

CORTLAND ENLARGED CITY SCHOOL DISTRICT
Board of Education Meeting – Tuesday, November 17, 2015 at 7:00 p.m.
Kaufman Center, 1 Valley View Drive, Cortland NY

Budget Workshop – 6:00 p.m.
Board of Education Meeting – 7:00 p.m.

- 1. CALL TO ORDER and PLEDGE OF ALLEGIANCE.**
- 2. COMMUNICATIONS and RECOGNITION:**
 - a. Kudos Korner
 - b. Audience Participation – on items related to the Agenda (speakers are asked to limit their comments to two minutes).
 - c. Board Member Reports:
 - 1.) BOE Policy Committee – Report on November 4, 2015 meeting
 - 2.) BOE Facilities Committee – Next meeting November 19, 2015
 - 3.) BOE Audit Committee – Next meeting TBD
- 3. PRESENTATIONS:**
 - a. Assessment Reports:
 - 1.) Social Studies
 - 2.) Science
 - 3.) English
 - 4.) Math
- 4. CONSENT ITEMS:**
 - a. Minutes of November 3, 2015 Regular Meeting
 - b. CSE/CPSE (Committee on Special Education/Committee on Pre-school Special Education) Recommendations
- 5. OLD BUSINESS:** None
- 6. NEW BUSINESS:**
 - a. Approval of OCM BOCES Resolution for Renewal of Lit Fiber Services Lease
- 7. PERSONNEL ACTION:**
 - a. Approval of Personnel Resignations and Leaves
 - b. Approval of Administrative and Instructional Personnel Appointments
 - c. Approval of Tenure Recommendations
- 8. LEADERSHIP REPORTS:**
 - a. Director of Business Operations
 - b. Assistant Superintendent for Pupil and Personnel Services
 - 1.) Introduction of Dr. John Sheehan, Director of Special Education
 - c. Director of Curriculum and Instruction
 - 1.) New Course Proposals - Review
 - d. Superintendent
- 9. BOARD MEMBER ACTIVITIES**
- 10. AUDIENCE PARTICIPATION:** (Individuals are requested to keep their comments to two-minutes per speaker).
- 11. NEXT MEETING AGENDA REVIEW**
- 12. EXECUTIVE SESSION**
- 13. ADJOURNMENT**

Global History and Geography Regents Exam
Draft Overview

Part 1: Stimuli Based Multiple Choice Questions	
Description	Multiple Choice Questions are all stimulus/source-based (graph, map, chart, primary source, secondary source, political cartoon, etc.) and target social studies content and practices in the Framework.
Number of Items	Approximately 25-30 to accommodate for reading time

Part 2: Constructed Response Questions / Short Answer Questions	
Description	3 sets of Short Constructed Response Questions based on paired sources (graph, map, chart, primary source, secondary source, political cartoon, etc.); each set will have three questions targeting both social studies content and practices in the Framework.
Number of Items	<ul style="list-style-type: none"> • 3 sets of paired documents • 3 short answer questions for each pair of sources (9 total short answer questions in Part 2)

Part 3: Enduring Issues Essay	
Description	Essay prompt will be the same on every exam, with each exam using a different set of approximately four documents; students will identify and define an enduring issue found within the provided documents and argue why the issue selected is enduring.
Number of Items	1 essay, approximately 4 documents

**Break-down of Global History and Geography II and US History and
Government Exams
June 2015**

Global History and Geography II Results June 2015

Score Range	Cohort Year	CJSHS Building	CECSD
Scored 85-100	40%	32%	21.6%
Scored 65-84	39%	34%	26.4%
% Passing	79%	66%	48%
Scored 55-64	11%	15%	14.5%
Scored below 55	10%	19%	37.5%

US History and Government Results June 2015

Score Range	Cohort Year	CJSHS Building	CECSD
Scored 85-100	52%	48%	42.1%
Scored 65-84	36%	37%	33.0%
% Passing	88%	85%	75.1%
Scored 55-64	8%	8%	10.2%
Scored below 55	4%	7%	14.7%

Comparison of former and future Regents Examinations in Global History and Geography II and US History and Government

Former Regents Exam in Global History and Geography II

- 50 multiple choice questions
- Thematic essay in which students complete 2-3 tasks related to the chosen theme.
- Document Based Question essay with 9-13 short answer questions based upon readings, maps, graphs, charts, and political cartoons.

Former Regents Exam in US History and Government

- 50 multiple choice questions
- Thematic essay in which students complete 2-3 tasks related to the chosen theme.
- Document Based Question essay with 9-13 short answer questions based upon readings, maps, graphs, charts, and political cartoons.

New Regents Exams in Global History and Geography II and US History and Government

- New Regents Exam in Global History and Geography II will be implemented in June 2018; new test items will be piloted in spring 2016 and field tested in 2017. Information about the design of the test and item types will be released by summer 2016. See Global History and Geography Regents Exam Draft Overview.
- New Regents Exam in US History and Government will be administered in June 2019; Information about the design of the test and item types will be released by summer 2017.

Notable changes in new Regents exams:

- Elimination of stand-alone fact based questions; multiple choice questions will be stimulus based questions (graphs, maps, charts, primary and secondary sources, political cartoons).
- Elimination of thematic essay.
- Students will respond to 3 sets of documents with 3 short answer questions for each for a total of 9 responses.
- Enduring Issues Essay will replace the Document Based Question essay. Students will respond to a given prompt after analyzing approximately 4 documents.

June 2015 Science Regents

Regents Exam	June 2015	August 2015
Living Environment	188 students took the LE in June '15 175 Freshman took the exam 155 passed the exam 89% passing rate	3 Freshman passed the August '15 Regents 90% of our Freshman have passed going into their Sophomore year
Earth Science	117 students took the ES in June '15 106 passed 91% passing rate	2 students passed the August '15 Regents 92% of the students who took the course earned an ES Regents exam credit
Chemistry	67 students took the Chem June '15 63 passed 94% passing rate	No students took the Aug. Chemistry Regents
Physics	48 students took the Phys June '15 42 passed 88% passing rate*	No Aug. Regents offered

Results:

All of our science courses have high passing rates of students taking the exam for the first time. Within the passing students, here is the mastery breakdown:

- Living Environment - 71 students at mastery = 46% of those that passed
- Earth Science - 46 students at mastery = 43% of those that passed
- Chemistry - 21 students at mastery = 33% of those that passed
- Physics - 24 students at mastery = 57% of those that passed

*At the end of the last school year, there were some Physics students who were deeply affected by the passing of their classmates. As a result, these students did not attend school with regularity the last month, and it is within that subset of students those who did not pass the Physics Regents.

Highlights and the Future of the Science Department:

Our Physics program at all levels deserves to be highlighted. Enrollment is increasing year to year and on the June '15 Regents, 57% of the students who passed the exam did so at the mastery level. Students are engaged and enjoy the class, which is leading to deeper understanding of the Physics concepts.

Beginning with our 2016-2017 school year we are making a few scheduling changes regarding when students take courses.

- Accelerated 8th grade students will be taking Living Environment instead of Earth Science.
- All sophomores will be taking Earth Science. Exceptions to this will be students who come in from other schools already carrying an Earth Science class on their transcript, students who are enrolled in BOCES programs that do not have room in their schedule for it, and the accelerated 8th grade students, who will take Earth Science as freshmen.

We would like to change the culture of our school and how science is viewed. We need to have as many students as possible taking Regents science classes. Taking Earth Science will expose students to more and varied types of laboratory work and prepare students for the rigor of taking Regents Chemistry or Regents Physics.

We are predicting a drop in the Earth Science Regents passing rate next year as we work towards holding all students to higher expectations. We will not be discouraged should we experience these results because we know we are working towards a long-term goal.

An area that we are striving to improve is the enrollment rate in the Chemistry classes. We are trying to funnel students towards these classes by having them take Earth Science in 10th grade so there is not that large jump in expectations from Living Environment to Chemistry.

We are offering 6 full year courses that allow students to earn college credits: Astronomy, Honors Chemistry, Honors Physics, AP Chemistry, AP Physics and AP Biology.

June 2015 English Regents Exam

Changes in the English Regents Exam

Previous Exam (Comprehensive English)	Common Core Exam
Listening	
Reading Comprehension	Reading Comprehension
Literature Essay	Source-Based Argumentative Essay
Literary Response	Text Analysis Response

Features of Note:

- no more listening section
- students no longer have to know pieces of literature for an essay
- more emphasis on nonfiction passages: most of the eight passages are nonfiction
- reading passages are longer and more difficult, including writing by Henry David Thoreau, Carl Sagan, Stephen Hawking, and Anton Chekhov
- there's a lot more reading: the Comprehensive exam contained four reading passages amounting to four pages of reading; the Common Core exam contains eight passages amounting to ten or more pages of reading
- new writing task: source-based argumentative essay (read four passages; take a position on an issue; use at least three of the sources to support the position; cite sources correctly)

Results:

June 2015:

Common Core Exam

- 1)138 /163 passed; passing rate 85%*
- 2)52% achieved mastery (scored 85% or higher)*
- 3)10 students in the 60-64 range (four students passed the exam in August)

*These results vary from the data reported by the state, which may include students from BOCES, the alternate school, or other sites. Those results are a 79% passing rate and a mastery rate of 47%.

June 2014

Comprehensive Exam

- 1)144/163 students passed; passing rate 88%
- 2)37% mastery

Plan for Improvement

Analysis of Scores

- a) Reading Comprehension averaged 18.3/24
- b) Source-Based Argumentative Essay averaged 14.6/24
- c) Text Analysis Response averaged 5.5/8

Most Potential for Improvement: Source-Based Argumentative Essay

Points of Emphasis:

- precise claim (sharper thesis statements)
- citations (using an accepted format)

Grade 9 and 10 Curriculum

- now includes skills tested on Common Core Regents exam
- some assessments, including final exams, are modeled after Common Core Regents exam

Grade 7 and 8 Curriculum

- summer work to modify modules for more student engagement
- adding scheduled assessments based on state exam format

AIS Labs

- more sections of labs
- more computer assisted instruction
 - AR 360
 - GradPoint

English Language Arts Collaborative Data Inquiry Team

- BOCES training in interpreting Regents data to address concerns and improve scores

June 2015 Mathematics Regents

Changes in the Mathematics Regents Exam:

Exam	2005 Math Standards Exam	Common Core Exam
Algebra 1	<ul style="list-style-type: none"> Last administration June 2015. Only students in the two year track of Algebra 1 could take this in June 2015. 	<ul style="list-style-type: none"> First administration June 2014. All Algebra 1 students took in June 2015.
Geometry	<ul style="list-style-type: none"> Last administration January 2016. All Geometry Regents students and some Numerical Geometry students who chose to took in June 2015. 	<ul style="list-style-type: none"> First administration June 2015. All Geometry R students took in June 2015.
Algebra 2 & Trigonometry	<ul style="list-style-type: none"> Last administration January 2017. All Algebra 2 Regents students and some Algebra 2 BR students who chose to took in June 2015. 	<ul style="list-style-type: none"> First administration June 2016.

Features of Note:

- All 3 Common Core Examinations required a full overhaul of curriculum aligned to Common Core Standards.
- Similar testing format and length, with much deeper understanding and rigor.

Results:

- Typically 3 Mathematics Regents Examinations, last year there were 5 due to Common Core phased in.
- "Apples to Oranges"
 - Integrated Algebra Regents
 - 21/38 = 55% passing rate
 - June 2015, Only two year track students in Algebra 1 could take. 30 students returned to take this "optional" exam after previously taking the CC exam the previous day.
 - 17 failures
 - 2 Passed Algebra 1 Common Core Regents
 - 6 IEP $\geq 55\%$
 - 6 were retakes or transfer students
 - 1 $\geq 65\%$
 - 1 $\geq 55\%$ as an IEP student

- Algebra 1 Common Core Regents – 82% passing rate
 - $134/164 = 82\%$ passing rate
 - $5/164 = 3\%$ mastery rate
 - *an actual percentage of 88% was only an 85% with the conversion chart
 - *conversion chart changed 10% to obtain mastery from the Integrated Algebra to CC Algebra
 - June 2014, only one year track students in Algebra 1 took
 - June 2015, all students in Algebra 1 took
 - 30 failures
 - 13 Passed Integrated Algebra Regents June 2015
 - $7 \geq 55\%$ as an IEP student
 - 2 passed Algebra 1 Common Core Regents August 2015
- Geometry Common Core Regents
 - $58/60 = 97\%$ passing rate
 - $24/60 = 40\%$ mastery rate
 - June 2015, first administration
 - 2 failures
 - 2 passed Geometry Regents June 2015
- “Apples to Apples”
 - Geometry Regents
 - June 2015
 - $77/83 = 93\%$ passing rate (all students in Geometry R passed)
 - $34/83 = 41\%$ mastery rate
 - 4 retook and passed in August 2015 after completion of Geometry Test Prep Instruction
 - Algebra 2 and Trigonometry Regents
 - June 2015
 - $47/69 = 68\%$ passing rate
 - $46/55 = 84\%$ passing rate for one year students
 - $3/15 = 20\%$ passing rate for two year students
 - $17/69 = 25\%$ mastery rate
 - 3 passed in August 2015 after completion of Algebra 2 and Trigonometry Test Prep Instruction

Highlights of the Mathematics Department:

- Full time Academic Intervention Services provider for 2015-2016 through grant money.
 - Provides AIS Lab to 33 junior high students.

- Provides AIS Lab to 8 senior high students who have earned course credit and still need to pass the Algebra 1 Common Core Regents as a graduation requirement.
- Mathematics Summer Curriculum 2015
 - 373 hours spent aligning curriculum to High School Common Core courses and Academic Intervention Services
 - 272 hours spent aligning curriculum to 7th and 8th grade Common Core classes, creating common interim assessments based aligned to state assessment, and Academic Intervention Services
- New mathematics semester course, Mathematical Financial Management, began this fall.
 - Topics include - income, budgeting, banking, loans, insurance, and credit.
 - Community guests already – CFCU about banking and credit history
 - Community guests in the works – Bailey Place Insurance and SUNY Cortland Financial Aid
- Creation and use of GradPoint that is aligned quarterly with 4 of Cortland's math courses.
- Incorporating STAR 360 computer assisted instruction with assessment data.

CORTLAND ENLARGED CITY SCHOOL DISTRICT
Board of Education Meeting – Tuesday, November 3, 2015 at 7:00 p.m.
Kaufman Center, 1 Valley View Drive, Cortland NY

A Regular Meeting of the Board of Education was held on Tuesday, November 3, 2015 at the Kaufman Center, 1 Valley View Drive, Cortland, New York.

Present: Ms. Melissa Davis-Howard, Ms. Christine Gregory, Ms. Janet Griffin, Ms. Judith Murphy, Mr. John Natoli, Ms. Alane Van Donsel, and Mr. Daniel Sidebottom (*arrived at 7:03*)
Also Present: Mr. Michael Hoose, Superintendent; Ms. Judi Riley, Assistant Superintendent for Pupil and Personnel Services; Ms. Kimberly Vile, Director of Business Services; Ms. Kristie Bliss, Director of Curriculum & Instruction; Mr. Robert Martin, Director of Facilities; School and Community Members; and Ms. Alicia Zupancic, Clerk

6:00 p.m. Budget Workshop

7:00 p.m. Board of Education Regular Meeting

1. CALL TO ORDER and PLEDGE OF ALLEGIANCE.

Ms. Davis-Howard called the meeting to order at 7:00 p.m. and the Pledge of Allegiance was recited.

2. COMMUNICATIONS and RECOGNITION:

- a. Kudos Korner – None
- b. Audience Participation – on items related to the Agenda (speakers are asked to limit their comments to two minutes). - There were no requests to address the Board.
- c. Board Member Reports:
 - 1.) BOE Policy Committee – Report on October 21, 2015 meeting – The policy committee is through all of the policies but need some information and need to add some policies. Next meeting is November 4, 2015.
 - 2.) BOE Facilities Committee – Next meeting TBD – Next meeting is November 19, 2015.
 - 3.) BOE Audit Committee – Next meeting TBD

3. PRESENTATIONS:

- a. Presentation of diplomas – Mr. Hoose presented Cortland Sr. High School diplomas to two of nine August graduates. Those unable to be present will receive their diplomas by mail.
- b. Excellence Award Introductions – The Board recognized and congratulated 2015 Staff of Excellence Award Recipients Ms. Cynthia Dann, Executive Secretary at the Kaufman Center, and Ms. Lois Creighton, Social Worker at Randall School

The presentations were followed by a fifteen minute reception from 7:09 to 7:24 p.m.

4. CONSENT ITEMS:

- a. Minutes of October 13, 2015 Regular Meeting
- b. CSE/CPSE (Committee on Special Education/Committee on Pre-school Special Education) Recommendations
 607001443, 607002109, 610317761, 607001365, 610308571, 610308572, 607000217, 610364513, 607002063, 610394529, 610391099, 610364967, 610295640, 607002096, 610342339, 607000059, 610323993, 607000525, 607002097, 610330651, 610385846, 607001885, 610352570, 607000042, 610270446, 607002100, 610252432, 607001884
RESOLVED, upon the recommendation of the Superintendent of Schools, to approve the Consent Items as presented.
Moved by Mr. Natoli, seconded by Ms. Griffin Discussion: None
Final Vote: Yes - 7, No – 0. Motion Carried

5. **OLD BUSINESS:** There was no old business

6. **NEW BUSINESS:**

- a. Acceptance of an Advance SC351 Floor Scrubber donation from Hillyard
RESOLVED, upon the recommendation of the Superintendent of Schools, to accept a donation of an Advance SC351 floor scrubber from Hillyard as presented.

Moved by Mr. Sidebottom, seconded by Mr. Natoli Discussion: None

Final Vote: Yes - 7, No – 0. Motion Carried

- b. Approval of services of Claims Auditor

RESOLVED, upon the recommendation of the Superintendent of Schools, to approve the Consultant Services with Edward Siemiatkowski, the owner of First Choice bookkeeping, as presented.

Moved by Ms. Griffin, seconded by Ms. Gregory Discussion: Claims Auditor is here on Wednesdays at 1:00 p.m. He is willing to work through June. His rate is larger than the last auditor. Business office looked into BOCES service but is very expensive.

Final Vote: Yes - 7, No – 0. Motion Carried

7. **PERSONNEL ACTION:**

- a. Approval of Personnel Resignations and Leaves

RESOLVED, upon the recommendation of the Superintendent of Schools, to approve the Resignations and Leaves as presented on Resignations and Leaves Schedule 11.61.

Moved by Ms. Griffin, seconded by Mr. Sidebottom Discussion: None

Final Vote: Yes - 7, No – 0. Motion Carried.

- b. Approval of Non-Instructional Personnel Appointments

RESOLVED, upon the recommendation of the Superintendent of Schools, to approve the appointments for Non-Instructional Personnel as presented on Schedules of Appointment 1160 and 1161.

Moved by Ms. Van Donsel, seconded by Mr. Natoli Discussion: None

Final Vote: Yes - 7, No – 0. Motion Carried.

- c. Approval of Administrative and Instructional Personnel Appointments

SUGGESTED RESOLUTION: RESOLVED, upon the recommendation of the Superintendent of Schools, to approve the appointments for Instructional Personnel as presented on Schedules of Appointment 2372 and 2373.

Moved by Mr. Sidebottom, seconded by Ms. Gregory Discussion: None

Final Vote: Yes - 7, No – 0. Motion Carried.

8. **LEADERSHIP REPORTS:**

- a. Director of Business Operations – None

- b. Assistant Superintendent for Pupil and Personnel Services – Family Reading Book Drive – drop off boxes throughout district. Will share success in December.

- c. Director of Curriculum and Instruction – None

- d. Superintendent – Mr. Hoose shared more information on the myOn program. A second grade pilot program is possible. With this program we can chart Lexile levels of our students, how many books a student opened, and whether the student completed the book or not.

9. **BOARD MEMBER ACTIVITIES** – Members of the Board attended the BOCES dinner, the attendance initiative for middle school, the Renaissance program where David Muise was the speaker, Brenda Houck's retirement party, the Welcome Back presentation on the professional development day, the special education forum, the haunted hay ride, the tennis banquet, and the Smith school Bee Blast presentation.

10. **AUDIENCE PARTICIPATION:** (Individuals are requested to keep their comments to two-minutes per speaker). - There were no requests to address the Board.
11. **NEXT MEETING AGENDA REVIEW –** Accept O.T. equipment from Cortland Regional Medical Center, laptops/tablets for Board of Education, website design service – internal, external, Regional BOCES, ten week referral data for JSHS
12. **EXECUTIVE SESSION**
In accordance with Public Officer's Law Section 96, Subdivision 1, Ms. Davis-Howard called for an Executive Session at 7:55 p.m. to discuss the medical, financial, credit or employment history of a particular person.
Moved by Ms. Gregory, seconded by Ms. Griffin. Discussion: None
Final Vote: Yes – 7, No – 0. Motion Carried.
The Executive Session adjourned at 8:34 p.m..
Moved by Mr. Natoli, seconded by Ms. Griffin. Discussion: None
Final Vote: Yes – 7, No – 0. Motion Carried.
13. **ADJOURNMENT**
As there was no further business to discuss, Ms. Davis-Howard asked for a motion to adjourn the regular meeting at 8:34 p.m.
Moved by Mr. Natoli, seconded by Ms. Gregory. Discussion: None
Final Vote: Yes – 7, No – 0. Motion Carried.

6.2

**RESOLUTION OF THE BOARD OF EDUCATION
FOR
CORTLAND ENLARGED CITY SCHOOL DISTRICT**

WHEREAS, the Board of Education of the Cortland Enlarged City School District (hereinafter referred to as the "District") desires to enter into a five year service agreement with the Onondaga-Cortland-Madison Board of Cooperative Educational Services (hereinafter referred to as OCM BOCES) in order for the OCM BOCES to furnish certain services to the District pursuant to New York State Education Law §1950(4)(jj), those services being lit fiber for high speed communications services in Co-Ser 601.

NOW, THEREFORE, it is

RESOLVED, that the Board of Education of Cortland Enlarged City School District agrees to enter into a contract with the OCM BOCES for the provision of said services to the District and not to exceed in total over the life of this agreement the annual amount of \$35,043 and associated CNYRIC charges with such amount to include annual OCM BOCES support costs and applicable taxes and surcharges, and with such support costs and applicable taxes and surcharges included at the current rate and subject to change as established in the OCM BOCES budget or mandated by any federal, state or local authority.

This amount may be amended with the approval of both parties. The District will be liable to OCM BOCES for early cancellation or withdrawal from this agreement to the same extent that OCM BOCES is liable to any vendor(s) of these services, including liability for applicable penalties or liquidated damages, and the District will also be liable for costs and expenses, including reasonable attorneys' fees and disbursements, incurred by OCM BOCES as consequence of any such early cancellation or withdrawal. Payment will be made as part of a regular annual OCM BOCES contract for services. Further, this agreement is subject to the approval of the Board of Education of OCM BOCES. This contract will be for a maximum period of five years commencing on or about October 4, 2015.

CERTIFICATION OF DISTRICT CLERK

I, _____, District Clerk of the Cortland Enlarged City School, hereby certify that the attached resolution was adopted by the required majority of the Board of Education at its meeting held on _____, 2015.

Date: _____
District Clerk

Note: Please return this completed resolution by fax (315) 431-8444 to the attention of Deborah Ayers, Assistant Superintendent for Administration, OCM BOCES.

Schedule A

1000Mb/s – 60 Month Term

FROM

Cortland Junior Senior High School
8 Valley View Drive
Cortland, New York 13045

TO

Barry Elementary School
20 Raymond Avenue
Cortland, New York 13045

Parker Elementary School
89 Madison St.
Cortland, New York 13045

Randall Elementary School
31 Randall Street
Cortland, New York 13045

Smith Elementary School
33 Wheeler Ave
Cortland, New York 13045

SCHEDULE OF RESIGNATIONS AND LEAVES
ADMINISTRATORS, INSTRUCTIONAL AND NON-INSTRUCTIONAL STAFF
School Year 2015-16

Schedule Number: 11.62
Board Meeting Date: November 17, 2015
Color: White

A. Approval of Personnel Resignations and Leaves

ADMINISTRATORS/INSTRUCTIONAL PERSONNEL:

RESIGNATION	POSITION	ORIGINAL APPOINTMENT	RESIGNATION DATE	REASON

NON-INSTRUCTIONAL PERSONNEL:

RESIGNATION	POSITION	ORIGINAL APPOINTMENT	EFFECTIVE DATE	REASON

INSTRUCTIONAL/NON-INSTRUCTIONAL PERSONNEL:

LEAVE OF ABSENCE	POSITION	ORIGINAL APPOINTMENT	LEAVE DATES	REASON
Lunt, Jessica	Elementary	09/01/2012	09/08/2015 - 01/29/2016 (Extended)	Parental Leave – If part of this leave is to be paid, the period of disability, confirmed by a physician, will be defined in the doctor's note.
Michaels, Bethany	Special Education	09/01/2008	03/09/2016 – 06/30/2016 (Anticipated)	Parental Leave – If part of this leave is to be paid, the period of disability, confirmed by a physician, will be defined in the doctor's note.

SCHEDULE OF APPOINTMENTS

ADMINISTRATORS AND INSTRUCTIONAL STAFF

To Fix Salaries and Schedule Conditions for the School Year 2015-16

Schedule Number: 2374

Board Meeting Date: November 17, 2015

Color: White

NAME	POSITION/ LOCATION	TYPE OF APPT	DATE EFFECTIVE	PROB ENDS	TENURE AREA	CERT/ DEGREE	REMARKS	SALARY
Sheehan, John	Director of Special Education	Probationary	11/30/2015	11/29/2019	Administration	School District Administrator /Permanent	John will fill the Director of Special Education position due to reorganization.	
								TOTAL Pro-rated
								\$105,000.00 \$61,250.00

7.b

SCHEDULE OF APPOINTMENTS

ELEMENTARY & SECONDARY SUBSTITUTE TEACHERS/TUTORS 2015-16

Schedule Number: **2375**

Board Meeting Date: **November 17, 2015**

Color: **Yellow**

The following individuals are emergency conditional appointments to the substitute teacher list. The Superintendent is authorized to make assignments from the list.

Name	Title	List	Daily Rate	Remarks
Minor, Lindsey	Substitute Teacher	A	\$99.00	Retroactive to 10/21/2015
Minor, Lindsey	Teaching Assistant		\$81.00	Retroactive to 10/21/2015
Milhaven, Alexandra	Substitute Teacher	A	\$99.00	Retroactive to 10/27/2015
Milhaven, Alexandra	Teaching Assistant		\$81.00	Retroactive to 10/27/2015
Oaks, Monica	Substitute Teacher	A	\$101.00	Retroactive to 10/05/2015
Allen, Lydia	Substitute Teacher	B	\$81.00	Retroactive to 11/17/2015
Allen, Lydia	Teaching Assistant		\$73.00	Retroactive to 11/17/2015
Sinclair, Nolan	Substitute Teacher	A	\$101.00	

*** Substitutes appointed above are automatically eligible to substitute as Teaching Assistants.**

7.15

**SCHEDULE OF APPOINTMENTS
INTER-SCHOLASTIC (ATHLETICS)
To Fix Salaries and Schedule Conditions for the School Year 2015-16**

Schedule Number: **2376**
Board Meeting Date: **November 17, 2015**
Color: **Blue**

NAME	TITLE	VARSITY/JV JUNIOR HIGH	SPORT	BOYS/ GIRLS	AMOUNT
Jim Brown	Vol. Asst. Coach	Jr. Varsity	Basketball	Boys	\$ Volunteer
Chad Totman	Head Coach	Varsity	Ice Hockey (with Homer)	Boys	\$ 7615.00

*Revision in italics

7.C

7.C

SCHEDULE OF APPOINTMENTS
TENURE APPOINTMENTS – ADMINISTRATORS AND INSTRUCTIONAL STAFF

Schedule Number: 2377
 Board Meeting Date: November 17, 2015
 Color: Purple

TENURE RECOMMENDATIONS

NAME	TITLE/SCHOOL	TENURE EFFECTIVE DATE	TENURE AREA	DEGREE	GRADUATE HOURS	CERTIFICATION STATUS/AREA	SALARY*
Mack III, Joseph	Coordinator of Secondary Education/JSHS	11/26/2015	Admin 7-12	CAS	60	School District Administrator/Permanent	\$750
Didio, Anne Marie	Reading/ Parker	12/03/2015	Remedial Reading	MS	36	Literacy (Birth-Grade 6)/Initial	\$750
Passalugo, Jennifer	Elementary/Barry	02/01/2016	Elementary	MS	38	Early Childhood Education (Birth-Grade 2)/Initial	\$750

*To be pro-rated