

**ELMIRA CITY SCHOOL DISTRICT  
ELMIRA, NEW YORK**

**REGULAR MEETING OF THE BOARD OF EDUCATION**

**EFA Community Room  
933 Hoffman Street  
Elmira, NY 14905**

**June 18, 2008  
6:00 pm Executive Session  
7:00 pm Meeting**

**MEETING CALLED TO  
ORDER**

President Dan Hurley called the Regular Meeting of the Board of Education to order at 6:04 p.m. and opened with the Pledge of Allegiance to the Flag.

**ATTENDANCE**

Present: Michael Crimmins, Anthony Fisher Jr., Lynn Grottenthaler, Dan Hurley, Robin Long, Colleen McCall, Rodney Strange, Ethel Stroman (6:20 p.m.), Mary Beth Turner

Student Representatives: Elmira Free Academy Student Representative Kathleen Denicola

Absent: Chris Mecke, Alternative High School Student Representative Shayna Perry, Southside High School Student Representative Katelynn Cooper

Others: Dr. Raymond Bryant, David Gleason, Joseph Hochreiter, Robert VanKeuren

**APPROVAL OF  
AGENDA**

Mr. Crimmins moved, seconded by Mrs. McCall that the Board approve the agenda with the following changes:

- Add Proposed New and Revised Policies as Consent Item H-7
- Add the First Amendment to Director of Pupil Personnel Services' Employment Contract to Consent Item H-5
- Add the Corrective Action Plan as Consent Item H-8
- Add Personnel Addendum to Consent Item "K"

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

**EXECUTIVE SESSION**

Mr. Crimmins moved, seconded by Mr. Fisher, that the Board move into Executive Session for the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation; also included for motion Mr. Crimmins moved, seconded by Mr. Fisher that the Board appoint Mr. Crimmins as Clerk Pro Tem in the absence of the Clerk. (6:14 p.m.) Jessica Lawrence, Dr. Bryant and Mr. Van Keuren were invited into Executive Session.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

Janet M. Watson  
Board Clerk

**RETURN TO OPEN SESSION**

Mr. Strange moved, seconded by Mr. Fisher that the Board return to Open Session. (7:03 p.m.)

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

Michael Crimmins  
Clerk Pro Tem

**RECONVENED**

The meeting reconvened at 7:06 p.m.

**RECOGNITION**

Dr. Bryant and President Hurley congratulated the SHS Special Olympics Team for their participation in the State Special Olympics held on June 13 and 14 in Binghamton. The following students were given medals and certificates for their participation.

Christina Pierce Williams, Thomas Stephens, Leon Benjamin, William Baker, Scott Jones, Kevin Gray, Arika Kelly and Amy Ravert

Coaches were Deb Todd, Deanna Scouten, Kathy Hassen, Dalton Guisewhite, Matt Arthur and Glen Horton, Principal, Chris Krantz and Special Education Teacher Stacey Graham were also recognized for providing the students with this opportunity.

Dr. Bryant and Mr. Hurley also presented certificates to the Valedictorian and Salutatorians for each high school in the district and congratulated them on their outstanding accomplishment.

Alternative High School

Valedictorian-Brittney Palmer  
Salutatorian-C. J. Stewart

Elmira Free Academy

Valedictorian-Molley Poes  
Salutatorian-Julia Frisk

Southside High School

Valedictorian-Adam Sandore  
Salutatorian-Alissa Grover

President Hurley also recognized the departing Board Members and presented each of them with plaques for their hard work and dedication to the Elmira City School District.

Michael J. Crimmins-6 years  
Robin R. Long-5 years  
Ethel Stroman-4 years  
Robert Woods- 3 ½ years

**VISITORS WISHING TO ADDRESS THE BOARD**

Barton Graham, opposed the Superintendent's raise and felt funds should be returned to the taxpayers.

Kevin Jones, member of the 2007 Election Review Committee informed the Board that he has found documents that were not recorded in the original report and asked if the 2007 Election Committee could reconvene or a new committee be established.

**BOARD OF EDUCATION REPORTS**  
Board Members

Mr. Fisher stated that it has been a pleasure to work with his fellow Board Members that are departing this evening. He spoke about the National Society of Black Engineers dinner that he attended. He stated that he would like to see the district establish diversity goals that provide our students in the district to excel; he feels very strongly

about moving forward with this issue.

Mr. Strange attended the Health Plan Committee meeting along with the Audit Committee meeting. He also attended a student awards ceremony, auditorium dedication ceremony and a year book dedication ceremony at Broadway Middle School. He was very impressed with the awards that were given to the students. He also thanked his fellow Board members who are leaving their terms of office for their support during his first year on the Board.

Mrs. Long thanked her fellow Board members for their support through the years and she stated that she enjoyed her time as a Board member. She wished the best of luck to the future Board members that were elected and is also looking forward to attending the graduation ceremonies.

Mrs. Grottenthaler also thanked her fellow Board members and talked about the commitment they had to endure. She reported that she finished her fiduciary fraud and waste management workshop and talked with Robert Burns from OSC and NYSBBA legal department which raised her level of knowledge on several issues.

Ms. Stroman talked about the years she served on the Board. She also attended the Corning Upward Bound Program orientation and this year's Juneteenth Celebration. She invited the Board to attend Faith Temple Community Church where Scholarships will be given to several of our district students.

Mrs. McCall reported that she attended the Juneteenth Festivities and she was sad to see the former Board members leave.

Mrs. Turner was also saddened by her fellow Board members leaving and stated that they were not just co-workers but they became friends. She also informed the Board that she has a DVD that was given to her by Happy House for any Board members that wish to view it.

Mr. Crimmins stated that he was proud of what has been accomplished during his years on the Board, such as, the Universal Pre-K that is now in place and schools that have come off the SINI list. He wished the new Board Members success in their future endeavors.

Mr. Hurley stated that he will miss the four Board members that are leaving and stated they have been an asset to our district.

Associations  
Representatives

Joyce Carr, Supervisor of Special Education, reported for ESSAC. She stated that it was a busy time of the year with Black Top Carnivals, Regent's exams, graduations and preparing for next year. She thanked the four Board members that were leaving this evening for their support and dedication and the time they put in. She is looking forward to the new members starting their terms.

Doug Martin, ETA President, thanked the Board for the ratification of the ETA contract. He also thanked the Board members that were leaving for all their support and appreciated the time and effort they have put in. He also stated that his office is being moved to Booth School.

Mike Thomas, CMCW President, welcomed the new Board members and thanked the Board members that are leaving this evening. He stated that his union has filed an improper labor practice against the district and was concerned with the health care contributions being unfair to his union members. He does not feel they should all pay the same amount. He stated that the Board's behavior reflects on the district and that we need to get back to education and the 2007 election needs to be put behind us and we need to focus on the future.

There was no representation from ISEA.

There was no representation from CWA.

Student Representatives

Student Representative, Katie Deniocola, reported that EFA has Regents exams; they elected officers for the Student Council and classes. Graduation is next week and the seniors had a slide show presentation for senior day. She spoke about the hall sweeps that been conducted at EFA and felt that they really helped with students getting to class on time. She also informed the Board that a tree was planted and a bench was made by the tech team that was placed around the tree for Mrs. Alice Kane a Teaching Assistant that passed away last Fall. Ms. Denicola also thanked the departing board members for their hard work and dedication.

## **BOARD COMMITTEE REPORTS**

### Advocacy/Community Relations

Mrs. Long reported that she attended the Mark Twain Scholar Dinner at Elmira College. She also participated in the downtown beautification project and she attended Juneteenth. She also gave Dr. Bryant two books that she purchased that author Henry Winkler signed and would like them to be given to Riverside Elementary, where she went to elementary school. Mrs. Long also wished Jessica Lawrence good luck in her future endeavors.

### Policy Committee

Mr. Crimmins gave an explanation of the new and revised policies No. 7216 entitled "Regents Examinations", No. 8310 entitled "Instructional Materials and Equipment", No. 7131 entitled "Non-Resident Students", and No. 7110 entitled "Comprehensive Student Attendance Policy" that the Board will vote on this evening. Mr. Crimmins gave a brief explanation of each policy and the changes that were made. He stated that current policy does not govern the Board's use of e-mail. Mr. Crimmins would like it noted that at no time did he offer a legal opinion nor is he an attorney.

### Building & Grounds Committee

Mr. Fisher reported that there is abatement at Parley Coburn Elementary School that will have to be removed at the cost of \$80,000. There are also issues at Beecher Elementary and Southside High School that will need to be addressed. He alerted that there will be a lot of change orders forthcoming for Board approval. He reported that Beecher's project is moving along smoothly, Riverside at Washington will be moving back to their home school in August and EFA's project is going to SED. He also stated that we will lose a year of construction at SHS.

### Audit Committee

Mr. Strange reported that he is very upset with the resignation of Jessica Lawrence, Internal Auditor for the district. He would like it noted that the reason the district did not renew her contract for next year was that they knew of her plans of leaving and that in no way, shape or form, was not happy with her performance. He stated that we are losing one of the best and she is a magnificent Auditor. He wished her well and it is our loss.

### Internal Audit Report

Mrs. Jessica Lawrence thanked the Board for their support during her tenure. She stated that she has learned so much during her time with the district, but is excited about her new adventure. She reported to the Board on the Risk Assessment Update and recommendations, travel and conference expenses, findings and comments, Medicaid Compliance Review, and Personnel Spotlight Review.

She then talked about purchasing and accounts payable and suggested that the district should come up with a quick reference manual on how to complete a purchase. She also stated that the district should take full advantage of what the new accounting system can provide.

Learning & Teaching  
Committee

Mrs. Grottenthaler reported to the Board that her committee has finished their agenda which was started back in March. They covered thirteen schools, meeting with parents, staff, and administrators throughout the district. She stated that there were many conversations in regards to magnet schools, changing high schools, but the biggest issue was overcrowding. The next step is going through the documents and all the notes and then expanding their committee. She felt confident that this committee has accomplished so far what they set out to do and will bring back to the Board a report of their findings.

**NEW BUSINESS**

Request to Establish a Class  
Advisor at Alternative High  
School

Mr. Crimmins moved, seconded by Ms. Stroman that the Board approves the request for a Class Advisor at Alternative High School.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None

Approval of Designation for  
Broadway Middle School  
Auditorium

Mr. Strange moved, seconded by Mr. Crimmins that the Board approve the name of the auditorium at Broadway Middle School to be the "Paul O Auditorium".

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange

No: Turner, Stroman

Absent: None

Abstained: Fisher

Recommendation of Bid  
Award for District Wide  
Technology Installation

Ms. Stroman moved, seconded by Mr. Fisher that the Board approve the sole, responsive, responsible bids meeting specifications in a total amount of \$1,068,415.00 for base bid and award contract for District-wide Technology Vision 2009 to Logical Choice Technologies, Inc. and further to delay the recommendation for alternate bids until the total cost of this project are known.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None

Mr. Robert Rauch, Senior Project Manager, from The Thomas Group, addressed the Board in regards to the sole bid for the District-wide Technology Vision 2009 to Logical Choice Technologies, Inc. Mr. Crimmins would like in writing why there was only one bid presented to the Board for this project.

Approval of Amendment to  
Director of Human  
Resources & Employee  
Relations Employment  
Contract

Mrs. Grottenthaler moved, seconded by Mr. Strange to table the Approval of the Amendment to the Director of Human Resources & Employee Relations Employment Contract. A vote was taken and the results were as follows:

Yes: Hurley, Grottenthaler, Strange

No: Crimmins, Fisher, Long, McCall, Stroman, Turner

Absent: None

Mrs. Grottenthaler would like to table this item because she has not seen a performance evaluation on the Director of Human Resource and Employee Relations employee. She also stated that there was no language attached to the resolution until this evening when it was presented to the Board.

A straw poll was conducted to approve the Director of Human Resources and Employee Relations Employment Amendment, the results are as follows:

Yes: Crimmins, Long, Turner

No: Hurley, Grottenthaler, Strange, Stroman,

Absent: None

Abstained: Fisher, McCall

Mr. Fisher moved, seconded by Mrs. McCall to reconsider the motion to approve the Director of Human Resources and Employee Relations Contract.

Motion Carried:

Yes: Crimmins, Fisher, Long, McCall, Stroman, Turner

No: Hurley, Grottenthaler, Strange

Absent: None

Approval of Salary for 2208-09 for Deputy Superintendent, Assistant Superintendent for Management Services and Director of Human Resources & Employee Relations

Mrs. Long moved, seconded by Mr. Crimmins, that the Board table the Approval of the 2008-2009 salaries for the Deputy Superintendent, Assistant Superintendent for Management Services, Director of Human Resources & Employee Relations and Director of Pupil Personnel Services' Employment Contracts.

Motion Carried:

Yes: Fisher, Grottenthaler, Hurley, McCall, Strange, Stroman, Turner

No: Crimmins, Long

Absent: None

Approval of Superintendent's Evaluation/Amendment to Employment Agreement

Mrs. Long moved, seconded by Mr. Fisher, that the Board table the Superintendent's Evaluation/Amendment to Employment Agreement.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

Approval of Proposed New and Revised Policies

Mr. Crimmins moved, seconded by Mr. Fisher that the Board approve the proposed new and revised policies as presented:

- a) That the Board accepts for First Reading proposed new Policy No. 7216 entitled "Regents Examinations."
- b) That the Board accept for First Reading and adoption, proposed revised Policy No. 8310 entitled "Instructional Materials and Equipment."
- c) That the Board accept for First Reading and adoption, proposed revised Policy No. 7131 entitled "Non-Resident Students."
- d) That the Board accept for First Reading and adoption, proposed revised Policy No. 7110 entitled "Comprehensive Student Attendance Policy."

Mr. Crimmins informed the Board of each policy change

Motion Carried:

Yes: Crimmins, Grottenthaler, Hurley, Long, McCall,  
Strange, Stroman, Turner

No: Fisher

Absent: None

Corrective Action Plan for  
Purchasing/Accounts  
Payable

Mr. Strange moved, seconded by Mr. Fisher, that the  
Board Approve the Corrective Action Plan for  
Purchasing/Accounts Payable.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None

## **CONSENT ITEMS**

Mrs. Long moved, seconded by Mr. Crimmins that the  
Board approve the following Consent Items:

Minutes

That the Board of Education approve the Minutes of the  
May 7, 2008 Special Meeting, May 20, 2008 Regular  
Meeting & Budget Vote and School Board Election, May  
21, 2008 Special Meeting and the June 4, 2008 Special  
Meeting of the Board of Education.

Financial Reports

Approve the Treasurer's Reports for April 2008 as  
presented.

Accept the Central Treasurer's Reports for April 2008 as  
presented.

Donations

That the Board of Education accept the gift of  
\$850.00 donated by the Community Foundation of  
Elmira-Corning and the Finger Lakes, Inc. and,  
furthermore, that the General Fund budgeted expenditures  
for 2007-08 be increased by \$850.00 at budget code  
A2020-41-56-0500.

Accept the gift of \$2,500.00 donated by BOCES and  
\$500.00 donated by the Women's Task Force and,  
furthermore, that the General Fund budgeted expenditures  
for 20087-08 be increased by \$2,500.00 at budget code  
A2020-46-56-0500.

Reimbursements

Approve the receipt of a reimbursement totaling \$95.00  
and that the 2007-08 General Fund expenditure code

Contracts

A220-36-56-0500 be increased by \$95.00.

Health & Welfare Services

Approve the contracts for the provision of non-resident student health services for the 2007-08 school year.

Horseheads Central School District

59 students \$13,187.68

Waverly Central School District

10 students \$ 2,235.20

CBIZ

Approve the agreement with CBIZ Valuation Group, LLC in the amount of \$2,275.00

Clerk of the Works

Approve the contract with Ms. Raylene Lewis for services as the district's "Clerk of the Works" at \$41.00 per hour for the period July 1, 2008 through June 30, 2009.

Transfer to the Capital Reserve

Approve the transfer of \$31,611 received as a result of e-rate refunds to the District's Capital Reserve.

Addendum for Bids for Furniture, Fixtures & Equipment for Parley Coburn and Riverside Elementary Schools

Approve the low responsive, responsible bids meeting specifications in a total amount of \$83,817.21 and award contracts for the addendum for bids for furniture, fixtures & equipment for Parley Coburn and Riverside Elementary Schools as per attached tabulations.

Appoint of a Parent Representative for the Committee on Special Education

Approve the appointment of Diana Perron as a parent representative for the Committee on Special Education.

Committee on Special Education (CSE) Recommendation

Approve the placement of students classified by the District Committee on Special Education (CSE) Teams.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

**VISITORS WISHING TO ADDRESS THE BOARD**

Jessica Lawrence, District Internal Auditor, informed the Board that they need to approve the Risk Assessment.

Barton Graham, former Board Member, informed Mr. Fisher that he has been compiling articles on diversity that he is willing to share with Mr. Fisher.

**PERSONNEL**

Mrs. Long moved, seconded by Mrs. Turner that the Board approve the Personnel Packet and Addendum.

**RETIREMENT**

**Non-Instructional**

**Gilbert Michael Casterline**  
Assignment: School Bus Mechanic/Bus Garage  
Background: 17 plus years of service  
Effective Date: July 31, 2008

**RESIGNATION**

**Non-Instructional**

**Jessica L. Lawrence**  
Assignment: School Auditor/Administration  
Effective Date: July 1, 2008

**Brian J. Jasniewski**  
Assignment: Custodial Laborer  
Effective Date: July 31, 2008

**LEAVES OF ABSENCE**

**Non-Instructional**

**Patricia A. Lynch**  
Assignment: 30-Hour 8:1:1 Teacher Aide/Hendy Avenue Elementary School  
Reason: Long-term Leave  
Effective Date: June 24, 2008 through January 6, 2009

**Mary T. Tkacik**  
Assignment: 30-Hour 1:1 Teacher Aide/Riverside Elementary School  
Reason: Family Medical Leave  
Effective Date: June 9, 2008 through June 26, 2008

**Denise A. Wilson**  
Assignment: 20-Hour Teacher Aide/Riverside Elementary School  
Reason: Long-term leave extension  
Effective Date: June 2, 2008 through July 1, 2008

**Lenora L. Wood**  
Assignment: Bus Attendant/Bus Garage  
Reason: Short-term Leave  
Effective Date: June 3, 2008 through June 26, 2008

**ESTABLISHMENT OF  
POSITIONS**

**Instructional**

Position: L.O.T. E. (1.0)  
Location: Southside High School  
Justification: Student Support Services  
Effective Date: July 1, 2008  
Budget: General

**Non-Instructional**

Position: Registered Nurse (.66)  
Location: Southside High School  
Justification: 2008-2009 budget initiatives  
Effective Date: July 1, 2008  
Budget: General

Position: Registered Nurse (.5)  
Location: Parochial Schools  
Justification: 2008-2009 budget initiatives  
Effective Date: July 1, 2008  
Budget: General

Position: Registered Nurse  
Location: Fassett Elementary School  
Justification: 2008-2009 budget initiatives  
Effective Date: July 1, 2008  
Budget: General

Position: Licensed Practical Nurse  
Location: Hendy Avenue Elementary School  
Justification: 2008-2009 budget initiatives  
Effective Date: July 1, 2008  
Budget: General

Position: Head Custodian  
Location: Washington Elementary School  
Justification: 2008-2009 budget initiatives  
Effective Date: July 1, 2008  
Budget: General

## **ABOLISHMENT OF POSITIONS**

### **Instructional**

Position: Science (1.0)  
Location: Southside High School  
Effective Date: July 1, 2008  
Justification: Building Program Realignment

### **Non-Instructional**

Position: Licensed Practical Nurse (.5)  
Location: Hendy Avenue Elementary School  
Effective Date: July 1, 2008  
Justification: 2008-2009 budget initiatives  
Budget: General

### **\* EMERGENCY APPOINTMENT**

The following appointment which is marked as **\*Emergency Appointment** is made as emergency conditional appointment which is valid for twenty (20) business days from date of effective appointment or until a conditional clearance is obtained from the State Education Department (SED), whichever occurs first. The following emergency conditional appointment is made to the positions indicated and the Board hereby determines the following:

1. The District has been unable to fill the vacancy despite good faith efforts which would have allowed sufficient time for SED clearance or conditional clearance.
2. There is no other qualified person available to fill the vacancy temporarily.

The position needs to be filled to maintain services, which the District is legally required to provide, or services which are necessary to protect the health, education or safety of students and staff.

## **APPOINTMENTS**

### **Instructional**

#### **Laura M. Agan**

Assignment: Music/Thomas K. Beecher Elementary School  
Justification: Replacement/Ruelene Seymour  
Effective Date: September 1, 2008  
Tenure Date: September 1, 2011  
Tenure Area: Music  
Certification: Music/Initial  
Salary: \$38,810, step 1 (B+25)  
Background: BA, SUNY Fredonia; Major: Music Education  
Experience: Undergraduate Teacher Assistant, SUNY Fredonia (5 months); Substitute Teacher, Elmira City School District (6 months); Substitute Teacher,

Horseheads (New York) Central School District (1 year); Student Teacher, Eden (New York) Central School District; Student Teacher, Fredonia (New York) Central School District

**\* Emergency Appointment**

**Elizabeth M. Branham**

Assignment: School Counselor/Hendy Avenue Elementary School  
Justification: Newly Created  
Effective Date: September 1, 2008 (contingent upon passing a drug screening, fingerprint clearance and providing the appropriate New York State certification  
Tenure Date: September 1, 2011  
Tenure Area: School Counselor  
Certification: School Counselor/Provisional pending  
Salary: \$40,060, step 1 (B+45+M)  
Background: MS, SUNY Oneonta, Major: School Counseling; BS, SUNY Oneonta, Major: Psychology  
Experience: Teaching Assistant, SUNY Oneonta (6 months); Substitute Teacher, Oneonta (New York) City School District (2.5 years); Student Teacher, Oneonta (New York ) City School District

**Jenifer J. Josephson**

Assignment: Spanish/Broadway Middle School  
Justification: Replacement/Erica Agan  
Effective Date: September 1, 2008 (contingent upon providing the appropriate New York State teaching certification  
Tenure Date: September 1, 2011  
Tenure Area: Foreign Language  
Certification: Spanish 7-12/Initial pending  
Salary: \$45,561, step 10 (B+45+M)  
Background: MS, Ithaca College, Major: Languages Other Than English/Spanish; BA, James Madison University, Major: Communication Sciences and Disorders/Spanish  
Experience: Substitute Teacher, Elmira City School District (1 month); Tutor, Ithaca (New York) City School District (1 year); Student Teacher, Lansing (New York) City School District; Student Teacher, New York (New York) City School District

**\* Emergency Appointment**

**James E. Roland**

Assignment: Technology/Broadway Middle School  
Justification: Replacement/Paul Olyowski  
Effective Date: September 1, 2008 (contingent upon passing a drug screening and fingerprint clearance)  
Tenure Date: September 1, 2011  
Tenure Area: Technology  
Certification: Technology Education/Initial  
Salary: \$44,700, step 10 (B+30+M)  
Background: MS, SUNY Oswego, Major: Technology Education; BS, SUNY Oswego, Major: Technology Education  
Experience: Student Teacher, Hamburg (New York) Central School District; Student

Teacher, Letchworth (New York) Central School District

**\* Emergency Appointment**

**Erica L. Sheldon**

Assignment: School Counselor/Fassett Elementary School  
Justification: Newly Created  
Effective Date: September 1, 2008 (contingent upon passing drug screening, fingerprint clearance and providing the Elmira City School District with the appropriate New York State certification)  
Tenure Date: September 1, 2011  
Tenure Area: School Counselor  
Certification: School Counselor/Provisional pending  
Salary: \$41,610, step 1 (B+60+M)  
Background: MS, Syracuse University, Major: School Counseling; BS, LeMoyne College, Major: Psychology  
Experience: Substitute Teacher, Bishop Ludden School, Syracuse (New York) Diocese (3 months); Student Teacher, Syracuse (New York) Diocese; Student Teacher, East Syracuse-Minoa (New York) Central School District)

**\* Emergency Appointment**

**Aaron J. Sweet**

Assignment: Mathematics/Broadway Middle School  
Justification: Replacement/James Toner  
Effective Date: September 1, 2008 (contingent upon passing drug screening, fingerprint clearance and providing the Elmira City School District with the appropriate New York State teaching certification)  
Tenure Date: September 1, 2011  
Tenure Area: Mathematics  
Certification: Mathematics/Initial pending  
Salary: \$37,310, step 1 (B)  
Background: BA, Lemoyne College, Major: Mathematics Education  
Experience: Substitute Teacher, Greene (New York) Central School District (4 years); Student Teacher, Liverpool (New York) Central School District; Student Teacher, Syracuse (New York) City School District

**ADDITIONS/DELETIONS  
TO THE SUBSTITUTE  
LIST**

**Instructional**

**Addition**

Christopher F. Burgess

**Deletions**

**Substitute Teachers**

Laura M. Agan  
Deborah C. Breen

Matthew E. Roberts  
John S. Shortle, Jr.  
Madeline E. Weiss

**Non-Instructional**

**Additions**

**Life Guard**

Faith E. Chorpenning

**TENURE  
RECOMMENDATION**

**INSTRUCTIONAL**

**Emily M. Bachman**

Pertinent Information

This is a tenure recommendation for Emily M. Bachman in the area of Elementary Education. Ms. Bachman received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Bachman has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Emily M. Bachman effective September 1, 2008.

**Stacie Belosky**

Pertinent Information

This is a tenure recommendation for Stacie Belosky in the area of Special Education. Ms. Belosky received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Belosky has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Stacie Belosky effective September 1, 2008

### **Elizabeth A. Boylan**

#### Pertinent Information

This is a tenure recommendation for Elizabeth A. Boylan in the area of General Science. Ms. Boylan received a probationary appointment September 1, 2004 (Tenure track extended) with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Boylan has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Elizabeth A. Boylan effective September 1, 2008.

### **Christin L. Bresett**

#### Pertinent Information

This is a tenure recommendation for Christin L. Bresett in the area of School Counselor. Ms. Bresett received a probationary appointment September 8, 2005 with a tenure due date of September 8, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Bresett has demonstrated effective communication with

### Recommendation

It is recommended that the Board approve tenure for Christin L. Bresett effective September 8, 2008.

### **Jessica L. Carpenter**

#### Pertinent Information

This is a tenure recommendation for Jessica L. Carpenter in the area of Elementary Education. Ms. Carpenter received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Carpenter has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Jessica L. Carpenter effective September 1, 2008.

**Carmen R. Chase**

Pertinent Information

This is a tenure recommendation for Carmen R. Chase in the area of English. Ms. Chase received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Chase has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Carmen R. Chase effective September 1, 2008.

**Keith A. Congdon**

Pertinent Information

This is a tenure recommendation for Keith A. Congdon in the area of Biology. Mr. Congdon received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Congdon has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Keith A. Congdon effective September 1, 2008.

**Jennifer L. Crout**

Pertinent Information

This is a tenure recommendation for Jennifer L. Crout in the area of Elementary Education. Ms. Crout received a probationary appointment September 1, 2005 with a tenure date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Crout has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Jennifer L. Crout effective September 1, 2008.

**Kara R. Deats**

Pertinent Information

This is a tenure recommendation for Kara R. Deats in the area of Physical Education. Ms. Deats received a probationary appointment September 8, 2005 with a tenure due date of September 8, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Deats has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Kara R. Deats effective September 8, 2008.

**Rose A. Drake**

Pertinent Information

This is a tenure recommendation for Rose A. Drake in the area of Elementary Education. Ms. Drake received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observation and annual evaluations have been completed. Ms. Drake has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Rose A. Drake effective September 1, 2008.

### **Cheryle A. Earl**

#### Pertinent Information

This is a tenure recommendation for Cheryl A. Earl in the area of Mathematics. Ms. Earl received a probationary appointment September 8, 2005 with a tenure due date of September 8, 2008

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Earl has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Cheryl A. Earl effective September 1, 2008.

### **Kara E. Fletcher**

#### Pertinent Information

This is a tenure recommendation for Kara E. Fletcher in the area of Physical Education. Ms. Fletcher received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Fletcher has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Kara E. Fletcher effective September 1, 2008.

### **Jill L. Fuchs**

#### Pertinent Information

This is a tenure recommendation for Jill L. Fuchs in the area of School Psychologist. Ms. Fuchs received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Fuchs

has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

#### Recommendation

It is recommended that the Board approve tenure for Jill L. Fuchs effective September 1, 2008.

#### **H. Justin Fuchs**

#### Pertinent Information

This is a tenure recommendation for H. Justin Fuchs in the area of School Counselor. Mr. Fuchs received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Fuchs has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

#### Recommendation

It is recommended that the Board approve tenure for H. Justin Fuchs effective September 1, 2008.

#### **Christine G. Gill**

#### Pertinent Information

This is a tenure recommendation for Christine G. Gill in the area of Foreign Language. Ms. Gill received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Gill has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

#### Recommendation

It is recommended that the Board approve tenure for Christine G. Gill.

## **Mary T. Hutz**

### Pertinent Information

This is a tenure recommendation for Mary T. Hutz in the area of General Science and Biology. Ms. Hutz received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Hutz has demonstrated effective communication with parents and students in conjunction.

### Recommendation

It is recommended that the Board approve tenure for Mary T. Hutz effective September 1, 2008.

## **Barbara E. Jennings**

### Pertinent Information

This is a tenure recommendation for Barbara E. Jennings in the area of Elementary Education. Ms. Jennings received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Jennings has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Barbara E. Jennings effective September 1, 2008.

## **Katrina F. Keefe**

### Pertinent Information

This is a tenure recommendation for Katrina F. Keefe in the area of Elementary Education. Ms. Keefe received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Keefe has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Katrina F. Keefe effective September 1, 2008.

### **Daniel D. Knaisch**

#### Pertinent Information

This is a tenure recommendation for Daniel D. Knaisch in the area of Mathematics. Mr. Knaisch received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Knaisch has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Daniel D. Knaisch effective September 1, 2008.

### **Kelly J. Krause**

#### Pertinent Information

This is a tenure recommendation for Kelly J. Krause in the area of Family and Consumer Science. Ms. Krause received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Krause has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Kelly J. Krause effective September 1, 2008.

### **Christine D. Kurcoba**

#### Pertinent Information

This is a tenure recommendation for Christine D. Kurcoba in the area of Elementary Education. Ms. Kurcoba received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Kurcoba has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Christine D. Kurcoba effective September 1, 2008

### **James D. Lares**

### Pertinent Information

This is a tenure recommendation for James D. Lares in the area of Elementary Education. Mr. Lares received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Lares has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for James D. Lares effective September 1, 2008.

### **Michael W. Lepak**

### Pertinent Information

This is a tenure recommendation for Michael W. Lepak in the area of Mathematics. Mr. Lepak received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Lepak has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Michael W. Lepak effective September 1, 2008.

**Aaron D. Lindgren**

Pertinent Information

This is a tenure recommendation for Aaron D. Lindgren in the area of Elementary Education. Mr. Lindgren received a probationary appointment September 1, 2004 (tenure track extended) with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Lindgren has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Aaron D. Lindgren effective September 1, 2008.

**Shelley A. MacPherson**

Pertinent Information

This is a tenure recommendation for Shelley A. MacPherson in the area of Elementary Education. Ms. MacPherson received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. MacPherson has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Shelley A. MacPherson effective September 1, 2008.

**Marnie O. Malone**

Pertinent Information

This is a tenure recommendation for Marnie O. Malone in the area of English. Ms. Malone received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Malone has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Marnie O. Malone effective September 1, 2008.

### **Jennifer R. McLaughlin**

#### Pertinent Information

This is a tenure recommendation for Jennifer R. McLaughlin in the area of Special Education. Ms. McLaughlin received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. McLaughlin has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Jennifer R. McLaughlin effective September 1, 2008.

### **Stuart J. McLean**

#### Pertinent Information

This is a tenure recommendation for Stuart J. McLean in the area of Music. Mr. McLean received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2005.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. McLean has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Stuart J. McLean effective September 1, 2008.

**Marci A. Murdock**

Pertinent Information

This is a tenure recommendation for Marci A. Murdock in the area of Mathematics. Ms. Murdock received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Murdock has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Marci A. Murdock effective September 1, 2008.

**Melissa M. Noonan**

Pertinent Information

This is a tenure recommendation for Melissa A. Noonan in the area of Elementary Education. Ms. Noonan received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluation have been completed. Ms. Noonan has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Melissa A. Noonan effective September 1, 2008

**Jessica B. Patchett**

Pertinent Information

This is a tenure recommendation for Jessica B. Patchett in the area of Elementary Education. Ms. Patchett received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Patchett has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Jessica B. Patchett effective September 1, 2008

### **Stacy L. Perkins**

#### Pertinent Information

This is a tenure recommendation for Stacy L. Perkins in the area of Elementary Education. Ms. Perkins received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observation and annual evaluations have been completed. Ms. Perkins has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Stacy L. Perkins effective September 1, 2008.

### **Cherron E. Rawlings**

#### Pertinent Information

This is a tenure recommendation for Cherron E. Rawlings in the area of Social Studies. Ms. Rawlings received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Rawlings has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Cherron E. Rawlings effective September 1, 2008.

### **Erica S. Reynolds**

#### Pertinent Information

This is a tenure recommendation for Erica S. Reynolds in the area of Special Education. Ms. Reynolds received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Reynolds has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

### Recommendation

It is recommended that the Board approve tenure for Erica S. Reynolds effective September 1, 2008.

### **Kathryn A. Sempler**

#### Pertinent Information

This is a tenure recommendation for Kathryn A. Sempler in the area of Elementary Education. Ms. Sempler received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual; evaluations have been completed. Ms. Sempler has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

#### Recommendation

It is recommended that the Board approve tenure for Kathryn A. Sempler effective September 1, 2008.

### **Reuben D. Siskin**

#### Pertinent Information

This is a tenure recommendation for Reuben D. Siskin in the area of Biology. Mr. Siskin received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

#### Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Mr. Siskin has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

#### Recommendation

It is recommended that the Board approve tenure for Reuben D. Siskin effective September 1, 2008.

**Jamie S. Sirianni**

Pertinent Information

This is a tenure recommendation fro Jamie S. Sirianni in the area of Mathematics. Ms. Sirianni received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Sirianni has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Jamie S. Sirianni effective September 1, 2008.

**Emily M. Solometo**

Pertinent Information

This is a tenure recommendation for Emily M. Solometo in the area of Art. Ms. Solometo received a probationary appointment September 1, 2005 with a tenure due date of September 1, 2008

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Solometo has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Emily M. Solometo effective September 1, 2008.

**Denise R. Van Heusen**

Pertinent Information

This is a tenure recommendation for Denise R. Van Heusen in the area of Special Education. Ms. Van Heusen received a probationary appointment September 1, 2006 (previously tenured in New York State) with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Van Heusen ha demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Denise R. Van Heusen effective September 1, 2008.

**Katina D. Waples**

Pertinent Information

This is a tenure recommendation for Katina D. Waples in the area of Elementary Education. Ms. Waples received a probationary appointment September 1, 2004 (tenure track extended) with a tenure due date of September 1, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. Waples has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Katina D. Waples effective September 1, 2008.

**Jennifer L. West**

Pertinent Information

This is a tenure recommendation for Jennifer L. West in the area of Elementary Education. Ms. West received a probationary appointment September 22, 2005 with a tenure due date of September 22, 2008.

Evaluation and Analysis

All requirements for tenure including observations and annual evaluations have been completed. Ms. West has demonstrated effective communication with parents and students in conjunction with a distinguished level of organization, educational planning and instructional delivery.

Recommendation

It is recommended that the Board approve tenure for Jennifer L. West effective September 1, 2008.

**Fall 2008-2009**

**STIPENDS**

**Athletic**

**SENIOR HIGH FALL RESIGNATIONS**

**Elmira Free Academy**

Junior Varsity Girls Soccer Coach

Opal M. Golden

**Ernie Davis Middle School**

**MODIFIED FALL  
RESIGNATIONS**

Modified Football Assistant Coach

Troy H. Monks

**SENIOR HIGH FALL COACHING  
APPOINTMENTS**

**Pertinent Information:** Payment will be made in accordance with the District/Elmira Teachers Association Agreement

**Elmira Free Academy**

**Cherron E. Rawlings**

Junior Varsity Girls Soccer Coach

Fall 2008-2009 Sports Season

(Class 2) \$3,008, Step 1

Social Studies 7-12

Social Studies/Elmira Free Academy

MS, BA Elmira College

Played college soccer (2 years); Excellent knowledge of the fundamental skills of soccer

Assignment:

Effective Date

Salary:

Certification:

Occupation:

Background:

Experience:

**HIGH SCHOOL INTRAMURAL  
ACTIVITIES**

**Erich Kramer**

Booth Alternative High School

2008-2009 School Year

(Class 5) \$1,593, Step 1

Physical Education

Physical Education/Booth Alternative High School

Assignment:

Effective Date:

Salary:

Certification:

Occupation:

**Anthony J. Marks**

Southside High School

2008-2009 School Year

(Class 5) \$2,180, Step 3

Physical Education

Physical Education/Southside High School

Assignment:

Effective Date:

Salary:

Certification:

Occupation:

**Jesse W. Ferris**

Elmira Free Academy

2008-2009 School Year

(Class 5) \$2,180, Step 3

Physical Education

Physical Education/Elmira Free Academy

Assignment:

Effective Date:

Salary:

Certification:

Occupation:

**MIDDLE SCHOOL INTRAMURAL  
ACTIVITIES**

Assignment: **Ricardo A. Lombardini**  
Ernie Davis Middle School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Reading, Technology, Elementary Education  
Occupation: Technology/Ernie Davis Middle School

**ELEMENTARY SCHOOL  
INTRAMURAL ACTIVITIES**

Assignment: **David A. Buck**  
Pine City Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Pine City Elementary School

Assignment: **John T. Cox Jr.**  
Riverside Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Riverside Elementary School

Assignment: **Todd M. Ginnan**  
Hendy Avenue Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Hendy Avenue Elementary School

Assignment: **Mary Ann LaMont**  
Thomas K. Beecher Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/George M. Diven and Riverside Elementary  
Schools

Assignment: **Troy H. Monks**  
Fassett Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Fassett Elementary School

Assignment: Jason A. Stukey  
George M. Diven Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/George M. Diven Elementary School

Assignment: Thomas A. Terwilliger  
Parley Coburn Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Parley Coburn Elementary School

Assignment: Diane M. Wieziolowski  
Broadway Elementary School  
Effective Date: 2008-2009 School Year  
Salary: (Class 5) \$2,180, Step 3  
Certification: Physical Education  
Occupation: Physical Education/Broadway Elementary School

**2008 SUMMER SCHOOL  
PROGRAM**

**APPOINTMENTS  
PERTINENT INFORMATION-  
INSTRUCTIONAL/ELEMENTARY**

**All appointments are pending sufficient enrollment**

Abby S. Bennett  
Valerie L. Bush  
Susan M. Cardinale  
Catherine S. Case  
Richard J. Condon  
Heather M. Donovan  
Brian L. Dugan  
Maribeth A. Ewing  
Adam J. Graves  
Regina C. Keddell  
Shelley A. MacPherson  
Elizabeth J. McIntosh  
Sheila A. O'Bireck  
Jessica A. Ossiboff  
Jessica B. Patchett  
Janice R. Rogers  
Katharina W. Stayer  
Jason A. Stukey  
Wendy M. Zepp

**INSTRUCTIONAL/MIDDLE  
SCHOOL**

Jacqueline M. Gibson  
Michelle R. Holleran  
Thomas Lynough  
Deborah R. Marvin  
Jill A. Pack  
Michelle M. Princiotto

**NON-  
INSTRUCTIONAL/ELEMENTARY**

Eva K. Amey  
Leona M. Bell  
Tonya M. Bellows  
Laurie Bocon  
Diann J. Burgey  
Wendy L. Bush  
Joyce E. Callahan  
Joy M. Coddington  
Diane E. Comstock  
Tonya M. Davis  
Sheryl L. Elliott  
Diann E Friant  
Nancy A. Gennosa  
Christine Lagonegro  
Harriet H. Levey  
Dawn A. Lown  
Kathleen A. Madigan  
Jennifer L. Mattison  
Julie D. Navone  
Laurie A. Newton  
Karen M. Nicolo  
Myrtle E. Nornhold  
Karen A. Packard  
Melissa M. Palmer  
Arlene Parker  
Michele L. Patykula  
Patricia L. Redder  
Sharrie L. Reep  
Julianne Renko  
Gloria Schilling  
Jacqueline M. Schoffner  
Beverly J. Smith  
Rose Spearman  
Barbara A. Szczech

Mary T. Tkacik  
Stefko O. Trifoso  
Deborah J. VanRiper  
Catherine M. Vera  
Christine L. Viele  
Michelle D. Vischansky  
Kristine M. Webster  
Rockelle L. Weston

**NON-INSTRUCTIONAL/MIDDLE  
SCHOOL**

Shana Ellison – Teacher Aide

**ADDENDUM**

**RESIGNATION**

**Instructional**

Assignment:  
Effective Date:

**Ronald R. Holloway**  
Science/Ernie Davis Middle School  
July 1, 2008

**LEAVES OF ABSENCE**

**Non-Instructional**

Assignment:  
Reason:  
Effective Date:

**Lorraine Bohart**  
25-Hour Teacher Aide/Riverside Elementary School  
Short Term Leave  
June 20, 2008 through June 26, 2008

Assignment:  
Reason:  
Effective Date:

**Mary L. DeHaas**  
Bus Driver/Bus Garage  
Family Medical Leave  
June 4, 2008 through June 26, 2008

**ESTABLISHMENT OF  
POSITIONS**

**Instructional**

Position:  
Location:  
Justification:  
Effective Date:  
Budget:

**English (1.0)**  
Alternative High School  
Student Support Services  
July 1, 2008  
General

Position: **Physical Education (1.0)**  
Location: District Wide  
Justification: Student Support Services  
Effective Date: July 1, 2008  
Budget: General

**Non-Instructional**

Position: **Custodial Laborers (2.0)**  
Location: Washington Elementary  
Justification: Newly Created  
Effective Date: June 17, 2008  
Budget: General

Position: **Custodial Laborer (1.0)**  
Location: Riverside Elementary  
Justification: Realignment of Duties  
Effective Date: June 17, 2008  
Budget: General

**ABOLISHMENT OF POSITION**

**Non-Instructional**

Position: **Custodial Laborer (.5)**  
Location: Riverside Elementary School  
Effective Date: June 17, 2008  
Justification: Realignment of Duties  
Budget: General

**\* EMERGENCY APPOINTMENT**

The following appointment which is marked as **\*Emergency Appointment** is made as emergency conditional appointment which is valid for twenty (20) business days from date of effective appointment or until a conditional clearance is obtained from the State Education Department (SED), whichever occurs first. The following emergency conditional appointment is made to the positions indicated and the Board hereby determines the following:

3. The District has been unable to fill the vacancy despite good faith efforts which would have allowed sufficient time for SED clearance or conditional clearance.
4. There is no other qualified person available to fill the vacancy temporarily.

The position needs to be filled to maintain services, which the District is legally required to provide, or services which are necessary to protect the health, education or safety of students and staff.

**APPOINTMENTS**

**Instructional  
Probationary**

**\*Emergency Appointment**

**Stacey L. Butler**  
Assignment: Spanish/Ernie Davis Middle School  
Justification: Replacement/Joseph Brower  
Effective Date: September 1, 2008, contingent upon passing a drug screening, fingerprint clearance, and providing the Elmira City School District with the appropriate New York State certification  
Tenure Date: September 1, 2011  
Tenure Area: Foreign Language  
Certification: Spanish 7-12, Initial pending  
Salary: \$41,940, Step 10 (B)  
Background: BA, Elmira College; Major: Spanish  
Experience: Student teacher, Elmira (New York) City School District; Student teacher, Horseheads (New York) Central School District

**\*Emergency Appointment**

**Lauren E. Janosco**  
Assignment: Music/Southside High School  
Justification: Replacement/Nancy Conley  
Effective Date: September 1, 2008, contingent upon passing a drug screening, fingerprint clearance, and providing the Elmira City School District with the appropriate New York State certification  
Tenure Date: September 1, 2011  
Tenure Area: Music  
Certification: Music, Conditional Initial pending  
Salary: \$37,310, Step 1 (B)  
Background: BA, Duquesne University, Major: Music Education  
Experience: Student teacher, Mount Lebanon (Pennsylvania) School District; Student teacher, Fox Chapel (Pennsylvania) School District

**William F. Mezzano**

Assignment: Mathematics/Southside High School  
Justification: Replacement/Jessica Jamison  
Effective Date: September 1, 2008  
Tenure Date: January 25, 2011  
Tenure Area: Mathematics  
Certification: Mathematics 7-12, Initial  
Salary: \$41,940, Step 10 (B)  
Background: BA, SUNY Cortland, Major: Math/Secondary Education  
Experience: Long Term Substitute teacher, Elmira (New York) City School District (6 months); Student teacher, Elmira (New York) City School District, Student teacher, Owego-

Appalachin (New York) School District

**\*Emergency Appointment** **Christine M. Murphy**  
 Assignment: Spanish/ Southside High School  
 Justification: Newly Created  
 Effective Date: September 1, 2008, contingent upon passing a drug screening, fingerprint clearance, and providing the Elmira City School District with the appropriate New York State certification  
 Tenure Date: September 1, 2011  
 Tenure Area: Foreign Language  
 Certification: Spanish, Initial  
 Salary: \$41,940, Step 10 (B)  
 Background: BA, SUNY Cortland, Major: Spanish Education  
 Experience: Long Term Substitute teacher, Horseheads (New York) Central School District (1 year); Student teacher, Elmira (New York) City School District, Student teacher, Horseheads (New York) Central School District

**\*Emergency Appointment** **Jennifer M. Sylor**  
 Assignment: School Counselor/Pine City Elementary School  
 Justification: Newly Created  
 Effective Date: September 1, 2008, contingent upon passing a drug screening, fingerprint clearance, and providing the Elmira City School District with the appropriate New York State certification  
 Tenure Date: September 1, 2011  
 Tenure Area: School Counselor  
 Certification: School Counselor, Provisional pending  
 Salary: \$41,110, Step 1 (B+50+M)  
 Background: MS, St. Bonaventure University, Major: Counseling Education; BS, SUNY Fredonia, Major: Business Administration  
 Experience: Substitute teacher, Springville (New York) Central School District; Student teacher, Springville (New York) Central School District

**Special Assignments**

**Brenda K. Baker**  
 Assignment: Instructional Support Teacher/Ernie Davis Middle School  
 Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Kelley J. Bailey**

Assignment: Instructional Support Teacher/Pine City Elementary School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Suzanne M. Comstock**

Assignment: Instructional Support Teacher/Fassett Elementary School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Kathy L. Love**

Assignment: Instructional Support Teacher/Alternative High School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Marnie O. Malone**

Assignment: Instructional Support Teacher/Southside High School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Elizabeth J. McIntosh**

Assignment: Reading Instructional Support Teacher-Secondary/District Wide  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Kathryn D. Milliken**

Assignment: Instructional Support Teacher/Elmira Free Academy  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Wanda J. Myers**

Assignment: Reading Instructional Support Teacher-Elementary/District Wide  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Jill W. Olthof**

Assignment: Instructional Support Teacher/Broadway Middle School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Susan M. Pawlak**

Assignment: Instructional Support Teacher/Riverside Elementary School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Theresa M. Sinko**  
Assignment: Instructional Support Teacher/Thomas K. Beecher Elementary School

Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Jessica A. Talada**  
Assignment: Instructional Support Teacher/Hendy Avenue Elementary School

Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**M. Christine Thomas**  
Assignment: Instructional Support Teacher/Broadway Elementary School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Anne H. Welch-Wood**  
Assignment: Instructional Support Teacher/Parley Coburn Elementary School  
Effective Date: Temporary one-year assignment effective September 1, 2008 through June 30, 2009

**Non-Instructional**  
**Non-Competitive**  
**Probationary**

**Ruby R. Maldonado**  
Assignment: 15-Hour Food Service Helper/Broadway Schools  
Justification: Replacement/Jeanette M. Moffitt  
Effective Date: June 9, 2008  
Salary: \$3968, Step 1, prorated

**John J. Yusko**  
Assignment: 20-Hour Bus Driver/Bus Garage  
Justification: Margaret J. Squires  
Effective Date: June 9, 20008  
Salary: \$8739, Step 1, prorated

**2008 SUMMER SCHOOL PROGRAM**

**APPOINTMENTS PERTINENT INFORMATION-INSTRUCTIONAL/MIDDLE SCHOOL**

**All appointments are pending sufficient enrollment**

Michelle Carbonelli

Ms. Stroman pointed out that on page 21 of the Personnel Packet that Mr. Congdon's name was spelled wrong.

Motion Carried:

Yes: Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: Crimmins

Absent: None

**EXECUTIVE SESSION**

Mr. Crimmins moved, seconded by Mrs. Grottenthaler that the Board move into Executive Session for the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation; also included for motion Mr. Crimmins moved, seconded by Mrs. Grottenthaler that the Board appoint Mr. Crimmins as Clerk Pro Tem in the absence of the Clerk. (10:05 p.m.)

Dr. Bryant entered into Executive Session at 11:25 p.m.

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long, McCall, Strange, Stroman, Turner

No: None

Absent: None

Janet M. Watson  
Board Clerk

**RETURN TO OPEN  
SESSION**

Ms. Stroman moved, seconded by Mrs. Long that the Board return to Open Session. (11:40 p.m.)

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None

Michael Crimmins  
Clerk Pro Tem

Ms. Stroman moved, seconded by Mr. Fisher that the Board remove item H-6 Amendment to Superintendent's Evaluation/Amendment to Employment Agreement from the table

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None

Ms. Stroman moved, seconded by Mr. Fisher that the Board accept the report of the Superintendent's evaluation and that the Board approve a "Fifth Amendment" to the Superintendent's contract to provide for a 4.5% raise effective July 1, 2008 for the fiscal year July 1, 2008 through June 30, 2009, and authorize the Board President to execute said "Fifth Amendment".

Motion Carried:

Yes: Crimmins, Fisher, Long, McCall, Stroman, Turner

No: Hurley, Grottenthaler, Strange

Absent: None

**ADJOURNMENT**

Ms. Stroman moved, seconded by Mr. Strange that the meeting be adjourned. (11:50 p.m.)

Motion Carried:

Yes: Crimmins, Fisher, Grottenthaler, Hurley, Long,  
McCall, Strange, Stroman, Turner

No: None

Absent: None