin	Teacher / Rising Sixth (ICT)	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Lapenta, Eileen	Teacher / Intervention	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
LaPenta, Hannah	Teacher / Rising First	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Lewandowski, Wendy	Teacher / Phys Ed	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Luba, Madelyn	Teacher	up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Noe, Ann	Teacher / Rising Third	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
O’Halloran, Shea	Teacher / Rising Sixth	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Price, Brianna	Teacher / Rising First	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Rachko, Lisa	Teacher / Intervention	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Stacharczyk, Carol	Teacher / Rising Fourth (ICT)	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Stanek, Kristin	Teacher / Rising Second (ICT)	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Tepas, Christopher	Teacher / Rising Third	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Tortorice, Julie	Teacher / Rising Second	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Toth, Susan	Teacher / Rising Second	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Wilcox, Amanda	Teacher / Rising Fifth	Up to 22 days - 6.25 hrs / day @OPTA §3.3.9
Axelson, Jen	Teacher / Substitute	@OPTA §3.3.9
Braun, Sara	Teacher / Substitute	@OPTA §3.3.9
Kubiak, Eileen	Teacher / Substitute	@OPTA §3.3.9
Perry, Denise	Teacher / Substitute	@OPTA §3.3.9
Prince, Kristi	Teacher / Substitute	@OPTA §3.3.9
Schaffstall, Amy	Teacher / Substitute	@OPTA §3.3.9
Alessi, Annie	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule J
Banks, Rebecca	Reg. Prof. Nurse -substitute	as needed @ OPSRPA Salary Schedule E
Brege, Tracy	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule D
Collins, Abigail	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule L
Even, Nadine	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule B
Haseley, Susan	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule D
Hering, Deanna	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule I
Holland, Kathleen	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule E
Johnson, Sarah	Reg. Prof. Nurse -substitute	as needed @ OPSRPA Salary Schedule C
Krawczyk, Brenda	Reg. Prof. Nurse -substitute	as needed @ OPSRPA Salary Schedule D
Niewczyk, Karen	Registered Professional Nurse	up to 32 days - hrs/day @ OPSRPA Salary Schedule L
Obrochta, Denise	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule D
Poloncarz, Lynn	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule B
Ramsey, Christina	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule K
Sayoc, Lisa	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule E
Stehley, Pamela	Teacher Aide	Up to 21 days - 6.25 hrs/day @ OPSRPA Salary Schedule K
Smith, Jennifer	Teacher Aide Substitute	as needed @ OPSRPA Salary Schedule B
Mruk, Paula	Teacher Aide Substitute	as needed @ OPSRPA Salary Schedule D

Appointments – Summer (ESY)

Name	Title / Position	Rate
Buck, Lindsey	Teacher / Reading	up to 30 days - 6.25 hrs / day @OPTA §3.3.9
Bystrak, Elizabeth	Teacher / Reading	up to 30 days - 6.25 hrs / day @OPTA §3.3.9
Cefaratti, Nicole	Teacher	up to 18 days - 6.25 hrs / day @OPTA §3.3.9
DiLucente, Beth	Teacher / Library	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
Evans, Shannon	Physical Therapist	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Finger, Suzanne	Teacher / Special Area	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
Fischer, Dawn	Substitute - PT	@OPTA §3.3.9 (CBA 2024-2029)
Fish, Lauren	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Gaeta, Nicolette	ENL Teacher (QC & ESY)	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Gilham, Derek	Substitute Teacher	@OPTA §3.3.9
Healy, Hannah	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Hogan, Sean	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Hutschenreuter, Kristen	School Counselor	up to 30 days - 6.25 hrs / day @OPTA §3.3.9
Jackson, Sara	Social Worker	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Josker, Lisa	Substitute Teacher	@OPTA §3.3.9
Kent, Kim	Teacher / Special Area	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
Koellner, Hannah	Speech Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Luba, Madelyn	QC & ESY	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Mazzariello, Kerra	Teacher / Library	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
McClemont, Emily	Substitute Teacher	@OPTA §3.3.9
McGowan, Molly	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
McQuillen, Justine	Substitute - OT	@OPTA §3.3.9
Michener, Joy	Physical Therapist	up to 34 days - 6.25 hrs / day @OPTA §3.3.9
Neureuter, Margaret	Substitute Teacher	@OPTA §3.3.9
Newton, Darryl	Teacher / Rising Learners	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Novak, Amy	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Sacilowski, Kelly	Speech Teacher	up to 17 days - 6.25 hrs / day @OPTA §3.3.9
Senn, Jenifer	Teacher / Special Area	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
Setera, Rebecca	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Shields, Christine	Occupational Therapist	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Stelley, Marcee	Speech Teacher	up to 34 days - 6.25 hrs / day @OPTA §3.3.9
Torcello, Marissa	Substitute Teacher	@OPTA §3.3.9
Van Remmen, Jon	Teacher / Phys Ed	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Vivian, Mary Claire	Teacher / Special Area	up to 16 days - 6.25 hrs / day @OPTA §3.3.9
Ward, Karen	Occupational Therapist	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Weber, Emily	Teacher	up to 32 days - 6.25 hrs / day @OPTA §3.3.9
Wilcox, Kathryn	Teacher	up to 18 days - 6.25 hrs / day @OPTA §3.3.9
Auricchio, Katherine	Teacher Aide	up to 31 days @ approved substitute rate of pay for Teacher Aide
Avino, Joelle	Teacher Aide	up to 31 days - 6.25 hrs/day @OPSRPA Salary Schedule H

Appointments – (MS Summer Transition)

Name	Title / Position	Rate
Annarino, Jaime	Teacher / ELA	up to 21 days -5 hrs / day @OPTA §3.3.9
Basil, James	Substitute Teacher	@OPTA §3.3.9
Carson, Bradley	Substitute Teacher	@OPTA §3.3.9
Houseman, Laura	Teacher / Elem Ed	up to 6 days -5 hrs / day @OPTA §3.3.9
Kuhrt, Lindsey	Summer Reading (Virtual)	up to 75 hours @OPTA §3.3.9
Lukowski, Laura	Teacher / Elem Ed	up to 6 days -5 hrs / day @OPTA §3.3.9
Mansour, Erin	Teacher / Elem Ed	up to 6 days -5 hrs / day @OPTA §3.3.9
Masters, Jamie	Teacher / Elem Ed	up to 6 days -5 hrs / day @OPTA §3.3.9
Panepinto, Stacey	Summer Reading (Virtual)	up to 100 hours @OPTA §3.3.9
Schuler, Lisa	Teacher / Math	up to 21 days -5 hrs / day @OPTA §3.3.9
Schunk, Jennifer	Teacher / Spanish	up to 21 days -5 hrs / day @OPTA §3.3.9
Smith, Emerson	Teacher / Science	up to 21 days -5 hrs / day @OPTA §3.3.9
Velasquez, Valerie	Teacher / FACS	up to 6 days -5 hrs / day @OPTA §3.3.9
Zielinski, Brittney	Teacher / Elem Ed	up to 21 days -5 hrs / day @OPTA §3.3.9
Banks, Rebecca	Registered Professional Nurse	up to 7 days - hrs/day @OPSRPA Salary Schedule E
Campanella, Kathleen	Teacher Aide	up to 5 days - 5.0 hrs/day @ OPSRPA Salary Schedule F
Johnson, Sarah	Registered Professional Nurse	up to 4 days - hrs/day @OPSRPA Salary Schedule C
Krawczyk, Brenda	Registered Professional Nurse	up to 10 days - hrs/day @ OPSRPA Salary Schedule D
Martelli, Damian	Building Guard	up to 30 day - 8 hrs/day @ OPSRPA Salary Schedule K
Zell, Marie	Teacher Aide	up to 25 days - 5.0 hrs/day@OPSRPA Salary Schedule B

Appointments – (HS Summer School)

Name	Title / Position	Rate
Calder, Erin	Director	Up to 45 days - 6.5 hrs / day @OPTA §3.3.9
Buckley, Bailey	Teacher / English	Up to 26 days - 4 hrs / day @OPTA §3.3.9
Fettes, Christina	Teacher / Social Studies	Up to 26 days - 4 hrs / day @OPTA §3.3.9
King, Bailey	Teacher / Science	Up to 26 days - 4 hrs / day @OPTA §3.3.9
Mapps, Jessica	Teacher / Math	Up to 26 days - 4 hrs / day @OPTA §3.3.9
Senn, Charles	Teacher / Math	Up to 26 days - 4 hrs / day @OPTA §3.3.9
Young, Stephanie	Substitute Teacher	@OPTA §3.3.9
Karcher, Gail	Teacher Aide	Up to 26 days - 4 hrs/day @OPSRPA Schedule B
Witting, Patricia	Teacher Aide	Up to 26 days - 4 hrs/day@OPSRPA Schedule C
Hansen, Karen	Teacher Aide	Up to 26 days - 4 hrs/day @ OPSRPA Schedule F
Dickey, Stacy	Teacher Aide	Up to 26 days - 4 hrs/day@OPSRPA Schedule B
Kruszka, Lynn	Teacher Aide Substitute	As needed @ OPSRPA Schedule B
Ryan, Amanda	Registered Professional Nurse	As needed 4.0 hrs/day @ \$26.23/hour
Banks, Rebecca	Registered Professional Nurse	up to 7 days-4.hrs/day@OPSRPA Salary Schedule E
Krawczyk, Brenda	Registered Professional Nurse	up to 10 days-4.0 hrs/day@OPSRPA Salary Schedule D
Johnson, Sarah	Registered Professional Nurse	up to 4 days-4.0 hrs/day@OPSRPA Salary Schedule C
Odrzywolski, Melissa	Registered Professional Nurse	up to 5 days-4.0hrs/day@OPSRPA Salary Schedule I
Stuart, Elizabeth	Registered Professional Nurse	up to 1 day-4.0hrs/day@OPSRPA Salary Schedule K

Appointments – Summer – Psy

Name	Title / Position	Rate
Adamec, Joseph	Psychologist (HS2)	up to 20 days @ 1/200th
Hartney, Jocelyn	Psychologist (EL)	up to 20 days @ 1/200th
MacDowell, Chance	Psychologist (EG)	up to 20 days @ 1/200th
Mydzian, Jenny	Psychologist (WE)	up to 20 days @ 1/200th
Pettis, Antonique	Psychologist (DO)	up to 20 days @ 1/200th
Roberts, Lynn	Psychologist (SD)	up to 20 days @ 1/200th
Tashjian, Kathryn	Psychologist (DO)	up to 20 days @ 1/200th
Weiler, Allison	Psychologist (MS)	up to 20 days @ 1/200th

Appointments – Summer – School Counselor

Name	Title / Position	Rate
Behm, Michael	School Counselor (HS1)	up to 12 days @ 1/200th
Bove, Aaron	School Counselor (HS2)	up to 12 days @ 1/200th
Burlingame, Charity	School Counselor (HS3)	up to 12 days @ 1/200th
Cervoni, Annemarie	School Counselor (HS2)	up to 12 days @ 1/200th
Clark, Bernadette	School Counselor (MS)	up to 12 days @ 1/200th
Hutschenreuter, Kristen	School Counselor (WE)	up to 12 days @ 1/200th
Kajfasz, Mary	School Counselor (MS)	up to 12 days @ 1/200th
Krempa, Angela	School Counselor (EG)	up to 12 days @ 1/200th
Linder, Ann	School Counselor (DO)	up to 12 days @ 1/200th
Lunduski, Kali	School Counselor (MS)	up to 12 days @ 1/200th
Nobel, Elizabeth	School Counselor (MS)	up to 12 days @ 1/200th
See, Amy	School Counselor (HS3)	up to 12 days @ 1/200th
Stahl, Jennifer	School Counselor (HS1)	up to 12 days @ 1/200th

Appointments – Summer – Social Worker

Name	Title / Position	Rate
Chadwell, Ashley	Social Worker (WE)	up to 12 days @ 1/200th
Connelly, Kathryn	Social Worker (EL)	up to 12 days @ 1/200th
Duffett, Elizabeth	Social Worker (EG)	up to 12 days @ 1/200th
Klube, Amy	Social Worker (HS1)	up to 12 days @ 1/200th
Kron, Charles	Social Worker (HS3)	up to 12 days @ 1/200th
Kumro, Julie	Social Worker (MS)	up to 12 days @ 1/200th
Mohler, Amanda	Social Worker (HS2)	up to 12 days @ 1/200th
Mulawka-Baumgartner, Maryanne	Social Worker (MS)	up to 12 days @ 1/200th
Pietrantone, Bridget	Social Worker (SD)	up to 12 days @ 1/200th

Leaves of Absence (Teachers and Administrators)

Position Management (Teachers and Administrators)

Name	Position	Effective Dates	Comment
Kreutinger, Adam	Art teacher (SD)	06/04/24 - 06/26/24	Unpaid LOA §4.6.6
Sulski, Catie Beth	Elementary Ed (EL)	2024-2025	Unpaid LOA §4.6.6

Resignations and Retirements (Teachers and Administrators)

Position	Location	Type / Tenure Area	Effective Date
Abolishment of 3.0 FTE Teaching Assistants	1.0 @EL	3.0 Probationary	07/01/2024
	1.0 @SD	Teaching Assistant Tenure	
	1.0 @WE	Area	
Establish Preferred Eligibility List (PEL) for Teaching Assistants	The persons identified as the four (4) least senior in the Teaching Assistant tenure area will be laid off and placed on "PEL" with recal rights for up to seven (7) years, effective 07/01/2024 (#1 being the least senior): 1. Lisa Lucenti 2. Nicole Chelus 3. Carol Stacharczyk		

Contractual and Other (Teachers and Administrators) (attachments #2)

- The extension of the effective tenure date for Courtney Kuznik, Foreign Language teacher (HS3) from 11/09/2025 to 09/05/2026 due to an unpaid LOA (08/28/24 - 06/30/2025 amended end date).
- The extension of the effective tenure date for Kathryn Shea, Special Education teacher (EL) from 08/30/26 to 09/19/26 due to an unpaid LOA (05/31/24 - 06/30/24).
- RESOLVED THAT, the Board of Education authorizes the Superintendent of Schools to execute a MOA with the Orchard Park School Related Professionals Association, the Orchard Park Principals Association, and the Orchard Park Central Office Administrators in regards to "Summer 2024 Work Schedules" (attachment)
- WHEREAS, the Superintendent placed a tenured teacher on paid administrative leave effective 03/26/2024; and WHEREAS, the Superintendent recommends that the Board of Education continue the paid administrative leave for such tenured employee. NOW THEREFORE, BE IT RESOLVED, that the Board of Education hereby continues the paid administrative leave for such tenured teacher.
- RESOLVED THAT, the Board of Education authorizes the Superintendent of Schools to execute an MOA with the Orchard Park Teachers Association (OPTA) in regards to the OPTA Sick Bank. (attachment)
- RESOLVED THAT, the Board of Education authorizes the Board President, to amend in writing, Superintendent David Lilleck's current employment agreement to include a one year extension (July 1, 2021 - April 26, 2029) effective July 1, 2024. (attachment)
- RESOLVED THAT, the Board of Education approves the contract amendments for Dr. Dean Ramirez's current employment agreement (effective July 1, 2024) and authorizes the Superintendent of Schools to sign said amended agreement. (attachment)
- RESOLVED THAT, The Board of Education approves the appointment of Anthony DeJoseph in the tenure area of Special Education, beginning 08/28/24 and ending 08/27/28. This probationary appointment is conditioned upon Mr. DeJoseph obtaining his Initial certification in Students With Disabilities - Grades 7-12 - Generalist, which is currently pending.

Personnel Considerations – Support Staff

Appointments (Support Staff)

Name	Position (Initial Location)	Type of Appointment	Effective Date	Compensation (Initial Schedule)
Ryan, Amanda	Part-time 10 month Registered Professional Nurse - Transportation	Probationary	05/13/24	\$26.23/hr Salary L Schedule
Johnson, Laura	Full-time 12 month Principal Clerk Typist - Confidential	Probationary	06/17/24	As per Confidential contract
Finn, Kelly	Full-time 10 month Registered Professional Nurse - DW	Temporary	6/10/24-1/31/25	\$26.23/hr Salary L Schedule

Appointments (Support Staff Substitutes)

Name	Title Activity	Effective Dates	Civil Service Title
Woodward, Megan	Support Staff Substitute	5/9/24-6/30/25	Teacher Aide
LaPenta, Madison	Support Staff Substitute	5/10/2024-6/30/25	Teacher Aide
Carroll, Linda	Support Staff Substitute	7/1/24-6/30/25	Teacher Aide
Cieslik, David	Support Staff Substitute	7/1/24-6/30/25	Bus Driver
Couhig, Jennifer	Support Staff Substitute	7/1/24-6/30/25	Bus Attendant
Cymerman, Laurel	Support Staff Substitute	7/1/24-6/30/25	Teacher Aide
Dosch, Amanda	Support Staff Substitute	7/1/24-6/30/25	Teacher Aide
Goddard, Cynthia	Support Staff Substitute	7/1/24-6/30/25	Bus Attendant
Jachlewski, Cynthia	Support Staff Substitute	7/1/24-6/30/25	Clerical, Teacher Aide, Monitor
Ogden, Deborah	Support Staff Substitute	7/1/24-6/30/25	Monitor, Teacher Aide
Todenhagen, Suzanne	Support Staff Substitute	7/1/24-6/30/25	Registered Professional Nurse
Woodworth, Lillian	Support Staff Substitute	7/1/24-6/30/25	Clerical, Teacher Aide
Lipka, Patricia	Support Staff Substitute	7/1/24-6/30/25	Monitor, Teacher Aide, Reg. Prof. Nurse
Martinke, Karen	Support Staff Substitute	7/1/24-6/30/25	Clerical, Teacher Aide, Monitor
Shepard, Dawn	Support Staff Substitute	7/1/24-6/30/25	Teacher Aide
Sreniawski, Joseph	Support Staff Substitute	7/1/24-6/30/25	Bus Attendant
Van Remmen, Sara	Support Staff Substitute	7/1/24-6/30/25	Clerical, Teacher Aide, Monitor

Appointments – Mentors (Support Staff)

Name	Title / Activity	Effective Dates	Employee Group	Salary / Stipend
Lucidi, Michelle	Mentor to Full-time 10 month Registered Professional Nurse Jennifer Scott - Float	5/2/24-5/1/25	OPSRPA	\$500.00
Johnson, Sarah	Mentor to Part-time 10 month Registered Professional Nurse Amanda Ryan (BG)	5/20/24-5/19/25	OPSRPA	\$500.00
Jakubowski, Karen	Mentor to Part-time 10 month Registered Professional Nurse Amanda Ryan (BG)	6/5/24-6/4/25	OPSRPA	\$500.00
Wolniewicz, Michele	Elementary Mentor Coordinator	7/1/24-6/30/25	OPSRPA	\$500.00
Dickey, Stacy	High School Mentor Coordinator	7/1/24-6/30/25	OPSRPA	\$500.00
Dickey, Stacy	District SRP Mentor Coordinator	7/1/24-6/30/25	OPSRPA	\$500.00
Werner, Lori	MS Mentor Coordinator	7/1/24-6/30/25	OPSRPA	\$500.00
Cislo, Laureen	Mentor to Part-time 10 month Teacher Aide Carmila Stafford	1/22/24-6/30/24 (amended dates)	OPSRPA	\$300 (amended stipend)

Resignations and Retirements (Support Staff)

Name	Position	Effective Dates	Comment
Hauser, Neal	Full-time 12 month Head Custodian (B&GR)	06/28/24	Retirement 36.50 years of service
Lippold, Fritz	Part-time 10 month Bus Attendant	06/25/24	Retirement 9.50 years of service
Turner, Julie	Full-time 10 month Cleaner	05/15/24	Resigned
Pici, Michael	Part-time 10 month Teacher Aide (MS)	05/17/24	Resigned
Bodnar, Karen	Full-time 12 month Senior Clerk Typist (HS)	09/04/24	Retirement 38.50 years of service
Belsenich, Polly	Full-time 12 month Senior Clerk Typist (SE)	05/31/24	Resignation
Brand, Larry	Part-time 10 month Bus Driver (BG)	06/21/24	Resignation
Haier, Grace	Part-time 10 month Teacher Aide (EG)	06/30/24	Resignation
Zawatski, Clara	Full-time 12 month Cleaner (B&GR)	07/04/24	Retirement 24 years of service
Johnson, Laura	Full-time 12 month Senior Account Clerk (DO)	06/17/24	Resignation contingent upon appointment to Full-time 12 month Principal Clerk Typist-Confidential. See Item No. 3.5.B.1.2

Position Management (Support Staff)

Position	Location	Type/Status	Effective Date
Abolishment of 20.0 FTE Teacher Aide(s)	20.0 - District Wide Buildings	Multiple Buildings Probationary	7/1/2024
Abolishment of 2.0 FTE Indoor/Outdoor Monitor(s)	1.0 - High School/Bank Street 1.0 - Middle School	Permanent	7/1/2024
Establish Preferred Eligibility List (PEL) for Teacher Aides	The persons identified as the thirteen (13) least senior in the Teacher Aide title will be laid off and placed on "PEL" with recall rights for up to four (4) years, effective 07/01/2024 (#1 being the least senior): 1. Ethel Webber, 2. Carmila Stafford, 3. Megan Jensen, 4. Mikhayla Guslawski, 5. Marcella Adamy, 6. Kenza Chenini, 7. Jamie Nutter, 8. Lisa DiCioccio, 9. Deborah Toderro, 10. Emma Larkman, 11. Shannon Robertson, 12. Cara Youngs, 13. Jennifer Taratro		
Establish Preferred Eligibility List (PEL) for Indoor/Outdoor Monitors	The persons identified as the least senior in the Indoor/Outdoor Monitor title will be laid off and placed on "PEL" with recall rights for up to four (4) years, effective 07/01/2024: (#1 being the least senior): 1. Gina Darmstedter 2. James Maciejewski		

Contractual and Other (Support Staff) (attachments #3)

- RESOLVED THAT, the Board of Education authorizes the Superintendent of Schools to sign an MOA with the OPSRPA establishing the rate of pay for Field Trips through 6/30/2027. (attachment)
- RESOLVED THAT, the Board of Education approves the personal employment agreement for Laura Johnson, District Office Confidential Secretary, effective June 17, 2024 to June 30, 2025, and authorizes the Superintendent of Schools to sign said personal employment agreement. (attachment)
- RESOLVED THAT, the Board of Education authorizes the Superintendent of Schools to sign an MOA with OPSRPA in regard to the resignation of Teacher Aide Betti Dunkleman. # (attachment)
- RESOLVED THAT, the Board of Education approves the personal employment agreement for Julianne Becker, Public Relations Director, effective July 1, 2024 and authorizes the Superintendent of Schools to sign said personal employment agreement. # (attachment)
- RESOLVED THAT, the Board of Education authorizes the Superintendent of Schools to sign an MOA with OPSRPA in regard to sick bank at retirement. (attachment)

Appointments - Seasonal (Support Staff)

Name	Position	Type/Status	Effective Date	Compensation (Initial Schedule)
Jarnot, David	Laborer	Seasonal	7/1/24-8/2724	Salary Sch A
Archer, Melissa	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch I
Jensen, Alyssa	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch J
Knapp, Donna	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch J
Bauman, Ashley	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch G
Pagan, Stacy	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch F
Jensen, Daniel	Laborer	Seasonal	7/1/24-8/2724	Salary Sch I
Brock, Jarrett	Laborer	Seasonal	7/1/24-8/2724	Salary Sch I
Bartlebaugh, Kevin	Laborer	Seasonal	7/1/24-8/2724	Salary Sch K
Jensen, Evan	Laborer	Seasonal	7/1/24-8/2724	Salary Sch I
Lestenkof, Kyle	Laborer	Seasonal	7/1/24-8/2724	Salary Sch I
Stafford, Sebastian	Laborer	Seasonal	7/1/24-8/2724	Salary Sch K
Bartels, William	Laborer	Seasonal	7/1/24-8/2724	Salary Sch K
Billingslea, Alexa	Cleaner	Seasonal	7/1/24-8/2724	Salary Sch K
Lestenkof, Jared	Laborer	Seasonal	7/1/24-8/2724	Seasonal rate

Special Education (attachment #4)

- Recommendation by the Committee on Special Education for **Annual Reviews of One Hundred Forty-Three (143)** Resident Children
- Recommendation by the Committee on Special Education for **Re-Evaluation of Twenty-Four (24)** Resident Children
- Recommendation by the Committee on Special Education for the **Initial Educational Placement of Nine (9)** Resident Children
- Recommendation by the Committee on Special Education for **Amendments of Thirty-Three (33)** Resident Children
- Recommendation by the Committee on Special Education for the **Declassification Support Services of One (1)** Resident Child
- Recommendation by the Committee on Special Education for **Declassification of Three (3)** Resident Children
- Recommendation by the 504 Committee for the **Accommodation Plan of Fifty-Five (55)** Resident Children
- Recommendation by the Committee on **Preschool Special Education for the Preschool Annual Review of Twenty-Six (26)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Initial Educational Placement of Fifteen (15)** Resident Children
- Recommendation by the Committee on Preschool Special Education for the **Preschool Amendments of One (1)** Resident Child
- Recommendation by the Committee on Preschool Special Education for the **Preschool Declassification of One (1)** Resident Child

Comments and Discussion on Consensus and/or consideration of items withdrawn from consensus and Reports

Motion by Mr. Anderson, seconded by Mrs. Sreniawski to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent, hereby approves the following

**APPROVAL
OF ITEM
VOTED ON
OUTSIDE OF
CONSENSUS**

Name	Title Activity	Effective Dates	Civil Service Title
Sreniawski, Joseph	Support Staff Substitute	7/1/24-6/30/25	Bus Attendant

Yes –Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

- Dr. Ramirez congratulated and thanked the retirees listed on tonight’s agenda he also congratulated the tenure recipients
- Mr. Lilleck congratulated Dr. Ramirez on receiving tenure.
- Shane Brege, student ex-officio, reported on the Senior Walk and stated that teachers and students had a great time and they are hoping to make it an annual tradition. Congratulated Mrs. Rominger on her retirement and her leadership with STAP-Comm.

Discussion

DISCUSSION

- **Setting of Annual Organizational Meeting** – Mr. Lilleck shared that the date would be July 1, 2024 beginning at 6pm in the Conference and Learning Center.
- **May 21, 2024 Vote Results** – Mrs. Connors shared the results and stated the chief inspector and permanent chairperson have certified the information and the Board can vote to accept the results.
- **Athletic Supplies, Equipment and Reconditioning Bid Awards** – Mr. Petrus shared that sealed bids were opened in the District Office on May 16, 2024 and items were awarded on an individual item basis to the lowest bidder.

- **Public Relations Print Bid Awards** – Mr. Petrus shared that Sealed bids were opened in the District Office Tuesday, May 16, 2024, for the Public Relations Printing. Items were awarded on an individual item basis to the lowest bidder who met all specifications.
- **District-Wide Print Bid Awards** – Mr. Petrus stated that Sealed bids were opened in the District Office on May 16, 2024 for District-wide Printing. Four companies submitted sealed bids. Items were awarded on an individual item basis to the lowest bidder who met all specifications
- **Refuse Collection Bid** – Mr. Petrus shared that three bidders submitted sealed bids. The lowest bidder was Modern Disposal Services, Inc.
- **Donation from the Middle School PTO** – Mr. Petrus shared that the Middle School PTO would like to donate a Bubble Machine, Balloons & Stickers (value= \$193.16)
- **Surplus/Obsolete Special Education Materials** – Mr. Petrus shared that the Special Education Department would like to declare the some testing materials as surplus/obsolete. The District has no further use for them and has no real value.
- **Final Read of Changes to Policy 7350: Corporal Punishment/Emergency Interventions** - Mr. Lilleck stated that the Board reviewed the changes to the policy during the May 7 Board meeting. The suggested changes to this policy are in response to amendments to the Commissioners of Education regulations regarding corporal punishment, and limited use of timeout and physical restraint.

ACTION

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon hereby schedules the annual organizational meeting for Monday, July 1, 2024 at 6 pm in the Conference and Learning Center, 2240 Southwestern Blvd, West Seneca, NY 14224.

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby accepts the May 21, 2024 Vote Results, as presented and verified by the Chief Inspector and Permanent Chairperson.

Machine	Seals	Public Vote	Prop. No. 1			Prop. No.2			Prop. No.3			CANDIDATES (Elect 2)		
			BUDGET			75 BANK			BUSES			1A	2A	Write - In's
	RED SEAL	Total	YES	NO	Total	YES	NO	Total	YES	NO	Total	Karen Sreniawski	Ty Romanello	
1	33623	561	429	129	558	415	142	557	447	109	556	466	470	52
2	33608	367	296	68	364	290	75	365	307	57	364	314	308	23
3	33607	234	196	36	232	191	41	232	201	32	233	198	198	17
TOTALS		1162	921	233	1154	896	258	1154	955	198	1153	978	976	92

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**ACTION
SETTING
OF ANNUAL
ORGANIZATIONAL
MEETING**

**ACCEPTANCE
OF
MAY 21, 2024
VOTE RESULTS**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby awards the following athletic bids:

1. Award of Tony Martin's Awards, Inc.	No bid returned
2. Award of BSN Sports / Passon Sports	\$1,118.21
3. Award of Champion's Choice	No bid returned
4. Award of Laux Sporting Goods, Inc.	\$6,473.32
5. Award of Longstreth Sporting Goods	\$0
6. Award of Medco	\$3,003.83
7. Award of M-F Athletic Company	\$665.00
8. Award of Plaques and Such	\$1,099.75
9. Award of Jostens, Inc.	\$0
10. Award of The Nixon Company	\$1,437.50
11. Award of Pioneer Revere	No bid returned
12. Award of Riddell/All American	Estimated \$27,000 (includes reconditioning of equipment, per piece pricing)
13. Award of Sportsman's	\$6,793.76
14. Award of Henry Schein Performance	No bid returned
15. Award of Varsity Athletic Apparel, Inc.	No bid returned
16. Award of Aluminum Athletic Equipment	No bid returned
17. Award of Kennedy Industries	No bid returned
18. Award of Southtowns Trophy / Spectrum Gifts	No bid returned
19. Award of Collins Sports Medicine	\$540.76
20. Award of School Specialty, Inc.	No bid returned
21. Award of Gopher Sport	No bid returned
22. Award of Pyramid School Products	\$395.74
23. Howie's Athletic Tape	No bid returned
TOTAL BID AWARD	\$48,527.87

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby awards the following public relations print bids:

- Award of Newsletter to Print Plus - division of Buffalo Publishing Corp, for an anticipated \$5,877 per newsletter publication
- Award of Calendar to Print Plus - division of Buffalo Publishing Corp, anticipated coast \$12,636.
- Award of Sex Offender Notification letter to Print Plus, division of Buffalo Publishing Corp., for \$1,278.

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**DISTRICT-
WIDE BID
AWARDS**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby awards the District-Wide Printing Bids as presented for a total amount of \$10,262.64.

- Award of Southtowns Print \$462.80
 - Award of Gallagher Printing, Incl. \$7,303.60
 - Award of Print Plus \$1,165.24
 - Award of Xoar Communications \$1,331.00
- TOTAL BID AWARD \$10,262.64

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**REFUSE
BID AWARD**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby awards the Refuse Collection Bid to Modern Disposal Services, Inc. based on the lowest bid cost basis whereas this company satisfied the requirements as set forth in the bid document: \$262,494.00 - 3 year contract, \$87,498.00 – Annual, or \$7,291.50 - Monthly

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**ACCEPTANCE
OF
DONATION
FROM
MSPTO**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby accepts the donation from the Middle PTO of a bubble machine, balloons and stickers (valued at \$193.16).

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**DECLARATION
OF SPECIAL
EDUCATION
ITEMS
AS SURPLUS/
OBSOLETE**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby declares the Phonological Awareness Test 2 from the Special Education Department as surplus/obsolete.

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

**ADOPTION
OF POLICY
7350:
CORPORAL
PUNISHMENT/
EMERGENCY
INTERVENTIONS**

Motion by Mr. Anderson, seconded by Mr. Sreniawski, to approve the following:

RESOLVED: That the Board of Education of the Orchard Park Central School District, upon the recommendation of the Superintendent of Schools, hereby adopts policy 7350 Corporal Punishment/Emergency Interventions as follows:

SUBJECT: Corporal Punishment/Emergency Interventions

Overview

The District prohibits the use of corporal punishment, aversive interventions, and seclusion. The District authorizes the limited use of timeout and physical restraint in schools to address student behaviors subject to conditions in law, regulation, and this policy.

Definitions

For purposes of this policy, the following definitions apply:

- a) "Aversive intervention" means an intervention that is intended to induce pain or discomfort for the purpose of eliminating or reducing student behavior, including interventions such as:
1. Contingent application of noxious, painful, intrusive stimuli or activities;
 2. Strangling, shoving, deep muscle squeezes, or other similar stimuli;
 3. Any form of noxious, painful, or intrusive spray, inhalant, or tastes;
 4. Contingent food programs that include the denial or delay of the provision of meals or intentionally altering staple food or drink in order to make it distasteful;
 5. Movement limitation used as a punishment, including, but not limited to, helmets and mechanical restraints; or
 6. Other stimuli or actions similar to the interventions described in this definition.

Aversive intervention does not include interventions such as: voice control, limited to loud, firm commands; time-limited ignoring of a specific behavior; token fines as part of a token economy system; brief physical prompts to interrupt or prevent a specific behavior; interventions medically necessary for the treatment or protection of the student; or other similar interventions.

- b) "Corporal punishment" means any act of physical force upon a student for the purpose of punishing that student. The term does not include the use of physical restraints to protect the student, another student, teacher, or any other person from physical injury when alternative procedures and methods not involving the use of physical restraint cannot reasonably be employed to achieve these purposes.
- c) "D-escalation" means the use of a behavior management technique that helps a student increase control over their emotions and behavior and results in a reduction of a present or potential level of danger to the student or others.
- d) "Mechanical restraint" means the use of any device or equipment to restrict a student's freedom of movement. Mechanical restraint does not include devices implemented by trained school personnel, or utilized by a student, that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as:
1. Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports;
 2. Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
 3. Restraints for medical immobilization; or
 4. Orthopedically prescribed devices that permit a student to participate in activities without risk of harm.
- e) "Multi-tiered system of supports" means a proactive and preventative framework that utilizes data to inform instruction and the allocation of services to maximize achievement for all students and support students' social, emotional, and behavioral needs from a culturally responsive and strength-based perspective.

f) "Physical escort" means a temporary touching or holding of the hand, wrist, arm, shoulder, or back for the purpose of inducing a student who is acting out to walk to a safe location.

g) "Physical restraint" means a personal restriction that immobilizes or reduces the ability of a student to move their arms, legs, body, or head freely. Physical restraint does not include a physical escort or brief physical contact and/or redirection to promote student safety, calm or comfort a student, prompt or guide a student when teaching a skill or assisting a student in completing a task, or for other similar purposes.

h) "Prone restraint" means physical or mechanical restraint while the student is in the face down position.

i) "Seclusion" means the involuntary confinement of a student alone in a room or space that they are physically prevented from leaving or they may perceive that they cannot leave at will. Seclusion does not include timeout.

j) "Timeout" means a behavior management technique that involves the monitored separation of a student in a non-locked setting and is implemented for the purpose of de-escalating, regaining control, and preparing the student to meet expectations to return to their education program. Timeout does not include:

1. A student-initiated or student-requested break to utilize coping skills, sensory input, or self-regulation strategies;
2. Use of a room or space containing coping tools or activities to assist a student to calm and self-regulate, or the use of such intervention strategies consistent with a student with a disability's behavioral intervention plan;
3. A teacher removal, in-school suspension, or any other appropriate disciplinary action.

Prohibition of the Use of Corporal Punishment, Aversive Interventions, and Seclusion

No teacher, administrator, officer, employee, or agent of the District will use the following against a student:

- a) Corporal punishment;
- b) Aversive interventions; or
- c) Seclusion.

Agent includes, but is not limited to, school resource officers, except when a student is under arrest and handcuffs are necessary for the safety of the student and others.

Authorized Limited Use of Timeout and Physical Restraint

Positive, proactive, evidence-based, and research-based strategies through a multi-tiered system of supports will be used to reduce the occurrence of challenging behaviors, eliminate the need for the use of timeout and physical restraint, and improve school climate and the safety of all students.

Timeout and physical restraint may be used only when:

- a) Other less restrictive and intrusive interventions and de-escalation techniques would not prevent imminent danger of serious physical harm to the student or others;
- b) There is no known medical contraindication to its use on the student; and
- c) Staff using the interventions have been trained in its safe and appropriate application.

Timeout and physical restraints will not be used as discipline or punishment, retaliation, or as a substitute for positive, proactive intervention strategies that are designed to change, replace, modify, or eliminate a targeted behavior.

Timeout

The following rules apply to the use of timeout in the District:

- a) Timeout will only be used in the following situations:
 1. A situation that poses an immediate concern for the physical safety of the student or others; or
 2. In conjunction with a behavioral intervention plan that is designed to teach and reinforce alternative appropriate behaviors.

- b) A room or physical space used for timeout may be located either within or outside of a classroom. The room or physical space will:
1. Be unlocked, and any door must be able to be opened from the inside. The use of locked rooms or physical spaces is prohibited.
 2. Provide a means for continuous visual and auditory monitoring of the student. The use of a room where the student cannot be continuously observed and supervised is prohibited.
 3. Be of adequate width, length, and height to allow the student to move about and recline comfortably.
 4. Be clean and free of objects and fixtures that could be potentially dangerous to a student.
 5. Meet all local fire and safety codes.
 6. Have wall and floor coverings that, to the extent practicable, are designed to prevent injury to the student.
 7. Have adequate lighting and ventilation.
 8. Have a temperature that is within the normal comfort range and consistent with the rest of the building.
- c) When a student is in a timeout room or space, staff will continuously monitor the student.
- d) Any staff functioning as timeout monitors will be trained in accordance with law and regulation.
- e) Staff will return the student to their educational program as soon as the student has safely deescalated, regained control, and is prepared to meet expectations.

Factors which may precipitate the use of timeout include, but are not necessarily limited to:

- the student is or is becoming physically aggressive toward others (e.g., staff and other students);
- the student is engaging in elopement behavior(s) that is likely to place the student or others at risk of harm;
- the student is engaging in other behavior(s) that poses an immediate risk of harm to the student or others; and
- the use of other less-restrictive intervention strategies have been or would be unsuccessful

Time Limitations

The amount of time a student may spend in timeout will vary depending on the student's circumstances, including, but not limited to, the student's age, grade, and development level, individual needs, and BIP (as appropriate). Students will spend only as much time in timeout as is necessary for them to deescalate, regain control, return to their educational programs, or no longer pose a concern for the physical safety of themselves or others.

Timeout for students with disabilities that are utilized pursuant to their behavior intervention plans will not be more than the maximum amount of time specified in the student's BIP.

Physical Restraint

Physical restraint will only be used in a situation in which immediate intervention involving the use of reasonable physical force is necessary to prevent imminent danger of serious physical harm to the student or others. Staff will not use physical restraint as a substitute for systematic intervention to modify inappropriate behavior. Staff who may be called upon to physically restrain a student will be trained on safe and effective ways to do so. Physical restraint may be used in an emergency where no other approach would be effective in controlling the student's behavior.

The following rules apply to the use of physical restraint in the District:

- a) The type of physical restraint used will be the least restrictive technique necessary and be discontinued as soon as the imminent danger of serious physical harm has resolved.
- b) Physical restraint will never be used in a manner that restricts the student's ability to breathe or communicate or harm the student.
- c) The use of prone restraint is prohibited.
- d) Physical restraint will not be used as a planned intervention on a student's individualized education program, Section 504 accommodation plan, behavioral intervention plan, or other plan developed for a student by the District.
- e) Physical restraint will not be used to prevent property damage except in situations where there is imminent danger of serious physical harm to the student or others and the student has not responded to positive, proactive intervention strategies.
- f) Physical restraints will be administered only by staff who have received the legally required training.
- g) Following a physical restraint, if an injury has been sustained or believed to have been sustained, the school nurse or other medical personnel (i.e., physician, physician assistant, or a nurse practitioner) will evaluate the student to determine and document if any injuries were sustained during the incident.

Factors which may precipitate the use of physical restraint include, but are not necessarily limited to:

- the student is or is becoming physically aggressive toward others (e.g., staff and other students);
- the student is engaging in elopement behavior(s) that is likely to place the student or others at risk of harm;
- the student is destroying property in a manner that poses an imminent risk of danger of serious physical harm to his/herself or others;
- the student is engaging in other behavior(s) that poses an immediate risk of harm to the student or others; and
- the use of other less-restrictive intervention strategies have been or would be unsuccessful

Time Limitations

Physical restraints must only be employed for the minimum time necessary. Students will remain in a physical restraint only while the imminent danger of serious physical harm to the student or others persists.

Notification Following the Use of Timeout, Physical Restraint, and/or Mechanical Restraint

Parent(s) or person(s) in parental relation to the student will be notified on the same day when timeout, physical restraint, and/or mechanical restraint is used, including timeout used in conjunction with a student's behavioral intervention plan. When the student's parent or person in parental relation cannot be contacted, after reasonable attempts are made, the building principal or administrator will record the attempts.

For students with disabilities, the building principal or administrator will report the attempts to the student's committee on preschool special education or committee on special education. The notification will offer the parent or person in parental relation the opportunity to meet regarding the incident.

Additionally, the District will provide the parent or person in parental relation with:

- a) A copy of this policy; and
- b) A copy of the documentation of the incident within three school days of the use of timeout and/or physical restraint.

Debriefing

As soon as practical, after every incident in which timeout and/or a physical restraint is used on a student, a building administrator or designee will:

- a) Meet with the staff who participated in the use of timeout and/or physical restraint to discuss:
 - 1. The circumstances leading to the use of timeout and/or physical restraint;
 - 2. The positive, proactive intervention strategies that were utilized prior to the use of timeout and/or physical restraint; and
 - 3. Planning for the prevention and reduction of the future need for timeout and/or physical restraint with the student including, if applicable, whether a referral should be made for special education programs and/or other support services or, for a student with a disability, whether a referral for review of the student's individualized education program and/or behavioral intervention plan is needed; and
- b) Direct a school staff member to debrief the incident with the student in a manner appropriate to the student's age and developmental ability and to discuss the behavior(s), if any, that precipitated the use of timeout and/or physical restraint.

Training

All staff will receive annual training on the District's policies and procedures related to the use of timeout and physical restraint; evidence-based positive, proactive strategies; crisis intervention and prevention procedures and de-escalation techniques. Additionally, any staff who may be called upon to implement timeout or physical restraint, will receive annual, evidence-based training in safe and effective developmentally appropriate timeout and physical restraint procedures.

Notification

This policy will be made publicly available for review at the District's administrative offices and each school building. It will also be posted on the District's website.

Reporting

The District will submit an annual report on the use of physical restraint and timeout and substantiated and unsubstantiated allegations of use of corporal punishment, mechanical restraint, and other aversive interventions, prone physical restraint, and seclusion to the New York State Education Department, on a form and at a time prescribed by the Commissioner of Education in accordance with law and regulation. Additionally, the District will report this data for students for whom they are the district of residence and who are otherwise not reported.

Recordkeeping

The District will maintain documentation on the use of timeout and/or physical restraint, including timeout used in conjunction with a student's behavioral intervention plan, for each student. This documentation will include:

- a) The name and date of birth of the student;
- b) The setting and location of the incident;
- c) The name of the staff who participated in the implementation, monitoring, and supervision of the use of timeout and/or physical restraint and any other persons involved;
- d) A description of the incident including duration, and, for physical restraint, the type of restraint used;
- e) Whether the student has an individualized education program, Section 504 accommodation plan, behavioral intervention plan, or other plan developed for the student by the District;
- f) A list of all positive, proactive intervention strategies utilized prior to the use of timeout and/or physical restraint and, for students with disabilities, whether those strategies were consistent with a student's behavioral intervention plan, if applicable;
- g) The details of any injuries sustained by the student or staff during the incident and whether the student was evaluated by the school nurse or other medical personnel;
- h) The date and method of notification to the parent or person in parental relation and whether a meeting was held; and
- i) The date of the debriefing was held.

Documentation of the incident will be reviewed by supervisory personnel and, as necessary, the school nurse or other medical personnel.

Documentation of each incident will be maintained by the school and made available for review by the New York State Education Department upon request.

A record should be created for each instance of physical restraint or timeout, and for allegations concerning prohibited intervention types. Multiple event records during a day for a student would be created only:

- a) If a new situation occurs involving the student after the prior event had de-escalated and student had returned to the learning environment; or
- b) When a new restraint or intervention response type is employed during the event. For example, during an event, a staff person employed a timeout, and the situation escalated to the point where a physical restraint was used. The addition of the physical restraint would constitute an additional event record beginning with that application.

The District will use this data collection to monitor patterns of use of timeout and physical restraint.

Review

The building administrator or designee will regularly review documentation on the use of timeout and physical restraint to ensure compliance with the District's policy and procedures.

When

there are multiple incidents within the same classroom or involving the same staff, the building administrator or designee shall take appropriate steps to address the frequency and pattern of use of timeout or physical restraint.

Education Law Section 4402

8 NYCRR Sections 19.5, 100.2(1)(3), and 200.22

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

Public Comment / Correspondence

- A member of the audience thanked Mr. Cimo for being an exemplary Board member and for working to have SRO's in schools.
- Several members of the audience commented on zero tolerance and providing greater detail to parents and students whenever a concern or threat arises.
- **Correspondence (attachment #5)**
 - Letter from Akron CSD Board of Education
 - Letter from Town Wreckers Swim Team
 - Letter from Resident Thanking Board Member Cimo

**PUBLIC
COMMENT**

CORRESPONDENCE

Executive Session

Motion by Mr. Anderson, seconded by Mrs. Sreniawski, to enter executive session at 7:58 pm regarding consideration of 3020-A charges, which may lead to discipline, suspension, dismissal, or the removal of a tenured teacher and the annual evaluation of the Superintendents of Schools

**EXECUTIVE
SESSION**

Yes – Rogers, Anderson, Cimo, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 7-0

Motion by Mr. Anderson, seconded by Mrs. Sreniawski, to adjourn executive session at 9:27 pm

Yes – Rogers, Anderson, Sreniawski, Comeau and Draves

No – Cimo

Motion Unanimously Carried 6-0

Dr. Rogers called the meeting back to order 9:27 pm.

Adjournment

Motion by Mr. Anderson, seconded by Mrs. Sreniawski, to adjourn 9:27 pm.

ADJOURNMENT

Yes – Rogers, Anderson, Sreniawski, Provost, Comeau and Draves

No – n/a

Motion Unanimously Carried 6-0

Respectfully submitted,

Cheryl A. Connors

District Clerk

Minute Attachments

1. Financials
2. MOA's/Contracts Teachers & Administrators (4)
3. MOA's SRP's (5)
4. Special Education
5. Correspondence

Other Attachments

Official Meeting Announcement

Agenda